

IMPACT REPORT 2023

**Driving sustainability across the early talent sector.
Here's what we've achieved in our third year.**

THE
SUSTAINABLE
RECRUITMENT
ALLIANCE



INTRODUCTION

COP28's global stocktake confirmed that progress in climate action has been too slow. From reducing greenhouse gas emissions and transitioning away from fossil fuels, to getting important financial and technological aid to vulnerable nations — climate action must accelerate its efforts in all areas by 2030.¹

When *The Sustainable Recruitment Alliance* began in August 2020, we had a clear mission: disrupt the behaviours that led to decades of carbon emissions caused by early talent recruitment. We believe that sustainability commitments must be substantiated by practical action, and early talent recruiters have both the obligation and opportunity to be at the forefront of these decisions.

In our third year, we are proud to have significantly expanded our membership across universities, strengthened our network, and amplified the student voice through the establishment of a new Student Advisory Board. Beyond this, our Cibyl Research has been revamped, reflecting our commitment to staying at the forefront of trends and sentiments on sustainability.

Moreover, we have bolstered our internal infrastructure by onboarding our first Sustainability Impact Advisor, underscoring our dedication to practicing what we preach as we intend to grow our impact.

Let's keep up the momentum and take further collective action to review, reduce and report our emissions. By fostering a strong community spirit where stakeholders across the early talent ecosystem (recruiters, careers services, students, and more) collaborate, we can catalyze genuine change. Realising our shared vision hinges on our unity and commitment to act decisively, leaving no stone unturned in our pursuit of a sustainable future for all.

In this report, we share the Alliance's collective progress in its third year and provide a deeper insight into our work and ambitions.

Laura Yeates

Laura Yeates (she/her)

Founder, Sustainable Recruitment Alliance



OUR PURPOSE

To help reduce the carbon footprint of early talent professionals.

OUR MISSION

To **create and empower a deeply connected ecosystem of stakeholders**, including early talent recruiters, universities, and student organisations, **who are committed to reducing their collective carbon footprint and embedding sustainability at the heart of their practices.**

¹United Nations (2024). UN Climate Change Conference - United Arab Emirates. [online] Unfccc.int. Available at: <https://unfccc.int/cop28>.

²Institute of Student Employers (ISE) (2023). ISE Recruitment Survey 2022. [online] ISE . Available at: <https://ise.org.uk/page/ise-recruitment-survey-22> [Accessed 15 Apr. 2024].

³Ibid

OUR 3 YEAR JOURNEY: BRINGING OUR VISION TO LIFE OVER THREE YEARS

AUGUST 2020

Laura Yeates founded the Alliance.

NOVEMBER 2021

We were covered by Legal Cheek alongside an interview with Laura. [Read here.](#)

NOVEMBER 2021

The Sustainable Recruitment Alliance is showcased at the One Young World Caucus: Investing in a Green Economy in association with Clifford Chance.

DECEMBER 2021

We established of our first student advisory board to incorporate the student voice in our work.

JANUARY 2022

We commissioned Cibyl to produce bespoke research that revealed student sentiments on sustainability when selecting a graduate employer.

[Find the results here.](#)

APRIL 2022

Our signatory, Ward Hadaway, won Targetjobs' Sustainability in Early Talent Award for their efforts investing in sustainable alternatives to merchandise.

JUNE 2022

We published our 2nd Impact Report and saw huge reductions in our signatories' emissions!

AUGUST 2022

Our signatory and one of our partners, RMP embarked on the first ever net-zero brand ambassador campaign!

MAY 2023

Laura Yeates is featured in an interview with ISE's CEO, Stephen Isherwood, to discuss her achievements and the Sustainability Recruitment Alliance.

[Read here.](#)

JULY 2023

We were featured in AGCAS Phoenix Magazine.

[Read the full article here.](#)

AUGUST 2023

We switched to a paid membership model to help expand our functions and support those dedicated to this work.

We have welcomed new members, many of whom we are proud to show are universities!

WE CAN'T WAIT
FOR WHAT'S NEXT!

WHAT DO WE PLEDGE?

A THREE PRONGED CIRCULAR APPROACH

When joining the Sustainable Recruitment Alliance, each of our signatories make a commitment to:

REVIEW

Review early talent processes and operations to identify opportunities to cut waste and make carbon savings.

We strongly encourage a critical review and openness to innovation!

REDUCE

Reduce the carbon emissions associated with early talent.

Whether its through eliminating purchased materials, changing travel practices, investing in virtual learning experiences and training, and more, we ask our signatories to bravely reimagine what's possible.

REPORT

Report their activities to us annually, allowing us to calculate our emissions and build our collective Impact Report of all members.

This approach is circular, because we want our signatories **continue to review, reduce, and report their activities** and strive to make the biggest impact possible. Doing this creates a collective feedback loop wherein we share and creatively produce best practice.



THE APPROACH IN ACTION

Upon reviewing their practices and emissions, RMP decided to take the initial steps towards reducing their own carbon footprint.

As our members review, reduce, and report emissions, here's an exciting example of the first ever net-zero ambassador campaign run by RMP Enterprise.

RMPENTERPRISE

Review: What were their 'normal' practices?

- RMP analysed their typical ambassador campaigns and found that they released 2.5 – 3 tonnes of CO₂e on average per campaign.
- Inspired by our previous Impact Reports, they interrogated the sources of the highest emissions: merchandise and events materials like hoodies, food, and travel.



Carbon Dioxide Equivalent or 'CO₂e' is a form of measuring greenhouse gas (GHG) emissions that allows us to compare the emissions of various greenhouse gases. It does so by converting any given GHG's global warming potential (GWP) to an equivalent amount of CO₂.

3.5 tonnes of CO₂e is equal to traveling from Amsterdam to Paris on the Thalys 252 times and looks like 1750 CO₂ filled fire extinguishers.



At RMP our mission is to become the 'greenest early careers supplier' in the market. Laura & the SRA have supported & inspired us on this journey and we're extremely proud to continue partnering with them. I love how we're able to keep educating & challenging each other, the market & unearth new projects that can transform the whole early careers space into a more environmentally conscious industry."

- **Oliver Sidwell, RMP Enterprise**



THE APPROACH IN ACTION

RMPENTERPRISE

Reduce: What could change?

Campaign optimisation

- The standard 50:50 split of in-person versus virtual events meant that every other ambassador campaign event had to factor in emissions from travel, technology, food, materials, and waste into its total carbon footprint. Optimizing for an 80% digital campaign helped reduce the associated impacts of travel, food, and materials for these events, ultimately lowering the total emissions associated with their execution.
- Sustainable Swaps: Interrogating supply chains and finding sustainable alternatives for transport, food, and swag.
- When RMP read in our 2022 Impact Report that “textiles, which includes bags, clothing and towels, yielded almost two-thirds of total emissions (64%),” they knew that they needed to act and change their approach to sourcing swag, especially for their ambassador hoodies.

