

G2V

# ESG Report

A Responsible Business  
for a Sustainable Future

Our 2026 environmental, social and governance commitments across 12 priority UN Sustainable Development Goals.

G2V GROUP | 2026

Global Technical Recruitment



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# A Responsible Business

## for a Sustainable Future

G2V Group is a global technical recruitment organisation operating across Technology, Engineering, Life Sciences and Government sectors. With over 500 employees across six countries, we recognise the critical role our business plays in contributing to a sustainable, equitable and well-governed future.

Our 2026 ESG strategy aligns to 12 priority UN Sustainable Development Goals, reflecting our expanded commitment to environmental stewardship, social responsibility and strong governance. In 2025 we established formal ESG and Risk Committees, strengthened environmental data collection, and launched initiatives across wellbeing, inclusion, community engagement and ethical governance.

**500+**

Employees globally

**6**

Countries of operation

**12**

Priority UN SDGs

**4**

Sectors served

# Our ESG Pillars

Our ESG framework has been shaped by internal data, operational risk assessment and global sustainability trends.



## Environment

Minimising our footprint

Energy use, business travel emissions, resource consumption and supply chain stewardship – all guided by an SDG-aligned roadmap.



## Social

Empowering people & communities

A diverse, inclusive and supportive culture where individuals thrive - anchored by wellbeing, learning and progression.



## Governance

Ethical, transparent & resilient

Strengthened oversight via ESG and Risk Committees, expanded policies, and proactive compliance with evolving standards.

# 03

PILLAR ONE

# Environment

Minimising our environmental footprint

Energy, travel, resource consumption and supply chain -  
guided by SDGs 7, 12, 13 and 15.

G2V

# Our Four Impact Areas

G2V has identified four key areas that drive our environmental impact, with targeted action across each.

## 01

### Energy Use

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Transitioning offices toward 100% renewable electricity where possible, with measurement and reporting at every site.

## 02

### Business Travel

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Reducing emissions from travel and prioritising green-certified hotels and lower-carbon transport options.

## 03

### Resource Consumption

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Reducing paper and material consumption, expanding recycling, and embedding circular practices in offices.

## 04

### Supply Chain

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Aligning procurement and supplier networks with sustainability principles and verified contributions.

# Environmental Objectives

Short, medium and long-term commitments.

## SHORT - TERM

Now → 2026

- Reduce paper consumption and improve recycling rates
- Increase the proportion of green-certified hotels for business travel

## MEDIUM - TERM

2027 → 2028

- Transition offices to 100% renewable electricity where possible
- Expand carbon-offset contributions through verified projects

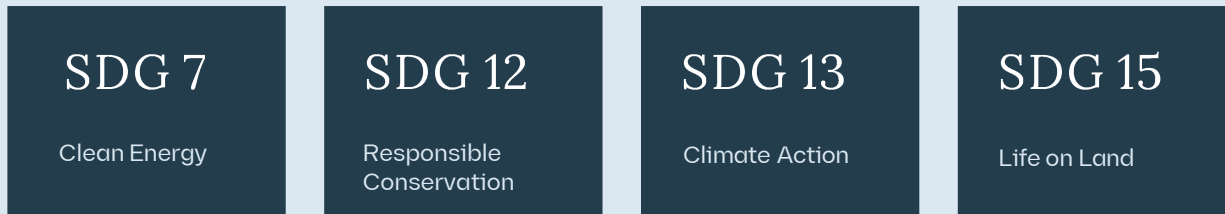
## LONG - TERM

2029 +

- Operate a low-emission, environmentally responsible office network
- Maintain a supply chain consistently aligned with sustainability principles

# Our SDG Alignment & Partnerships

## UN Sustainable Development Goals

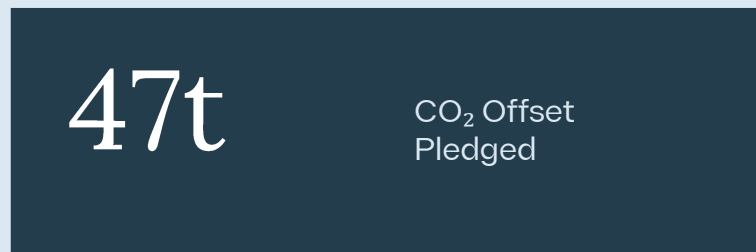
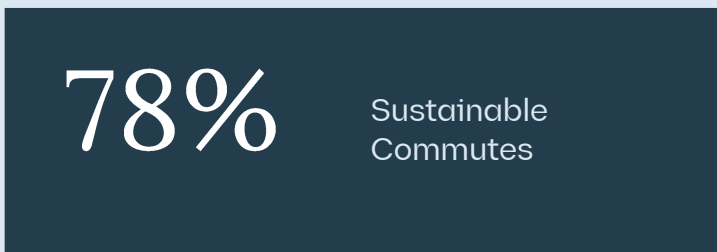


## Environmental & Community Partnerships

**Reforestation Programme – Ghana**  
With Climate Impact Partners; offsetting 47 tonnes of CO<sub>2</sub> in 2026 – supporting 13 UN SDGs.

