



# Environmental, Social & Governance Commitments

I'm pleased to share an overview of Omni's commitment to Environmental, Social, and Governance (ESG), which are fundamental to our mission and operations.

## **Social Responsibility**

Omni's focus on equity, diversity & inclusion, health & safety, and fair recruitment practices is unwavering. We prioritise creating a culture where all our colleagues can thrive. Through the Disability Confident scheme, we ensure our hiring process is inclusive and accessible, supporting disabled employees with necessary adjustments. We actively support the local community through volunteering, fundraising, and collaborating with local suppliers. Our people-centric approach fosters a culture of engagement, idea-sharing, and continuous improvement, making life at Omni supportive and inclusive.

## **Environmental Stewardship**

Omni has a longstanding commitment to environmental responsibility, maintaining an ISO14001 environmental management system since 2015. In 2023, we partnered with Positive Planet to measure our baseline carbon footprint and set a Net Zero target for 2040. Our Carbon Reduction Plan, updated annually, supports this goal. Our hybrid working model and remote-first approach have reduced business travel and commuting, allowing us to consolidate office space and invest in energy-efficient tech, including smart printers, LED lighting, and efficient white goods.

## **Governance Excellence**

Our governance framework, embedded in our ESG policies, ensures ethical and responsible business conduct. We adhere to legal employment standards, data protection, and environmental sustainability protocols. All our commitments underpin our culture and with regular progress measurement, continuous improvement, and our collaboration with the CIPD, we maintain high governance standards, fostering a culture of accountability and transparency.

**Louise Shaw**  
**Managing Director**

# Our Priorities

1

## Social: Communities & Economy

- Local community volunteering and charity partnership
- Sustainable procurement and local suppliers

2

## Social: Our People

- Employee health & wellbeing
- Developing Brilliant People
- Diversity, Inclusion & Belonging

3

## Environment

- Climate action

4

## Governance

- Maintaining our commitments
  - ESG reporting
  - Supplier compliance

# Sustainable Development Goals

The 17 UN Sustainable Development Goals are an international call-to-action to achieve a better and more sustainable future for all.

They address the global challenges we face, such as poverty, inequality, climate change, environmental degradation, peace and justice.



## Our Goals

We recognise the importance of the Sustainable Development Goals, and our work supports the following:



# Social: How we support local communities and the economy



Facilitating job creation and enabling businesses and community organisations is key to the prosperity and sustainability of local communities and the economy, and we know Omni has an important role to play.

We actively promote our employee volunteering to directly benefit local charities and organisations with our skills and fundraise for key charities throughout the year.

We are committed to employing local people for both our own organisation and our clients, and partner with social enterprises and educational institutions to access local talent pools. We also support local economies as SMEs make up a significant proportion of our supply chain.

Omni has made the following commitments:

## Increase the use of employee volunteering days by 50% on 2024

All employees are entitled to 3 volunteering days a year which we support through our Omni Support team. We promote opportunities across a range of initiatives helping local communities, allowing us to transfer our skills to voluntary, charity and social enterprises

## Fundraise for our partner charities

Omni's employees have choice to support charities that are meaningful to them throughout the year. The Omni Support team organise events throughout the year to support fundraising.

We match employee's own fundraising activities and coordinate events such as Easter collections for Children's Adventure Farm Trust and participating in Tough Mudder events for Barnabus.

## Sustainable Procurement

We have established a sustainable procurement policy that promotes the engagement of small, local and diverse suppliers to support our communities as well as environmentally friendly and ethical practices, building on our longstanding practice of working with local SMEs.

# Social: Our People



Providing a healthy, nurturing and inclusive working environment is critical to our employee satisfaction, wellbeing and performance.

Fair and inclusive policies and practices, alongside a positive and supportive culture that embraces individuality is key to our working environment.

We're committed to supporting both physical and mental wellbeing and providing meaningful opportunity for career development.

Omni has made the following commitments:

## Employee Health & Wellbeing

- **Implementing the Mental Health at Work Commitment**
- **Running 3 company wide GoJoe fitness initiatives in 2025**

We recognise the challenges that so many people face in modern life and want to build on the great work we've done by ensuring we fully implement the Mental Health at Work Commitment.

Our Health & Wellbeing Team, supported by our Health & Safety Committee and two trained Mental Health First Aiders, implement initiatives such as Mental Health for Line Manager training, stress awareness training, and specific health awareness campaigns as part of our *OmniInform* programme of talks. We also offer the Able Futures employee assistance programme, and the Simply Health cash plan scheme, alongside flexible working for all. The GoJoe app launch was a great success, and we'll build on the positive impact, by running inclusive company-wide initiatives throughout 2025 to keep fitness and mental wellbeing at the fore.

## Developing Brilliant People

- **Driving apprenticeships across our business with a minimum of two employees participating in an apprenticeship programme at any one time**

In 2023/4 we transformed our learning and development programme as part of our Developing Brilliant People strategic focus.