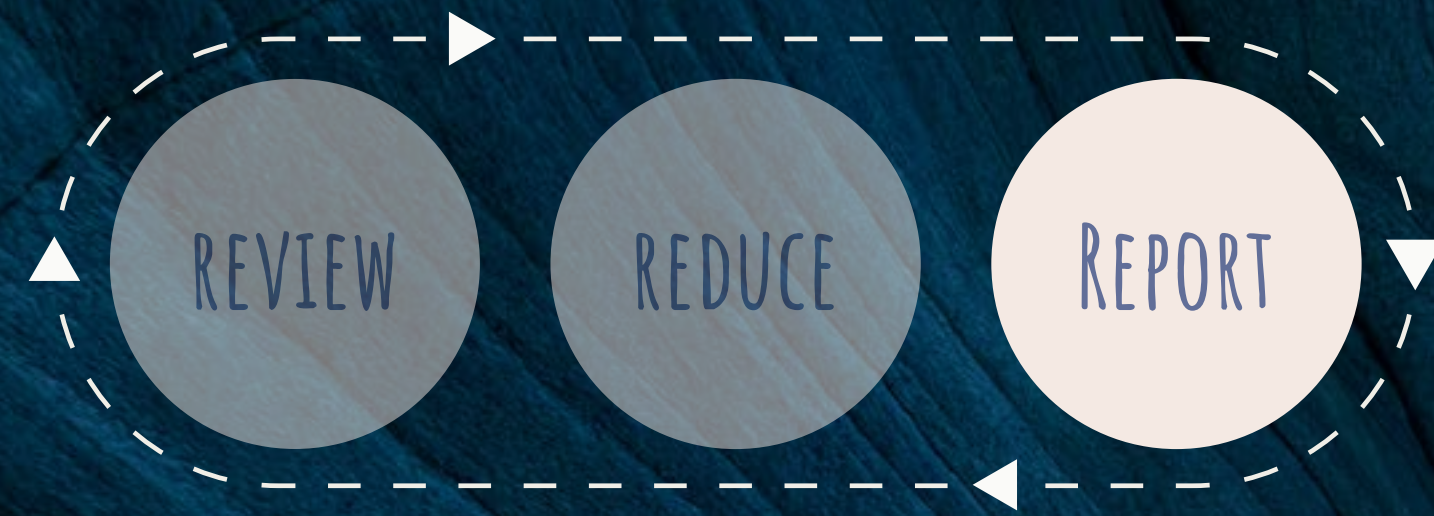


While the impact of digital events can be lower than in-person ones, there are certain emissions associated with them. As revealed in a study by the MIT Energy Initiative and the Yale MacMillan Center, one hour of streaming or videoconferencing can emit between 150 and 1,000 grams of carbon dioxide, depending on the service. Although virtual events still have an environmental impact, compared to the average emissions of 3.5 tonnes of CO₂e that the SRA found for in-person events during our first year, the emissions associated with running 80% digital campaign represents a significant reduction!



RMP'S KEY TIPS:

- Set out timelines for research and factor in plenty of wiggle room
- Set and sign clear SLAs with contingency scenarios
- Have at least one internal person responsible for the relationship with new suppliers



THE APPROACH IN ACTION

Report

- Upon completing the campaign, RMP's footprint had been reduced to just 1.3 tonnes of CO₂e, which they were then able to offset by investing certified carbon credits (Biochar with SuperCritical) to achieve net-zero emissions.
- Beyond the environmental impact, RMP found that this approach to ambassador campaigns led to:
 - 175% better performing across event attendees and application page visits.
 - High engagement seen through zero dropouts.
 - Shortlisting for an award recognising their pioneering net zero achievement.

RMPENTERPRISE



KEY TAKEAWAYS:

- Adapting is possible!
- Carbon footprint calculations can be quite technical
- Students loved the purposeful nature of the work
- UCAS 2021 survey: "25% of students have boycotted a brand due to it not being sustainable"
- Power of internal sustainability champions
- Becoming net zero isn't cheap or easy & requires concerted efforts!



ADVICE:

Learn your reality! (Review report reduce) and prioritize the largest impacts



DLA PIPER'S APPROACH TO UPSKILLING EARLY CAREERS POPULATIONS



DLA Piper have established a commitment to Carbon Literacy and are the first law firm in the world to be **accredited as a 'Carbon Literate Organisation'** by the Carbon Literacy Project.

DLA Piper wants to equip Early Careers populations with the knowledge and skills needed to thrive in a more sustainable future, so have introduced Carbon Literacy training within their Early Careers programmes.

Here's how this form of action can be visualised through our 3 Prong Approach.

Review

- Upon reviewing internal practices, DLA Piper recognised **the importance of understanding the causes and impacts of everyday carbon emissions** and that raising awareness around reducing emissions is critical.
- DLA Piper recognises the importance of equipping students with knowledge and skills relating to sustainability.



CARBON LITERACY:

Carbon literacy refers to understanding the causes and impacts of our everyday carbon emissions. It focuses on raising awareness around reducing emissions on 'an individual, community, and organisational basis'.



DLA PIPER'S APPROACH TO UPSKILLING EARLY CAREERS POPULATIONS



WINNER
The sustainability
in early talent
recruitment award



Report

- As part of the Carbon Literacy Training Programme, colleagues write a pledge detailing how they will reduce carbon emissions. DLA Piper encourages colleagues to train to become Carbon Literacy Facilitators and monitors the number of colleagues who complete the training programme.
- DLA Piper reported that 75 students from 46 universities across Europe, the Middle East and Africa joined the Sustainability Moot. The moot, which takes place annually, is a competition that challenges the brightest legal minds to address complex issues related to sustainability and ESG. It supports the firm's journey to a more sustainable future, through connecting, debating, and shaping the legal landscape for generations to come.
- Whilst this initiative looks different from those that ditch merchandise, **investing in the knowledge and application of sustainability across sectors is a crucial part of climate action.**

To learn more, check out their [full case study here](#).



SWAPPING SWAG FOR IMPACT

Brodies LLP is a Scottish law firm that offers legal advice to both private and public sector clients both in the UK and internationally.

BRODIES^{LLP}

Review

Upon returning to campus law fairs after the pandemic, Brodies realized that traditional reusable merchandise, such as water bottles or tote bags, still carried an environmental impact despite being made from sustainable materials.

Reduce

Since they couldn't verify the transparency of the supply chain or ensure that people would use promotional materials, Brodies decided to take an innovative approach to promote their firm while making a positive impact.

Instead of handing out branded merchandise, **students who visit Brodies' stand are encouraged to vote for one of a selection of charities** by dropping a wooden counter into a corresponding jar. At the end of the fair, the votes are tallied, and **the charity with the most votes receives a donation from Brodies, equal to the amount they would have spent on promotional merchandise.**

Report

The initiative has **sparked valuable discussions** about sustainability and Brodies' work in the renewable energy sector among students. It has also allowed for more **one-on-one engagement with potential candidates**, as students linger at the stand to learn about the voting process and the selected charities.

To read the full case study, [click here](#).



IMPACT:

This unique approach achieves multiple goals simultaneously. It reduces waste by eliminating the need for branded merchandise, as the jars, counters, and information stands are reused at all law fairs.

Additionally, it allows both the students and Brodies to make a charitable impact by supporting local organizations tackling various social and environmental issues in Scotland.



SUSTAINABLE FASHION FOR BRIGHTER FUTURES

Workwear Wardrobe

In October 2023, Warwick's Employer Connect launched the Workwear Wardrobe, a sustainable pop-up wardrobe to provide students with free pre-loved workwear in preparation for their interviews, work experiences and ultimately their future careers with employer partners.

