



Challenge-trg Group

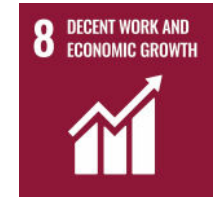
Sustainable Development Goals Report

2023

Challenge-trg Group

Sustainable Development Goals Summary





Sustainable Employment

Skills Pledge

The Skills Pledge is a voluntary commitment by the Senior Leadership Team of the Challenge-trg Group, to support all its employees to develop their skills and work towards relevant and valuable qualifications, targeting Level 2 qualifications as a minimum, up to Level 5 Apprenticeships.

The Skills Pledge will also support sustainable employment for learners, whilst reducing the identified skills shortage and creating a community of learning. Our vision is to create a culture of continuous learning and development, through our Skills Pledge, that significantly contributes to the Challenge-trg Group's Environmental, Social and Corporate Governance (ESG) strategy.

What will we do?

- We will give a mandated pledge to support 30 CPD hours per year, as a minimum, for permanent employees.
- We will give a mandated pledge to ensure self-development is part of PDR and 121s (include training objectives that can be monitored through a personal development plan).
- We will give a mandated commitment to use/engage with Challenge-trg Skills and L&D, in the first instance, before engaging external suppliers to meet business training needs for permanent and temporary labour.
- We will mandate the completion of at least 6 learning activities annually, through various platforms including e-learning, webinars, workshops and coaching sessions, that are relevant and benefit the individual/Group.



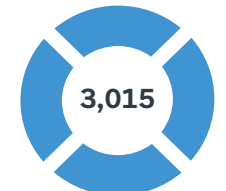
Temporary to Permanent Employment

Where possible, we look to encourage our clients to change temporary colleague contracts to permanent. This is part of our sustainable employment strategy – ensuring that all colleagues, where possible, have the opportunity to take on permanent employment.



2022

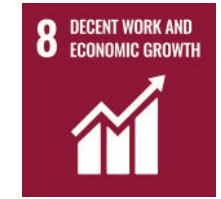
Temporary to Permanent



2023

Temporary to Permanent

Training and Education



Social Value Commitment

This is a social value action plan which aims to contribute to society through a variety of avenues including:

- Local school and college visits
- Supporting unemployed individuals through career support and mentoring
- Ensure staff on contract are paid at least the relevant Real Living wage as specified by Living Wage foundation
- Initiatives taken throughout the local and global supply chain to strengthen the identification, monitoring, and reduction of risks of modern slavery and unethical work practices occurring in relation to the contract

Update – plan due to be implemented in August 2024

Key Achievement

1,164 completed training sessions in 2023

Apprenticeship Levy Donations

As part of our Skills Pledge, we have committed to donating money from our apprenticeship levy to support SMEs we work with. These donations enable them to put their staff through apprenticeship programmes.

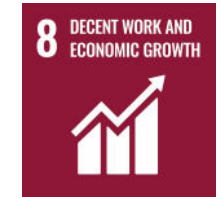
2023 Data – We donated £93,948 to SMEs

Internal Training Opportunities

We offer a comprehensive range of internal training opportunities, and this includes apprenticeship programmes. These range from level 2 through to level 7 and cover a range of subject areas.

2023 Data – 36 internal colleagues and 2 client colleagues started an apprenticeship programme.

Training and Education



Essential Skills

Our Essential Skills course delivery supports learners to achieve their basic maths, English, and digital skills. We are committed to helping people improve these skills to support their journey to employment.

2023 Data – 210 colleagues completed our Essential Skills course

Health and Wellbeing

The health and wellbeing of our colleagues is of paramount importance and we are committed to providing everyone with the knowledge and skills needed to lead a healthy life, both inside and outside of work.

We offer awareness training modules through our Moodle platform which cover the following:

- Healthy Lifestyles – the essentials (focusing on diet)
- Mental health and wellbeing
- Health and Wellbeing – fitness and exercise

Modern Slavery

Alongside working with two modern slavery charities, we are committed to delivering comprehensive modern slavery training to colleagues across our business. This includes raising awareness of modern slavery in our industry as well as how to spot the signs to help potential victims.

