

# IMPACT REPORT

August 2022 - September 2023

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# CO-FOUNDERS' FOREWORD

## Honouring our commitment and transparency.

We started WeEngage with one simple mission; **to build the most impactful recruitment agency on the planet.** A vital part of this is honouring our commitment and transparency to our customers, stakeholders, team members and suppliers. We envisioned a future where mission-driven talent would be the driving force behind the transformative climate technology sector. A future where both skill and purpose come together, creating products and services that our planet desperately requires.

We started the WeEngage journey to reinforce the idea that businesses should be about more than just profit; they should be a force for good. This ethos resonates deeply with our mission at WeEngage. B Corp underpins this, and we talk about why B Corp came around for us in the next section of 'How It Started.'

By aligning ourselves with B Corp, we reiterate our commitment to **changing the lives of our candidates, supporting our communities, and ensuring we cause no harm to our planet.**

This report is a reflection of our journey over the past year, a year filled with successes, growth and challenges as we continued to build WeEngage from the ground up! Through our impact report, we talk about the impacts we've made in areas of Our People, Our Customers, The Environment, and Our Community. Each section showcases our dedication to creating a balance between business growth, social and environmental progress as well as our goals for the following year. As we write our first impact report, we feel really proud of the progress WeEngage and our team have made towards our mission, which drives us all, every day.

As you delve into our 2023 impact report, we hope it provides insights into our efforts, our passions, and our aspirations. Beyond the numbers and statistics, this document showcases the story of a business working tirelessly to bring change to our customers, candidates, our community and team.

To our partners, clients, and the incredible team at WeEngage: your support and shared vision have been vital in achieving the milestones of our business. We are not just recruiting for clean technology companies, together, we are shaping a sustainable and progressive future for everyone, and with that, we could not be prouder of the work we have done so far, but **this is just the start.**



**Dylan McGough O'Reilly  
& Tom Heywood**  
Founders of WeEngage

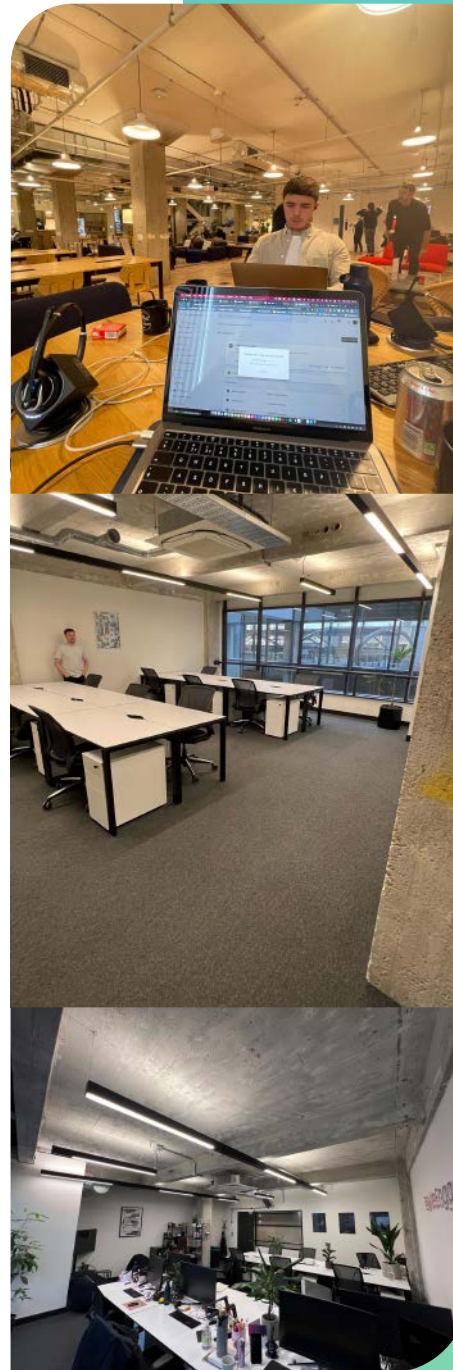
# HOW IT STARTED

## It started with a passion for engaging talent...

We met while working in a small recruitment agency in the North of England. We hit it off straight away and became friends working together! We established our passion for recruitment very early on, seeing the impact we can make on people by helping them change careers to better themselves and their families' lives. It was clear from day one that the recruitment sector is a people-orientated business, and we took pride in our work delivering a quality service.

Both with an entrepreneurial mindset and a desire to build our own company one day, we always knew that we wanted to build a business as a force for good. Inspired by people like Mark Benioff from Salesforce, and the Pledge 1% movement we believed that building a business was more than just creating value for shareholders, but creating a company that could give back to its people, and their local community. Reading Mark's book 'Trailblazer' we were instantly hooked on how Benioff emphasises the importance of businesses having a core purpose beyond just making money. He believes that companies should be driven by values and a mission that benefits society.

In 2021, we created WeEngage from a small co-working space in London and quickly gained traction in building a business in sustainability and climate technology with customers who build products and services to reduce carbon emissions. As a Pledge 1% business donating 1% of our time, profits and services to good causes, as well as a determination to reduce our own carbon footprint as much as possible, we started our B Corp journey in 2022 achieving our pending status. B Corp has taught us valuable lessons and verifies our commitment to our mission. It's a symbol of what we stand for!



MAR  
2021

- **WeEngage Group Launches 🇬🇧**  
We started the business during the pandemic, initially working from home with a focus on the UK and Germany.

JULY  
2022

- **Our first office, & team Member Nick**  
We moved into our new office and hired our first team member, Nick.

AUG  
2022

- **Achieved B Corp Pending**  
We achieved our B Corp Pending Status on 3rd July, 2022.

SEPT  
2022

- **Moved to our new office**  
We moved into our new 12-person office, in Old Street, Shoreditch.

SEPT  
2023

- **We Launched in the USA 🇺🇸**  
We launched in the US alongside our European offering, as we believe in the climate technology advancements being made there.

OCT  
2023

- **IMPACT REPORT**  
We produced our first impact report for our previous reporting year. This document has taught us a lot about reflecting on the positive changes and impact we have made as a business in time for our B Corp Submission in November.



become the most impactful  
headhunting agency on the  
planet.

support our local  
community.