To date, the Workwear Wardrobe has featured at two careers fairs with over **230kg of workwear being personally donated by university staff and local employers.** Donation points have been set up across the campus and employers have generously organised their own office collections, recognising the importance of reducing clothing waste and building a more sustainable and equitable future.

“

I like the idea of working on a project that not only promoted sustainability, but also saved students money during a cost-of-living crisis”.

- Izabella, Life Sciences Student

“

There is a significant emphasis placed on professional attire for the workplace and this initiative is a highly thoughtful endeavour”

- Neeraj, Business & Finance Student

Widening Participation

Looking ahead, plans include featuring the initiative at key events whilst also opening a walk-in wardrobe for students to access year-round in line with their needs.

Clothing stock is, however, fundamental to the success of this project and the greatest challenge is that of gathering donations.

To read more from this case study, [click here.](#)

If you would like to contribute and get involved with the Workwear Wardrobe, [please do get in touch.](#)



cibyl

SUSTAINABILITY RESEARCH 2023 EXPANSION

In 2022, we commissioned research in partnership with Cibyl to demystify student thoughts on the importance of environmental sustainability when selecting a graduate employer and what companies should be doing to improve. This research became the largest of its kind in this area.

This gave our employer signatories an insight into how they can best focus their sustainability initiatives and graduate campaigns going forward, with a conglomerate of data focused on free merchandise.

This year, we collated our previous findings with updated research to further our understandings of these topics.

“

Last year, we looked at two pieces of research to get a solid – and representative - student view of their priorities when choosing their future graduate job. To gain a broad sense of the importance of sustainability and ethics when deciding which sector or employer they wanted to work for, we drew on our annual Cibyl Graduate Research UK, capturing the perspective of 65,000 respondents from 160+ universities in the UK.

We then conducted a follow up piece of Cibyl research, where we captured the more detailed views of 2,400 student and recent graduate respondents from 124 universities on how environmental sustainability was impacting the decisions they were making on their future careers, drilling down into attitudes on things like virtual or in person events, travel, and free merchandise.

As we start to see the impacts of the research findings through changes many employers are making on how they practically address this topic, it has been fantastic to once again draw on this years' Cibyl Graduate Research UK of once again, 65,000 respondents representative of the UK student population, to look at whether there have been any significant changes to the student attitude to sustainability and how this might differ across sectors.

We are proud to continue to support this important mission to improve awareness and prioritisation of sustainable recruitment and continue to drive change by listening to the view of young people through the representative insights Cibyl can provide.”

Lisa Marris

Lisa Marris, Head of Research Cibyl

2022 RESEARCH RECAP

Most important when choosing an employer:

1 in 10 students say that environmental sustainability is a top consideration.



Do students think about sustainability in recruitment?

1 in 5 students think about environmental sustainability in graduate career engagement.



The issue of environment and sustainability is important to me.

Over 9 in 10 students agree that the issue of environment and sustainability is important to them.



The importance of a sustainable employer:

Over 9 in 10 (93%) of students think employers should take action on environmental sustainability.





2022 RESEARCH RECAP

Direct quotes from respondents

“

I think it's a bit of a cheap ploy, it doesn't really represent what I need from an employer... I'm more interested in 'bike to work schemes' or 'fronting moving costs' not a 20p pen.”

“

I am looking for better opportunities, not merchandise.”

“

From a sustainability point of view, I do not have an issue with receiving useful free merchandise... I really dislike gimmicky things like portable phone chargers, plastic phone cases, card holders, etc.- they are unsustainable and almost always go straight in the bin. But either way, an employer's use of merchandise does not influence my decision to apply or not.”

2023 RESEARCH OVERVIEW



How important is environmental sustainability & ethics in your future employer?



Respondents on ranked 'Sustainability & Ethics' a 5.8 on a scale 0 to 8 (from not at all to very important).

The highest ranked category was career progression with 6.9.

In general, do you prefer to interact with employers virtually or in person?

45%

of respondents don't have a preference. 43% preferred in-person.

How would you define your personal values?

34%

of respondents felt that giving back and helping others is one of their personal values.

Would you prefer employer events (i.e. networking, induction day) to be in person or online?

70%

of respondents preferred in-person.

2023 RESEARCH OVERVIEW



Which careers activities would you like to participate in to find out about employers?

While

34%

of respondents were interested in receiving freebies, competitions, or prize draws

58%

were interested in careers fairs

47%

in insight days

40%

in 1-on-1 career advice

45%

in career skills workshops.

EXPANSION ON FINDINGS

Further information

How important is environmental sustainability & ethics in your future employer?

Sustainability & Ethics were ranked higher in importance than other categories such as: having a high level of responsibility, status & prestige, and a global employer.

In job areas such as Charity & Non-Profit, Construction, Civil Engineering & Surveying, Consumer Goods Manufacturing, Energy & Utilities, Hospitality, IT & Tech, Logistics, Transport, and Supply Chain Management, 'Sustainability & Ethics' was ranked higher than the average.

How would you define your personal values?

34% of respondents felt that giving back and helping others is one of their personal values. Amongst law barristers, those working in charity & not-for-profit sector, and those in scientific research and development, a higher percentage felt that it was a personal value.

In comparison to giving back and helping others, continuous improvement learning was the highest defined personal value at 44%.



OUR COLLECTIVE IMPACT

This year, we partnered with Ben Hardy-Jones, a freelance carbon accountant and sustainability lead for the Desert Vipers* to produce our annual emissions calculations. Together, we are proud to provide an impact assessment of our signatories' early talent functions.

For 2023/2024, 90% of our signatories were able to report their use of merchandise, food, travel, and more—all of which was collated to find our collective impact.

This document contains an abridged version of the findings of our carbon footprint. A full version of our impact report with insights is available exclusively to our members.

*The Desert Vipers are an international cricket franchise with the aspiration to be the most sustainable cricket franchise in the world

