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Profile

JuhlerGroup is a leading group of recruitment agencies founded in 1979 in Copenhagen, Denmark, by Erik Dyrmann Juhler, currently CEO of the Group. We have 45 profit centers across six countries. More than 1,200 permanent placements are made by JuhlerGroup companies annually and 2,500 outsourced staff on average, every single day.

2020 is the year of worldwide economic downturns due to Covid-19 which create challenges for JuhlerGroup to remain committed to our CSR efforts. Each company within the group facing decline revenue, fewer orders and coping the arrangements for employee to work from home. HQ IT team worked traumatically to make sure the IT protection well cover in all companies, directors and branch managers adapting a new leadership way for business recovery.

Members of the UN Global Compact	In the process of registering as member of UN Global Compact or practicing Corporate Social Responsibility at country level
 <p>PERMANENT & TEMPORARY RECRUITMENT</p> <p>- Denmark, Norway, Sweden, Finland & Singapore -</p>	 <p>- UK -</p>
 <p>young talents recruitment</p> <p>- Norway -</p>	 <p>- UK -</p>
 <p>- Norway -</p>	 <p>- Denmark -</p>
 <p>Search • Selection • Staffing</p> <p>- Singapore & Finland -</p>	

A Message from The Board

We are pleased to confirm that JuhlerGroup reaffirms its support of the Ten Principles of the United Nations Global Compact in the areas of human rights, labour, environment and anti-corruption.

We are constantly improving relations with our stakeholders as well as with the surrounding society. Our regular CSR meetings are valuable in order to create new ideas for reducing our carbon footprint as well as for improving our relations to staff, candidates and clients.

During the present Covid-19 crises we put especial emphasis on regular contact with staff working from home via virtual meetings. We are distributing reusable facemasks to our internal staff and our temporary staff in order to reduce the risk of infection.

Most of our internal meetings are held virtually via teams and a large number of our clients- and candidate meetings are held virtually. We constantly promo the idea of changing physical meetings to virtual meetings.

We have policies in place to secure no tolerance in relation to harassment, corruption. We secure equal opportunities for all staff regarding race, gender and age.

It is essential for us constantly to monitor the quality of our service for clients and candidates. We use Net Promotor Score internally and are active with external evaluating sites like Trustpilot.

Bi-annual staff surveys makes it possible for us to determine how our staff feel about several elements of their employment in the JuhlerGroup: Induction, Ongoing training, management's ability to support and motivate etc. This is valuable information that enable us to improve elements that score low in satisfaction.

Our ongoing investments in solar panel companies as well as our marketing activities involving campaigns where we support initiatives like planting trees.

The Board of Juhler Group

Corporate Core Values – Four Policies Highlight

We JuhlerGroup pledge to uphold these four main policies as core values of the corporate culture of JuhlerGroup.

- **The Ten principles established by the UN Global Compact**
- **Human Right Policy**
- **Anti-Harrasment Policy (Refer to Human Rights policy)**
- **Anti-Corruption Policy**

We support a set of core values based on the following 10 principles established by the UN Global Compact:

[Human Rights]

Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights; and

Principle 2: Make sure that they are not complicit in human rights abuses.

[Labour]

Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;

Principle 4: The elimination of all forms of forced and compulsory labour;

Principle 5: The effective abolition of child labour; and

Principle 6: The elimination of discrimination in respect of employment and occupation.

[Environment]

Principle 7: Businesses should support a precautionary approach to environmental challenges;

Principle 8: Undertake initiatives to promote greater environmental responsibility;

Principle 9: Encourage the development and diffusion of environmentally friendly technologies.

[Anti-Corruption]

Principle 10: Business should work against corruption in all its forms, including extortion and bribery.

Human Rights policy

1. We support and respect the protection of internationally proclaimed human rights.
2. We adopt the guidelines from the UN Global Compact on fair employment practice.
3. We uphold the freedom of association and the effective recognition of the right to collective bargaining.
4. We want to respect each employee among our temporary and permanent staff equally, irrespective of race, sex, age, religion, family status or disability. We reward temporary and permanent staff fairly, based on their ability, performance, contribution and experience.
5. We do not tolerate bullying or harassment of any kind among our permanent or temporary staff.
6. We will not employ children under the age of 17.
7. We will not use suppliers that do not have a clear and acceptable policy in regards to human rights, corresponding to our own.
8. If one of our staff feels exploited, bullied, discriminated or harassed the person in question is obliged to complain to the managing director of the individual company and/or the HQ of JuhlerGroup.
9. We will check on a regular basis, that all companies in our group understand, accept and execute our policy in regards to Human Rights.
10. With the freedom to innovate, we encourage idea-sharing in order to create a better work environment together.

