



IMPACT REPORT 2024/25

www.hewett-recruitment.co.uk

Our Directors



Laura Hewett

At Hewett Recruitment, our aim is to be the Three Counties Most Trusted recruitment agency. We have incredibly high standards for how we treat our clients, candidates and employees, as well as and the impact we have on our community and the environment. B Corp provides a structure that supports us in achieving this objective.



Ben Mannion

As a B Corp, our commitment goes beyond business as usual. We're passionate about playing an active role in developing local skills and career opportunities, ensuring our work has a lasting, positive impact on people and communities. At the same time, we recognise our responsibility to the planet—embedding sustainability into our actions and purchasing decisions to help build a better future for all.

Our Mission

We believe in doing business the right way, providing Good Work and following an ethical approach that has a proactive and positive impact on people.

B Inspired: The Journey to Better Business with B Corp

Thursday 3rd April

9:30 am–13.00 pm

DRPG
Hartlebury,
Worcestershire,



Our Latest B Corp Initiatives



Grew "B Corps
Three Counties"
Peer Group from
9 to 13 businesses

Created our
Internal B Corp
Liaison Group

70⁺
attendees
2025

Hosted B Corp
Business Summits:
June '24 & April '25



Presented at the Net
Zero Worcestershire
Event June '24

5 B Corp Pillars



Governance



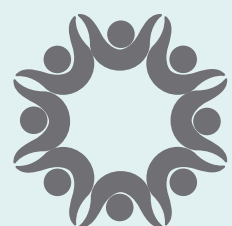
Customers



Workers



Environment



Community



Governance

A key focus this year has been on improving visibility and understanding of our employees on how the financials of the business work and how they contribute to it.



Quarterly Town Hall

Our Head of Finance has presented at quarterly town hall's to provide a more in-depth update



Quarterly Individual Reviews

Launched a new template and structure to support employee development



B Corp Liaison Group

Provided employees an opportunity to get more involved in BCorp by taking responsibility for distinct elements.

Customers



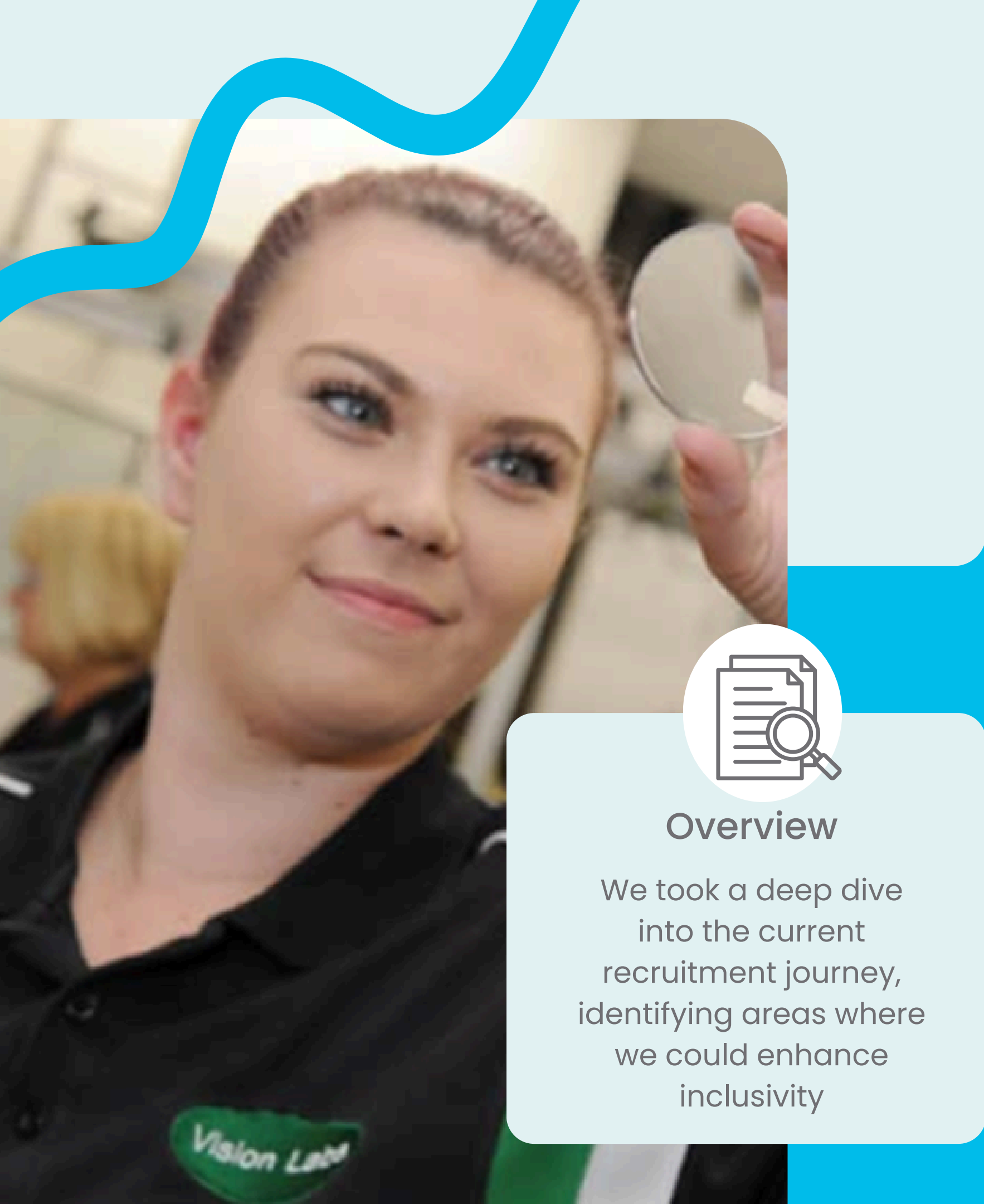
The Client
Deliver Results



The Candidate
A Great
Experience



For both clients and candidates, we achieve this through our 4 pillars of customer experience:
Communication, Consultative, Discipline & Best Match.