**our  
mission  
statement.**

change the lives  
of our candidates.

cause no harm  
to the environment.

trailblazer

---

OUR

People

01

# TEAM SPOTLIGHT



## Thomas Heywood

CO-FOUNDER &  
HEADHUNTER 🇺🇸 🇩🇪

From the young age of 14, I created my e-commerce website and built my own company. My initial project was marketing and selling phone cases and sourcing products to sell online. I am passionate about extracting ideas and seeing them through to achieve a good end result. I gained my confidence and aspirations through my parents as they built their own company and demonstrated the determination and great work ethic which I've inherited, this in turn reflected on the success of their business.

Renewable energy and the climate have always been interesting topics to me too, and I remember my parents installing a wind turbine to power their factory many years ago. The fact we could produce our own energy on-site really interested me!



## Dylan McGough O'Reilly

CO-FOUNDER &  
HEADHUNTER 🇺🇸 🇩🇪

I have always been heavily interested in business and went on to study this at University. After falling into recruitment and spending more than half a decade in the industry, the pandemic prompted a change in my perspective - I felt there was more to achieve than simply making money. This ultimately led to the inception of WeEngage and one of our core principles; putting purpose before profit.

At WeEngage, we're not just filling positions; we're empowering change-makers in the CleanTech sector, connecting them with talent that shares a commitment to sustainability and innovation. We provide a platform for recruiters to not only build thriving careers but also contribute to a positive impact on our planet and society. We're on a mission to build the most impactful headhunting agency and be part of the movement shaping a better future.



## Nick Safieh

TECHNOLOGY  
HEADHUNTER 🇺🇸

I joined WeEngage because I truly believe in the power of Clean Technology in the fight against climate change. This is more than just a job to me; it's a way to make a difference. Being the first employee here, I saw the chance to be part of something groundbreaking, to shape the company's future, and to connect talented Software Engineers with organisations that share our vision. I'm genuinely passionate about the environment, and this industry offers a way to channel that passion into action. I'm thrilled to be on this journey, helping to build a bridge between great talent and the companies that are making a positive impact on our planet. Together, we're working towards a cleaner and more sustainable world.

# TEAM SPOTLIGHT



## Fin Phipps

TECHNOLOGY  
HEADHUNTER 🇺🇸

Raised in rural Cornwall/Devon, I knew only clean air, the sea, trees, and wildlife. The occasional scent of fertilized fields was the extent of my exposure to "pollution." It wasn't until I moved to London that I truly experienced polluted air, dense traffic, and a lack of greenery. Feeling suffocated was a jolt. Wanting to make a difference, I joined initiatives like Ecologi and volunteered for park clean-ups. However, knowing how to truly impact beyond recycling was challenging.

Discovering WeEngage was a milestone for me. It offered a fulfilling job with tangible environmental impact. Their B Corp pending status affirmed their genuine commitment, not just a facade for LinkedIn. Now, I emphasize to every candidate: pursue a job you're passionate about that also benefits our Earth. After all, who needs Mars?



## Lauren Fivey

SALES & COMMERCIAL  
HEADHUNTER 🇺🇸

I joined WeEngage, because it allows me to do my bit by addressing climate challenges. I get to connect talented individuals with opportunities in the sustainability sector where their impact can be even greater than mine. I also get to educate people about how their skills can contribute to cleantech, and get people excited about the space. Building long-term relationships with our clients and candidates at WeEngage is also a rewarding aspect of my work.



## Arshan Baskaran

SALES & COMMERCIAL  
HEADHUNTER 🇺🇸

I joined WeEngage for the opportunity to be part of a company that puts just as much emphasis on having a positively impactful purpose as they do on profit. The Climate Emergency is one of the biggest threats to humanity's existence - knowing that the work I am doing actively moves us towards a more sustainable future motivates me.

# EMPLOYEE FEEDBACK SURVEY

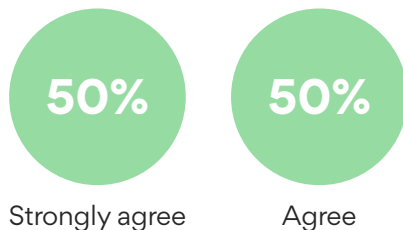


We're a certified Living wage Employer

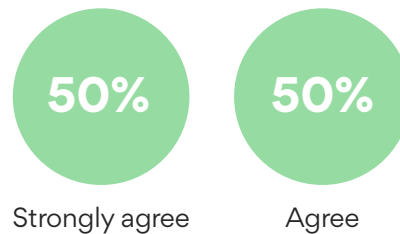
## We asked our employees to...

We realise that our company's drive and ambition come from the passionate individuals who form our team. Just as we prioritise our environmental & social responsibilities, it's essential to gauge and uplift the wellbeing of our team behind WeEngage. By surveying our internal team, we're not just collecting feedback, but we are trying to understand their happiness, well-being, and views on the company's direction, and even anonymously learning about the diverse backgrounds and challenges, such as living with hidden disabilities. As we step into the new year, we're committed to acting upon all feedback, ensuring our team thrives in every possible way.

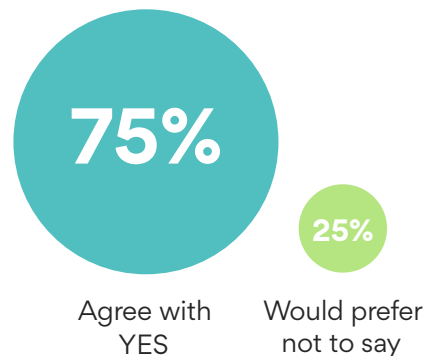
I AM AWARE OF, AND UNDERSTAND OUR SUSTAINABILITY PROGRAMS



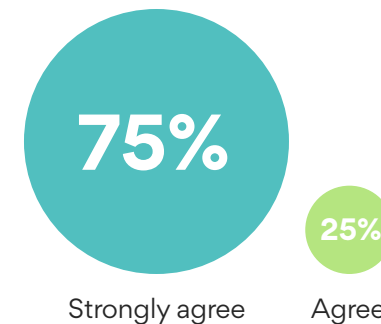
I BELIEVE OUR ORGANISATION ACTS IN ALIGNMENT WITH ITS SOCIAL AND ENVIRONMENTAL VALUES



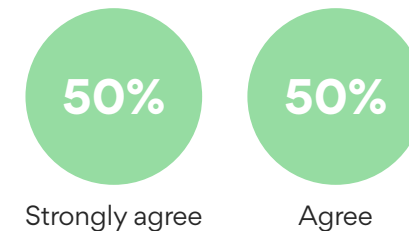
ARE YOU A PERSON THAT IS LIVING WITH A HIDDEN DISABILITY (SUCH AS ADHD OR AUTISM)?



