

Social Impact Report

2024/25



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Contents

- 1 Our Mission
- 2 Our Values
- 3 About This Report
- 4 Social Value Delivered
- 5 Socio-Economic Impact
- 6 Sustainability
- 7 Equality, Diversity & Inclusion (EDI)
- 8 Wellbeing
- 9 Social Value KPIs
- 10 Recruitment Consultancy KPIs
- 11 Progress Towards the SDGs
- 11 Progress Towards PPN06/20
- 13 Report Summary



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Building Sustainable Futures Through Conscious, Responsible Actions

“The best way to find yourself is to lose yourself in the service of others.”

- Mahatma Gandhi -

Our Mission

1

At **Fusion People** we recognise the integral role that Social Value plays in shaping the recruitment industry and see it as a vital reflection of our broader commitment to ensuring responsible business and creating meaningful, lasting change.

Our mission goes beyond creating profit; it is about making a lasting, positive impact on individuals and communities.

This principle is at the heart of our strategy, guiding us to foster inclusive growth and create sustained positive impact.

The creation of this report has been a process of reflection and pride. It highlights our achievements while reinforcing our commitment to continuous improvement and transparency. We're excited by the insights we've gained and the tangible impacts we've made. Looking ahead, our commitment to Social Value remains unwavering.

We are dedicated to refining and evolving our approach to better meet the needs of society. For us, recruitment is not just a service — it is a catalyst for positive change, shaping lives with each placement.

This report reflects our progress and reaffirms our pledge to continue driving impactful changes.

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Fusion People

Driving
Meaningful
Change

Our Values

2

At **Fusion People** our values are the foundation of who we are and how we work. They guide our decisions, shape our culture and define how we engage with our clients, communities and one another.

Our values influence the standards we uphold, the partnerships we build, and the impact we aim to deliver. They keep us focused on our mission, ensure consistency across everything we do, and inspire us to continually raise the bar.



- 1 Integrity** — We act honestly, ethically, and transparently in all our relationships and decisions.
- 2 Collaboration** — We work together across teams, sectors, and communities to achieve shared goals.
- 3 Innovation** — We embrace creativity and continuous learning to drive meaningful progress.
- 4 Sustainability** — We are committed to creating lasting, positive impacts for people and the planet.
- 5 Accountability** — We take ownership of our actions and deliver on our promises.

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About This Report

We have partnered with Social Value Consultancy, a leading consultancy and software solution, who have developed a robust and accredited process to measure, assess and articulate our impact across several critical areas.

These areas include:



Social Value



Socio-Economic Impact



Sustainability



Equality, Diversity & Inclusion (EDI)



Wellbeing



Social Value KPIs



ESG Performance



Alignment with UN SDGs & Government Frameworks

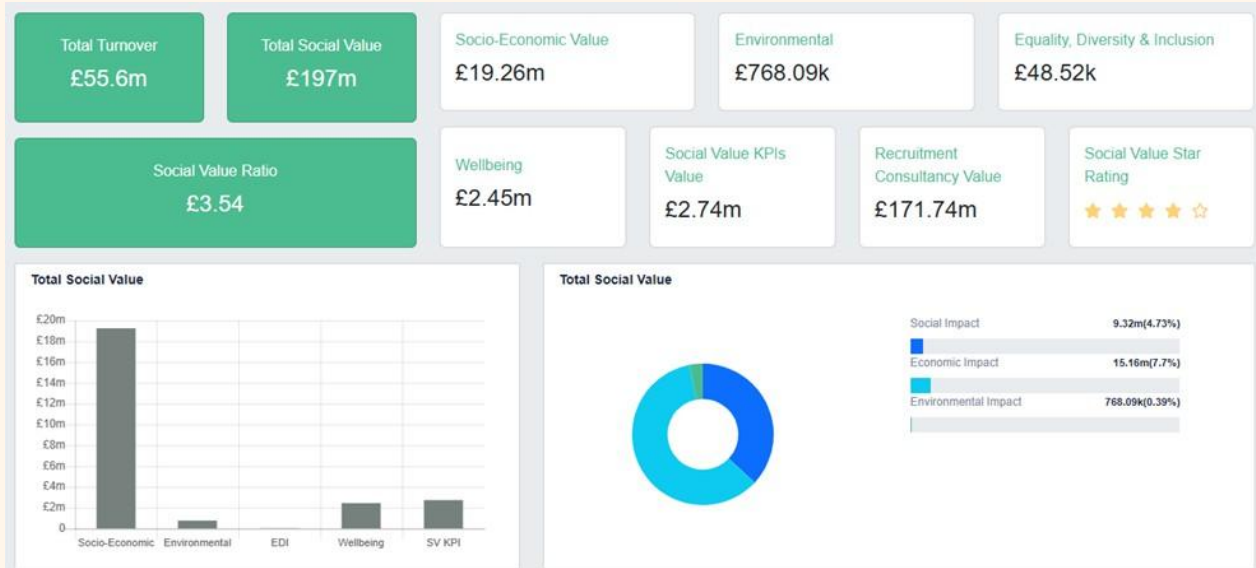
Our impact has been evaluated using the Whole Life Social Value Standard which uses a range of Government accredited methodologies:

- **Cost-Benefit and Cost-Effectiveness Analysis:** Capturing fiscal savings, socio-economic value, and wellbeing outcomes.
- **HM Treasury Green Book:** Calculates the benefits derived from capital investments and interventions, leveraging the Unit Cost Database.
- **Social Value UK and Social Value International Frameworks:** Developed in collaboration to assess improvements to individual, community, and economic wellbeing.
- **Environmental Impact Analysis:** Evaluating carbon reduction, resource efficiency, and broader environmental gains.
- **Economic Impact Analysis:** Assessing the wider economic benefits driven by employment and expenditure.

All methodologies used are aligned with UK Government-endorsed standards and are supported by accreditations from the Institute for Social Value UK and Social Value International. This report covers FY2024/25 (1 Apr 24 – 31 Mar 25).

The organizational boundaries is Fusion People's UK operations, including recruitment consultancy services delivered for clients during this period. Through detailed data collection, rigorous analysis, and trusted frameworks, this report reflects our ongoing commitment to driving societal progress in a meaningful and measurable way.

Social Value Delivered



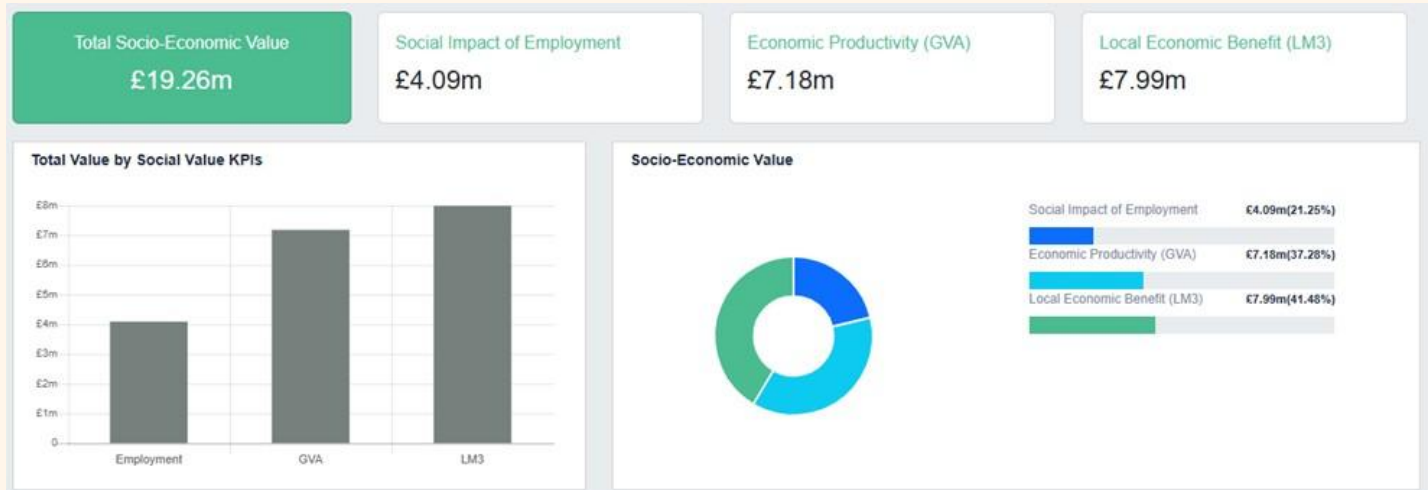
Total Social Value Added
£197m

Social Return on Investment
£3.54



The total social value presented in this report reflects the measurable impact of our combined efforts to deliver social, environmental, and economic benefits.

This includes initiatives such as job creation, educational programmes, sustainable practices, and community development. By striving to maximise our social value, we are not only strengthening our organisation — we are helping to improve lives, support communities, and drive meaningful, lasting change.



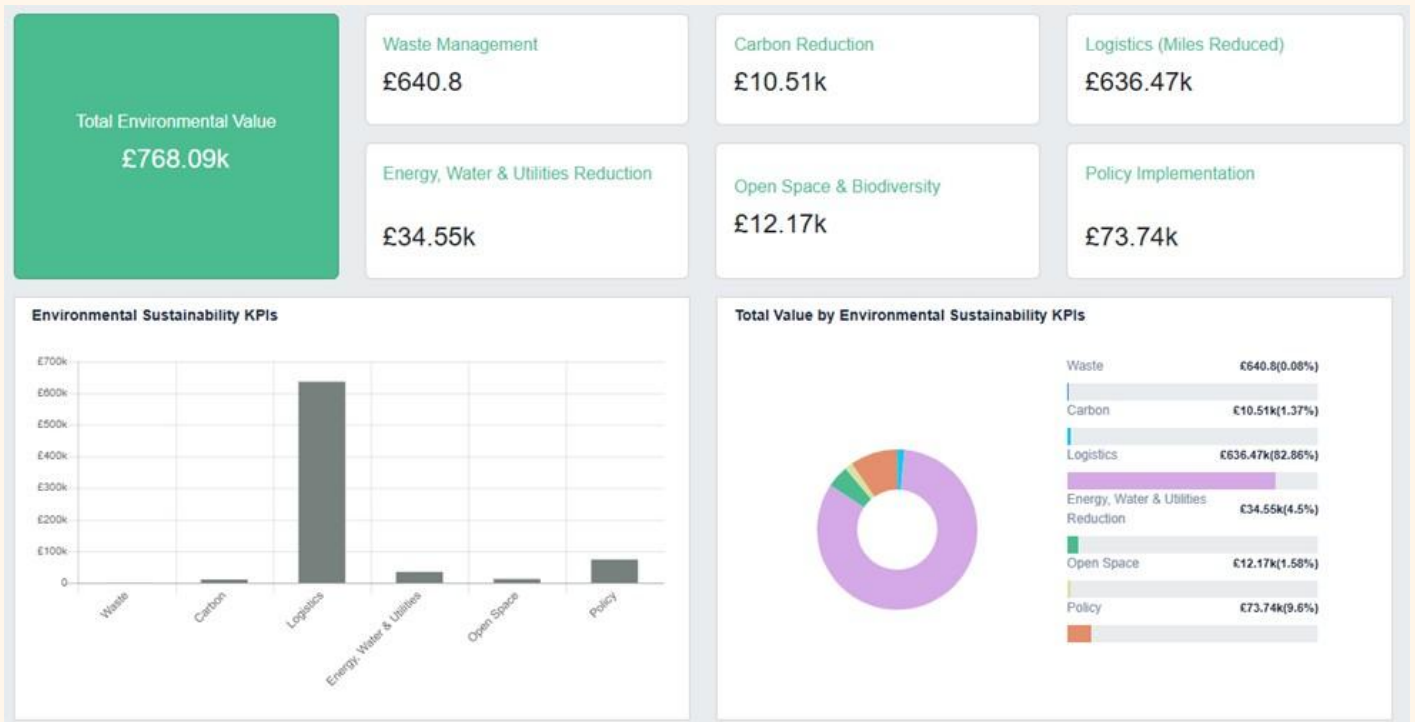
This socio-economic report provides a comprehensive assessment of the positive contributions we make to society and the economy.