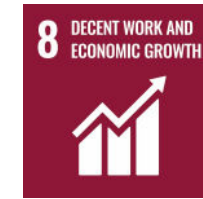
2023 and 2024 Data – 439 colleagues completed the training in 2023. There are currently 865 colleagues enrolled (2024)

Courses launching in 2024

We are developing a number of mandatory training courses for our colleagues to complete in 2024. These will be delivered through our Moodle platform:

- Anti-bribery and corruption
- Equality, Diversity, and Inclusion
- Environmental Sustainability

Colleague Support



Wagestream

We are proud to be a flexible pay employer; giving our colleagues the power to choose when to get paid.

We are committed to making a positive impact on the financial wellbeing of our colleagues and we have pledged our commitment as a Flexible Pay Employer. Challenge-trg Group has partnered with Wagestream, a financial wellbeing app, that gives our colleagues access to a toolkit of fair, simple-to-use financial products and services that can help them to feel more in control of their finances. This partnership with Wagestream will help us unlock the pay cycle in order to reduce financial exclusion and increase financial wellbeing for our nationwide permanent and temporary colleagues.

2023 Data

- Adopted by 31% of our colleagues
- 1,687 colleagues have checked their eligibility for Government benefits
- £113,000 has been deposited in savings pots
- 69% are tracking their earnings and expenditure



Onepay

Onepay is a financial solution that supports any of our temporary workers who do not have a UK bank account. We understand the importance of supporting our colleagues financially and helping those who don't have the correct/or any financial facilities.

2023 Data - We supported **311 colleagues** with a Onepay account

Volunteer Days

As part of our mental health and wellbeing strategy, we introduced a volunteer day policy which enables all colleagues to have one additional day of annual leave.

2023 Data – **68% of Challenge-trg Skills colleagues** have used a volunteer day

Colleague Support



Community Shop

Company shop offers membership to selected organisations, charities, NHS, emergency services and military to their stores selling discounted food at up to 70% off the recommended retail price.

Challenge-trg Group has been approved as a partner, which enables our staff and colleagues the opportunity to access their membership scheme free of charge.

“Through developing and delivering our Progress Academy, we have seen the huge social impact of working in partnership with Challenge-trg Group. Community Shop is the UK’s first Social Supermarket supporting tens of thousands of families with dignified food access across the UK. Through our aligned purpose and values with Challenge-trg Group, we see the power of learning and employment support to bring both social cohesion and social mobility.”

Gary Stott, Executive Chairman, Community Shop CiC

Able Futures

In 2021, we partnered with Able Futures, a government initiative, to provide our colleagues with access to free mental health support. Confidential Support from Able Futures is available over the phone, video calls, and through email.

2023 Data - No statistics on usage due to confidentiality

Equality, Diversity, and Inclusion

To develop our ED&I policy, we will be establishing a working group consisting of colleagues from across the business. There will be monthly discussions to identify any gaps in our, and our clients’, processes.

Update – This working group will be launched in Q1 2024



Environmental

Carbon Reduction Plan

We are committed to achieving Net Zero emissions by 2050

We have been measuring, reducing, and offsetting our operational carbon emissions since 2020. This Carbon Reduction Plan conforms to the requirements of Procurement Policy Note PPN06/21 “Taking Account of Carbon Reduction Plans in the procurement of major government contracts”. Challenge-trg Recruitment is committed to doing the right thing and recognise the urgency of the climate change agenda and accept the challenges and the role we all must play in reducing carbon emissions for a greener, more sustainable future. Alongside our commitment to achieve net zero by 2050, we have at this time followed the principles of GHG Protocols ISO 14064-1 and ISAE 3410 but is not a formal assurance to the standards at this time.

Below are some strategies we are looking to implement or have implemented already:

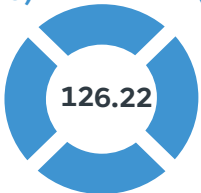
- All staff undergo training on environmental sustainability & we have a sustainability staff forum.
- Offices have a “switch it off” and “Think before you print” policy
- Introduction of Microsoft “Teams” operating an agile working policy to reduce travel & improve work-life balance.
- Paperless office - utilising “Sharepoint” & “Microsoft Forms”
- Staff encouraged to car share, use public transport, and work from home where feasible.
- Recycle points in all offices.
- Wellbeing Wednesday initiative to encourage healthy living and lifestyles whilst improving mental health.
- Business Office rationalisation to reflect business needs, significant reduction in scope 1 & 2 emissions.



2020 Baseline Emissions (tCO₂e)



2021 Emissions (tCO₂e)



2022 Emissions (tCO₂e)



Environmental

Electric and Hybrid Car Policy

In June 2021, Challenge-trg Group changed the company car policy and removed the option for an ICE vehicle. To reduce our environmental impact, we have introduced hybrid or electric car options.