I HAVE CONFIDENCE IN THE LEADERSHIP OF THE COMPANY



I UNDERSTAND THE LONG-TERM STRATEGY OF THE COMPANY





# LOOKING TO 2024

## Our focus...

Looking ahead to 2024, we've set our focus areas based on what we've learned from our team over the past year. This page shares our plans for the coming year, showing what we hope to achieve.

We've listened closely to our team's feedback, getting to know their needs, from job satisfaction to understanding their hidden disabilities, and even the carbon footprint of their daily commutes. Mental & health wellbeing is a top priority for us, so we're planning to offer more support in this area.

We also want to encourage physical fitness, so we're looking into options like gym passes. Most importantly, we want everyone in the company to fully understand our environmental and social goals.

By the end of the year, we aim for every member of our team to know exactly what we're working towards and why which also includes their own personal career progression as our survey results notified us, this should be clearer.



### Health & Wellbeing

We found out that our team enjoys working at WeEngage, but they would like access to better health benefits.



### Environmental

It became clear we need to do more & make our environmental goals more clear for both existing & new hires.



### Social

Our team took satisfaction through our volunteering days and this year we want to increase them.



### Flexibility

We are looking at ways to increase flexibility for our team members which would also tie into our health and wellbeing.



### Career Progression

Our key focus this year is to support our team to achieve their own personal career goals. We will be working hard to improve the transparency behind our promotion targets and career progression.



### Decision Making

Our survey showed that our team would like to be involved more with the decision making of the business where possible. We are working hard on ways to make an inclusive decision-making framework.



OUR

Governance

02

# GOVERNANCE

## Improved financial controlling...

This year we have focused heavily on ensuring the business behind the scenes is well structured. We have invested in working with a new accounting partner who has revolutionised the way we now understand & report our finances.

We now have full budgets in place for the year, and each month we produce management accounts that analyse our previous month's performance. We have the tools and information available to us to ensure we are making the right financial decisions for us and our team. Having this overview of our financials has allowed us to really understand our business and due to the reporting time being monthly, we can make financial decisions faster.

We prioritised the financial well-being of our team too! A mortgage and financial adviser was brought in to guide our team, supporting them to make informed personal financial choices.

We have also invested time into our employee handbook to ensure all colleagues and team members can access the information they need quickly. We're proud of this and has improved our onboarding drastically. Here, team members can find out about our incredible Green Pension from Cushon, or how to take and request holiday days.

## Bringing in support...

We have started to work with an operations manager in the past couple of months, where already she has already added value to our policies and documents that keep us accountable as a business.

One of our most important tasks is to improve our supplier relationships too, where soon we will start to audit all new suppliers on their environmental and social impact. Understanding our value chain is important for us, and we want to work with suppliers who also value this as much as we do. Having someone on our side to manage this has been very valuable. It has meant that we have had much more time to focus on such topics as we value their importance.

## What are doing in 2024?

We want to arrange another financial wellbeing session for our team members to educate them periodically about changes in the markets, and the latest saving tips.

We also want to report more transparently & regularly to the team about our key top-line financials more often, so they understand our goals and the current position of the business.

James Melhuish | Recnomics  
Financial Wellbeing Talk



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OUR  
Suppliers

03

# SUPPLIER FEEDBACK SURVEY

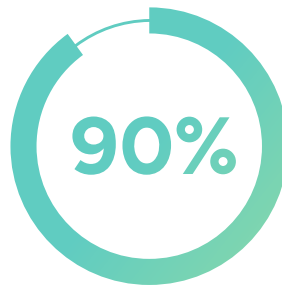
## We asked our suppliers to...

Help us understand our value chain. This is a vital step in our B Corp and impact report journey. We are always looking to prioritise the use of local business owners, and those that have positive environmental and governance practices.

By using local suppliers not only are we able to contribute to our community, but also reduce our carbon emissions for things such as purchased goods.

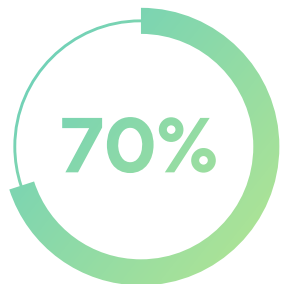
As a service-based business, we are keen to work with as many independently owned businesses as possible due to some of our services being run by big tech firms such as Google and LinkedIn, and we were happy to see 90% of our suppliers who answered the survey, are independently owned organisations.

### Business Ownership & Location



#### of customers...

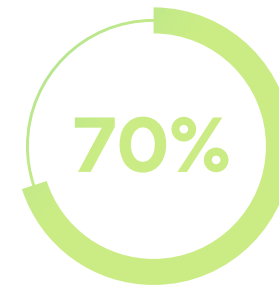
are independent owned, businesses



#### of customers...

are located within 200km of WeEngage's London head office

### Positive Practices



#### of customers...

implement positive practices beyond what is required by regulations

We're committed to working with suppliers who commit to social and environmental impact. We need to use local suppliers where possible and prioritise independent-owned organisations in our supply chain.



## Underrepresentation & Female Leadership

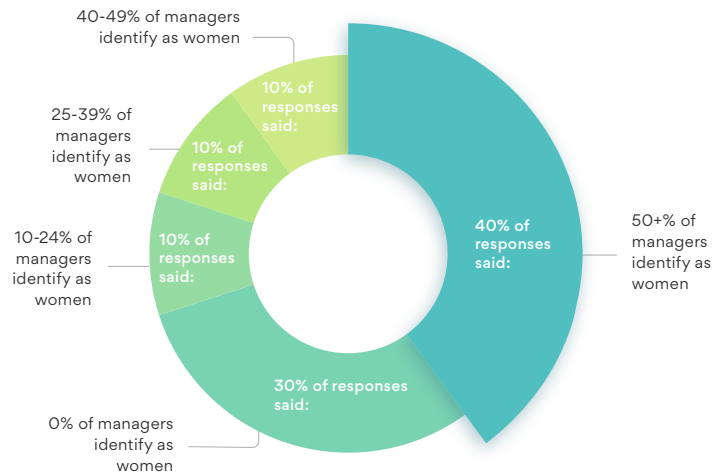
### COMPANY MANAGEMENT & UNDERREPRESENTED GROUPS