Key social value initiatives have been instrumental in driving these outcomes, ensuring that our efforts translate into measurable societal and economic improvements.

Total Value represents the combined social benefits of our activities, covering the following areas:

- **Social Impact of Employment:** highlights the wider effects of job creation, including skill development, improved livelihoods, and reduced poverty.
- **Economic Productivity:** measured using Gross Value Added (GVA), reflects the value we add to the broader economy by showing how much our business contributes to economic growth.
- **Local Economic Benefit:** indicated by the LM3 metric (Local Multiplier 3), evaluates our impact at the community level, capturing how our operations benefit local businesses and residents.

Together, these indicators provide a comprehensive, data-driven overview of our social contributions.



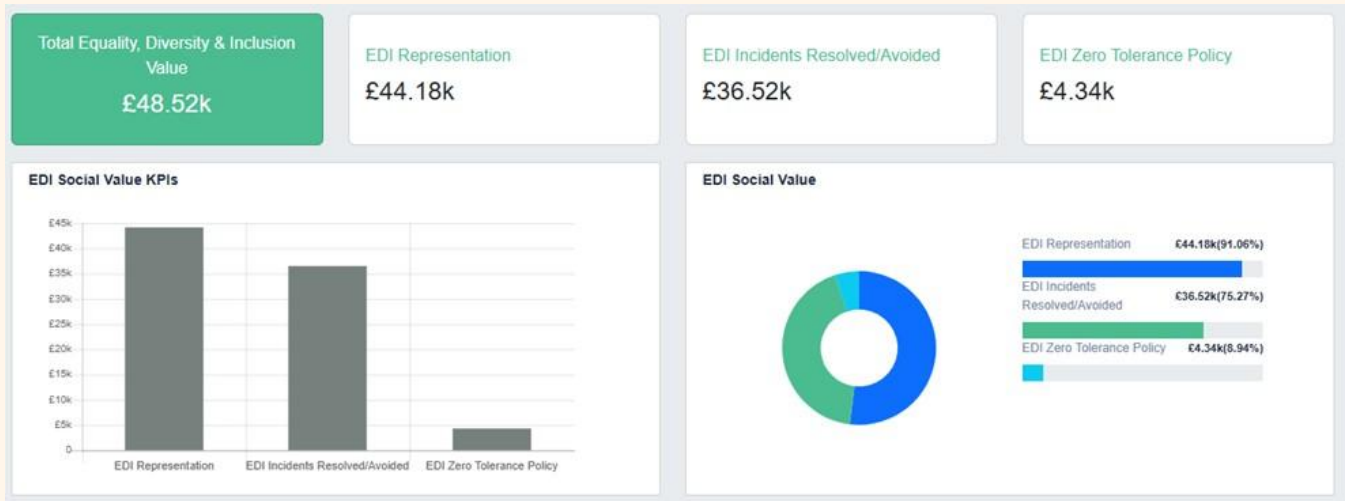
This section of the report presents our sustainability outcomes, and the metrics used to measure our impact.

It outlines the results of our efforts in areas such as resource management, carbon reduction, biodiversity support, and policy implementation. Key initiatives delivered during the reporting period; each with specific targets aimed at achieving measurable, positive environmental impacts.

Through data and performance indicators, we highlight tangible outcomes of our sustainability initiatives, demonstrating our commitment to integrating environmental responsibility across all aspects of our operations. The following areas are part of our long-term strategy to create a positive impact on the planet:

- **Waste Management:** Reduction in overall waste generated and increased recycling rates.
- **Carbon Reduction:** Achievement of a reduction in carbon emissions through energy efficiency projects and green energy sourcing.
- **Logistics (Miles Reduced):** Miles saved by optimising transportation routes and consolidating deliveries.
- **Energy & Utilities:** Reduction in energy consumption due to upgrades in energy-efficient technologies and practices.
- **Water Usage Reduction:** Decrease in water usage through the implementation of water-saving systems.
- **Open Space & Biodiversity:** Creation and preservation of open space, with ongoing biodiversity projects.
- **Policy Implementation:** Successful integration of sustainability policies in operations,

Equality, Diversity & Inclusion (EDI)



This EDI report consolidates key metrics that highlight our ongoing commitment to fostering a diverse, equitable, and inclusive workplace.