MAIN FINDINGS

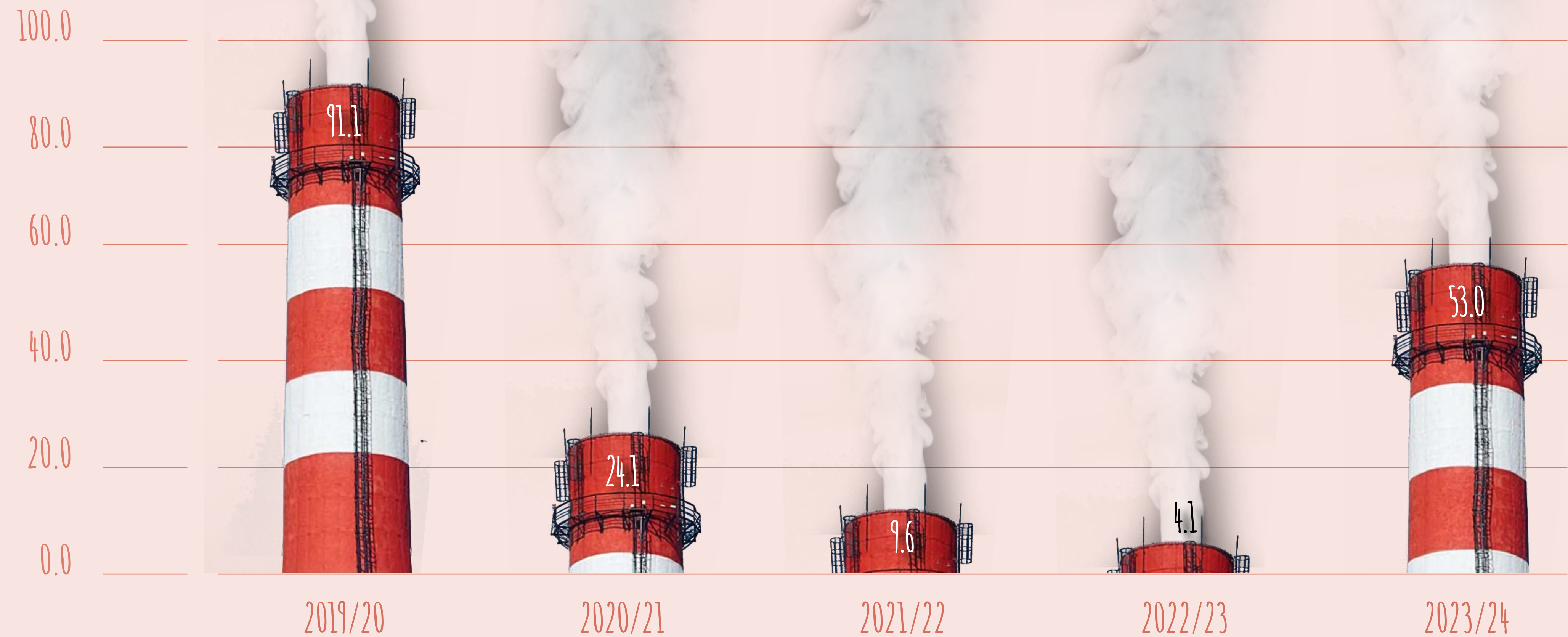
- The overall footprint from all events, merchandise, and activities was **53.0 tCO₂e**. Relative to our baseline year (2019/2020), this is a 42% reduction in total emissions.
- While this year's footprint is lower than that of our baseline year, **it's 12x higher than those in 2022/2023**, 5x higher than in 2021/2022, and more than double the emissions from 2020/2021.
- **Textiles accounted for 71% of the total emissions from merchandise (19.5 tCO₂e) despite representing only 23% of total merchandise weight.**
- 45% of products were made from some amount of recycled material. If signatories purchased products consisting of 100% recycled materials, the total emissions in this area could reduce by more than 15%.
- For the first time, we have collected data around the impact of food at early talent events. **Where food provision was reported, the average carbon footprint was 47.4 kgCO₂e.**
- **Food contributed to roughly 26% of emissions for in-person events. As a new section, only 73% of signatories were able to report their food consumption**, and assuming those who did not report displayed similar results to those who did, total emissions from food of all signatories reported is extrapolated to be around 16.9 tCO₂e.
- **For the first time, we have captured data around the impact of travel for in-person events**, with its total carbon footprint measuring 8.8 tCO₂e. Only 56% of signatories reported on their distances travelled for events, this suggests that signatories have trouble reporting on all aspects of their travel.
- 40% of the emissions came from train travel, 36% by car travel, 23% by plane travel, and 1% from alternative travel (e.g., bus). However, nearly 80% of journeys were made by train, and only 14% and 6% by car and plane, respectively, showing that car and particularly plane travel result in considerably greater emissions.



Carbon Dioxide Equivalent or 'CO₂e' is a form of measuring greenhouse gas (GHG) emissions that allows us to compare the emissions of various greenhouse gases. It does so by converting any given GHG's global warming potential (GWP) to an equivalent amount of CO₂.

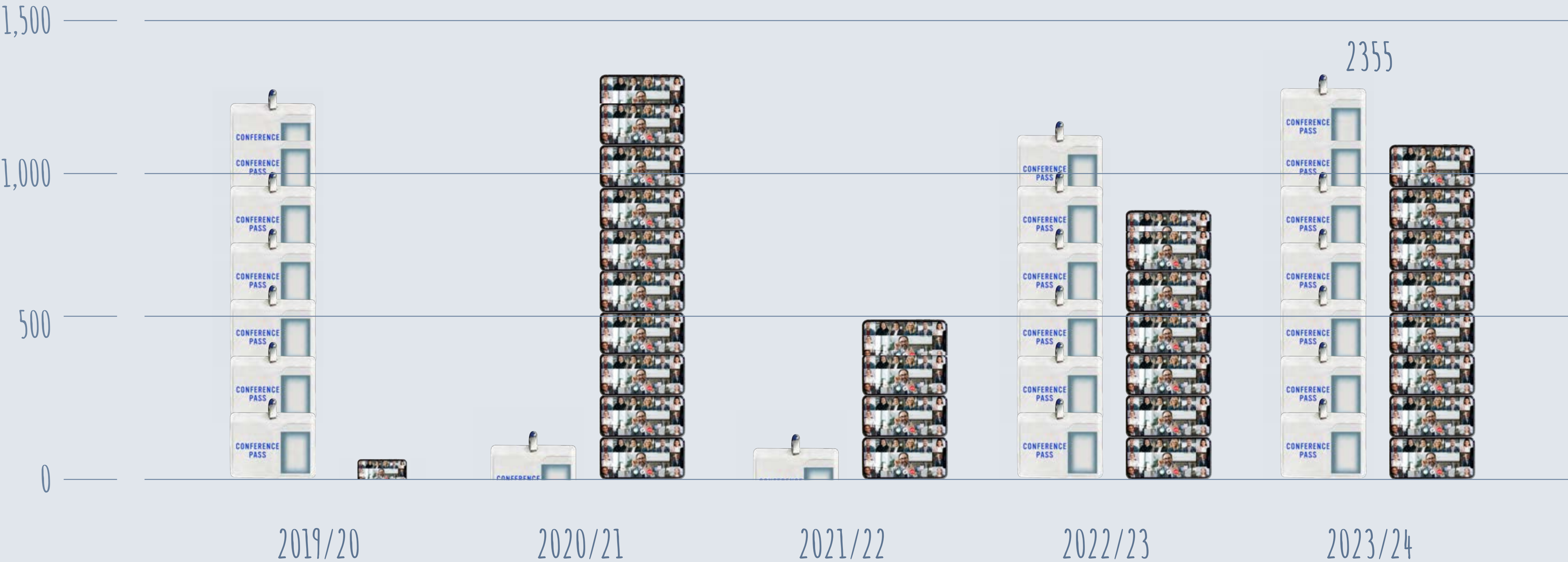
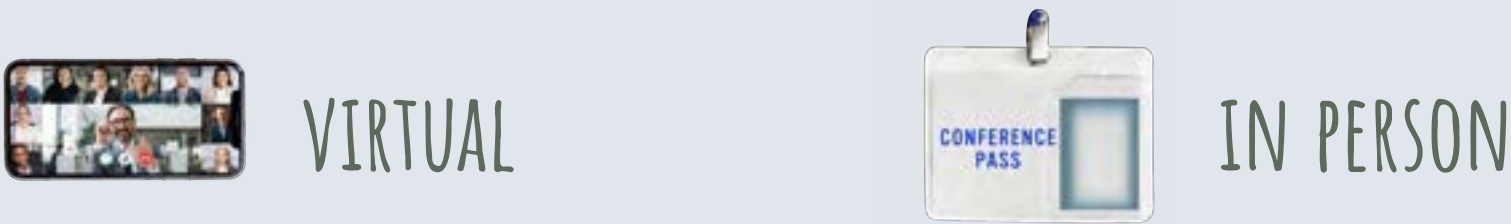
3.5 tonnes of CO₂e is equal to traveling from Amsterdam to Paris on the Thalys 252 times and looks like 1750 CO₂ filled fire extinguishers.

