

Q2 2025

# huumun Sustainability Report



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## A word from the CEO

At huumun, we remain deeply committed to driving positive change and leading by example—going beyond compliance to embed sustainability and ethics into every aspect of how we work. Over the past year, we’ve made meaningful strides in our journey, and we’re proud of what we’ve achieved together. From advancing our environmental goals to strengthening our culture of inclusion and wellbeing, we continue to challenge ourselves to find better, more sustainable ways to operate. Our focus is not only on building a thriving business, but on creating a workplace our people are proud to be part of—where purpose, progress, and impact go hand in hand.

**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 employees can engage in interesting work, be inspired, grow personally and professionally, and have some fun in the process.

Internally, we focus on the wellbeing and development of our huumuns by fostering a workplace that embraces diversity, inclusivity, and personal growth. Outside of our business, we actively engage with 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 wellbeing 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 remain committed to embedding sustainability into everything we do. Through our sustainability plan and the ambitious targets we've set, we are actively implementing policies and practices across key priority areas—driving continuous improvement and ensuring long-term resilience and responsibility into 2025 and beyond.

- Employee wellbeing & 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—operating ethically and sustainably for the benefit of our employees, stakeholders, and the planet—while having some fun in the process!

### Ecovadis status

In 2024, we committed to pursuing EcoVadis accreditation to benchmark our sustainability progress. We're proud to announce that we've achieved silver status, scoring 67/100 in our first assessment.

This is a significant milestone and a reflection of the dedication across our teams. While we're proud of this recognition, our commitment to continuous improvement remains strong as we evolve our sustainability plan and practices.



## 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, and adapting and evolving our ways of working, we will move towards a more sustainable future within our three ESG target themes: Community, NET Zero, and Fairness.



# Our sustainability performance:

## community



### Playing our part

A strong sense of community and belonging continues to be at the heart of huumun's culture. In 2024 and into 2025, our social team bring people together through monthly virtual events—from show and tells, lunch & learns to bingo and quizzes—creating space for connection, creativity, and fun.



**£1,833**  
total raised so far

### Belonging in Action: Our 2025 Commitment

In 2025, we're building on that momentum. We're expanding our community initiatives to include more inclusive formats, spotlighting team-led sessions, and aligning activities with our sustainability and wellbeing goals. These moments of togetherness not only strengthen our internal culture but also reflect our belief that a thriving community is essential to a thriving business.

### Together for Good

Charitable giving remains a core part of life at huumun. In 2024, we supported several initiatives—many led by our social team—to raise funds for our chosen company charity. This commitment continues in 2025, with ongoing activities and a new team-wide charity initiative planned for the second half of the year. We're excited to come together once again to make a meaningful impact beyond our business.



### Ways of working

Our ways of working continue to evolve with purpose. In 2025, we've deepened our focus on flexibility, collaboration, and continuous improvement—embedding operational excellence into everything we do. From launching new governance tools and innovation sessions to optimising meetings and rolling out our internal knowledge platform, we're creating space for smarter, more connected work.



### Making huumun the best place to work

We're proud of the culture we've built—one where people feel valued, supported, and inspired. Our March 2025 Experience Survey reflected this, with improved scores across all areas and strong feedback highlighting a deep sense of pride and belonging. Just as importantly, the survey gave us clear insight into where we can grow. We're using this input to shape meaningful improvements in communication, hybrid working, and development—ensuring huumun continues to be a great place to work for everyone.



**91%**

Our overall score for social connection & wellbeing

# Our sustainability performance:

## net zero



### Playing our part

At huumun, our commitment to reducing our carbon footprint continues to shape how we work. In 2025, we remain proud to operate from energy-efficient offices designed to minimize environmental impact year-round. These smart design choices help us save energy and reduce costs, supporting our broader CSR goals. As we look ahead, we're continuing to explore new ways to embed sustainability into our spaces, systems, and everyday decisions.

#### Smart habits for a greener workplace

Reducing waste remains a key part of our sustainability journey. We've maintained our paperless office approach and continue to operate without printing facilities. In 2025, we've expanded our recycling efforts to include not just everyday materials, but also harder-to-recycle items like used coffee pods. We're now exploring new ways to reduce waste across our hybrid working environments—encouraging responsible practices both in-office and at home. Our goal is to make recycling second nature, wherever our people are working.



# 100%

paperless office  
since 2023.



### Ways of working

As a fully hybrid business since 2020, the huumun team is proud of how we've embraced new ways of working that support both sustainability and flexibility. With **94%** of our team expressing satisfaction with hybrid working in our latest employee survey, it's clear this approach is here to stay. We've significantly reduced our reliance on travel, opting for virtual collaboration as the default and only travelling when it truly adds value. This shift has helped us lower our environmental impact while fostering a more flexible, empowered, and connected workforce.



# 94%

average score towards  
hybrid working.



### Making huumun the best place to work

Since 2024, we've continued to take meaningful steps—literally and figuratively—toward a more sustainable future. As a team, we've collectively planted **272 trees**, taken over **63.8 million steps**, and covered an incredible **30,208 miles**. To put that into perspective: that's the equivalent of walking from London to Sydney and back—and then back to Sydney again. These milestones reflect not only our commitment to wellbeing and the environment, but also the power of small, consistent actions adding up to something extraordinary.



# 272 trees



# 63.8M steps



# 30,208 miles

# Our sustainability performance:

## fairness



### Playing our part

Fairness and ethics are central to how we operate. In 2025, we've continued to strengthen our policies around integrity, transparency, and responsible business practices. From inclusive leadership to ethical procurement, we're committed to doing the right thing—and holding ourselves accountable as part of our ongoing CSR journey. This also includes making conscious choices in our day-to-day operations, such as continuing to use ethically sourced and sustainable products across our office spaces.

### Living our values, every day

Our SHINE values are part of everything we do. This year, we introduced SHINE sessions and SHINE time—a space for teams to get creative, share ideas, and bring our values to life in new ways. Alongside our annual awards and the launch of huumun Self, these sessions are helping us grow, connect, recognise, and celebrate what makes our culture unique.



Our average employee wellbeing score is

**91%**

### Diversity, Equity and Inclusion

We're proud to foster a culture where fairness, equity, and belonging are part of how we work every day. In 2025, we strengthened our inclusive hiring practices, embedded diversity statements in all job descriptions, and introduced a buddy and mentoring system to support new starters. Our internal data shows fair and representative diversity, and employee feedback continues to reflect a strong sense of inclusion. We remain committed to reviewing our progress and making meaningful improvements to ensure everyone at huumun can thrive.



### Ways of working

Regardless of role, everyone is supported with time for personal development and the freedom to work in ways that suit their responsibilities and wellbeing. In 2025, we've continued to evolve our approach to hybrid and flexible working, making sure our employees have the tools, trust, and time they need to thrive.



### Making huumun the best place to work

Supporting our huumuns goes beyond the work itself. We continue to encourage time off, flexible working, and space for personal development—because we know that wellbeing fuels performance. We're proud to report that in 2025, our overall score for social connection and wellbeing **rose to 91%**, reflecting the strength of our culture and the care we show for one another.





# The way forward



## Our annual sustainability report

Keeping us accountable and reporting on our progress



## Our ongoing sustainability plan

Working to achieve the objectives and targets we have set ourselves through 2025



## Committing to Science Based Target initiative (SBTi)

Developing our roadmap for SBTi validation to align our climate goals with science



## Our Ecovadis resubmission

Gather evidence and accreditation of our continuous improvement in 2025



## Updating our sustainability plan

Continuing to identify our priorities, set targets and hold ourselves accountable

huumun<sup>TM</sup>