### % OF COMPANY OF MANAGERS THAT IDENTIFY AS WOMEN

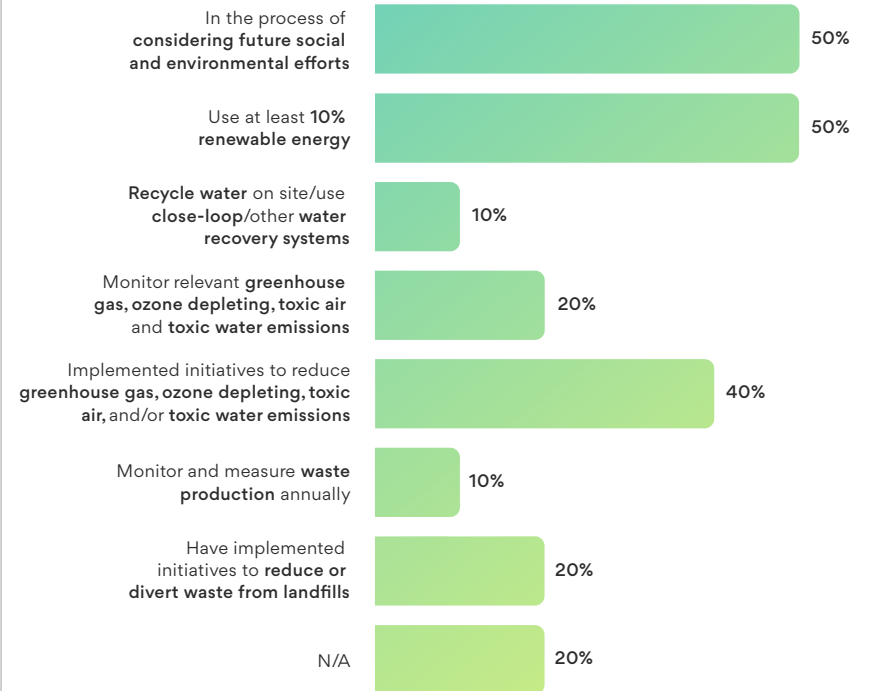
Out of our surveyed customers, 40% of respondents said that more than 50% of their managers identify as women.

Looking at our supplier's environmental efforts, 40% of surveyed suppliers have implemented initiatives to reduce greenhouse gas, and toxic water emissions.



## Customer Environmental Efforts

Understanding the environmental efforts of our customers is vital for us to know how our supply chain performs as part of our commitment to working with partners who prioritise environmental efforts.



---

OUR

# Customers & Candidates

04

# TRUSTED BY PIONEERS

## TRUSTED BY

IMPACT-DRIVEN

LEADING

DISRUPTIVE

SUSTAINABLE

TECHNOLOGY

PIONEERS



“

WeEngage are now our go-to partner for Tech hiring needs. I'd immediately recommend them to any company looking to hire tech talent, especially in the CleanTech industry.



**Marc Woodford**  
HEAD OF TALENT



“

Finding the right talent to join our team is crucial, and WeEngage has consistently delivered strong software engineers who share our passion for the energy sector and helping stop climate change.



**Marina Nikolic-Schumann**  
TALENT ACQUISITION MANAGER



“

Having worked with you personally many times, I always enjoy the prompt, clear and to-the-point communication with you. This was also always the feedback that came through our candidates.



**Luka Giorgadze**  
GROUP ENGINEERING MANAGER



“

In a very competitive market, WeEngage have helped us hire 10 excellent engineers in just a few months – among them also very experienced people and engineering managers. I especially appreciate the focus on candidates motivated by purpose.



**Simon Hohenadl**  
CHIEF TECHNOLOGY OFFICER

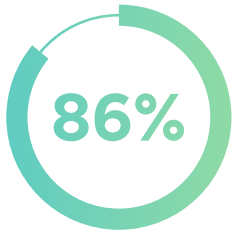
# CUSTOMER FEEDBACK SURVEY

## Social & environmental responsibility



**of customers...**

chose to work with partners who have a strong commitment to social and environmental responsibilities.



**of customers...**

calculate their carbon emissions.



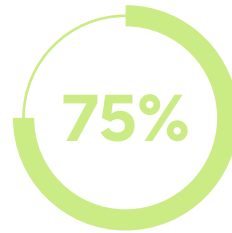
**of customers...**

confirmed they were committed to making a positive social impact in their industries