Anti-Corruption Policy

1. JuhlerGroup has a zero-tolerance approach towards all forms of bribery and corruption, and is dedicated to incorporating strategies that combat these. We act ethically and professionally in all our business activities across the group.
2. This policy applies to all JuhlerGroup employees on all levels, wherever located. As well as others who act on the behalf of JuhlerGroup, including agents, representatives or freelancers, vendors, clients and other service providers.
3. The prohibition on corruption applies to the giving of anything of value - not only money - if it is at the cost of the company:
 - Cash, cash equivalents (e.g. gift cards, sales discount, under the table commission)
 - Payments for improper gifts, meals, travel and entertainment
 - Promises to pay or give anything of value
 - Favours, including hiring an employee due to a special relationship with one of the key personnel within the group, rather than the talent of the candidate.
 - Engaging a vendor or supplier from related parties without disclosing that relationship to the company or comparing the quotation in the market.

4. We shall ensure that corporate gifts are given without any intention of benefitting in business. A written record of all hospitality and gifts accepted or offered should be kept for amounts of more than Euro10 per item.
5. We should never create any record or transaction that is false or misleading, and should strive to maintain proper and accurate accounts accordingly to the Accounting Standards and Compact Act.
6. Donations or sponsorships made by the company should always be legal, ethical, and approved by the Charity Committee as well as the local director.
7. The prevention, detection and reporting of all kinds of corruption are the responsibility of the local management team. A written statement highlighting anti-corruption, should be signed by the local management team.
8. There is a confidential process for anyone wishing to report or show concern regarding anti-corruption within JuhlerGroup. An anonymous email or letter can be sent to csradmin@juhlergroup.com.

The right to equality and freedom from discrimination in a fair working environment is important and are reinforce throughout the whole group. JuhlerGroup aim to encourage openness and will support anyone who raises genuine concerns for wrongdoings such as corruption, sexual harassment and discrimination etc.

The CEO of JuhlerGroup together with all the directors across different companies pledge to comply all these policies. HQ intend to invest a new IT system as whistle-blowing system (encouraging employees to report) is in the process, meanwhile an email or letter can send to csradmin@juhlergroup.com. HQ has the responsibility to secure whistle blowing without fear of adverse consequences.

Due to culture and the impact of CSR varying from country to country, each operating company can decide and design its own policy. With the four basic pillars from these policies we believe JuhlerGroup is upholding a very robust corporate social responsibility with care and heart. People are our most important assets in the company, only treating people with heart can keep top talent – a tone from management and board.



Group’s CSR Practices

The CSR committee had only one conference meeting on 3rd March 2020 when we started to concern about the Covid-19 and some companies are thinking of marketing products – for instance face masks and hand sanitizer for client. Internally each company are preparing a back-up plan to minimise the business risk. Employees are advised to avoid travel to those highly-affected countries. Salesperson started liaising with clients and candidates on advice to help safeguard both parties if there is meeting arranged.

When most of the countries we have the business in started lock-down in mid of March, regular motivation email from CEO to all employees to show the concern from Board. A sincere statement from the members of the board to all in the newsletter of April, appreciated everyone adopting a “new ways of working” quickly and sustaining the business during hard time.

We urge each company work closely to address mental wellness issues seriously when the pandemic impacting mental health heavily. HQ and all the operating companies have regularly weekly meeting since 27th April 2020 and changed to bi-weekly meeting by mid of September 2020. Agreed that the connection among the group is important, discussion of recovering the business and taking care of our staff are the priority. This applied to the CSR practice of 2020 as well. Below are the activities we are focusing from HQ from the prospect of social, employee engagement and environment.

Invest and benefit in digital



The Coronavirus outbreak started spread around the world in Feb 2020 and all our companies announced change to work from home and take several actions for business continuity. HQ IT team proposed and set up the video conference and educate employee to make use of Microsoft Teams for communication.

The tools also using to communicate with clients and candidates, the more we connect with them we can be in the situation to oversee all the potential and opportunities.

Order reusable masks for staff and temps

Nearly 2,300 reusable masks ordered by Juhler Norway, Temp-Team Denmark and Temp-Team Finland to internal staff and temp staff. We are not order big quantity to enhance the corporate image, just a sincere thought to protect the person we care when they use the public transport or in crowded places.

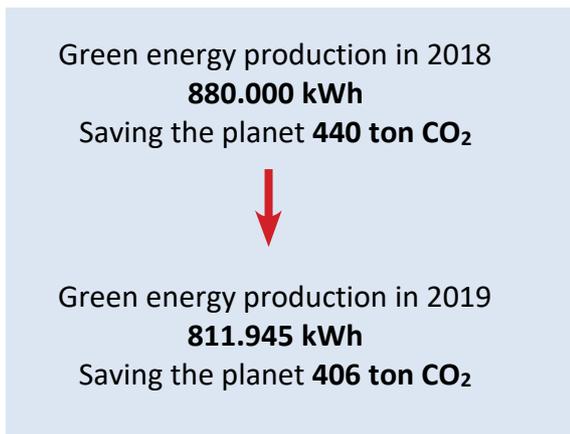
The rests had ordered different good hygiene products to make sure the entire office in high standard cleaning status, especially the common areas.