TOTAL EMISSIONS OVER TIME (TCO₂E)

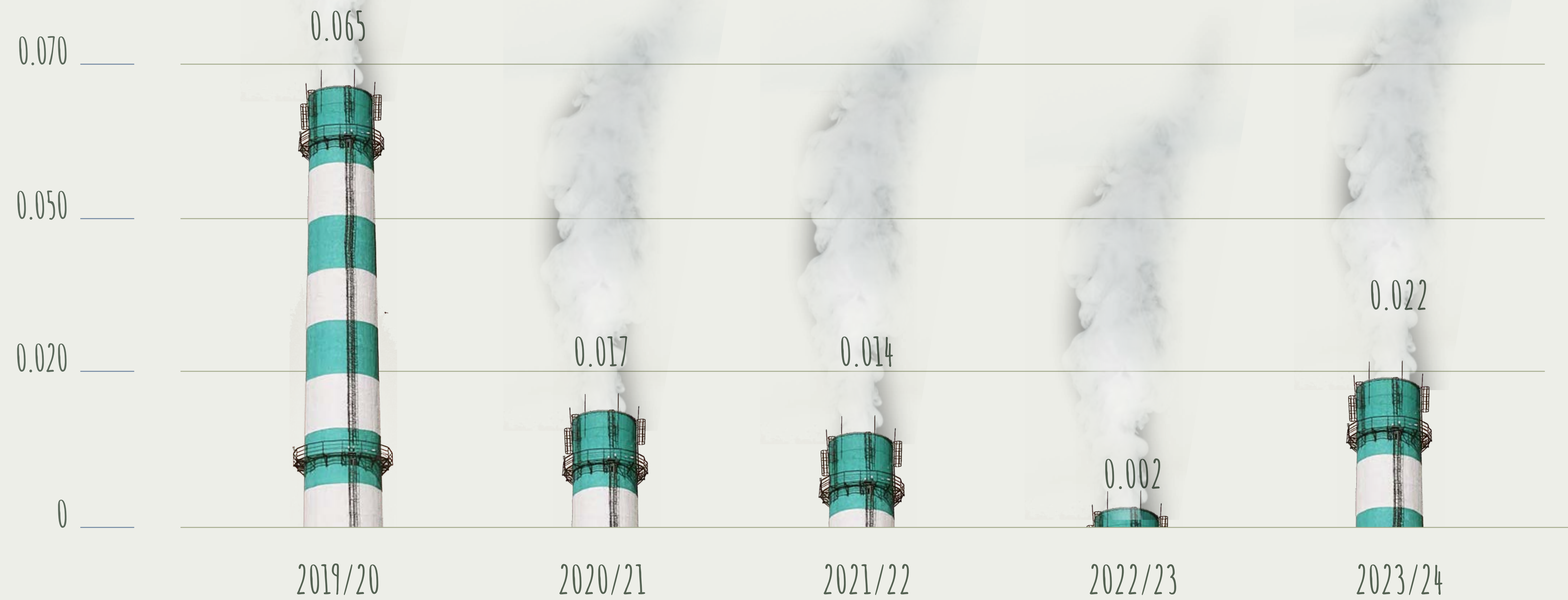


Total emissions over time

TOTAL EVENTS OVER TIME (IN-PERSON AND ONLINE)



EMISSIONS PER EVENT (TCO₂E)



Total emissions over time

EVENT EMISSIONS BY SOURCE AND MATERIALS

The emissions of in-person and virtual events, broken down by source.



