

# Our 2024 Environmental, Social and Governance report

Passion for people,  
commitment to the planet



Connecting renewables specialists  
to pioneering projects

# Contents

<b>TAYLOR HOPKINSON HISTORY</b> .....	<b>3</b>
<b>STATEMENT FROM THE MANAGING DIRECTOR</b> .....	<b>4</b>
<b>AT A GLANCE</b> .....	<b>5</b>
<b>OUR GOALS FOR 2025</b> .....	<b>6</b>
<b>ENVIROMENTAL</b> .....	<b>7</b>
• Emissions .....	8
• Sustainable Data and AI .....	10
• Waste .....	10
• Nature .....	10
<b>HEALTH AND SAFETY</b> .....	<b>11</b>
<b>SOCIAL</b> .....	<b>13</b>
Employee Well-Being .....	14
Volunteering .....	17
Offshore Wind4Kids .....	18
DIB .....	19
<b>CORPORATE GOVERNANCE</b> .....	<b>21</b>
Our Leadership Team .....	22
Corruption and Bribery Prevention .....	24
CSRD Reporting .....	24
Driven by Standards .....	24

# Our history

## We partner with renewables leaders to connect specialists to pioneering projects.

**Taylor Hopkinson is a trusted recruitment partner to the world's renewable energy leaders. Our multi-lingual teams deliver market-leading solutions within the full life cycle of renewable energy projects, across the industry's emerging and most mature markets.**

In 2021 we joined forces with Brunel, a powerful global network of more than 12,000 specialists in more than 120 offices across 45 countries.

Together, our vision is to enable a diverse global workforce that will drive the world's transition to sustainable energy – vital if we are to deliver our net zero ambition.

By combining Taylor Hopkinson's deep sector knowledge, network and track record with Brunel's extensive global footprint, we set a new benchmark for service and quality by connecting renewables specialists to pioneering projects across the world.



# Statement from our Managing Director

From its inception Taylor Hopkinson has been a company passionate about helping drive the world's transition to sustainable energy.

**It is important to me that we operate with integrity in everything we do and remain equitable and ethical in our pursuit of excellence, always with a focus on people and respect for our environment and communities. This will mark the first year that Taylor Hopkinson is publishing an annual ESG report as we seek to improve our accountability and drive for success.**

We have chosen to align with the UN Sustainable Development Goals (SDGs) and have set ambitious targets against the goals relevant to our operations. We aim to have every Taylor Hopkinson employee be engaged with reaching these targets.

Our ESG strategy is changing as we grow. Our main goals for 2025 are to improve our GHG reporting to allow us a better understanding of our Scope 3 emissions and how we can reduce them, and to continue to grow our already established ESG working group and develop our in-house expert point of contact within Taylor Hopkinson who will work with Brunel to drive the impact of our actions and align SDGs for 2026.



It is important to me that we operate with integrity in everything we do and remain equitable and ethical in our pursuit of excellence, always with a focus on people and respect for our environment and communities.

**Fiona McRae - Managing Director at Taylor Hopkinson**



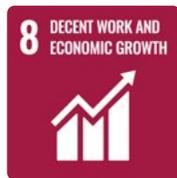
# Our goals for 2025

We have chosen to use the UN Sustainable Development Goals framework in our goal setting for 2025.

## In 2025 we want to...



Understand our Scope 3 carbon emissions by submitting data to the Corporate Sustainability Reporting Directive through our parent company Brunel and identify actions we can take to reduce these.



Create 5 full time jobs.



Place 1000 experts on renewable energy projects globally.



Deliver workshops to 500 school aged children across the USA, UK, Spain and APAC in partnership with Wind4Kids and the Brunel Foundation to teach children about renewable energy and the jobs they can do in the industry.



# Enviromental

- Emissions
- Sustainable Data and AI
- Waste
- Nature



## ENVIRONMENTAL

# Emissions

At Taylor Hopkinson, we measure our emissions in line with CSRD.