Environmental Strategies

Green Investments

JuhlerGroup attempts to cover total electricity consumption through green investments. Nordic Solar Energy, a Danish solar cell company, has partnered with JuhlerGroup in the project of calculating how much we need to invest, in proportion to our energy consumption if we want to be CO2 neutral.

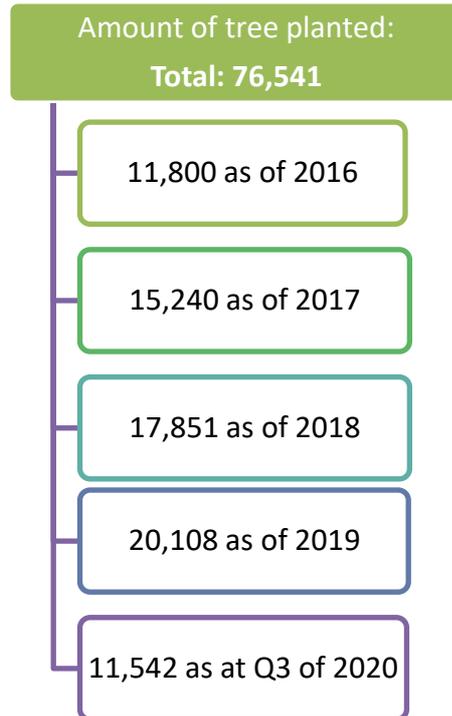


Forest Investment

Juhler Holding A/S invested in land and planting trees for 79,07 hectares in Latvia for long term investment. We are receiving a good return from this project at the same time fulfilled our CSR achievement.

Plant A Tree Campaign

We announced to stop the Plant Tree Campaign when we start cut cost at the beginning of Covid pandemic. CEO and the board decided to resume this donation after the California wildfires and the climate change render everywhere. We decided to sponsor this Plant Tree campaign again in Brazil which base on the order closed we generated in 2020. Message spread to each operating company after we freeze this campaign for 6 months. Positive feedback received from the ground as we still willing to contribute generously in difficult time.



Encouraging mental wellness

Branch manager and director are concerning about encourage the healthy lifestyle within the organisation to handle with stress and maximise productivity. Emotional wellbeing and mental health are extremely important during Covid pandemic. Each local management team make sure they have an effective method to remain regular contact with their teams when many still working from home due to the outbreak or restriction.



Employee Survey

JuhlerGroup conduct Employee Satisfaction Survey twice a year in June and November to measure the engagement level of all employees from the feedback of job satisfaction, quality of training and, motivation and conflict level. This year, we developed a range of COVID pulse survey questions to measure employee experience during the pandemic, on areas include

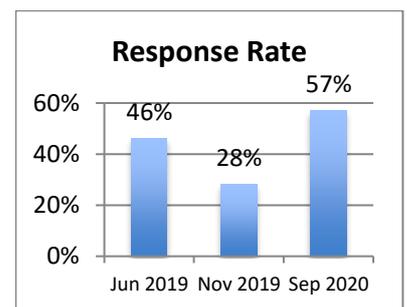
- Employee satisfaction on working from home
- Management support and communication
- Workplace reopening
- Measure employee wellbeing and stress level
- Confidence in organization future

Purpose:

To have better understanding of employee’s thoughts and concerns surrounding the COVID-19 pandemic and JuhlerGroup’s efforts to keep employee safe. Further, it will help local management to develop a strategy for keeping employees safe at the workplace and prepare business for a post-pandemic world.

Outcome of Employee Satisfaction Survey 2020

In September 2020, we had 112 staffs out of 196 participated of Employee Satisfaction Survey (Non-anonymous) in correspondence to the response rate 57%. The outcome is positive and shows that the response rate has been improved. It towards to our goal, that creates an honest and transparent organizational culture.

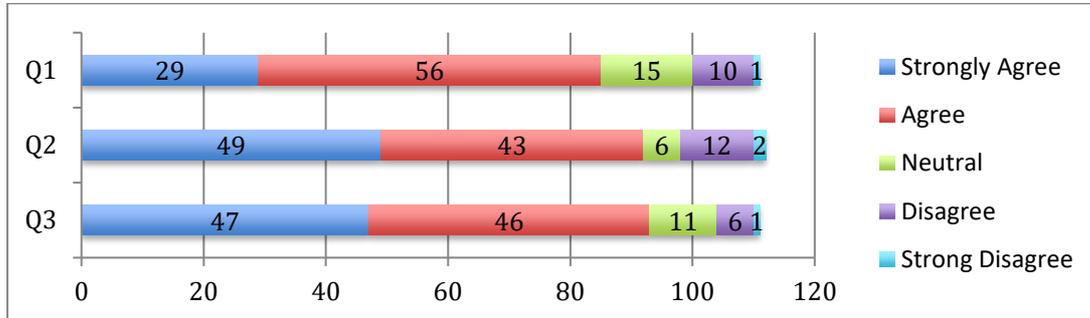


In June 2019, we had 104 staffs out of 227 participated on Employee Satisfaction Survey (Anonymous) in correspondence to the responses rate 46%.