The total EDI value offers a comprehensive measure of the impact of our equality, diversity, and inclusion initiatives:

- **EDI Representation:** provides a snapshot of the diversity within our workforce, demonstrating how well we reflect the communities we serve across genders, ethnicity and disability status as well as employees with protected characteristics.
- **EDI Incidents Resolved:** captures the number of equality and inclusion-related incidents that have been addressed and resolved, showcasing our proactive approach to maintaining a safe, respectful, and supportive environment.
- **EDI Zero Tolerance Policy** reinforces our unwavering commitment to upholding a workplace culture where discrimination, harassment, and exclusion are not tolerated.

Specific initiatives delivered during the reporting period included targeted recruitment programmes, leadership training on unconscious bias, employee resource groups, and mentorship scheme

Key targets and outcomes achieved, such as percentage improvements in workforce representation, completion rates for EDI training programmes, or milestones in policy development, can be outlined here.



This Wellbeing Report presents key metrics that demonstrate our commitment to supporting employee health and overall wellbeing.

The data highlights how our initiatives create lasting benefits for individuals, the workplace, and the wider community.

Key focus areas include:

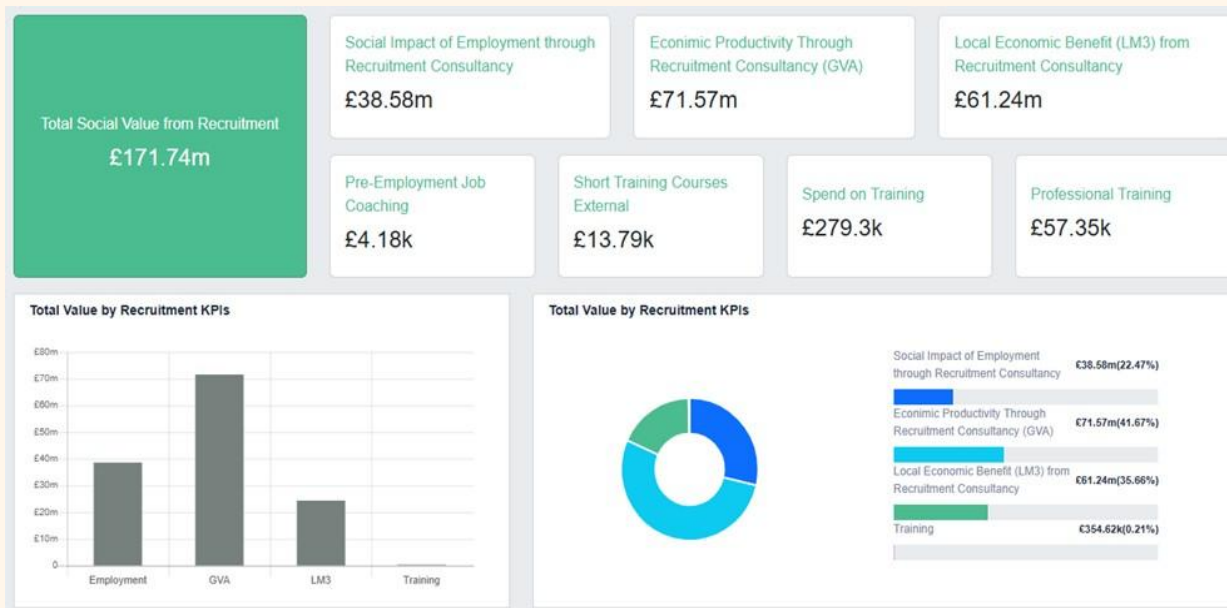
- **Total Wellbeing Social Value Score:** Captures the combined impact of all wellbeing initiatives, providing an overall measure of the social value generated through improved health, engagement, and support outcomes.
- **Improved Physical & Mental Health:** Quantifies the benefits of our targeted health and wellbeing programs, which are designed to enhance physical fitness, boost mental resilience, and promote overall healthy living.
- **Employee Assistance Programme (EAP):** Measures the reach and effectiveness of our mental health and support initiatives, including the Employee Assistance Programme (EAP) and Mental Health First Aid (MHFA) provision. This area captures engagement with confidential support services, early intervention through trained Mental Health First Aiders, and overall mental wellbeing support.
- **Flexible, Hybrid, and Home Working Arrangements:** Assesses the contribution of flexible working practices to employee wellbeing, work-life balance, and productivity, particularly in adapting to modern workplace expectations, including access to the EAP, hybrid-work satisfaction benchmarks, and sector health and wellbeing accreditations.