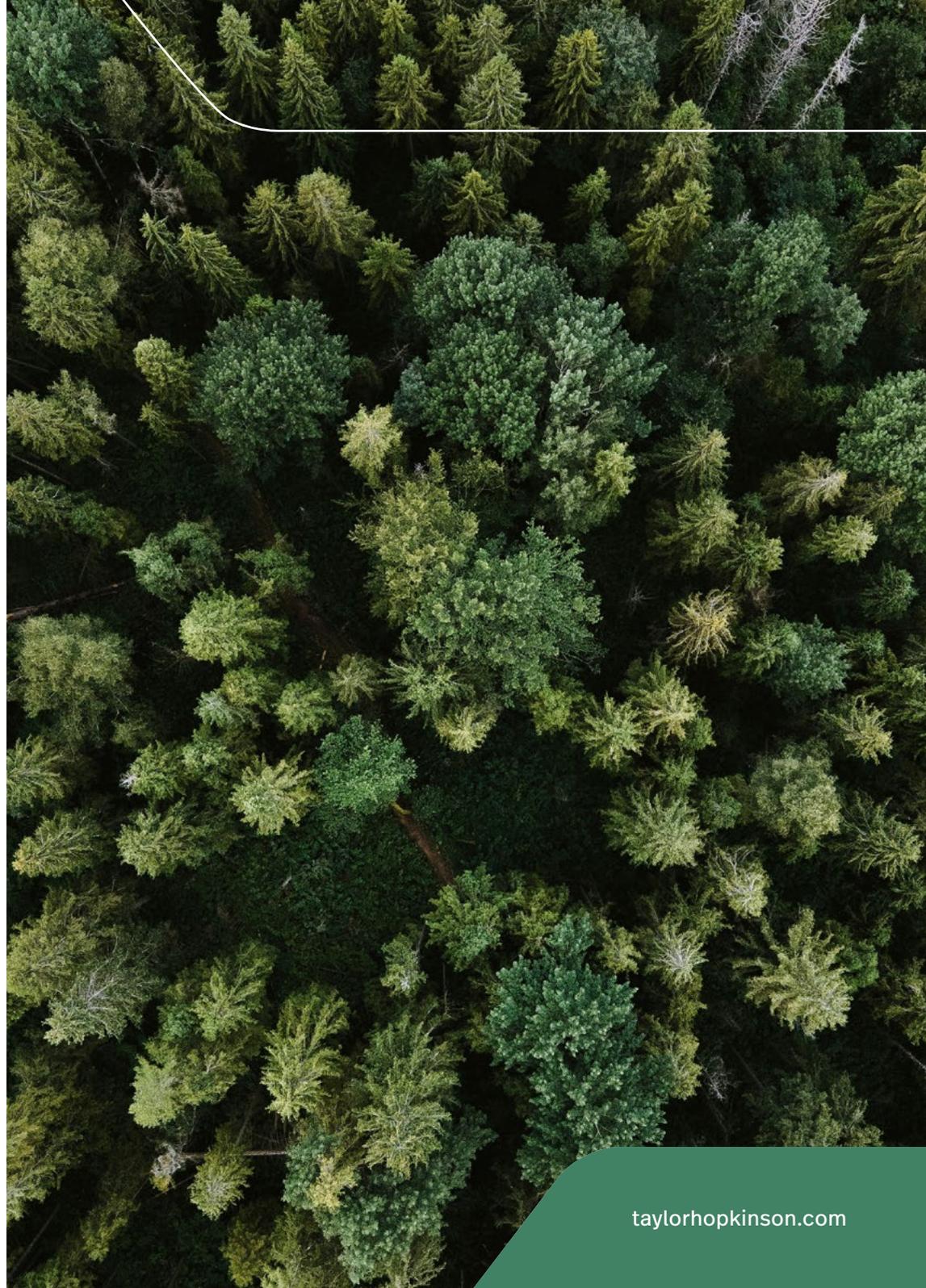
**Scope 1:** we do not produce any emissions from sources we own or control directly.

**Scope 2:** we do not have operational control of our leased properties, so emissions associated with purchased utilities do not fall under scope 2.