In November 2019, we had 62 staffs out of 223 participated on Employee Satisfaction Survey (Non-anonymous) in correspondence to the response rate 28%.

Working from home

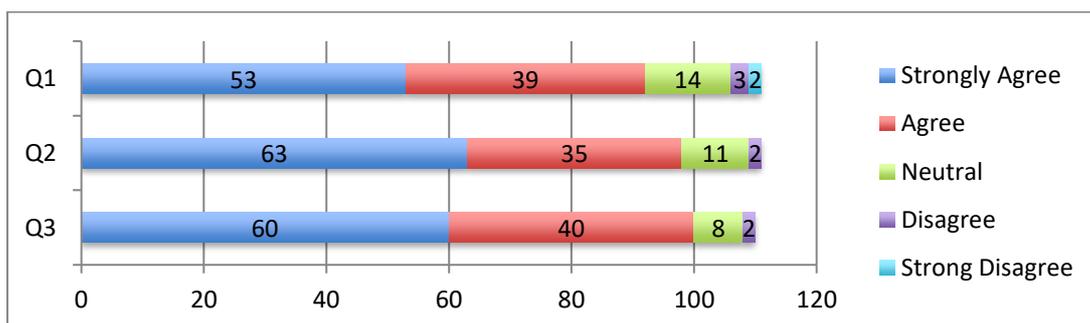
- Q1. I feel connected to my team when working from home.
- Q2. I am able to be just as productive while working remotely when compared to my usual work location.
- Q3. I have a healthy work and life balance when working from home.



Above 75% of employees feel connected to the team and able to be productive while working from home. 83% of employees agreed have work-life balance when work from home. Engage remote employees and measure remote employees' productivity is almost top of the list for many organizations. Further, the data help management to review communication and collaboration tools.

Management Support and Communication

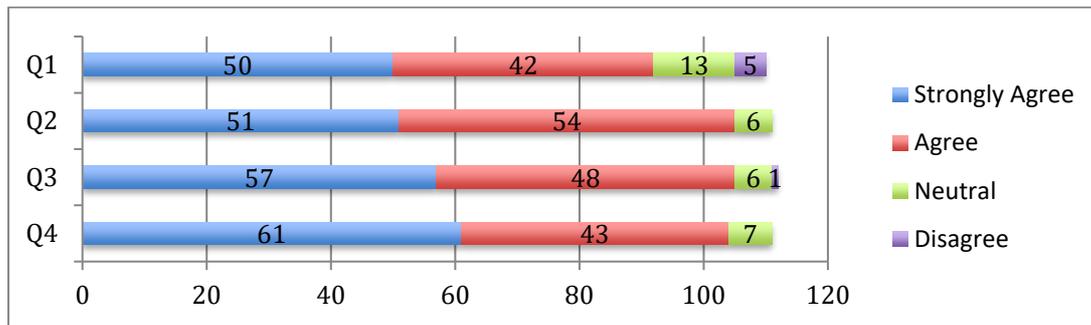
- Q1. My manager makes efforts to keep in touch regularly with me when I'm working from home.
- Q2. I feel comfortable communicating concerns or making suggestions about COVID-19 to company's management.
- Q3. Microsoft Team is good tool/platform to communicate with colleagues and clients.



92 employees out of 111 agree which shows that 82% of employees have keep in touch with line manager regular when working from home; 88% of employees feel comfortable to communicate and give suggestion to management about COVID-19 crisis; 90% of employee satisfied our communication tool for internal and external. It's important for organization to measure the effectiveness of internal communication while employees working from home.

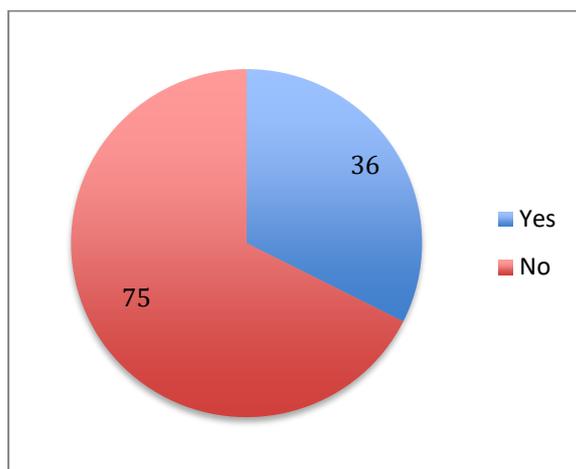
Workplace Reopening

- Q1. I feel safe returning to the physical workplace.
- Q2. I trust our leaders to take appropriate safety measures before allowing employees to return to our workplace.
- Q3. I feel well-informed about the safety measures being taken to allow employees to return to the workplace.
- Q4. I have the materials and resources needed to perform my job safely in the workplace.