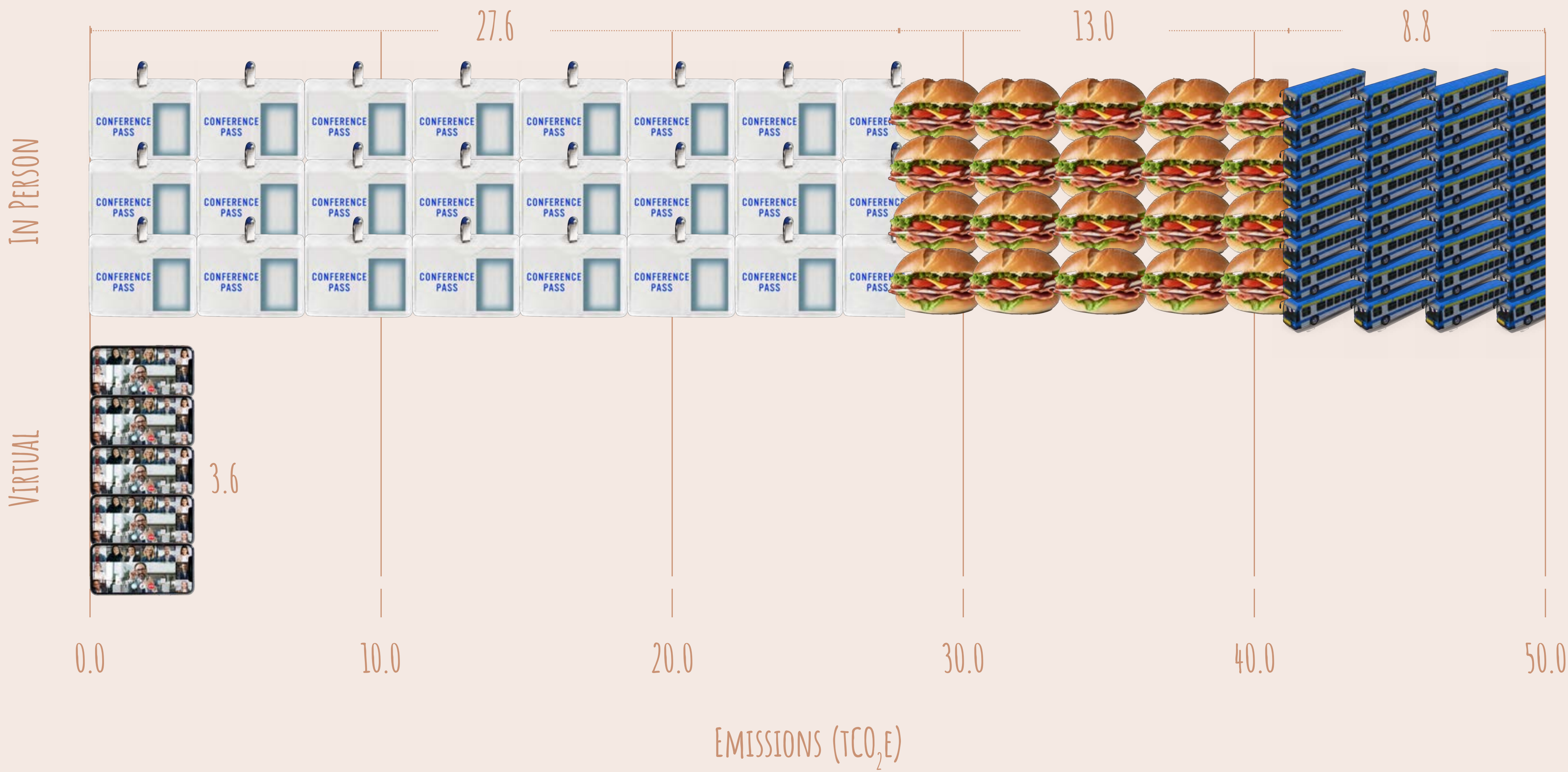
MERCHANDISE



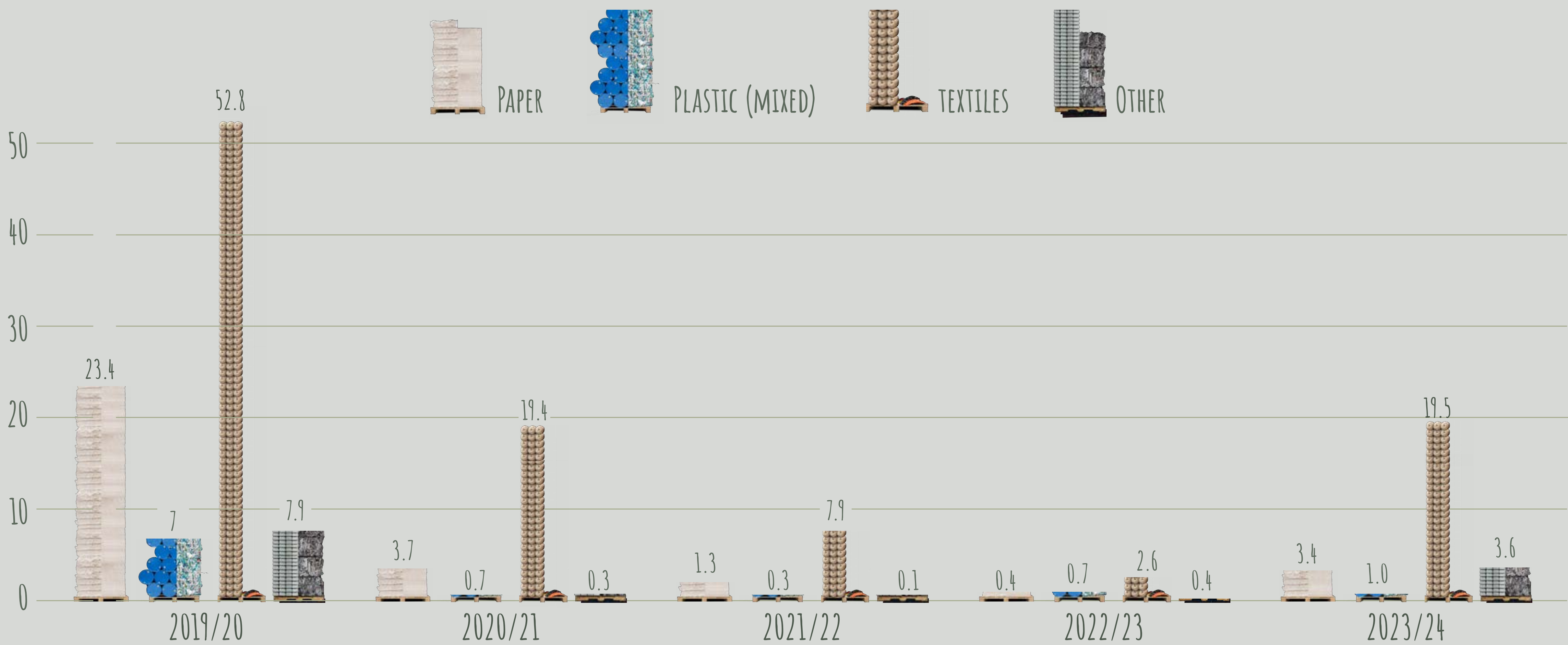
FOOD



TRAVEL



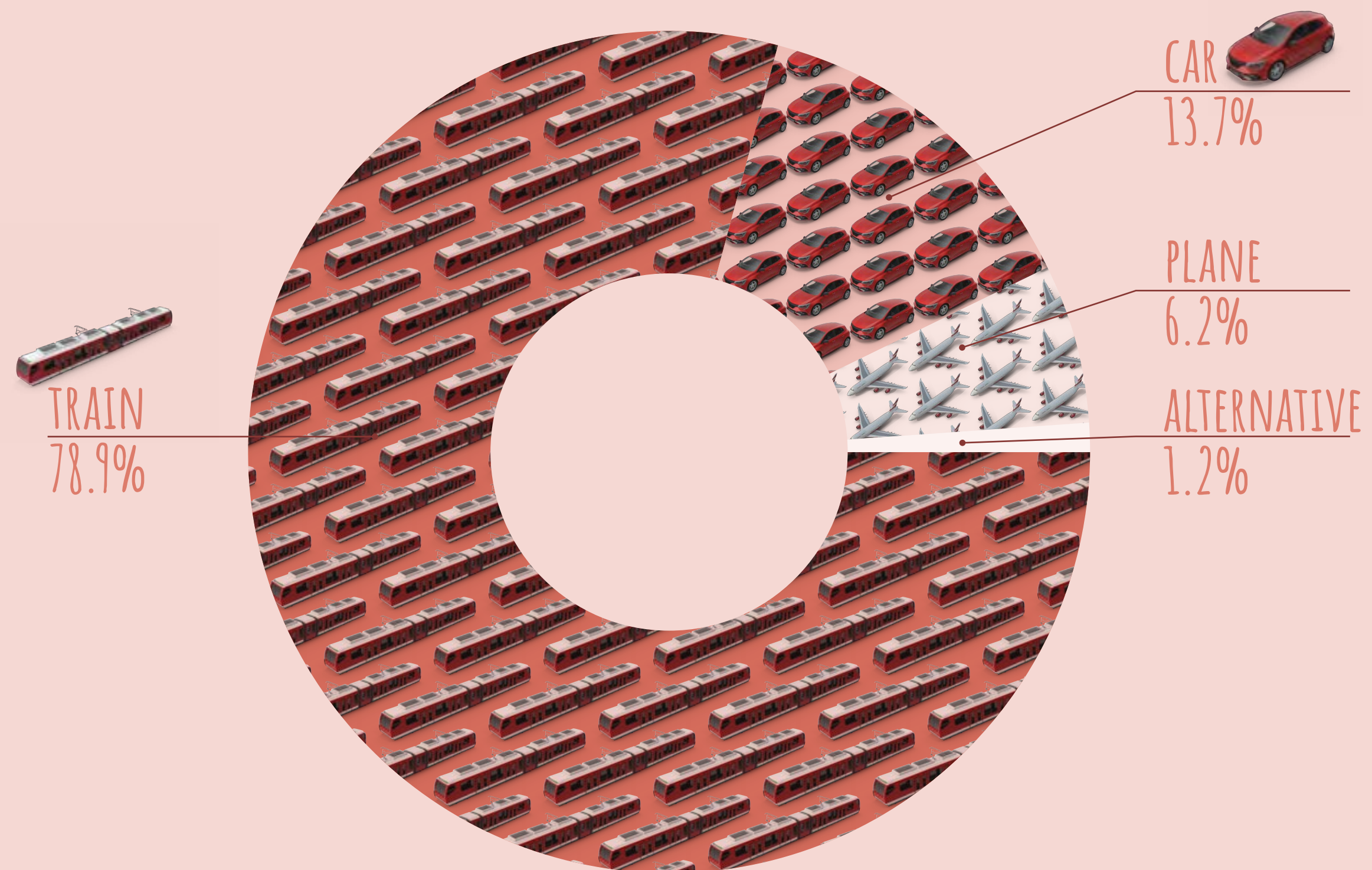
BREAKDOWN OF MERCHANDISE EMISSIONS BY MATERIALS