We recognize that while in terms of Scope 1 and 2 our company would be classed as Net Zero, Scope 3 emissions are the most important scope as these have always been the largest contributor to our carbon footprint.

2024 Scope 3 emissions **31,600**  
tCO<sub>2</sub>eq

Our current estimate of our carbon footprint is based on our reporting of Scope 3 emissions, but we know more must be done to ensure we are identifying all emissions across our business. Our aim in 2025 is to increase our understanding of Scope 3 and have confidence that we are reporting these as accurately as possible. While doing this we will also aim to reduce the Scope 3 emissions we have identified as high priority.



## ENVIRONMENTAL: EMISSIONS

### Ways we will reduce scope 3 in 2025:

**Head office move:** in early 2025, we will move to a new head office powered by 100% renewable energy, reusing furniture to cut waste and emissions. Our Spanish team will also relocate to a more energy-efficient office with better transport links. Globally we commit to at least 50% of our electricity from renewable sources; 100% for our head office.

**Switch of travel partner:** in late 2024, we switched to Gray Dawes, a travel partner committed to sustainability. They'll track our 2025 travel emissions and provide data to help us find ways to reduce or offset them.ath forward to reduce or mitigate these where possible.

**Supplier audit:** we will audit all providers of our office supplies, recommending alternatives for those misaligned with our goals. Our recently launched Supplier Code of Conduct ensures suppliers comply with our standards on Environment, Corporate Governance and Labour & Human Rights.

**Employee benefits:** we will continue to run both our cycle to work and salary sacrifice for EV schemes in the UK to encourage greener methods of transport for our employees both commuting to work and in their everyday lives.



### Sustainable Data and AI

We recognise that there is an environmental cost to how we use, process and store our data. In 2025 we will undertake a project to find and delete data we store that is no longer required and commit to delivering training to our employees on the importance of being intentional with what data needs to be kept and for how long.

Artificial Intelligence can help us improve the value and quality of our services, but we intend to be mindful of how we use this. As we look to integrate AI solutions, we will be carefully monitoring the sustainability of proposed solutions. AI will never be used without human oversight in Taylor Hopkinson, and we will always carefully consider the environmental impact of any AI solutions we intend to implement.

### Nature

Taylor Hopkinson contributes to the Brunel Forest Foundation in partnership with EcoMatcher. To date the Brunel Foundation has planted 19,000 trees with 1,204.6 tonnes of Co2 sequestered.

A number of our employees have used their paid volunteering days to take part in [litter picking initiatives](#) around our head office and within their own communities, with equipment provided by the Brunel Foundation.

### Waste

We are improving office recycling and reducing single-use plastics by providing reusable water bottles and lunch boxes. Our coffee machine pods are recycled, and we donate our refurbished electronics to schools, helping students with no access to laptops, mobile phones or monitors.

We minimise paper use by prioritising digital documents. By using DocuSign, in 2024 we saved 36,029 pages, eliminating 145kgs of waste and reducing carbon emissions by 2,100kgs.

For the paper we do use, we partner with Change Waste Recycling, and in 2024 we removed 279kg of confidential paper, diverting 152.63kg of carbon.

In 2025, we will assess our supply chains to implement a more circular economy and reuse office furniture in our new Glasgow HQ to reduce waste and emissions associated with manufacturing and shipping.

**In 2024 we used DocuSign to issue over 5000 documents for signature which saved 36,029 pages of paper, eliminated 145kgs of waste and reduced carbon emissions by 2,100kgs**

# Health and Safety

- Our safety culture



## HEALTH AND SAFETY

### Health and Safety

Taylor Hopkinson has continuously held ISO45001 for several years. We operate within a **just safety culture**, focusing on understanding what happened and the underlying reasons, rather than assigning blame. By reporting incidents, we can identify patterns, make meaningful improvements, and ensure a safe and healthy environment for everyone. That's why we actively encourage all employees to report incidents and near misses.

In 2024, we had zero incidents within our offices, and we remain committed to maintaining a safe workplace for all employees. As part of our continuous improvement efforts, we have streamlined our incident reporting processes and taken it a step further by including contractor incidents. While this is not a requirement, we believe it is our duty of care to do so.