On average 90% of employees agree could perform job safely at the workplace when return to workplace and local management well informed safety measure to employees in different countries. Safe and healthy working conditions are fundamental for the organization, local management in different countries should implement national policy guidance for a safe return at the workplace level.

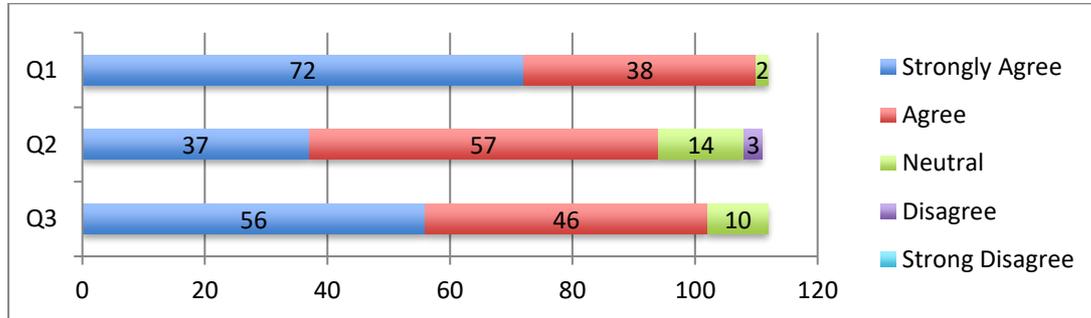
I use public transport for work commute.



The data helps management to develop working schedule in order to avoid the peak hour travel, especially for employee use of public transport, for instance, implement the staggered working hours.

Employee Wellbeing

- Q1. I feel positive towards working in the organization.
- Q2. My level of stress feel manageable.
- Q3. I have confidence in the organization ability to overcome the challenges faced by COVID-19.



110 employees out of 112 agreed which shows that 98% of employees feel positive towards working in organization; 102 employees out of 112 have confidence in the organizations’ ability to overcome the COVID-19 crisis. It shows positive result that we will work together and get through this crisis together, if we do not lose our self-confidence and our energy.

83% of employees feel that they are able to manage their stress. Safeguarding employee’s wellbeing during work-from-home arrangement is another important issue during this time. Organization could better support employees’ mental health and wellbeing during Covid-19. It aligned with our goal as building a culture of openness to let employees know that organization cares about their wellbeing.

Our CSR Activities 2020

TEMP-TEAM Denmark

TEMP-TEAM Denmark has used Social Media (and E-mail Marketing) a lot more during the pandemic, since we can stay in contact with both clients and candidates without infection risk – although we cannot meet them face-to-face.

It is very important to make posts that are adapted to the current situation; focus on COVID-19, the precautions, instructions, good advice and legal matters.

Social Media and especially LinkedIn has helped TEMP-Team Denmark with the following:

- Spreading information and messages about our handling of COVID-19
- Showing our responsibility during the pandemic
- Making clear how we can still help clients with temporary – and therefore not that costly – solutions in comparison with the price of permanent employees in an uncertain time
- Making clear how we can help candidates during the pandemic by suggesting free courses and webinars
- Clarifying our values and how they support our social responsibility during a pandemic

Our followers have increased remarkably on both Facebook and LinkedIn during COVID-19 – we think it is because we have been quick, honest and helpful in our communications to clients as well as candidates. A lot of people comment, like and share our posts with the result that our posts receive a greater reach and longer lifespan.

All in all, we have managed to take advantage of cheap marketing and have a low contact price for clients as well as candidates.

- We support the initiative “Plant a billion Trees”. For every order, we plant a tree in Brazil.
- We support “Save the Orangutan” by sponsoring an orangutan in Borneo. The mission of this project is to help orangutans in distress, protect the wild orangutans and preserve their habitats.