Alternative fuels

We are currently investigating the possibility of using alternative fuel for our transport fleet. We operate over 240 vehicles in the Logistics arm of the Group, so it is important for us to continually assess our environmental impact and implement strategies that have a positive impact.

Future strategy – Seminar attendance in February 2024

Waste Management

Challenge-trg Group has been moving a range of our processes online, to remove the need for paper. This has covered areas such as training, onboarding, and candidate management. Overall, there has been a reduction in the amount of physical paper copies required, which has reduced the amount of printing carried out.

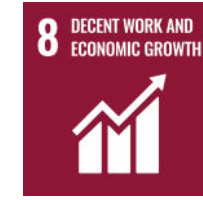
2024

We are implementing a mandatory waste management training course to ensure all of colleagues have knowledge on how to reduce waste and deal with waste in the most environmentally friendly ways.

We are adding a ‘Think before you print’ logo to every email signature to remind our colleagues about the impact of printing.

 **Think before you print**

Community



Training and Development

In 2023, we delivered heavily discounted or fully-funded training for a wide range of different charities, community-based organisations, and housing associations to support local communities and disadvantaged people. Below we have detailed some examples of our delivery.

RAISE

We continued the delivery of the RAISING ASPIRATION AND INSPIRING SUCCESS IN EMPLOYMENT (RAISE) PROJECT. The project is designed to deliver an integrated, holistic, and person-centred package of engagement, vocational training and job search support to unemployed and economically residents. The aim is to increase their participation in the labour market and increase their social inclusion and mobility by moving them into employment, supported by on-going mentoring and training in the workplace to maximise chances of sustaining employment.

Adult Care Level 2



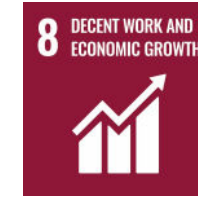
Health and Safety Level 2



The Gambia Christian Community of Birmingham and The Black Country


To be able to continue supporting the community, this organisation worked with Challenge-trg Skills to gain accredited Food Hygiene training. This allowed volunteers to take part in events to support the local community and raise funds to give back to those most in need of support.

Community



Training and Development

We partnered with CCAS to create and deliver a bespoke workshop to support women with CV building, careers advice, and how to get back into work. We also offered candidates the opportunity to complete a fully-funded Level 2 Food Safety or Level 3 First Aid course.



EMPOWERING WOMEN TO ACCESS TRAINING AND EMPLOYMENT

Workshops / 1:1 sessions:
Our highly experienced Mentors and Careers, Information, Advice and Guidance staff offer a blend of intensive 1-2-1 support and group work to empower women to build their confidence and skills whilst exploring training and work opportunities.

CCAS will run a group wellbeing session aimed at supporting candidates with self-care and confidence building through interactive beauty tutorials. Products will be provided for candidates to use and take away.

CCAS will also through Information Advice and Guidance support the candidates via 1:1 sessions to develop their CV and interview skills as well as understanding the labour market and how to access jobs and training opportunities.

All candidates will be able to access 1 fully funded course as follows:
Level 2 Food Hygiene
Level 3 First Aid
To Register interest please contact Charmaine or Sonia

Eligibility
18+
West Midlands
Resident

—

Fully Funded Accredited Course in First Aid or Food Hygiene

—

Interactive Make-up Demonstration to promote wellbeing

—

Goody Bag with products for all candidates

—

COMMUNITY COLLECTIVE ADVICE SERVICES

Email:
infoccasmidlands@gmail.com

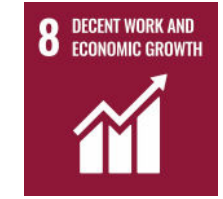
Instagram:
ccasmidlands

“I saw a poster for CCAS offering a workshop on supporting females with CV building and looking at confidence. I had been out of work after having my second child and I was feeling a bit unsure of how to get back into work and my personal situation had changed, I just didn’t know where to get support from.

I gave up work to look after my children but due my changing situation I had to look at getting back to work. I worked for the NHS as a biomedical scientist but due to contract changes, I could no longer do that role. I really didn’t know what type of work I could do now I had a family. Charmaine and Sonia were so supportive they invited me along to the Empowering women workshop where I got to meet other women like me and they helped me tailor my CV and we talked about how my skills were transferable into other careers. As I had worked for the NHS they encouraged me to get in touch with HR to see if I could apply for other roles in different departments. I booked a follow up interview skills session with Charmaine and we looked at admin roles that I could do from home to fit around my family commitments. I’m so grateful for their help.”