This KPI Report features a comprehensive dashboard that categorises key performance indicators (KPIs) across critical focus areas, providing a detailed assessment of organisational effectiveness and societal impact.

Theme	KPI Category	Social Value KPI	No. of People	Total KPI Value
Charitable Work	Charitable Work/Donations	Donations - Financial Value	N/A	£6,500
Community and Social	Community Engagement	Community Environmental Project	50	£75,714.76
Community and Social	Community Engagement	Community Engagement Events	108	£343,719.11
Health and Wellbeing	Mental Health	People Supported by Mental Health Champions	8	£56,197.07
Health and Wellbeing	Mental Health First Aiders	Training for Mental Health First Aiders	1	£6,410.90
Health and Wellbeing	General Health and Wellbeing	Improved General Health and Wellbeing	436	£2,107,887.38
Employment Support	Employability	Improvement to Interpersonal and Communication Skills	20	£7,799.03
Employment Support	Employment Support	Interview Support	20	£62,554.25
Advice and Support	Employee Assistance Programme	Face to Face Counselling	8	£90,202.03
Advice and Support	Employee Assistance Programme	Support with Mental Health at Work	8	£49,287.79
Advice and Support	Employee Assistance Programme	Telephone Counselling	10	£112,752.54
Volunteering	Volunteering Hours	Community Volunteering Per Hour	174	£748,217.12

Recruitment Consultancy KPIs



This section outlines the social and economic impact of the recruitment consultancy contract delivered by Fusion People.

The consultancy placed 997 individuals into employment for clients. The total salary cost associated with these roles was approximately **£48.8 million**. The recruitment consultancy not only successfully placed nearly a thousand people into employment but also generated substantial economic and social value; totalling over **£171.74 million**.

The SROI highlights a strong return, showing that recruitment investment brings measurable community and economic benefits.

Progress Towards the SDGs

This section explores our approach to SDG (Sustainable Development Goals) monetisation, where we translate the United Nations' 17 SDGs into tangible financial and business value.