- We support PlanBørneFonden, where we are sponsoring a 14-year-old girl in Burkina Faso. Our support helps not only the specific girl we are sponsoring – it also helps create strong and sustainable communities for children who need it the most.
- We have been handling out reflectors and saddle covers for cyclists at various locations during October. The reflectors were purchased at an earlier time.
- We supported the World Cleanup Day in September by collecting trash in our local areas in the days surrounding the world Cleanup Day. For each garbage bag we collected, approximately 20grams of plastic was removed from nature.
- We have created a series of videos on how to motivate the employees who remain in their jobs after a larger round of layoffs. There might also be potential for a physical presentation in the companies. The videos will be used on various digital platforms.
- We support Global Compact and the 10 principals. Therefore, we are also constantly exploring new and creative ways to limit waste and decrease our consumption.
- The website is CO2-neutral, which means that the emissions from the website and our users are being neutralised through measurable CO2-reductions. The reductions is done by building new renewable energy sources, e.g. windmills.
- We have held an outplacement webinar during the COVID-19 pandemic focusing on helping companies who had to say goodbye to employees due to the pandemic but still wanted to help them move on.
- We care about our employees and temps. Therefore, all employees and temps working for us has been given a cloth mask to help them stay safe during the COVID-19.
- Black Friday turns to Green Friday. Normally, we plant one tree for every order but on Black Friday, we plant five trees for every order we get on this specific day.
- We have decreased our CO2 footprint arising from transportation, as the possibility of having virtual meetings with clients and suppliers has been embraced.



- We have donated fleece jackets to homeless people with a connection to Hus Forbi – an organisation that, via their newspaper, creates awareness about homeless people and provides them with an opportunity to make an earning by selling the newspaper.
- We have donated leftover stock supplies for various activities held and arranged by Mødrehjælpen – a social organisation that provides children with a safe place from where they can face the world.
- We have donated leftover t-shirts to Joannahuset – a non-profit organisation which helps children in need of an escape from home.
- Sustainable merchandise



In general, we are very focused on all our merchandise being environment friendly. Our aim is only to purchase and produce sustainable products in the immediate future.

- We have changed supplier on our printed materials. All prints are now made in accordance with the FSC requirements and Svanemærket.
- We use paper folders instead of plastic folders when we go for client visits. These are made of recycled papers.
- Saving with a focus on UN’s sustainable development goals
- Partner with Velliv to help employee do the green investment with their VækstPension in green product. We can track the changes of CO2 footprint from the report produced by Velliv.

Convison Denmark

COVID-19 Quicktest SOS international

This year we have chosen to support our employees and consultants during Covid-19 by giving the opportunity to get a COVID-19 Quicktest as an alternative to the public sector. By doing this we make sure that both our employees, consultants and customers feel safe around each other.

In Convison we are also doing our best to break the chain of transmission of COVID-19 by allowing our employees to work from home, hosting online meetings at Microsoft Teams and providing them with disinfectant in order to reduce the transmission.

Sustainability

In Convison we focus on less paper and a clean desk mentality.

- Digital invoices are exclusively used within the company today to further reduce the use of paper in our operation.
- To reduce our carbon footprint the staff is encouraged to travel efficiently by using public transport and bikes when possible.
- In order to reduce our carbon footprint further we’re also doing our best to host online meetings.
- We turn off PCs and screens to save energy.
- Christmas presents for our consultants, customers and internal staff. We have chosen a small and local start-up company to support, that has more sustainable gifts to choose from. This mean they are Danish-made presents without excess packaging or any plastic.

Wellbeing

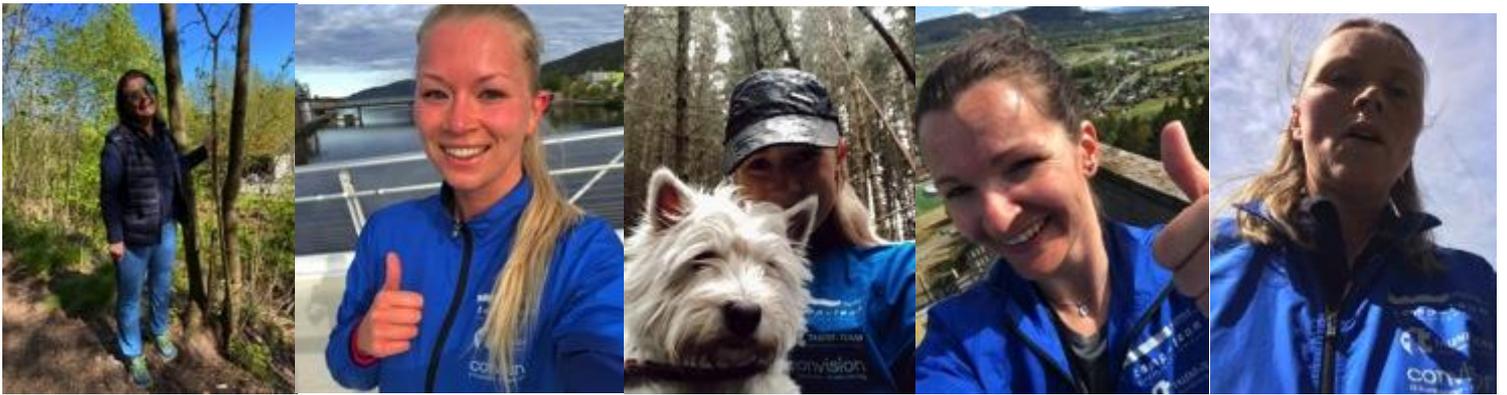
- We have a health and treatment Insurance which gives our employees faster treatment than through the public sector
- We encourage our employees to get movement into our working day by taking the stairs instead of the elevator, to use our height-adjustable desks and take short walks around the office. All this for better health, productivity and wellbeing.
- Pot plants to detoxify the air in the office
- We have fruit delivery every Monday for staff wellbeing