Participant Testimony

Charity Partnerships



CHESHIRE
COMMUNITY
FOUNDATION

Cheshire Community Foundation

Our donation for 2023 covered three projects across Cheshire:

- **Petty Pool Trust** – animal-assisted therapy for young people with learning disabilities/difficulties or who are neurodivergent
- **Too Good To Waste** - provides a free, healthy, cooked meal once a week at three local venues, giving residents the opportunity to socialise in a warm, caring and safe environment
- **Winsford Youth and Community Centre** - provides a range of activities, projects, facilities, and services for the community and surrounding area.



2023 – We supported CCF in 2023 with a donation of £8,800.
Nominated charity for 2024.

Ride for Freedom

We fundraised for their Freewheel Programme which aims to support survivors of modern slavery and provide them with a bicycle to support their physical and mental health, independence and mobility.



2023 Data - Raised £2,764 in 2023. **Nominated charity for 2024.**

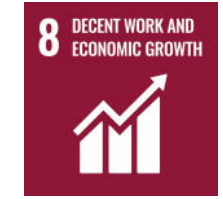
Wigan Youth Zone



Provides a great opportunity for cross-sector partnership to raise the aspirations of the young people of Wigan.

Nominated charity for 2024

Charity Partnerships



Prevent Breast Cancer



Prevent funds vital research aimed at preventing breast cancer for future generations.

Our partnership began in 2022, taking part in the Great Manchester Run.

It continued in 2023 with the 100-mile challenge and the Tour de Manc.

All donations contributed to vital funds for the National Breast Imaging Academy (NBIA).



Latest Achievements – Raised over £15,000 in 2023.

Fareshare



We deliver accredited FLT training and offer learners a guaranteed interview on completion.

January 2024 – we launched our first FLT Academy, in collaboration with Fareshare.

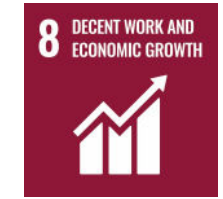
Company Shop

Established in 2023, this partnership offers our colleagues free membership to access Company Shop stores across the country and access heavily discounted food and household items.

Achievements - Partner of choice for Company Shop to deliver their training.



Charity Partnerships



3 Peaks by 8 Freaks

In June 2023, co-founders Tom & Richard Cropper, along with 6 others, scaled Ben Nevis, Scafell Pike, and Snowdon, and cycled the 700km between each peak.



prevent
breast
cancer

Destination
Florida
Children's
Charity

PARKINSON'S^{UK}
CHANGE ATTITUDES.
FIND A CURE.
JOIN US.

 Margaret Haes
Riding Centre
JDRF IMPROVING
LIVES.
CURING
TYPE 1
DIABETES.

Achievement

Over £100,000 raised for 5 charities

The Big Logistics Diversity Challenge



10 colleagues took part in The Big Logistics Diversity Challenge in June 2023.

The Big Diversity Challenge is a series of events developed to provide an opportunity for industry organisations to experience a unique way to promote the importance of equality, diversity and inclusion in their workforce.

Partnerships & Associations



Armed Forces Covenant

Challenge-trg Group is a Bronze member of the Armed Forces Covenant. The covenant is a pledge to acknowledge, support, and understand that those who serve in the armed forces, and their families, should be treated with fairness and respect.

We are committed to supporting armed forces personnel and families with training and support, careers advice and guidance, and starting a new career.



Centre for Ageing Better

We are committed to ensuring our recruitment strategies are as diverse and far-reaching as possible. We have signed the Age-Friendly Employer Pledge which aims to create a more diverse workforce and recognise the value of older workers.



Disability Confident

Challenge-trg Group has disability confident committed status. Since signing the covenant, we have:

- Implemented annual disability awareness training for staff
- Launched a dedicated email address for colleagues who require a reasonable adjustment to the hiring process.
- Worked closely with Shaw Trust, Ingeus, and DWP to attract and support colleagues with a disability, offering training via sector-based academies and accessing the restart programme.



Courses launching in 2024



**Ambitious
about Autism**

We are continuing our commitment to supporting those with a range of disabilities by signing the Ambitious About Autism Covenant. Ambitious about Autism is a charity that is working hard to ensure autistic children and young people have equal opportunities and supporting them with a range of employment options.

Logistics – it's in our DNA.

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