



C&C Search

2023 Annual Impact Report

Social & Environmental Impact



01

Our Community

Community

- Official charity partnership with the Young Women's Trust for 3 years.
- Volunteered 144 number of hours (18 days)
- Donated and raised £6,305 for the Young Women's Trust.
- MUFG coaching and mentoring programme.
- Offering pro-bono coaching alongside training with Quest and OMBS.
- CSR days for the entire team now available – for full and part-time employees!
- Sponsoring places on training courses and for continued learning and development for our community.

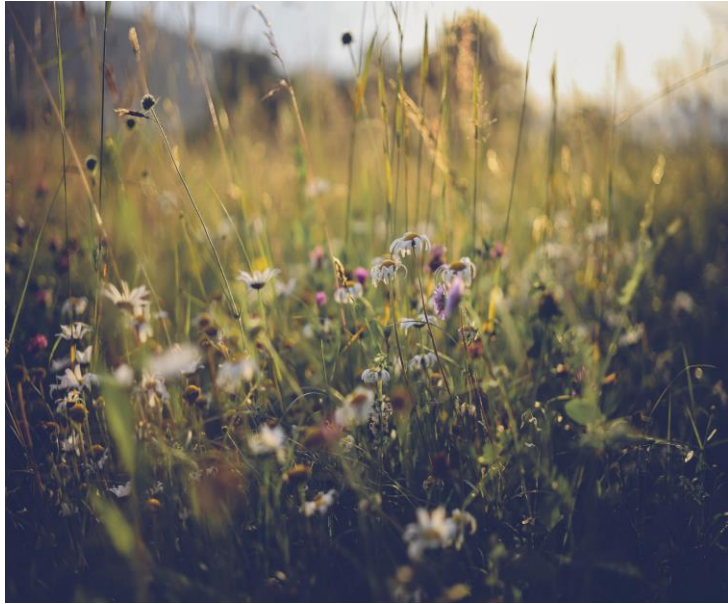




02

Our Environment

Environment



- Secured a B-Corp office for 2024!
- All employees completing a carbon footprint assessment with Giki Zero to understand their carbon footprint and tips on how to reduce it. All employees working in partnership so as a team **we can reduce our footprint by 10% in 2024!**
- Carbon offsetting initiative **for 100% of carbon emissions to be offset** with the use of Ecologi.
- E-Waste – all of our tech is recycled and disposed of responsibly.
- Rewilding initiative for clients and customers, supplying British wildflower seeds in all our event goody-bags. In 2023, **400 packets of wildflower seeds have been shared** at our events.



03

Our Customers

Customers

Training and development for our clients on how to promote an equitable world of work with reports, data analysis, webinars, workshops, hosting roundtables and talks!

We are committed to partnering with more organisations that value their people and are conscious about their environmental footprint.





04

Our Workers

Workers

- Increased wellness benefits for all employees with a monthly allowance to be used how they see fit.
- A separate wellness benefit now includes menopause consultations with Newson Health Menopause and Wellbeing Centre for all employees.
- Our ergonomic policy is important to us, all employees are eligible for an ergonomic desk chair for home working.
- Increased home-working flexibility for pregnant employees, meaning they can work from home for their entire pregnancy should they need to.
- Breastfeeding policy
- EMI Share scheme so that we all have a share in the business.