Looking ahead to 2025, a representative from Taylor Hopkinson will join Brunel's new Global Health and Safety Committee. We will also deepen our understanding of our clients' Health and Safety management practices and collaborate with Brunel to ensure we are continuously learning and enhancing our approach.

Additionally, all employees can participate in First Aid, Fire Marshall, and Mental Health First Aid training. A clear and accessible list of qualified individuals is available for reference to ensure support is always within reach.



# Social

- Employee Wellbeing
- Volunteering
- OffshoreWind4Kids
- DIB



# Employee Wellbeing

## Health and Wellbeing



### Mental Health support

The importance of mental health in the workplace cannot be overstated. We're proud to partner with award winning **Plumm Health**, a global online platform that offers professional confidential support to all our employees across the world. As well as a self-help resource hub on a range of topics, from meditation to topical courses and webinars, the platform provides access to professional therapists and coaches for when our employees need additional support. We also provide access to an Employee Assistance Programme which provides 24/7 mental health support and access to practical advice to address a wide range of challenges individuals can face from financial to caring responsibilities to self-help.



### Holidays

We offer a holiday package that starts at 35 days and increases with length of service. In the UK, in 2025, we have acted on feedback to not have mandatory closures on bank holidays and public holidays and instead allow people to have control over their holiday entitlement.



### Wellness support

We recognise that not just mental health, but physical health is crucial to overall wellbeing and we support our employees in this from taking part in organised events and supporting those who pursue fitness goals. Our employee benefits platform includes a wellness centre that offers a range of wellbeing tools from online workout sessions to hypnotherapy to give our employees immediate access to activities that enhance their all-round wellbeing.



### Flexible Working

We believe our people are our most valuable asset and are committed to attracting and retaining the best talent. We recognise the importance of helping our people balance their work and home lives by offering hybrid working. Our Flexible Working policy also allows for anybody to request a wide range of flexible working patterns.



## SOCIAL: EMPLOYEE WELLBEING

### Social



#### Team Building

All team managers are entitled to request a team building session. These have included anything from bowling to cookery classes to golf. It is important to us that our people managers are empowered to develop their team dynamic through social outings and that we trust them to know when their teams need to de-stress.



#### Office Visits

With offices around the globe we are mindful that in-person meetings between international colleagues, while beneficial, must be done with consideration to the environmental impact of travel. In 2024 we held more digital meetings than ever before, making visits to international offices more intentional to ensure maximum impact.

### Incentives



#### Annual Incentive Trip

Each year that our sales targets, we run an annual incentive trip for the employees who have performed best throughout the year. Previous trips have included ski weekends to France, a weekend in the sun in Barcelona, and in 2024 a city trip weekend to Amsterdam.



#### Lunch Club

Each quarter that we hit targets, we run a lunch club for employees who demonstrate excellence in their KPIs or their behaviours. Previous lunch clubs have included spa afternoons, luxury dinners and even tickets to music festivals.

### Lifestyle



#### EV Scheme

We are partnered with Octopus Electric Vehicles in the UK to offer a salary sacrifice scheme for EVs. In 2024, 5% of our employees used this scheme and switched to a fully electric car.



#### Cycle to Work Scheme

We take part in the UK cycle to work scheme, partnering with Salary Extras and the Green Commute Initiative to allow our UK employees up to 42% off the cost of a new bike if used for commuting. Both our current office and the office we plan to move to in 2025 have bike storage facilities. In 2024, 5% of our employees used this scheme to get a bicycle.



#### Employee discounts & wellbeing platform

In 2025, in addition to the above, we launched Perkbox for our UK and Spanish employees. This offers access to perks and discounts with a wide range of retailers as well as the ability give peer-to-peer recognition and comprehensive wellbeing support.

Where we cannot offer the exact same benefit in all of our regions, we strive to provide benefits that are as similar and comparable as possible.

