

Reolution
Group

CSR Impact Report

Q2 2026

*Creating opportunity, strengthening communities and reducing impact,
through the power of the people.*



Introduction

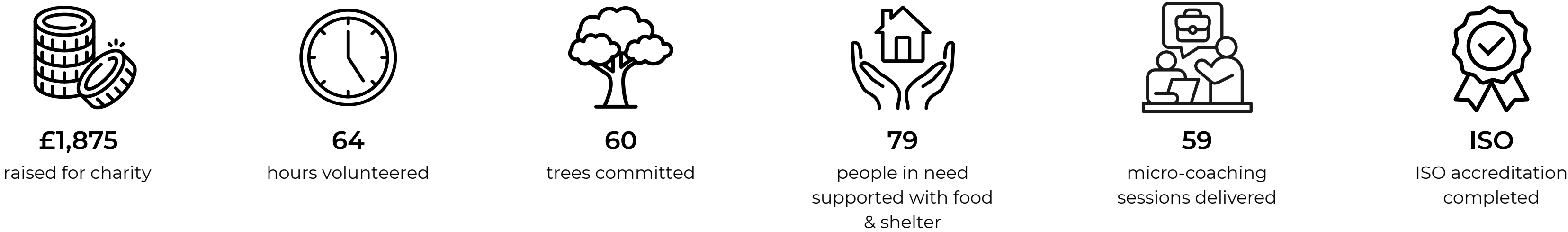
At Reolution Recruitment Group (RRG), we believe that business has a responsibility to create meaningful, lasting impact beyond commercial success. Our CSR strategy is built around four core pillars that reflect our commitment to people, communities, and the environment.

This report highlights the progress we have made in Q1 2026, showcasing the collective efforts of our team to support causes close to our hearts, give back through our time and expertise, and operate more sustainably as an organisation.

Key focus areas for Q1 included:

- Empowering our people to support charities that are personally meaningful to them
- Giving our time to those who need it most
- Strengthening our governance with new external accreditation
- Using recruitment to drive positive change

Q1 Impact - At a Glance



Our impact in Q2 has been driven primarily by our people, through volunteering, fundraising and using recruitment as a force for good.

Our Four Pillars

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People & Inclusion

Creating opportunity for all

Community & Charity Impact

Giving our time, energy and heart back to the communities we serve

Environment & Sustainability

Reducing our footprint and leading by example

Governance & Ethics

Doing business the right way, every day



People & Inclusion

Creating opportunity for all.

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Get Into Housing Employment Workshop

We delivered **2** Get Into Housing workshops supporting Black, Asian and minority ethnic young people who are long-term unemployed. The session provided guidance on CV writing, interview preparation and career development, alongside tailored coaching and mock interviews. This initiative reflects our focus on breaking down barriers to employment and equipping individuals with the skills and confidence needed to access opportunities.

“

The workshop with Hannah was very informative and helpful as she's given us advice to improve our CVs and how to present ourselves professionally to potential employers.

Yasmin Sbeinati, Get Into Housing participant

“

Hannah delivered such a dynamic and engaging workshop, giving participants a ton of practical advice they have gone on to apply to their searches for their perfect jobs. Our participants really have gained so much from Hannah's insight and knowledge of the job market and how to increase their chances of securing a position.

We're really looking forward to continuing our partnership and connecting more people with roles in housing. Thank you, Hannah!

Joseff Llewellyn, Diversity Project Officer



Charity & Community Impact

Giving our time, energy and heart back to the communities we serve.

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Close  Home

We are committed to making a positive impact within the communities we serve. Through our Charity & Community Impact pillar, we support causes that matter to our people, give back through volunteering and use our business as a force for good. By combining personal passion with collective action, we aim to create meaningful and lasting change.

Our **Close to Home** initiative empowers our people to support charities and causes that are deeply personal to them. By encouraging individuals to champion causes close to their own experiences, we create authentic impact across the organisation.

We are committed as a team to raise £15,000 for charities that are closest to our hearts over the course of 2026. In Q2 the team continued their fundraising efforts.

Lisa, one of the group's Principal Consultants in Marketing Division, completed her Pen-y-fan climb in April and raised a whopping **£1,055** for **Head for Change** charity. Lisa's husband is living with a traumatic brain injury so Head for Change is a charity Lisa is really passionate about.

