**Our purpose and mission**

Our ESG strategy underpins Bluestones Staffing’s activities and ensures we actively integrate business ethics, compliance, people and culture, and community involvement, in all that we do for our clients, candidates and other stakeholders. We are committed to making our business sustainable over the medium to long term, including our commitment to achieve Net Zero by 2050.

**How we assess ESG**

Bluestones Staffing’s senior leadership team conduct an annual ESG assessment against a range of specific criteria to understand the company's current position in relation to ESG, before then going on to map out our target position one year ahead. Where differences exist and we believe improvements can be made, actions are outlined in our assessment report, with action owners appointed and due dates agreed.

This systematic process of ensuring all aspects of ESG are considered properly permits a good degree of confidence in our ongoing reporting. This annual ESG statement is one of the outputs of this process, and once approved by the Board, is published on the company website.

**Bluestones Staffing 2022 ESG assessment score**

Having completed the assessment on 6th April 2022, Bluestones Medical ESG scores were as follows:

|  |  |  |
| --- | --- | --- |
|  | **Current score** | **Target score** |
| Environment | 60.00%% | 86.67% |
| Social | 86.96% | 88.70% |
| Governance | 61.82% | 83.33% |
| **Overall ESG rating** | **71.44%** | **83.33%** |

**Our key ESG actions**

1. **Environment**
   1. Complete Carbon Reduction Plan (factor E3.1.1)
   2. With carbon emissions now being monitored, we will introduce additional controls to limit and reduce emissions wherever possible. (factor E3.1.2)
   3. We will continue to ensure all staff are recycling everything they can, and we will provide information in our office to highlight the importance of recycling and waste management. (factor E7.2)
2. **Social**
   1. We will investigate whether it's a requirement for us to report on (internal & external) diversity issues, and if it is, incorporate this into our regular reporting cycle. (factors S1.1.4 and S1.2.4)
   2. We will investigate further training options and when it will be possible to undertake them. (factor S1.1.7)
   3. We will explore beneficial technology and R&D activities, where appropriate. (factor S7.1)
3. **Governance**
   1. We will publish an ESG statement on the company website, including the values and principles we adhere to. (factor G1.2.1)
   2. We will ensure annual ESG assessments take place and will be reported via Divisional CEO to the Group Board. (factor G1.3.1)
   3. Add a sustainability section to the company website (factor G1.3.3)
   4. We will be implementing a formal responsible purchasing policy / code of conduct for suppliers, including ESG criteria, within the next 12 months. (factor G3.3)