### Development



#### Training

We want our people to be motivated and enabled to develop, so we have a comprehensive Performance Review Process in which every employee sets annual SMART goals and a personal development plan with their manager. This is reviewed regularly through the year in recorded meetings to help people achieve their work and personal development goals. We also have a structured monthly one-to-one meeting for all employees with their manager to give them time to review progress, successes and challenges so that support is always timely.

At the start of 2024, we provided all people managers with a calendar of planned training sessions to allow them to identify who on their team they would like to attend. In addition, we asked them to submit requests for additional training they would like their teams to attend, offering over 60 internal and external courses. By year-end we had achieved the following:

- 250+ hours spent on internal training
- 1 person completed Shipley Writing Winning Proposals training
- 11 people completed APSCO CMI Level 3 training
- 2 people completed IOSH Managing Safely training
- 1 person completed NEBOSH General training
- 4 people completed Lean Six Sigma training
- 7 people completed First Aid at Work training
- 9 people completed Fire Marshall training



#### Sponsored Education

We have a Sponsored Education Policy that outlines our commitment to supporting employees' education pursuits through financial assistance, workplace flexibility and other resources to enhance their skills and knowledge. In 2024, seven employees were accepted for financial assistance and workplace flexibility under this policy and this included courses under NEBOSH, ACCA and CIPD. These courses are ongoing with the potential to complete them and gain their qualifications in 2025.



#### Pursuing Passions

We want to empower people to pursue their passions. In 2024, we helped six people transfer to new departments within Taylor Hopkinson to allow them to develop in a different role that excited them. We also supported three people in relocating to a different office, two from the UK to the USA and one from Taiwan to Singapore.

Our people attended 49 conferences around the world to make connections and fine tune their knowledge within their specialist areas. In 2025 we will continue to offer everybody the opportunity to attend events domestically and internationally while being considerate of travel emissions and looking to switch to greener methods of travel whenever possible.

## Volunteering

In 2024 Taylor Hopkinson implemented a volunteering policy that encouraged our employees to use one paid day of volunteering a year. 49 employees used their volunteering day across a variety of worthy causes including:



[A community-led charity](#) that gives people a way to welcome and embrace those newest to arrive. They strive to ensure that people who have been forced to flee their homes arrive in Scotland to a warm welcome and some of the essentials that will help them to feel more at home here.



A charity set up with the sole purpose of tackling child food poverty in Glasgow. Along with volunteering time to assist, our Glasgow office uses their community interest company Launch Coffee when ordering catering when possible.



[A workshop run by THers in schools](#) around Scotland in partnership with OffshoreWind4Kids and the Brunel Foundation. Through hands-on activities, we empower kids to discover the science and technology behind clean energy solutions. To date we have delivered sessions to over 2,500 children globally.



An annual fundraising run in Scotland, covering 100 miles over 2 days of running, cycling and kayaking across the Scottish Highlands. 13 of our [Glasgow TH team participated](#) and raised over £5350 for 2 charities - Children with Cancer UK and Beatson Cancer Charity.



[An annual fundraising run in Valencia](#) which attracted a record-breaking number of participants, all committed to supporting charity partner “Rehoboth”, a project run by the Natania Association. Through its local support centre in Valencia, the Rehoboth Project offers support to homeless people, providing day-to-day essentials, food and clothing and additional resources to help them recover their wellbeing and dignity.



**Litter picking:** Using litter picking equipment provided by the Brunel foundation [to clear litter from local areas](#).

In 2025 we want to replicate the success of this initiatives and ensure that we are providing our employees with the tools to make a difference in their local communities.



## SOCIAL

### OffshoreWind4Kids



In 2024 our employees volunteered to run 23 Wind4Kids sessions in partnership with OffshoreWind4Kids and the Brunel Foundation in schools around Glasgow and the West. This reached 670 children between the ages of 7-10 years old and during a 2-hour session taught them about why we need renewable energy, how it works and what careers they could pursue in the industry.

In 2025 we plan to expand our reach and have sessions be run by employees in our Spanish, USA and APAC offices. We aim to reach a further 1000 children with these sessions split 50/50 between Taylor Hopkinson and Brunel Foundation.