## Overall recruitment process

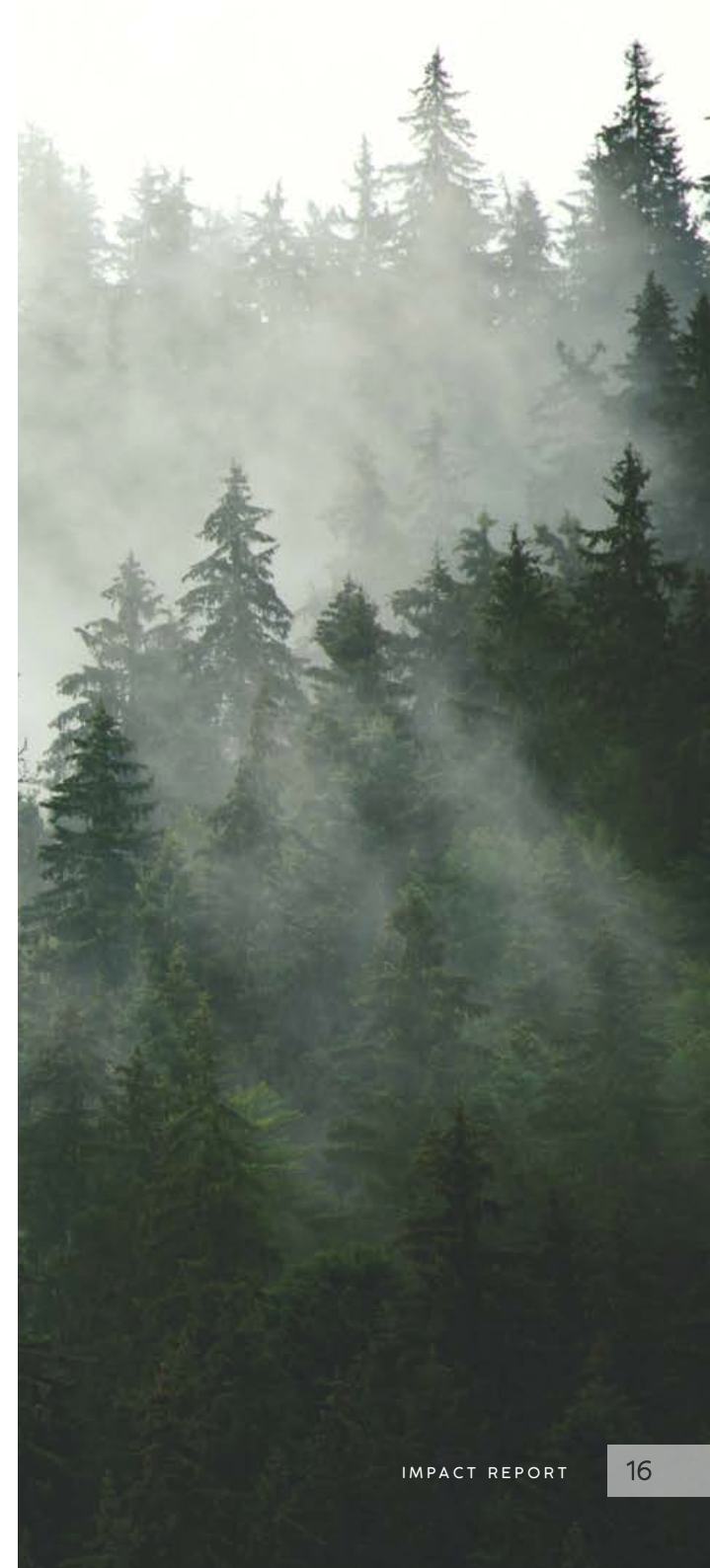


The overall recruitment process was rated either 4 or 5 out of 5 by 100% of responding customers with the recruiters being considered professional, knowledgeable and responsive with a good understanding of the industry and the production of a very relevant shortlist of candidates who were deeply interested in the products/services of the customers.



**of customers...**

felt that the candidates provided to them by WeEngage had a strong understanding of Climate and/or CleanTech.



# CANDIDATE FEEDBACK SURVEY

## We asked our candidates to...

Help us understand the service we have given to them. As a recruitment agency our candidates are one of the most important pieces of the puzzle, and ensuring their satisfaction is one of our most important tasks as a business. We're very proud to see that 91% of the candidates surveyed would recommend us to a friend and that we scored either 4 or 5 out of 5 on all of the candidates we surveyed.

We're proud to see that all of the candidates we surveyed felt they were making a meaningful impact through the position we found.

It was also very interesting to learn that 100% of candidates we placed were not or only somewhat confident that they would have been able to find a position with a focus on climate without our assistance.

## Finding meaningful impact...



### of candidates...

believe the position WeEngage found **allows them to make** a meaningful environmental impact.



### of candidates...

were not confident or only somewhat confident that they would have been able to find a role that allowed them to contribute directly to cleantech and/or climate solutions **without** WeEngage's assistance.

## Recruitment experience



of candidates are likely or extremely likely to recommend WeEngage to a friend.



WeEngage recruiters were deemed professional, knowledgeable and responsive with 100% of candidates rating the overall experience as 4 or 5 out of 5.

## Survey Comments...

“

Hire more people like Fin.

“

I honestly don't know how you guys can improve. I've never had such a great recruiting experience in my years of working as a software engineer!

“

One of the most pleasant recruitment experiences!



# LOOKING TO 2024

## Our focus...

Ever since WeEngage began, our commitment to our customers and candidates has been one of our top priorities. The recruitment industry has a well-known bad reputation which we have been very, very keen to avoid.

To see some of the comments that we received from our surveys, really made us happy. Whether it's providing an incredible service or ensuring a smooth recruitment process, we know how important that experience can be for the individuals involved, after all, their careers are very important.

Our interactions with customers and candidates are not just about business; they're opportunities to build lasting relationships, understand the unique needs, and offer solutions that deliver value. With every successful engagement, we're reminded of our purpose and driven by a deep sense of satisfaction.

As we look forward to the future, we're motivated to continuously improve, aiming to exceed expectations and create memorable experiences for everyone we work with. Here are our three focus areas, for the next year.



### High Satisfaction

Following the fantastic feedback we received from both our customers and candidates this year, we want to improve our internal systems to periodically gather feedback to constantly iterate on our service.



### Education

We are in a privileged position as a business to educate everyone we interact with about our climate crisis. We want to put more emphasis on increasing the number of podcast episodes to spread more awareness.



### Diverse Talent

Providing our customers with diverse talent is an important part of our role, and this year we want to improve our understanding of DE&I to help our customers build stronger, more inclusive teams.

FUTURE PLACEMENTS  
GOAL

INCREASE diversity in  
our placements by

30%

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OUR

Environment

05

# CLIMATE COMMITMENT

## ClimatePartner Partnership

Our main objective this year was to gauge and reduce our carbon emissions to understand the carbon hotspots in our business. Recognising the importance of collaborating with an experienced and credible entity skilled in both carbon evaluation and offsetting, we teamed up with ClimatePartner.

Their proficiency and proven track record ensured a comprehensive and impactful process.



Company

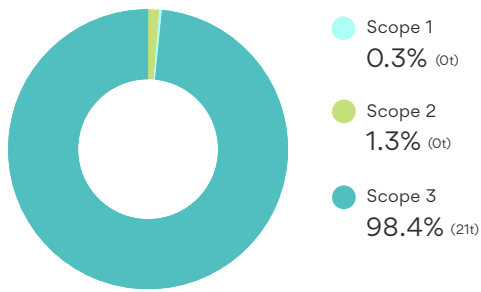
**climate contribution**

[ClimatePartner.com/21195-2310-1001](https://ClimatePartner.com/21195-2310-1001)



# CORPORATE CARBON FOOTPRINT

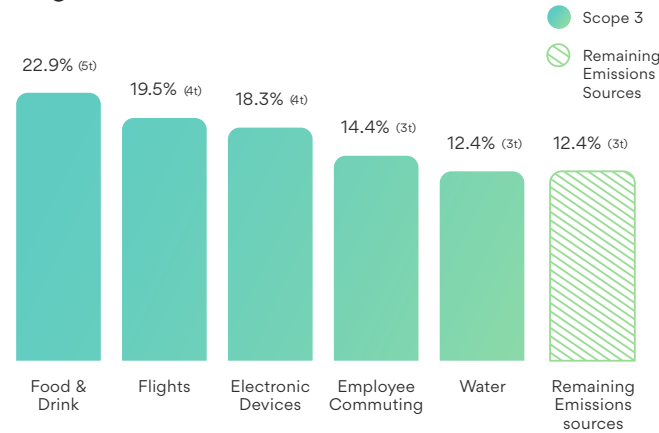
## Emissions Activities in Accordance with GHG Protocol



As a service-based business, the majority of our emissions are Scope 3 which are emissions of the result of activities from assets not owned or controlled by ourselves, but that the organisation indirectly affects in its value chain.