Our internal Training team are responsible for identifying and promoting the use of apprenticeships throughout Omni, developing our internal training programme, coaching and developing all our line managers, and promoting the utilisation of five L&D days a year for self-study.

# Promoting a diverse, inclusive and belonging culture

*“At Omni we strive to be a company that is truly diverse and inclusive and create a workplace that celebrates individuality, where people feel like they belong, so they bring their whole self to work.*

*Our key strategic priorities cover the entire employee lifecycle including:*

- 1. Attraction & Onboarding*
- 2. Belonging & Wellbeing*
- 3. Develop & Progress”*

*Louise Shaw, Managing Director –  
on behalf of the Omni Board of Directors*

## What does Diversity, Inclusion & Belonging mean for us?



### Diversity

We celebrate individuality, different backgrounds, beliefs and personalities. Our perspectives and approach bring us together and empower us to contribute to the success of the business.



### Inclusion

Our culture ensures that everyone feels valued and included within our business. Our uniqueness is celebrated, and at the same time we have a common goal - providing expertise to our clients, candidates and supply chain.



### Belonging

Everyone is an important member of the Omni team, and our employees can bring their whole self to work. We recognise the power of different perspectives, knowledge, life skills and expertise.

# Social: Our People – Diversity, Inclusion & Belonging (DIB)



In 2023, Omni successfully achieved Disability Confident Level 2 certification.

We are also a signatory of the Race at Work Charter and Armed Forces Covenant, and member of the Business Disability Forum.

The focus and targets for 2024-2030 include:

## Increase representation in the workforce across our focus areas of Ethnicity and Disability with a target of 12% by 2030

As part of our Disability Confident Level 2 certification process, and with the support of the Business Disability Forum, Omni's DIB team conducted a comprehensive audit of our people related EDI policies to ensure they are inclusive, free from bias and regularly reviewed to reflect leading practice. We are now progressing our practices and initiatives, so we increase representation in our workforce.

## Establish an ongoing DIB training and education plan

We have established a programme of DIB training that builds on our existing equality legislation and inclusivity training to deliver inclusive leadership and active bystander training, as well as regular refresher courses for all. These are delivered by our own EDI training experts who create award winning training programmes for our external clients.



# Environment

Climate change is one of the most pressing issues facing our world today, and we believe that organisations have a responsibility to be part of the solution.

We're committed to reducing our carbon footprint and minimising our impact on the environment. We have a comprehensive carbon reduction plan to guide our efforts in becoming a more sustainable company.

Omni's commitments include:

- **Achieve absolute net zero by 2040**

We aim to reduce our absolute carbon emissions by at least 90% from the baseline year or achieve (and maintain) a carbon intensity metric of <1 tonne CO<sub>2</sub>e per employee, whichever is reached first, an objective in line with science-based net zero targets. To keep on track with these long-term targets, the following near-term goals have been set:

- Reduce our Scope 1 and 2 emissions by 42% by 2030
- Measure all scope 3 categories by 2027
- Reduce our Scope 3 emissions by 30% from our baseline year by 2030
- Measure our carbon footprint, including full scope 3 emissions and update our Carbon Reduction Plan annually
- Engaging our main suppliers to influence the footprint through our supply chain
- Monitor our fleet emissions and electricity usage
- Support a climate investment project



## Key Initiatives

- Electrifying our vehicles with a current target CO<sub>2</sub> emission of 40g/km or below across the fleet (90% of vehicles are fully electric (up from 56%) in 2024)
- Implementing a sustainable travel policy that promotes virtual meetings, public transport, car sharing and electric vehicles, as well as our hybrid working model and Cycle to Work scheme
- Repurposing IT equipment, purchasing refurbished devices, and recycling IT waste
- Environmental awareness programme for employees to enable individuals to reduce their own personal impact
- Environmentally friendly products
- Promoting the circular economy via our Parent swap shop and charity donation drives organised by our Parenting community group

# Governance

Omni is committed to ensuring a robust governance system is in place across our business to deliver long term sustainability for our stakeholders.

Our governance framework, embedded in our ESG policies, ensures ethical and responsible business conduct.

We adhere to legal employment standards, data protection, and environmental sustainability protocols, underpinned by our ISO certified management systems for Information Security, Quality, Health and Safety, and Environmental Management.

Omni's commitments:

## Maintain our ISO and Cyber Essentials certificates

Our certified management systems are audited annually - internally by an independent consultant and externally by our certification body, CFA.

## Establish ESG Reporting

Having developed an ESG strategy in 2023, we'll establish annual ESG reporting to track progress on our commitments, measure key ESG KPIs, and report on the social value generated from our activities.

## Streamlining carbon accounting across the business

As we embed carbon footprint measurement through our business, we'll improve processes such as business travel so we can simplify data gathering, and the collection of supply chain data into our supply management process.

## Enhance supply chain compliance monitoring

As we deploy our Sustainable Procurement policy, we'll evolve our supplier monitoring through our dedicated Supplier Management team and supply chain audit mechanism.





Get in touch with us today [Hello@omnirms.com](mailto:Hello@omnirms.com)