To date we've delivered sessions to **+2400 kids globally**



## SOCIAL

### DIB

All Taylor Hopkinson employees undertake mandatory Diversity, Inclusion and Belonging training with a focus on unconscious bias within their first 3 months of working with us and we also provide supplementary training and refresher training when appropriate.

Taylor Hopkinson has a Diversity, Inclusion and Belonging committee who meets monthly to organise internal education and celebrations. DIB also makes up part of the agenda for our Senior Leadership meetings. In 2024 we ran the most events and initiatives yet.



#### Career Ready

As part of our commitment to support social mobility, we worked with Career Ready Scotland for the second year to mentor two young people from the Glasgow area and offer them a paid internship over the summer.



#### Neurodiversity Celebration Week

To celebrate neurodiversity, we focused on art as a universal language, and how it gives a voice to those who may struggle to express themselves verbally. Our TH teams had the opportunity to express themselves through art and learn about some great neurodiverse artists across the world.



#### LGBTQ+ Pride

For 2024 Pride month, we supported local LGBTQIA businesses, gave bite sized presentations on the history of pride, wrote 'An Ally's Guide to Pride', and even had a Pride themed trivia night to see how much everyone remembered. We also compiled a handy guide to local LGBTQ+ friendly bars and restaurants for different cities across the world.



#### International Women's Day

For International Women's Day we caught up with our TH leader, Fiona who discussed the pride that comes with working in a business full of inspiring female leaders. "Investing in women builds an inclusive culture... this is how we build a connected, motivated, powerful team."



#### Valencia Run

[Our Valencia team took part in the 2024](#) "XI Carrera de Empresas de Valencia", an annual fundraising event that raises awareness of social charities by connecting people with sport.

## SOCIAL: DIB



### Lunar New Year

Our TH teams around the world celebrated Lunar New Year, sharing their favourite Chinese cuisine, decorating cut-out paper lanterns for the office, dressing in red, and practicing some Hanzi lettering.



### East & South East Asian Heritage Month

In celebration of ESEA heritage month, we caught up with a few of our team members in the Glasgow office to discuss the rewards and struggles of maintaining your heritage when living in a country away from home.



### Navigating HR Challenges

Our DIB Chair, along with colleagues, [hosted a panel discussion and networking event](#) for HR professionals in the industry, discussing key themes including salary remuneration, D&I initiatives, transferable skills, employee engagement, company culture, and workforce strategy. The event raised just under £100k ROI between client and candidate NFI.



### Black History Month

During Black History Month, we supported black owned businesses, organised events and initiatives, [including a historical tour with Graham Campbell MPS](#), bite-sized presentations on prominent Black figures, a resource pack with learning materials, and a curated list of media to further explore Black culture, all aimed at celebrating and recognising the contributions of the Black community.



### Inclusive AI Practices - Scottish Ethnic Minority Summit

Our DIB Chair presented at the Scottish Ethnic Minority Talent Summit about the importance of inclusive and responsible AI practices in recruitment, particularly addressing the potential biases and ethical concerns that arise with the use of AI-powered tools.



### Movember

In 2024 for Movember, [we focused on men's mental health](#), aiming to raise awareness about the stigma surrounding it, it's potential consequences, and providing practical advice on seeking help.



### Renewable UK Offshore Wind Industry Council (OWIC) Military working group

Donna Ellcock, Managing Director, is an active member of this working group and as a business we have signed a covenant to support service leavers and their families transitioning into renewables.

2025 will start with “back to basics” training with the wider company, clients and candidates to ensure we all understand and action the importance of diversity through our external and internal recruitment and remain a truly inclusive recruitment company.

# Corporate Governance

- Our Leadership Team
- Corruption and Bribery Prevention
- CSRD Reporting
- Our 2025 Strategy

## CORPORATE GOVERNANCE

### Our Leadership Team

Our diverse board reflects our commitment to gender balance and inclusivity. With three women on our seven-member Senior Leadership Team (SLT) and a multilingual team spanning eight nationalities, we embrace varied perspectives for better decisions and a stronger workplace culture.