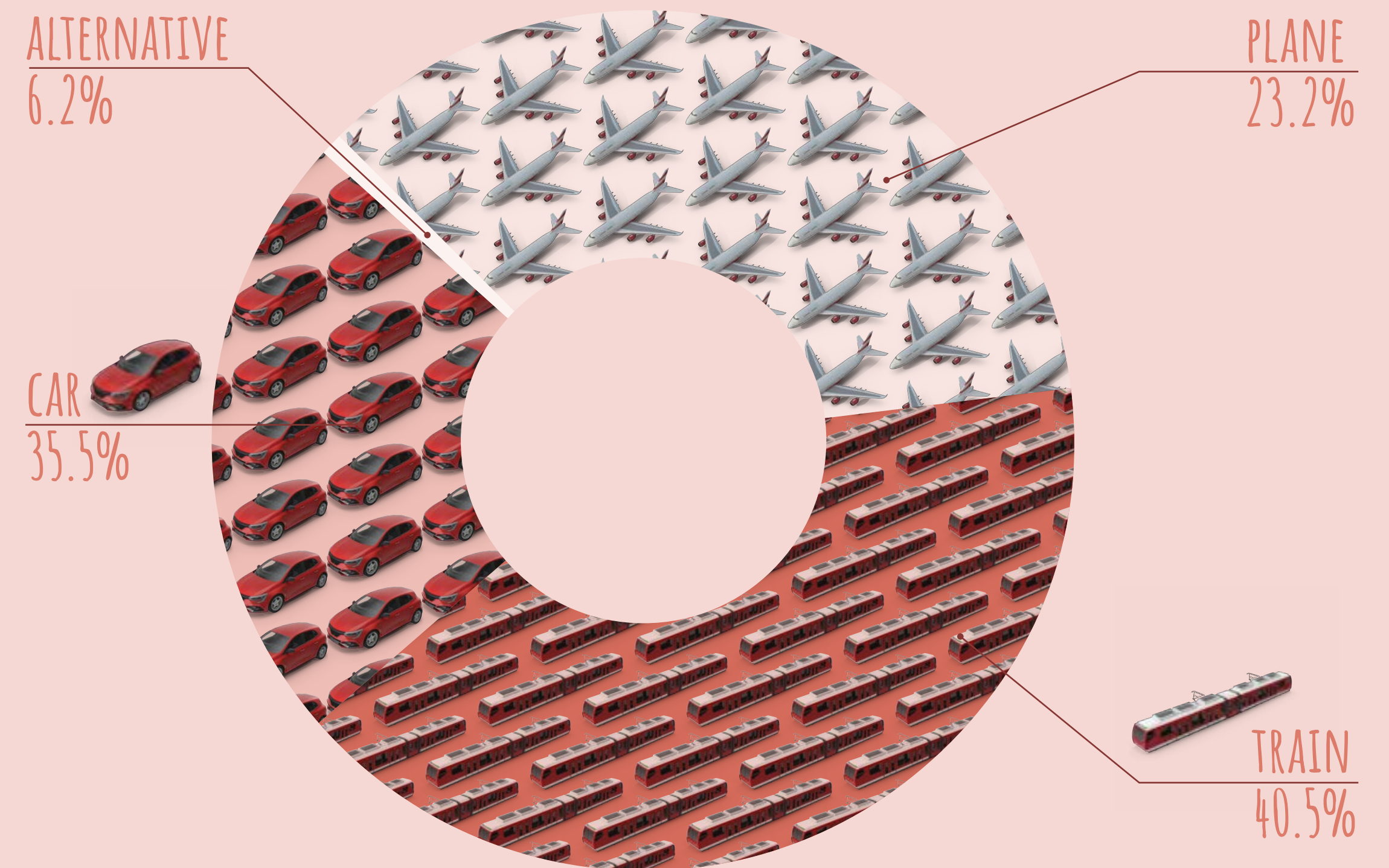
Emissions per tonne of merchandise made from new and recycled materials split by the material type.

TRAVEL EMISSIONS

DISTANCE TRAVELLED BY TRANSPORT TYPE



EMISSIONS BY TRANSPORT TYPE



FOOD EMISSIONS



As a new data reporting category, we found that reporting on food use and waste was very under-reported throughout our collection.

OUR RECOMMENDATIONS

- Where possible, signatories should **prioritise virtual events over in-person events**, as each virtual event produces no emissions from merchandise, food, and travel – which were the largest contributors to the overall footprint of signatories. However, **this also requires more intentionality in terms of engagement and generating creative content**.
- Signatories should **reduce the amount of merchandise purchased for events, with a particular emphasis on textiles**, which accounted for over 71% of emissions from merchandise, but only accounted for 23% of merchandise given away.
- **Signatories should avoid travelling by plane**, and travel by train over car where possible, as well as consider changing practices to combine events and minimise transport use.
- **Signatories should prioritise serving low-carbon foods at events**, avoiding high-carbon meats such as beef and lamb. **Replacing low-carbon meats with cheese to provide a vegetarian offering has a limited effect on emissions**, so should not be the preferred strategy of signatories to reduce emissions.
- Signatories should increase the percentage of products purchased for events made from recycled materials.

- **Signatories should seek to actively report on more areas of their recruitment policy, providing as much data as possible**, by creating awareness within their organisation that elements related to recruitment should be tracked, and setting up internal processes for doing so.



Our partnership with the Sustainable Recruitment Alliance has cultivated a culture of sustainability at Taylor Wessing, leading to internal recognition for our eco-conscious Early Talent initiatives. This includes transitioning to virtual events and implementing paperless assessment centres, which have significantly reduced our carbon footprint. These measures have not only broadened our access to diverse talent but also showcased our commitment to technology and environmental responsibility—qualities highly valued by today's future lawyers. Our continued relationship with the Sustainable Recruitment Alliance ensures the longevity of these sustainable practices."

**- Alice Hasted, Early Talent Manager
at Taylor Wessing**

HOW YOU CAN HELP



Farrer & Co is excited to continue finding creative new ways to cut waste and make carbon savings as part of the Sustainable Recruitment Alliance. Our approach to sustainability has evolved significantly over the years. We have consciously reduced in-person events and only participated in these through our third-party partnerships. We have embraced virtual platforms when hosting our own events, minimising our environmental footprint and eliminating the need for candidates to travel hundreds of miles unnecessarily. While ensuring we order responsibly to reduce waste, we've also made a conscious effort to source eco-friendly merchandise (generated from paper grass and wildflower seeds). This approach aligns seamlessly with the broader environmental initiatives within our firm, reinforcing our commitment to sustainability."

**- Tanhiyat Islam, Graduate & Solicitor
Apprentice Assistant at Farrer & Co**

1.