Reference period:  
31/09/2022 - 01/08/2023

## Largest CO<sub>2</sub> Emission Sources



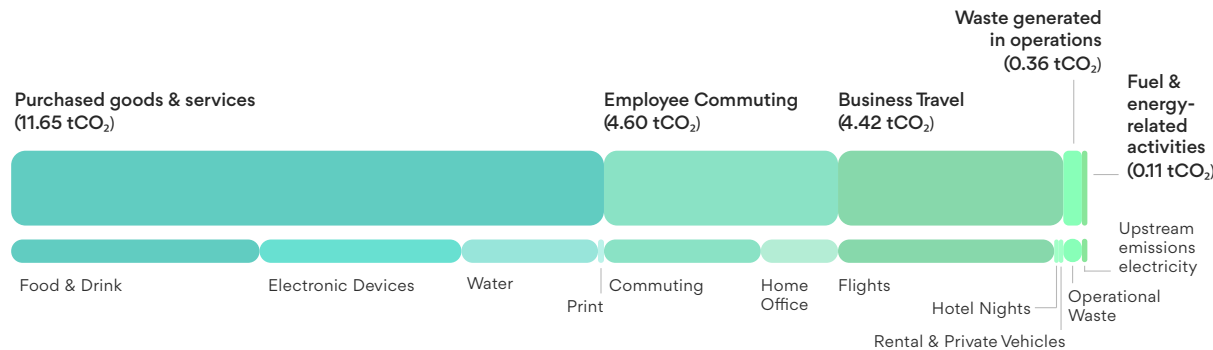
Food & Drink is our highest emission hotspot within our overall carbon calculation. Flights are next, and the electronic devices. We have a policy in place to only travel when necessary and to purchase refurbished technology.

## Emissions Compensation:

WE HAVE NOW OFFSET  
**21.49** tCO<sub>2</sub>

THROUGH  
'CLIMATEPARTNER'  
CARBON OFFSET  
PROJECTS.

## Scope 3 Emissions Breakdown



This is our Scope 3 emissions breakdown which shows all of the areas where emissions are produced in our business. Purchased goods, and employee commuting are where we have the highest tCO<sub>2</sub>.





Certified



## Our journey to becoming B Corp

In our ever-changing world, it's crucial for companies to know and better their effect on the environment. Because of issues like changing weather and running out of resources, businesses need to see how they play a part and take steps to help the Earth.

Our journey towards B Corp started in 2022 when we became pending. B Corp was more to us than a certification. We used it to learn a tremendous amount about ourselves, and our business and really define what drives us every single day.

From improving our governance to learning about our carbon footprint, our B Corp journey was an eye-opening experience where we have learned valuable lessons about our business, and what it takes to create a force for good. We're incredibly thankful for B Corp and hope to turn our pending status, to full certification!

Corporation  
PENDING

## We are a climate action workforce!

We began our partnership with Ecologi in 2021, offsetting the carbon footprint for each of our team members every month. What caught our eye about Ecologi was the wide range of projects they had on offer. The way they presented details and their transparent approach made it simpler for us to start on our path. Their achievement of becoming a B Corp encouraged us on our own journey!

Since partnering with Ecologi, we've planted over 5,000 trees globally and avoided 170 tCO<sub>2</sub>e through a mix of carbon projects.

We're keen to keep pushing forward with Ecologi in the upcoming year. See the next pages to discover our goals for the next 12 months!



## What do we support?

01



### Carbon Reduction

We work with Ecologi to invest our into a broad range of projects that reduce greenhouse gas emissions.

Each month together we support a wide range of carbon reduction projects. They're certified by Gold Standards and equivalent. The funding strategy is guided by their climate committee and follow the Project Drawdown framework.