**Supplier Sustainability**  
Office supply network funds tree-planting initiatives, embedding biodiversity in everyday products.

**Charity of the Year – Mind**  
Teams actively fundraise to support mental health and wellbeing across the UK.



# 04

PILLAR TWO

# Social

Empowering people and communities

Wellbeing, leadership, learning and inclusion —  
aligned with SDGs 3, 4, 5 and 10.

# Our Commitment to People

G2V aims to foster a diverse, inclusive and supportive culture where individuals can thrive. Initiatives focus on wellbeing, leadership development, learning and internal progression - supported by structured policies and cultural investment.

*“A culture where wellbeing and inclusion are consistently prioritised across every region.”*



## Wellbeing

Mental-health and financial-wellbeing sessions; check-ins for new starters.



## Inclusion

Embedding inclusive practices and consistent people-experience standards globally.



## Learning

Growing learning hours per employee and structured leadership development.



## Community

Volunteering partnerships and broadening community involvement.

# Social Objectives

Short, medium and long-term commitments.

## SHORT - TERM

Now → 2026

- Provide wellbeing check-ins for all new starters
- Deliver regular mental-health and financial-wellbeing sessions

## MEDIUM - TERM

2027 → 2028

- Grow annual learning hours per employee
- Expand volunteering partnerships and community involvement

## LONG - TERM

2029 +

- Embed a culture where wellbeing and inclusion are consistently prioritised
- Maintain consistent people-experience standards across all regions

# SDG Alignment & Social Metrics



## By the Numbers



# 05

PILLAR THREE

# Governance

Ethical, transparent and resilient operations

Strengthened oversight and policies aligned with SDGs 8, 9, 16 and 17.



# Strengthening Our Foundations

Established formal ESG and Risk Committees, expanded policies, and strengthened compliance oversight to support transparent decision-making.

## Governance Frameworks

### Two New Committees, Expanded Policies

- Established ESG Committee to oversee strategy and progress
- Established Risk Committee to identify and manage operational risks
- Expanded governance policies across the organisation
- Improved compliance oversight and assurance frameworks
- Transparent decision-making and ethical conduct embedded organisation-wide

## Data Protection & Cybersecurity

### Vigilance Built In

#### GDPR Training

All staff receive mandatory GDPR training to safeguard data.

#### Audits & Reviews

Systems are subject to regular reviews and audits.

# Objectives, SDGs & Metrics

SHORT - TERM	MEDIUM -TERM	LONG - TERM
<ul style="list-style-type: none"> <li>• Publish ESG report on an annual basis</li> <li>• Maintain regular ESG Committee meetings to oversee progress</li> </ul>	<ul style="list-style-type: none"> <li>• Integrate ESG principles more deeply into strategic planning</li> <li>• Enhance internal assurance for governance and compliance</li> </ul>	<ul style="list-style-type: none"> <li>• Maintain a resilient, ethical governance model across global operations</li> <li>• Stay ahead of regulatory expectations through proactive policy development</li> </ul>

## UN SDG Alignment

<p><b>SDG 8</b> Decent Work</p>	<p><b>SDG 9</b> Innovation</p>	<p><b>SDG 16</b> Peace &amp; Justice</p>	<p><b>SDG 17</b> Partnerships</p>
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## Key Metrics

<p><b>80%</b> Policies Implemented</p>	<p><b>12</b> Priority SDGs Aligned</p>	<p><b>2</b> Committees Established</p>
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# Highlights from 2025

Key milestones across our three pillars that lay the foundation for our 2026 commitments.



## Environment

Selected a long-term carbon-offset partner

Aligned office procurement with a responsible supply chain network



## Social

Launched Peak Performance and Management programmes

Completed the first G2V Employee Engagement Survey



## Governance

Established ESG and Risk Committees

Expanded governance policies and improved compliance oversight