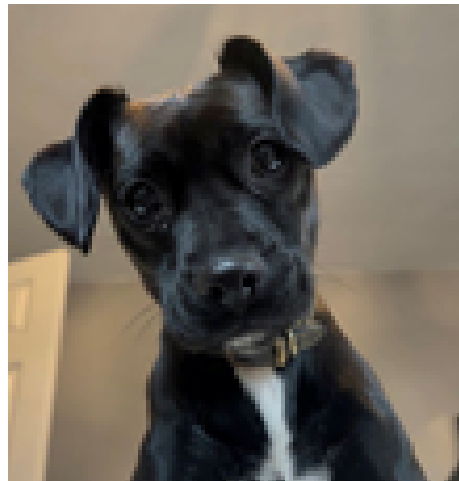
“

I'm really happy to be able to do something to help this incredible charity that support so many people and their families living in situations like my little family do.

Charity & Community Impact

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Giving our time, energy and heart back to the communities we serve.



Some of our colleagues with 4-legged friends got together and completed an Ironman over the month of May, swimming, walking/running and cycling 1,000m and involving their pets as much as they could! They raised **£400** for Dogs Trust. Branwen from our Public Sector team said:

“

I wanted to support Dogs Trust because it's a charity that means a lot to me personally. I've got a rescue dog myself and the work they do to give dogs a second chance and help them find safe, loving homes is incredible. The Ironman was a great team effort and knowing we were raising money and awareness for such a worthwhile cause gave us even more motivation to keep going.



The Meritus team raised **£140** for Servicedogs UK with a Reolution bake sale. Meritus is a corporate partner to Servicedogs UK, with the team due to raise another £250 in Q3 as MD Jake Appleton runs the Hampton Court Palace Half Marathon.

“

Meritus is proud to support Service Dogs UK this year, recognising the incredible difference assistance dogs make to the lives of people living with disabilities. We're delighted to contribute to an organisation that empowers individuals with greater independence, confidence and quality of life.



Dan Mason from Yolk's legal team raised **£120** to TYFU Café in Caerphilly who employ people with disabilities and additional needs and make sure every homeless person or anyone who needs a hot meal or cup of tea never goes without.

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Cafe Tyfu provides meaningful employment for people with disabilities and additional needs, giving individuals the chance to build confidence, develop skills, and be part of a supportive team. Beyond that, the café also looks after some of the most vulnerable people in the community by offering free food and drinks to those experiencing homelessness. It's a simple but powerful way of showing dignity, care, and humanity to people who are often overlooked. No one goes home with a hungry belly and i think that really spoke to me.

Charity & Community Impact

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Giving our time, energy and heart back to the communities we serve.

Through **Time Well Spent**, we encourage our team to give back by dedicating their time, skills and expertise to support individuals and communities.



In Q2, our team contributed a total of **64 hours** of volunteering, working towards our annual target of 500 hours.

Highlights include:

- Richard from our Public Sector & Not-for-Profit team volunteers his time weekly to marshal Trelai parkrun. Richard also volunteers to lead visually impaired runners and walkers through Sophia Gardens for a run/walk and a coffee. Over Q2, Richard volunteered over **16 hours**!
- Nici from our Public Sector and Not-for-Profit team supported visually impaired individuals through Be My Eyes, assisting with everyday tasks that the rest of us often take for granted.
- Hannah delivered **2** four-hour Get Into Housing workshops, supporting Black, Asian and minority ethnic individuals who are long-term unemployed with CV writing, interview preparation and career coaching.
- The team delivered **59** micro-coaching sessions to support individuals seeking employment.

Our **Recruitment for Good** initiative ensures that every placement we make contributes to a wider positive impact. By partnering with our clients, we enable them to support social and environmental causes as part of their recruitment activity.

In Q2, clients we worked with chose to support the following initiatives:

 **60** trees committed

 **79** people in need supported with food & shelter

 **59** micro-coaching sessions delivered

Environment & Sustainability

Reducing our footprint and leading by example.

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We recognise our responsibility to reduce our environmental impact and operate more sustainably. Through our Environment & Sustainability pillar, we are focused on understanding our carbon footprint, embedding more sustainable practices across our operation, and taking meaningful steps to contribute to a more sustainable future.

In Our Hands is Reolution Group's sustainability programme, bringing together our environmental commitments and actions under one clear, long-term approach. Through this initiative, we are focused on taking responsibility for our environmental impact, from understanding and reducing our carbon footprint to embedding more sustainable practices across our operations and supply chain.