02



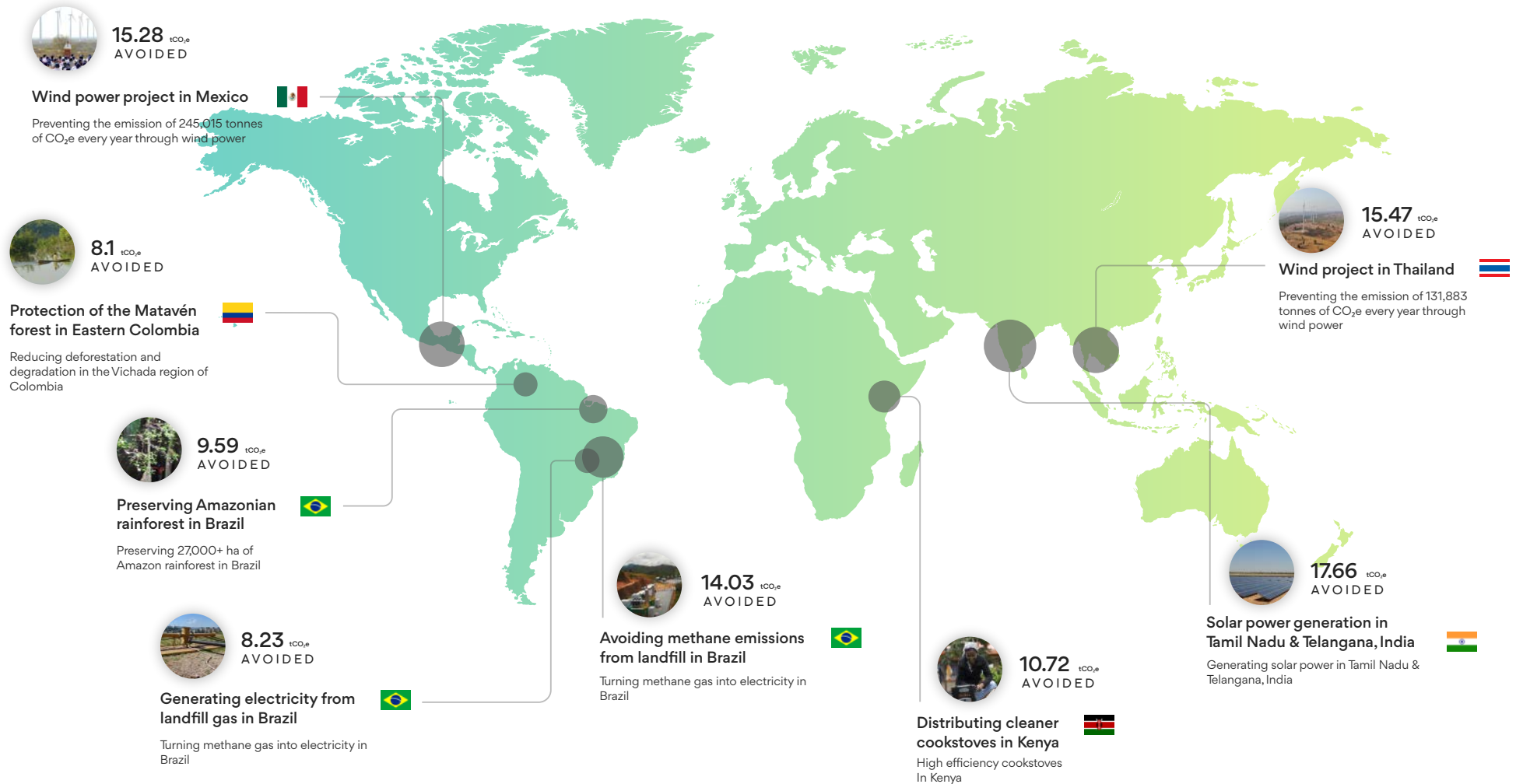
### Tree Planting

Crucial in preventing ecological collapse, tree planting is now known as one of the best tools to tackle the climate crisis and stop our temperatures from rising above 1.5C.

Ecologi who have a wide range of amazing partners who are responsibly planting millions of trees every single month.

# SUPPORTED ECOLOGI PROJECTS

We support **eight** international Ecologi projects across the globe.



# LOOKING TO 2024

## Our focus...

Hopefully, you've noticed that this year we've focused greatly on understanding our environmental impact. We've put in a lot of effort to minimise our footprint on the planet. However, we acknowledge there's always more we can do and areas to better ourselves.

This year marked the first time we completed a carbon calculation, which was truly eye-opening. Climate Partner helped us pinpoint the areas in our business where emissions were highest and moving forward this year we will be working with them to focus on reducing them down to as little as possible.

We're also pleased with our collaboration with Ecologi and are eager to enhance our contributions next year. We're committed to reducing our emissions significantly and are adapting our operations to ensure we leave the smallest imprint on the environment.



### Reduce

We now understand the hotspots in our business thanks to our carbon calculation. Over the next year, we will focus on the areas of our emissions where they could be further reduced.



### Refurbished

We will continue our commitment to buying refurbished technology to reduce e-waste. Our policy moving forward will be to purchase technology that is pre-loved where possible.



### Offsetting

We want to continue our collaborations with ecologi and ClimatePartner ensuring carbon emissions that are produced, are compensated for with high-quality carbon credits and projects.



### Granularity

One area we need to focus on is more regular carbon calculations. Calculating our emissions at the end of the year is challenging looking back, and we are keen to create a process that allows us to calculate more regularly, in a granular way.

ENVIRONMENTAL GOAL

80%

of all technology & electronic  
equipment will be PRE-LOVED &  
REFURBISHED



OUR

Community

06



# PLEDGE 1%

## Building a Movement of Corporate Philanthropy

Pledge 1% for us is about giving back to our local community. We're dedicated to giving back 1% of our time, Resources & Profits to local causes that are close to our hearts! WeEngage Group has been part of Pledge 1% since the start and we're looking forward to growing with this initiative as the business continues to grow sticking true to one of our main values; Give Back.

# PLEDGE 1%

### What have we pledged?



# VOLUNTEERING

# 92

HOURS  
VOLUNTEERED

Reference period:  
31/09/2022 -  
01/08/2023

Since the start, we've always believed that dedicating time to our local community is invaluable. From the food bank in Euston to our local park in Shoreditch, we recognise that sometimes our time can be more valuable and necessary than money. Our volunteering days are not only deeply fulfilling for us but have also turned into fantastic team-building opportunities. These sessions allow us to learn more about each other, play to our strengths, and enjoy a change of scenery from the office. After each session, we're excited for the next session.

## Looking forward...

Our goal in 2024 is to commit to more volunteering efforts with our team. We need to stick to set days and continue to find more partners to reach our goals. Each member of the team will achieve 3 volunteering days.



### Hackney

Park cleans for Hackney City Council



### FOOD FOR ALL

x 2 Meal preparation at homeless food shelter 'Food for All'



### OnHand

General OnHand missions completed by the team



VOLUNTEERING  
GOAL

3

DAYS per team  
member in 2024

# CHARITY DONATIONS

## Every year we...

Allocate 1% of our proceeds to a chosen charity. This year was particularly memorable because, for the first time, we involved our entire team in the selection process.

Each member proposed a charity that holds personal significance to them. This collaborative approach filled us with immense pride, knowing our contribution is directed to causes that truly need it. We intend to uphold this tradition, as it amplifies the impact of our giving.

### Charity Details:

#### Registered Office:

4Louis,  
Unit 36B- Pallion Industrial Estate,  
European Way,  
Sunderland  
SR4 6SN

Charity Number: 1172212



Donation period:

01/04/2022 - 31/03/2023

4Louis offers memory boxes filled with keepsakes to support families grieving child loss. They host fundraisers to equip and train professionals who aid such families, addressing a gap in NHS support. This charity holds special significance for our team, as a member lost a child at 10 days old and found solace in 4Louis during that difficult period. They provide 8 types of tailored baby memory boxes, available in gender-specific colours and free of charge. Families can sponsor a box in their child's name, which includes a card bearing that name. Each box contains items to help families cherish memories of their lost child.