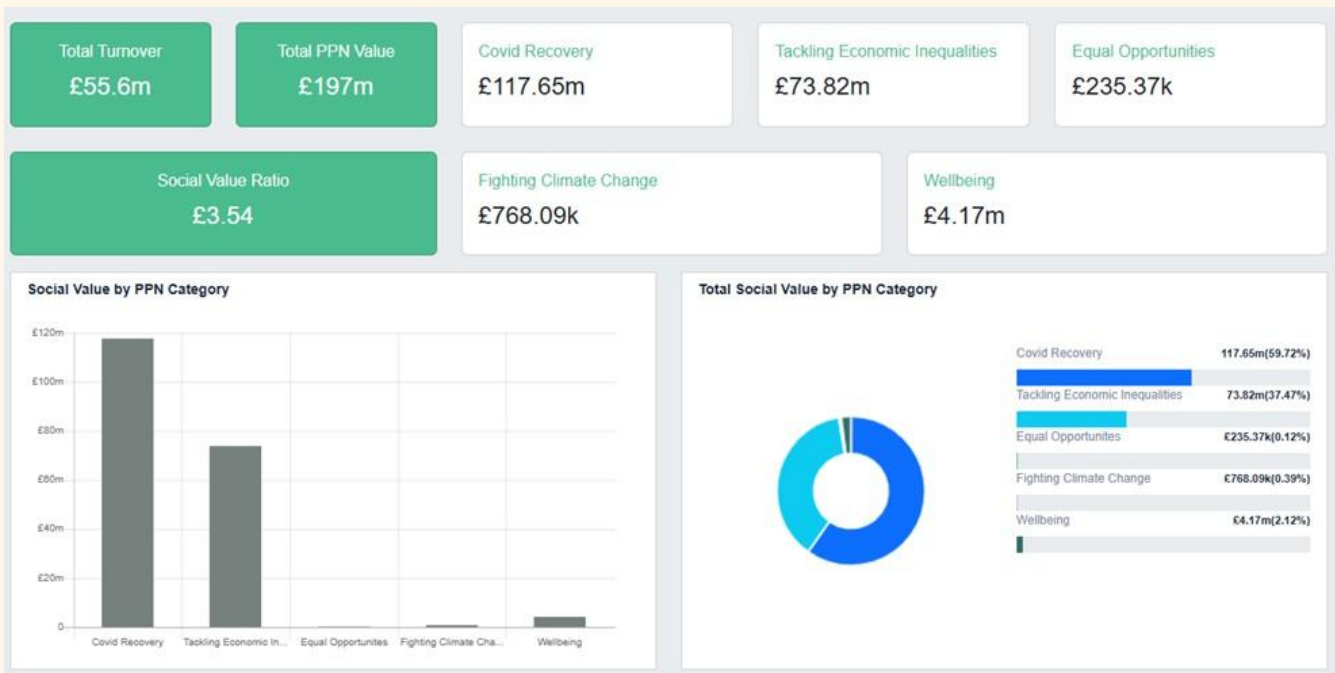
Rather than viewing the SDGs as aspirational or philanthropic, we strategically integrate them into our operations, products, and services to unlock growth, attract investment, and create competitive advantage. Each SDG presents unique market opportunities, which we can address through innovation, partnerships, and tailored solutions.

Monetising the SDGs requires a shift from traditional CSR to a value-driven strategy. This involves identifying priority SDGs aligned with our mission, setting measurable outcomes, and tracking progress through transparent reporting.

By demonstrating our impact and return on SDG-aligned initiatives, we not only drive global change but also generate long-term economic value.



Progress Towards PPN06/20 KPIs



This section outlines our approach to monetising the five core themes of Procurement Policy Note (PPN) 06/20, which mandates central government organisations to account for social value in procurement decisions.

By embedding these themes into our delivery models, we unlock new revenue opportunities, strengthen return on investment narratives, and create business streams that support PPN 06/20 compliance.

We have implemented several targeted initiatives to support progress in delivering against PPN 06/20 priorities. These initiatives are designed to generate measurable outcomes aligned with each core theme.

This strategy involves integrating social value into operations, evidencing impact, and continually improving delivery to achieve long-term economic and social benefits.



In 2025, **Fusion People** achieved remarkable results in delivering social value.

We are proud to report that we generated **£197m** in Social Value, demonstrating our ongoing commitment to creating positive outcomes for our employees, local communities, and the businesses we partner with.

This achievement highlights the meaningful impact we strive to make across all areas of our work. Our total social value equates to a Social Return on Investment (SROI) of **£3.54 for every £1 spent** by our clients — a strong indicator of the social, economic, and environmental benefits generated through our initiatives.

We are equally proud of our **Social Value rating of 3.6 out of 5**, reflecting our sustained focus on creating value beyond financial returns. We are committed to improving this rating year by year, driving continuous improvement across all impact areas.

Looking ahead, we are excited by the opportunities to further deepen our contribution. We remain focused on delivering initiatives that drive positive change, support sustainable growth, and create lasting benefits for society, the economy, and the environment.

We extend our thanks to our employees, partners, and clients for their continued collaboration and support.

Together, we are building a brighter, more sustainable future.





This report was produced by Social Value Consultancy on behalf of:

Fusion People

Get your Social Value Impact Report at:
www.socialvalueconsultancy.co.uk



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