TEMP-TEAM & Convison Norway

- Focus on less paper and clean desk mentality.
- The company cars are all Hybrid and we recommend everyone to use public transport as often as possible. Especially during COVID-19, we try to use public E-Wheels if they are available near the office.
- Due to the COVID pandemic we did not order reflectors for this year’s campaign. But we still make use of last year’s leftovers to hand them out around The National Reflectors Day dated 15th October 2020. The message behind this campaign has to continue regardless of the tough situation we are facing this year, with a small reflector giveaway we hope to brighten the darkened sky a bit.



- We still encourage our employees to get movement into our working day by taking the stairs instead of the elevator, to use our height-adjustable desks and take short walks around the office. All this for better health, productivity and wellbeing.
- TEMP-TEAM, TALENT-TEAM and Convison were supposed to join Holmenkollstafetten, the biggest relay race in the world, on May 9th. But because of Covid-19 it was cancelled. However, on that day we organised a social media event, encouraging all our employees to run or walk at 11 o'clock and share pictures of their activity to motivate other colleagues.



- We ordered 1,500 face masks for our temps, employees and some customers to use in public settings together with the information on how to use the face mask correctly. A small message from the face mask – we care – it shows our concern over those we care about.



- We also cancelled the garbage collection campaign this year due to COVID but we still have staff carry recycle bags to collect the garbage in their own neighbourhood area. Self-initiative and practice it voluntarily touched us the most in maintaining the belief of Keep Norway Clean.



- We still have a Treatment Insurance which gives our employees faster treatment than through the public sector.
- Juhler Norge management team were concerned over the mental wellbeing of employees and each branch manager contacted the team, especially during the period when everyone had to work from home. Moral support from the management team is critical to keep the team warm.

TEMP-TEAM Sweden

- **Wellbeing**

During the pandemic, one of our focus areas has been to maintain a close dialogue and contact with each other. To feel inspiration, belonging and support during a stressful period with a home office. Every morning we have had digital meetings in TEAMS to cheer each other on and uphold some sort of belonging and normality. We have also arranged a couple of after works and “Swedish coffee” online with all offices.

Our reflection is that we have managed to establish a closer relationship with our co-workers across the departments during these special times.



- **Ergonomics when working from home**

Working from home can be challenging in many ways, many of us do not have the proper space which can lead to uncomfortable working positions. We have shared smart solutions with each other and videos posted by professionals in order to keep good ergonomics in our home work environment!

- **Healthbenefits**

We offer our staff healthcare (including physical and mental health) and healthcare benefits to use in any way they feel suitable.

We also encourage our staff to join in on team activities such as Padeltennis.



TEMP-TEAM Finland

- To reduce our carbon footprint the staff is encouraged to travel efficiently by using public transport or bike when possible. Reduce physical meetings unless at client request otherwise meeting or interview through Teams is preferred.
- Distributed 250 reusable masks to internal staff and temp staff, spreading the message that we care about them.
- Had weekly meetings online to involve all the branch offices, creating a motivating environment to encourage each other through sharing.
- Digital invoices and digital payroll slips are almost exclusively used within the company today to further reduce the used of paper in our operation.
- Attended the local CSR networking event in Feb 2020 and took the opportunity to get the know more business entities who have the same CSR goals. Proud to the only one recruitment company who participated in this event.
- Organised a survey of about 100 temp staff together with our employment pension company (Ilmarinen), to check their work environment and how COVID impacted their life from questionnaires. The survey feedback indicated that our temps know their tasks very well and has shown positively that they are motivated and energetic. Results gave 4.1 out of 5 in the area of workflow, an excellent result despite the current pandemic. Other than that, most of the temps working for TEMP-TEAM would recommend us as an employer, which of course makes us feel honored.



TEMP-TEAM Singapore

Encouraging mental wellness

Utilize technology to offer mental health resources. Employees turn to collaboration tools and video conference via Microsoft Teams to maintain relationship and discuss work with colleagues while working from home. Further, we hosted a virtual happy hour during lock down period to stay connected with colleagues remotely.

Provide practical guidance at the workplace

We practice scan bar code for control access to office, stagger working hours, social distancing, good personal hygiene, wearing a mask when communicate with colleagues, etc.

Use our expertise to connect and help society

Partnership with public service agency for helping people find jobs, who lost their jobs due to COVID-19. We collaborate with Careers Connect @ Our Tampines Hub under Workforce Singapore and Employment and Employability Institute (e2i).