# £2,698.70

donated



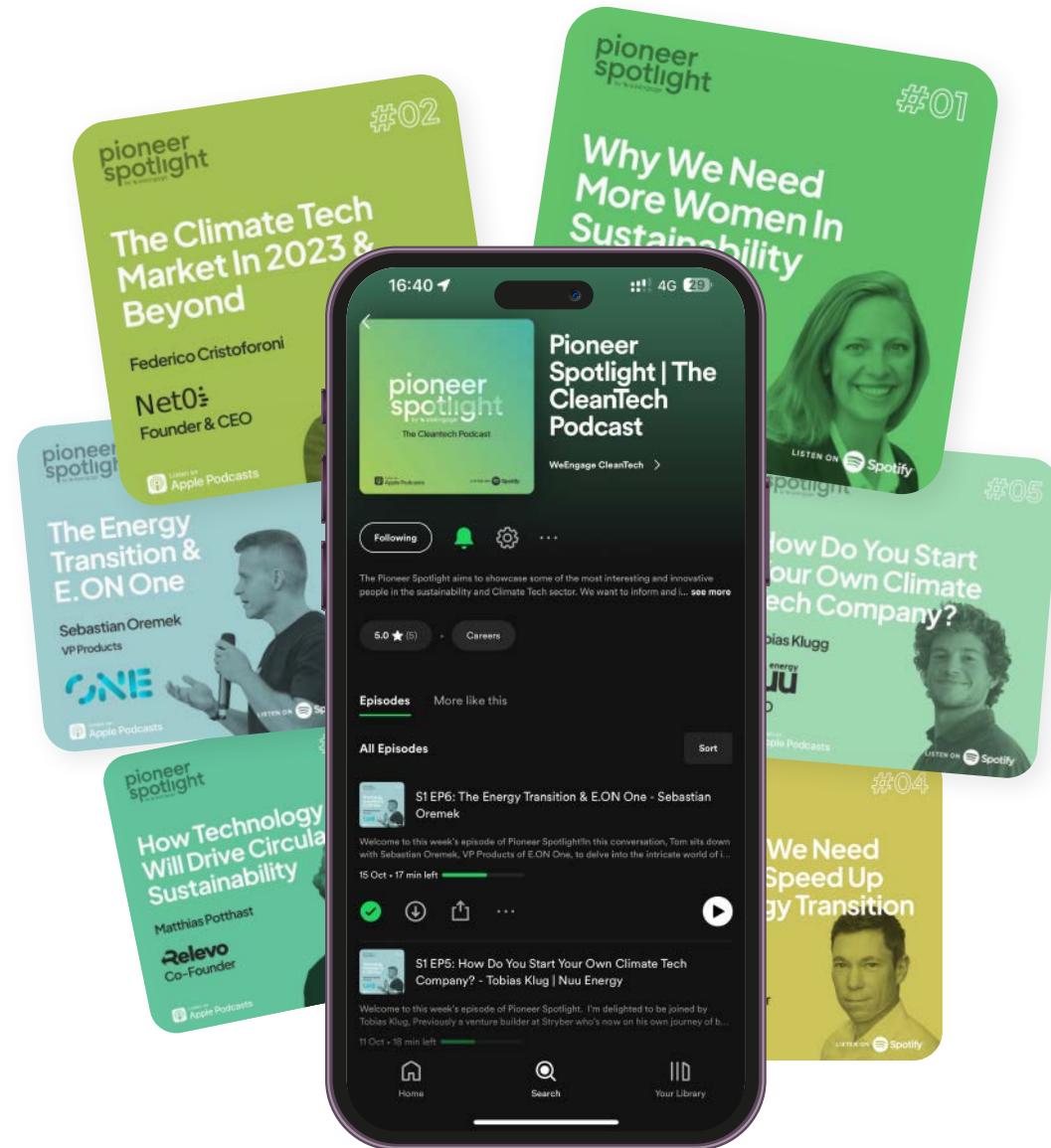
# PIONEER SPOTLIGHT PODCAST

## Inform and inspire our community.

The Pioneer Spotlight aims to showcase some of the most interesting and innovative people in the sustainability and Climate Tech sector. We want to inform and inspire everyone to apply their skills and careers to solve some of the biggest issues of our time! The podcast was designed to get as many people as possible on a huge scale, to apply their skills to the climate crisis!

We're excited to expand the podcast into 2024 with more inspiring episodes!

**pioneer  
spotlight**  
by WeEngage



GOING

Forward to 2024

07

# LOOKING FORWARD

As we close the pages of our 2023 Impact Report, we are filled with gratitude for the progress we've made and excitement for the journey ahead. Our commitment to making a positive impact in the community, on our team, on the environment, and on the lives of our customers and candidates remains stronger than ever.

## Our vision for 2024:

In 2024, we envision a future where our contributions to the community are deepened, our team is thriving, and our environmental initiatives are making a tangible difference. We are eager to build on the strong foundations we've set, and we are committed to pushing the boundaries of what is possible. Both in Europe and into the US as we continue to scale.

We believe in the power of our people and we are committed to promote a workplace that is inclusive, supportive, and empowering. We will continue to provide opportunities for professional development and growth, ensuring that our team feels valued and engaged.

Our mission to connect talented individuals with meaningful employment opportunities remains at the heart of what we do.

In 2024, we will enhance our services, streamline our processes, and continue to provide exceptional support to our customers and candidates.

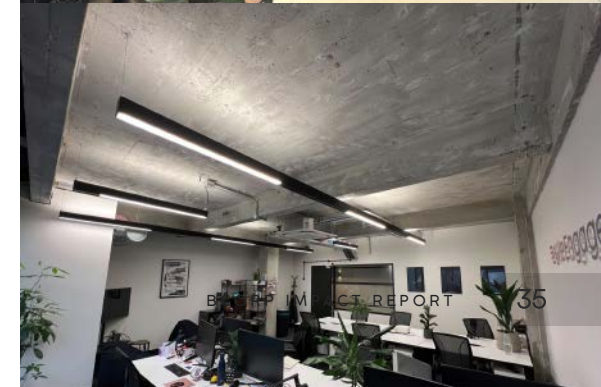
The journey ahead is filled with potential and promise, and we are ready to embrace the challenges and opportunities that 2024 brings. Together, as a community, a team, and a company, we will continue to make a difference, drive change, and create a brighter future for all.

## Thank you:

We would like to extend our heartfelt gratitude to everyone who has been a part of our journey so far. Your support, dedication, and belief in our mission have been the driving force behind our impact. Here's to a remarkable 2024—full of growth, impact, and success!

**Tom Heywood &  
Dylan McGough O'Reilly**

Founders of WeEngage





THANK YOU.



The data presented in this impact report has been sourced exclusively from our customers, candidates, employees, and suppliers. It is important to note that the information represents only the perspectives and insights of those who responded to our surveys. All data is accurate as of October 2023. Any interpretations or conclusions drawn from this data should take this context into consideration.

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