Leverage your network to encourage other early talent recruiters to sign up.

2.

Engage with and share our content on social media.

3.

Incorporate the Sustainable Recruitment Alliance and your work as a signatory into your early talent website.

4.

Actively engage in our signatory events and with our resources available: attend roundtable discussions and Lunch and Learn sessions, read our research reports, listen to our podcast and enter our sustainability awards.

5.

Share good practice with us to use on our website.

6.

Share best practice on carbon offsetting for the emissions that can't be reduced.

7.

Sign our pledge and continue to review, reduce, and report!

CELEBRATING SIGNATORY SUCCESS

The Sustainable Recruitment Alliance launched two sponsored awards this year to recognise the dedication of companies whose vision aligns with ours and have made exceptional efforts to reduce their carbon emissions.



TargetJobs National Graduate Recruitment Awards

The 'Sustainability in Early Talent Recruitment Award' was won by our signatory, DLA Piper.



We're committed to being a leading sustainable law firm. We're on a continuing journey to integrate sustainability into our end-to-end early careers operations – protecting tomorrow, for everyone."

- **Katie Garman Senior Manager,
Early Careers Excellence at DLA Piper**



CELEBRATING SIGNATORY SUCCESS

The Sustainable Recruitment Alliance launched two sponsored awards this year to recognise the dedication of companies whose vision aligns with ours and have made exceptional efforts to reduce their carbon emissions.

SHOOSMITHS

PEOPLE
IN LAW

People in Law Awards

Best Environmental Initiative Award. This award was won by Alliance member, Shoosmiths.

The Best Environmental Initiative is awarded to the firm doing the most to encourage sustainable business practices and push the environmental agenda. The awards were judged by a panel of industry experts from the worlds of HR and law.



Our team members were very proud and excited to learn we had won and that our commitment and progress so far has been recognised by both People in Law and the Sustainable Recruitment Alliance. Receiving the award provided us with a timely opportunity to thank the many colleagues across the firm who are contributing to the actions required, and in so doing we hope to encourage further innovative ideas and actions that will be necessary for the scale of change required."

- **Nicola Ellen, Head of Corporate Responsibility at Shoosmiths**



Read the judges' comments:

The judges were impressed by the innovative and practical steps this firm has taken to help achieve their net zero strategy. Including re-investing funds from a business travel carbon levy and introducing a travel spend metric as part of employee bonus award considerations."

STUDENT ADVISORY BOARD

This year, we welcomed a new wave of students passionate about sustainability to help bring the student voice to our work.

Our new co-chairs:



Likhwa Maphosa

Likhwa is a long-time sustainability enthusiast driven by a passion for social impact and making the world a more equitable place for all life forms. He decided to join the Sustainable Recruitment Alliance after being enlightened on the significant negative impact that early career recruiting has on the environment, particularly promotional material, which often has no substantial impact on the firms that graduates choose post-university. Likhwa hopes to build upon the progress made thus far and advance the SRA's mission of fostering more eco-friendly approaches to early talent recruitment.



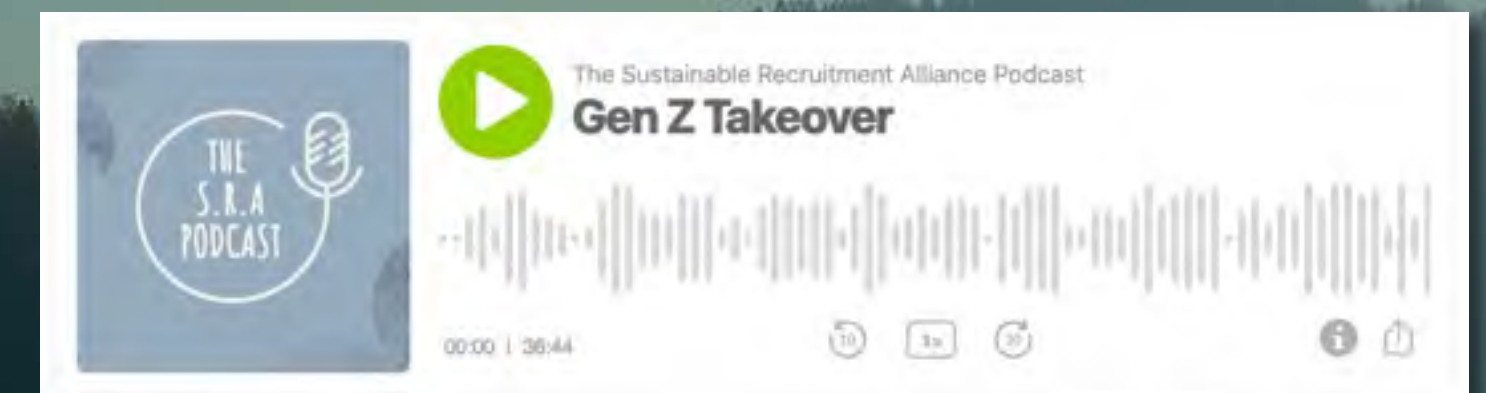
Millicent Wenlock

Millicent has been passionate about sustainability for several years and is pursuing a degree in environmental science. Throughout her degree, she has interacted with various recruiters, witnessing the waste of marketing and promotional practices. She felt she could use her degree knowledge, leadership, and advocacy skills to reduce the environmental impact of recruitment. Millicent hopes that her involvement as the Sustainable Recruitment Alliance's Co-Chair will help to develop the strategic direction of the Alliance and ensure the student voice is represented.

To learn more about our co-chairs and the additional new members of our student advisory board, visit the new student voice page on [our website](#).

THE SUSTAINABLE RECRUITMENT ALLIANCE PODCAST

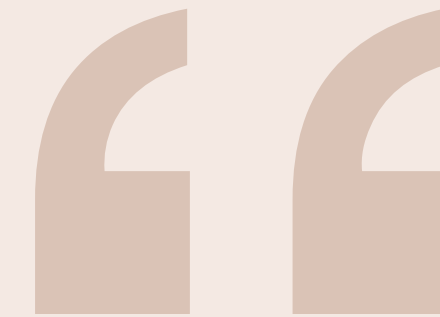
This year, we were excited to launch our podcast series! To listen to our podcast and our features on others, check out [the new dedicated page on our website](#). Here, you can listen to our discussions industry professionals and key stakeholders as we explore the importance of sustainability in recruitment, propose tangible strategies for improvement, and suggest how everyone can play a role in the sustainability conversation.



OUR PARTNERS



Helping students realise their potential. Supporting students with self-discovery, career guidance, skills and finding roles. Helping employers reach and hire. Enabling universities to deliver world-class careers and student services.



In the race to find the right people, it's clearly not just a case of doing whatever it takes. We want to be part of a community that's fair for all students, employers and universities and fair on the planet. So we're proud to be partners of the Sustainable Recruitment Alliance."



Like many organisations, we're on a sustainability journey at RMP. From reducing our printed offering to delivering campaigns for clients with sustainability at their heart, to being more environmentally conscious within the office and with the suppliers we work with. We're proud to be partners of the Sustainable Recruitment Alliance and truly believe this initiative will be a catalyst for change across the wider early careers market."

THANK YOU

We'd like to extend our thanks to our founders and to all the signatories who reported on their work.

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