Provide HR advice to client

Provide advice to clients on HR matters, for instance updates on employment law, Ministry of Manpower regulation, Employment Pass issues due to Covid-19.

Plant A Tree campaign

We continuing to promote ‘Plant-A-Tree’ campaign and issued the certificate of Appreciation to our clients to thanks them for choosing us as business partner at the beginning of 2020.

Principle People UK

- Raising mental health awareness through hosting events with thought leaders, through Safety4Good. These interviews have allowed us to create focused peer to peer networking, sharing the knowledge and experience, along with wider information for the HSE community.
- Principal People was also the first company in the group to implement the face to face interview practice when welcoming people returning to workplace. The idea also inspired the other companies within the group implement similar practices to motive employees during this tough period.
- Josh Huggins – the director of Principal People – hosted an event together with James Quinn – President Elect at IOSH for ex-veterans on 19th August 2020. During the webinar we heard the insights and advice from guests within OSH who have either made that transition or can offer advice on where to start, so that we can help to maximise the prospects of ex-veterans in a second career.



- We have introduced a cycle-to-work scheme, implementing physical distancing measures at the workplace and encouraging lower emissions to deal with the pandemic.
- Reece Rowden to cook a vegan meal for everyone. It was an initiative to promote healthy meals to substitute meat and highlight the damage the damage livestock farming does to our planet.
- Principal People are pleased to be able to bring clarify, help and advice to the valued HSEO community. We offer to both clients and candidates, a range of insightful weekly releases to understand the perspective for those working within the HSEO industry, and a range of subjects conducted by Principle People, throughout June and July, to help candidates improve and gain skills.
- Multiple bins & recycling – we have introduced a strict recycling policy in our offices.
- Principal People team marked one year since completing the gruelling Tough Mudder challenge, raising money for Great Ormond Street Charity through Safety4Good.
- Development of our Social Housing division – placing people into organisations that support lower income families.
- Development of our Environmental division – placing the best sustainability / environmentally-aware individuals with our clients to contribute to improving their sustainability.
- Principal People team shared the acts of Kindness that they have been sharing with friends, families and charities in May 2020. Through this kindness campaign spread the message that a call can improve someone’s happiness – caring and love no distance constraint – just one call away.
- Principal People raised money for WWF and The Red Cross equally through the Safety4Good programme, to help the bush fire crisis in Australia through a Bake sale and BBQ.



Education World UK

All return to work meetings were carried out by our direct line managers upon their return. We also had a full team day where all of the offices came to head office for a training day in preparation for the new term (carried out under social distancing protocol). We have also collected feedback from employees about their home working “set up” as we found during the first lockdown some employees were limited by their working environment and this information collected will allow us to provide support more specifically if people are forced to work from home again.

Like many things, our CSR commitments have not been a priority over the last few months, but in Q1 before lockdown we did have a few initiatives included:

- We had training events for schools to upskill their staff in teaching children’s literacy and reading and comprehension skills. We contracted popular children’s author, Adam Bushnell to deliver this training and provide it free of charge for schools to attend. We feel this contribution to improving such a core skill for children is very important.
- Similarly, to the above we contracted an Early Years specialist trainer, Pat Camsey, to deliver training for schools. The early years (aged 3-5) are such an important formative learning time that real specialist skills are needed. We feel both of these training providers helped us achieve our vision of “improving education for every child, everyday.”
- We have associated ourselves with a local charity – “Clothe and Feed”. We have begun to support them with their collection of children’s clothing (including for babies) to support low income families. They can also provide business wear for school leavers to allow them to attend interviews where they otherwise would not be able to afford to. We intend to continue to support their fundraising for as long as possible.

The CSR Goal 2021

In times of change, a clear strategy is crucial to progress and success. Juhler Group's purpose is to help companies find the right staff and make a difference in society, business, and everyday life.

To Juhler Group, responsibility to society means that we contribute to further social, economic and environmental sustainability. We recognize that working responsibly is a continuous journey – therefore we continue to integrate sustainability in the way we work, in the development of our services and business. Two of our contributions are in relation to; temporary staff and candidates for permanent positions.

Through temporary positions, our temporary staff stay in touch with the labor market and avoid unemployment and to become a burden on society. When we match candidates with the right job, they achieve greater opportunity to succeed in their careers.

To support our journey in 2021, we will select two strategic sustainability themes, among the UN goals, that are supported by our business development and philanthropic initiatives. We will select these objectives in a process involving our employees and other stakeholders. Juhler Group's employees are the platform for our ongoing success and growth.

We strongly believe in Business First - People Always. The group is therefore also focused on being a workplace that can attract, retain and develop the right competencies. This theme includes diversity. Juhler Group will also be focused on healthy employees. We will develop policies to support this and we will include a policy on dealing with mental wellness, harassment as well as a whistleblower function.