We have committed to planting a further **60** trees from our recruitment activity with our clients in Q1, building on our existing environmental initiatives.

This commitment reflects our focus on taking tangible action to support environmental sustainability while contributing to longer-term restoration efforts and carbon reduction.



Governance & Ethics

Doing business the right way, every day.

At Reolution Group, we are committed to operating with integrity, transparency and accountability. Our Governance & Ethics pillar ensures that we have the right structures, policies and oversight in place to support responsible decision-making and long-term sustainable growth. By embedding strong governance practices across the organisation, we aim to uphold the highest ethical standards in everything we do.

Doing business the right way isn't simply a commitment we make – it's something we work hard to embed in how we operate every day.

Throughout Q2, our back-office teams have put a huge amount of work into strengthening, reviewing and evidencing the systems and processes that underpin our business. Following the successful completion of our Stage 1 and Stage 2 audits, we're incredibly proud to have been recommended for accreditation across three internationally recognised ISO standards: ISO 9001, ISO 14001 and ISO 27001.

ISO 9001 - Quality Management

Recognises robust quality management systems and a commitment to consistently delivering high-quality services, strong processes and continuous improvement.

ISO 14001 – Environmental Management

Provides a framework for managing our environmental responsibilities, reducing our impact and continually improving our environmental performance.

ISO 27001 – Information Security Management

Recognises a systematic and robust approach to protecting information, managing information-security risks and safeguarding the data entrusted to us

Achieving recommendation across all three standards is a significant milestone and a testament to the hard work of the teams behind the scenes.

More importantly, it reinforces what our **Governance & Ethics pillar** is all about: operating responsibly, protecting the people and organisations who trust us, continually

We're committed to doing business the right way, every day – and this is another important step in turning that commitment into measurable action.

Looking Ahead

Here is what we have achieved against our 2026 targets in Q1:



As we move into Q3, we remain focused on building on the strong foundations established in the first quarter. Our approach continues to be guided by our four CSR pillars, with a commitment to driving meaningful, measurable impact across our people, communities and the environment.

We are excited to continue this journey and have a number of key initiatives planned for the coming months:

People & Inclusion	Charity & Community Impact	Environment & Sustainability	Governance & Ethics
Review of our EDI policies and processes	Hannah from our Public Sector team will be running a charity quiz to raise funds for Shelter. Jake from Meritus will be running the Hampton Half to raise funds for Servicedogs UK. We have a 24h Padel competition booked for November – we’ve still got availability for players and sponsors if you want to find out more contact: <u>David.jenkins@yolkrecruitment.com</u>	We have a team of volunteers from across the business booked in for a local beach clean in September. We have another team assembled to maintain the trees we’ve planted in previous years, as well as the surrounding woodland and land, to mark National Tree Week. We will continue to plant trees as part of world planting initiatives.	We look forward to gaining our triple ISO accreditation in Q3 and embedding recommendations into our organisation.

Final Note from CSR Lead

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As we reach the halfway point of 2026, I'm incredibly proud to see our CSR strategy continuing to grow from the foundations we laid at the beginning of the year into something that is delivering real, measurable impact.

Q2 has been a brilliant example of what can happen when our people get behind the causes and commitments that matter to us. From climbing Pen y Fan, taking on an Ironman challenge and fundraising for charities close to our hearts, to volunteering our time, sharing our expertise through micro-coaching and supporting people into employment, there have been so many examples of our teams choosing to make a difference.

I'm particularly proud that this impact is becoming increasingly embedded in the way we do business. Through Recruitment for Good, our everyday recruitment activity continues to create positive social and environmental outcomes, while the hard work behind our recommendation for three ISO accreditations demonstrates our commitment to operating responsibly and holding ourselves to high standards.

There is still plenty we want to achieve. We have ambitious targets for volunteering and fundraising, more community and environmental activity planned and lots of opportunities for our people to get involved during the second half of the year.

What continues to stand out to me most is that our impact isn't driven by one person or initiative. It comes from people right across Reolution Group giving their time, sharing their skills, supporting causes they care about and finding ways to make what we do as a business count for more.

A huge thank you to everyone who contributed during Q2. I'm excited to see how much more we can achieve together before the end of 2026

— Nici Jones, CSR Lead

