



Q2 2024

huumun
Sustainability
Report



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A word from the CEO

At huumun, we're committed to driving positive change and leading by example, going beyond just meeting compliance requirements. We constantly challenge ourselves to find better, more sustainable ways to operate, integrating ethical practices into everything we do. Our focus is not only on building a business that thrives but also on **creating a workplace that our people are proud to be part of**. By prioritizing both sustainability and employee well-being, we aim to make huumun the best place to work while making a meaningful impact.

– Tim Wood, CEO

Our sustainability aims

Community

We are dedicated to nurturing a strong sense of community. Our goal is to create a friendly and supportive working environment where people can do interesting work, be inspired, grow personally and professionally, and have some fun in the process.

Internally, we focus on the well-being and development of our huumuns by fostering a workplace that embraces diversity, inclusivity, and personal growth. Outside of our business, we actively engage with the communities around us to support sustainable initiatives, and contribute through various charitable efforts.

We understand that a thriving internal and external community is vital not only to our success but also to the overall well-being of society.

Net zero

We are dedicated to a sustainable future and understand that we have a responsibility to work towards achieving net-zero emissions. Climate change is a global challenge that affects us all, and we are determined to contribute to a more positive environmental future. By implementing various sustainable initiatives—such as reducing our carbon footprint, utilizing responsible energy sources, and switching to eco-friendly alternatives—we are confident in our ability to make a difference.



Additionally, we actively support and empower our clients and partners to make better choices, working together towards a greener and more socially responsible world.

Fairness

We believe fairness in the workplace is key to building a culture of respect, trust, and teamwork. We're dedicated to treating our employees, clients, and partners with equity and respect, while providing equal opportunities for growth and development. We celebrate inclusivity and diversity, recognizing that they make us stronger, and we ensure everyone is valued, recognized, and rewarded fairly.

Our sustainability priorities

As our business continues to grow, we are dedicating our efforts to implementing policies and practices in key priority areas that will help us continuously improve and ensure long-term sustainability.

- Employee well being & growth
- Diversity & inclusion
- Personal development
- Giving back to the community
- Our impact on the environment



Making huumun the best place to work

We want to do everything we can to be the best place to work as well as operate ethically and sustainably for the benefit of our employees, our stakeholders and the planet, while having some fun in the process!

Ecovadis status

To enable us to continuously improve in both our sustainability aims and performances, we are working towards obtaining ECOVADIS accreditation for external benchmarking by November 2024. We're also working hard to outline our sustainability plan for 2024 and beyond to ensure we strive for continuous improvement.



Playing our part

We recognise that we have a responsibility and a part to play in supporting our community, promoting net zero initiatives and advocating fairness.



Ways of working

By identifying our priorities, adapting and evolving our ways of working, we are working towards a more sustainable future within our three ESG target themes: community, net zero and fairness.

Our sustainability performance: **community**



Playing our part

Sense of community and belonging is important to our business and team culture. We have a hard-working social team that plan monthly virtual events such as show and tells, lunch and learns to bingo and quizzes. This provides the team an opportunity to connect, share and have some fun!

Doing what we can to give back

We have several charity initiatives ongoing, some of which are run through our social team to raise money for our chosen company charity:



Doctors of the World



£1500
total raised so far

In support of World Blood Donor day and in celebration of its 20th anniversary we encouraged our team to take time from their working day to head out and give blood, playing a vital role in improving the health of our wider community.

Diversity and inclusion

Our ethos is to respect and value people's differences, to help everyone achieve more at work as well as in their personal lives so that they feel proud of the part they play in our business success.

Recently our senior leadership team have undergone diversity & inclusion training and to maintain our commitment to these principles, we plan to roll out training across the team by the end of this year. We continue to review and evolve our company policy and approach in this area to ensure we are the best we can be.



Ways of working

We have been officially working as a hybrid business since November 2020 and as a result of this we have employed individuals all around the globe, providing equal opportunities regardless of where our huumuns live!

We strongly believe that we have some of the best talent there is with the added bonus of low carbon emissions!



Making huumun the best place to work

We are planning to repeat our huumun experience employee survey in Q4 of this year to ensure we are just as strong across a number of areas of employee engagement

We are proud of what a fantastic and engaged team we have and are committed to keeping it that way.