Our Board and SLT meet monthly to align on strategy, make timely decisions, and manage potential risks. While the SLT handles high-level strategic decisions, they consider all stakeholders as part of the decision-making process, including employee feedback from the Meyer Monitor and internal committees.

Following these meetings, the SLT ensures key decisions and action items are cascaded and communicated through the management structure, maintaining transparency, inclusivity, and alignment with the company's strategic goals.

We prioritise regular employee feedback from through comprehensive surveys to gain valuable insights, set priorities and enhance our organisational capabilities. By actively seeking and listening to employee feedback, we ensure their voices shape our decisions and drive positive change.



## CORPORATE GOVERNANCE: OUR LEADERSHIP TEAM

Our commitment to employee engagement is further strengthened by our active employee committees:

- **Diversity, Inclusion, and Belonging (DIB) Committee:** This committee focuses on promoting a diverse and inclusive workplace, ensuring that all employees feel valued and respected.
- **Social Committee:** The Social Committee organizes events and activities that foster team spirit and camaraderie among employees, contributing to a positive and collaborative work environment.
- **Employee Engagement Committee:** This committee works to enhance employee satisfaction and engagement by addressing concerns, gathering feedback, and implementing initiatives that improve the overall work experience.

These committees play a vital role in feeding into our company engagement and objectives, ensuring that our strategies are aligned with the needs and aspirations of our employees.

Our commitment to our employees' wellbeing is reflected in our annual review of company benefits packages. This year, we introduced several new initiatives based on employee feedback:

- **Flexible Public Holidays:** UK employees now have the option to take public holidays on alternative days, providing greater flexibility.
- **New Benefits Platform:** We launched a new platform offering access to gym memberships, discounts, wellbeing online classes, and an employee assistance program.

These initiatives demonstrate our dedication to keeping our employees at the centre of our minds. We believe that happy and engaged employees are key to our success, and we continuously strive to create a supportive and inclusive work environment.



### Corruption and Bribery Prevention

We have a commitment to uphold high standards of integrity and transparency. We align our internal policies with the UK Bribery Act, conducting background checks and continuous monitoring of all new clients and suppliers.

We provide regular training for all employees, ensuring they are well-versed in identifying, reporting, and mitigating risks associated with corrupt practices.

Our Whistleblower Policy guarantees anonymity and protection for employees who report unethical behaviour, and our internal audit team ensures we comply with anti-corruption measures and identify potential risks.

We promote ethical behaviour, accountability, and continuous improvement to protect our business operations and company reputation. In 2024, we had zero whistleblower reports, corruption incidents or Information Security issues, reflecting our commitment to ethical practices and stakeholder trust.

### CSRD Reporting

As part of Brunel, Taylor Hopkinson follows the Corporate Sustainability Reporting Directive (CSRD) and aligns with the European Sustainability Reporting Standards (ESRS) to ensure transparency and accountability in our sustainability efforts.

We calculate our carbon footprint based on these standards, focusing on Taylor Hopkinson's environmental impact. This helps us manage our carbon emissions and meet our sustainability goals.

Brunel, our parent company, combines and publishes sustainability data for all its subsidiaries, including Taylor Hopkinson. This gives a complete view of Brunel's environmental impact and shows our shared commitment to sustainability and responsible business practices.

### Driven by Standards

We are accredited for ISO 9001, ISO 14001 and ISO 45001 and Maritime Labour Convention (MLC), certifying our contracts and policies for the supply of offshore personnel. In addition, our Achilles accreditation verifies our commitment to Safety, Health, Environment, Quality (SHEQ) management systems and Corporate Social Responsibility (CSR).

Through the EcoVadis rating platform, we are dedicated to advancing our sustainability efforts and are working diligently towards achieving the Gold Standard by 2026.

We prioritise our security and have obtained certification through the Cyber Essentials program. We are committed to continuously enhancing our systems to ensure the highest level of protection.



# Contact us

Visit [taylorhopkinson.com/esg](https://taylorhopkinson.com/esg)

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