Customers

Supply Chain Collaboration

Analysed each step of our joint recruitment process with Specsavers our largest customer through the “lens” of ED&I



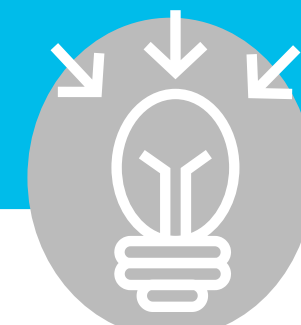
Overview

We took a deep dive into the current recruitment journey, identifying areas where we could enhance inclusivity



Result

We significantly improved candidate experience and improved employer brand for both businesses.



Key Takeaways

- We're removing unnecessary barriers in testing.
- Our team has been trained on supporting neuro-diverse candidates

Workers

Over
196
hours

of training
courses
delivered
throughout
the year.



Employee Engagement Survey

Feedback from
survey encouraged
a small working
group to be formed.



New career Progression Structure

Fairer and
much clearer
around
expectations.



New Personal Development Plans Created

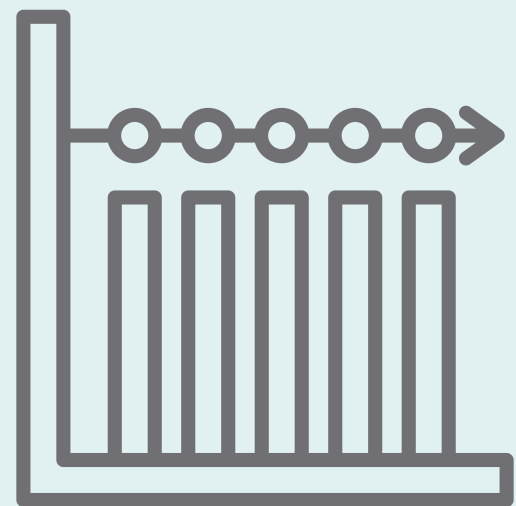
More rounded and
structured review
covering all key
aspects of the role.



Environment

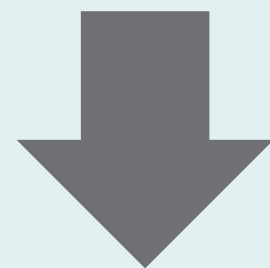


emissions avoided
using Ecologi's Nature
Based and
Community Based
Carbon Avoidance
schemes



Our total
emissions
for Scopes 1, 2
and 3
remained
constant.

12.5%



reduction
in our
Carbon
Intensity





Community

- Impact on Future Skills & Education
- Charity Support
- Diversity & Inclusion Ambassadors

144

**hours of
volunteering**





Community Impact on Future Skills & Education

At Hewett Recruitment, we recognise that building a better future starts with investing in people – especially the next generation.

Collaborate Locally & Nationally



Business Leaders

We have been privileged to collaborate with business leaders, educators and policymakers to help bridge the gap between education and employment.



Educators

We are proud to play an active role in shaping the local and national skills agenda, helping young people better understand the world of work.



Policy Makers

We have strengthened our commitment to supporting schools, colleges and young people through a range of impactful initiatives. Our Director, Ben Mannion, is Chair of the **Early Careers Board** and **Cornerstone Employers Group**.

Community Charity Support



Charity Support



Supporting our Charity of the Year Kemp Hospice including Sunrise at Snowdon and the Big Kemp Quiz.



Partnership



We are now a drop off hub for Worcester businesses looking to donate their old Tech equipment.



Sponsorship



We continue to sponsor the local Junior Rugby Team – Kidderminster Carolians.

Community

Diversity & Inclusion Ambassadors

1



Produced a toolkit and video for companies looking to become more inclusive

2



in partnership with Worcestershire Local Enterprise Partnership

We achieved both our Disability Committed and our Inclusive Worcestershire accreditations

3



Delivered a presentation at the Inclusive Worcestershire Leaders Forum about our journey to inclusivity

4



Inclusive worcestershire had a section in our annual Salary & Benefits Report to help increase visibility and encourage others to take part

5



Presented as part in the ED&I Panel at a Conference at Bromford Housing Association

Leading the way internally & within the wider community...



Commitments

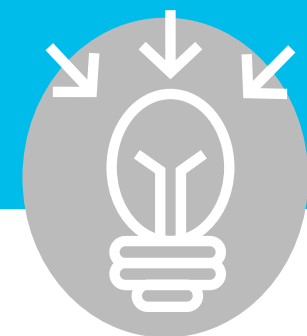
For 2025/26



The work starts on reviewing the new B Corp standards ahead of recertification



Focus on improving our green credentials – reducing carbon impact and waste



Whitepaper and public workshop on creating an Inclusive Recruitment Process



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