87%

employee engagement*

*Average score across overall questionnaire

Our sustainability performance: net zero



Playing our part

As a company, we are committed to reducing our carbon footprint and adopting sustainable practices.

Keeping cool without air conditioning

We're proud to be working from offices that are designed to be energy efficient. Even in the hottest of summer months our building is effectively ventilated and cooled, and in the cooler days of autumn and winter the building is designed to retain heat. Saving energy and money all year!



Reduce, reuse, recycle

We work hard to reduce waste within our office. We're a paperless office and have removed any printing facilities. We've adopted a recycling programme including used coffee pods to reduce our contribution to landfill.



70%

We anticipate that we recycle more than 70% of our office waste.



Ways of working

Being a hybrid business, we have moved to **virtual meetings 90% of the time** and only travel when necessary. We have consciously reduced the amount of travel to meet clients globally, and reduced overseas journeys by **more than 50%** in the last 2-3 years.



90%

Virtual meetings 90% of the time



Reduced overseas travel by more than

50%



Making huumun the best place to work

huumun took a step towards a more sustainable future by promoting the use of the Treetly app. Treetly aims to combat deforestation and promote environmental conservation by allowing users to plant trees by going about their usual day-to-day walking activities while connected to a nominated smart device. Since joining in 2023, together we have planted a total of **233 trees** by walking an average **9,632 steps** a day. With a total **49.2 million steps** taken since we started! That's nearly **23,485 miles** collectively!



233 trees



49.2M steps



23,485 miles

Our sustainability performance: fairness



Playing our part

As part of our commitment to sustainability, when purchasing products, materials and resources, we aim to choose the most responsible, ethically sourced products that we can and encourage others to do the same e.g. we are now using only recycled toilet rolls at the office and fair trade food when we host lunches for our employees and/or clients.

We live by our company values of 'SHINE'

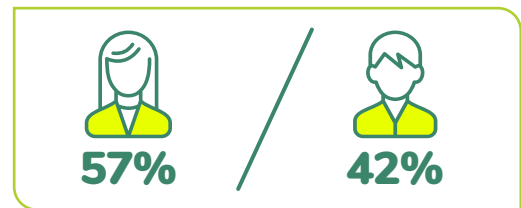
We apply these in all that we do daily but also in how we recognise and reward each other with our annual company awards. Each year the team nominate and celebrate those who are living and breathing our values to support our culture and business.

To show our commitment to personal development and growth, this year we introduced a new personal development framework called 'huumun Self'.



Through this we encourage and support individuals to build on their knowledge and skills, empowering them to be the best they can be.

We are proud that our team is representative of gender with **57% female: 42% male employees** across the whole team and **45% female: 55% male in our leadership team.**



Ways of working

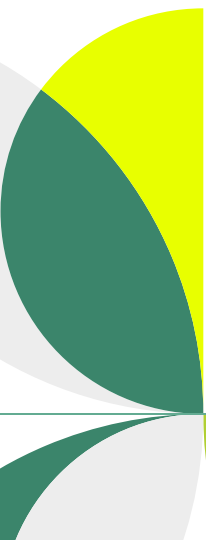
huumun recognises that sustainable, continued success depends upon having highly motivated people with proper skills in the right job at the right time. Regardless of role, all employees are given at least half a day each month for personal development and growth.



Making huumun the best place to work

We recognize the need for balance. That's why our team are encouraged to take time to rest, recover, and recharge. On top of their standard holidays, they get an extra day off to celebrate their birthday and in addition we launched Freedom Fridays to acknowledge all the hard work and sometimes extra hours they put in to meet the demands of the business. Every month that doesn't include a bank holiday individuals can take a Friday (or a Monday) to themselves.

Our last employee survey saw us score an 87% average for employee wellbeing. We've been working hard to retain this score and plan to survey the team again by end of Q4 this year.



The way forward



Our sustainability plan

Identifying our priorities, capturing our measures & KPIs



Our Ecovadis submission & score

Understanding external benchmarking of our sustainability performance



Our updated sustainability plan

Revising our plan with recommendations from Ecovadis and work to continuous improvement



Our annual sustainability report

Keeping ourselves accountable and reporting on our progress



Our Ecovadis resubmission

Gather evidence and accreditation of our continuous improvement

huumuTM

