



# SUSTAINABILITY

## REPORT

2024- 2025

# CONTENTS

WHO WE ARE .....	3
WELCOME .....	4
COMMITTEE OVERVIEW .....	5
THE COMMITTEE .....	6
PEOPLE STORY .....	8
AWARDS, AFFILIATIONS & CERTIFICATIONS .....	9
SUSTAINABLE DEVELOPMENT GOALS .....	10
2024 PLEDGES - WHAT WE'VE ACHIEVED .....	12
CARBON ACCOUNTING .....	14
APPRENTICESHIP STORY .....	16
DIVERSITY & INCLUSION STATEMENT .....	18
COMMUNITY & CHARITY .....	20
2025 GOALS .....	22
FEEDBACK .....	24



# WHO WE ARE

At Utilize, we transform businesses with innovative IT solutions. Based in Essex, we provide managed IT support to SMEs across various sectors.

Our mission is to unite people and technology for business success. We offer all-inclusive services with predictable costs, covering IT support, digital transformation, cloud services, and managed security.

Recognised with a 'Very Good' accreditation by Best Companies, we are dedicated to fostering a positive and supportive work environment.



## OUR EMPLOYEES

**140**  
across the business

## TOTAL CUSTOMERS

Across our 3 areas:  
Infrastructure/Network **243**  
Applications **259**  
Managed Services **442**

## OUR VALUES

### RELATIONSHIPS

Building unbreakable bonds

### GIVING

Generosity without expectation

### CARE

Having passion and compassion

### IMPROVEMENT

Striving to be better

### OWNERSHIP

Taking responsibility

## OUR PURPOSE

**Making our clients' technology journey exceptional**



# WELCOME

## GUY HOCKING, UTILIZE MANAGING DIRECTOR

The well-being of our people has always been at the core of our mission, and nothing is more crucial to our collective well-being than the sustainability and protection of our planet. However, maintaining our commitment to these values can be challenging for a growing company. Many businesses view sustainability solely as a response to the climate crisis, but it encompasses much more.

Thanks to the passion and efforts of our people and our committee, we have made great strides over the past year. This progress is showcased in this, our latest Sustainability Report, highlighting our achievements and plans, addressing aspects of not only climate action, but health, well-being, fairness, growth, and reducing industry inequality. We continue to focus on building strong relationships with customers, suppliers, vendors, competitors, and community partners.



*For years now, sustainability has shifted from a mere checkbox to a crucial business necessity. Companies are now expected to prove their environmental, social, and governance commitments to customers. New employees seek workplaces that align with their values and make a positive impact. At Utilize, we aim to exceed these expectations and continue to push boundaries.*

Managing Director and  
UK Regional President of Ingram Micro Trust X Alliance



# THE COMMITTEE AND ITS MISSION

In 2023, the Utilize Sustainability Committee was formed from members throughout the business keen to go the extra mile and help to define, develop and drive our sustainability strategy.

The first task was to define our mission:



To drive our organisation and the wider technology industry forward to a place which is better for people, the environment, and for our planet.

Working with an infinite mindset, our work will never be complete. We strive to set an ever-evolving framework and positive legacy for the future that can be adopted and evolved by those that follow.

In a literal sense - to 'sustain' - is to cause or allow something to continue for a period of time ... this is exactly what we want to do and is what led to the creation of our mission statement.



Sustainability is broad and means far more than just the environment - although that is important too. It covers everything that we can positively impact, and the below is just a few ways - and in no order of preference:

- Looking after our team - be this financially, professionally, and socially
- Contributing to, supporting, doing right by our local and wider community
- Ensuring ethical and transparent operations
- Making positive changes environmentally
- Creating positive value for our customers

# MEET THE COMMITTEE

Name:  
**Neil Hunter**

Job Role:  
**Senior Account Director**

Why I wanted to join the Sustainability Committee:

Nurturing is important to me. This can come in many forms, whether it's helping my kids with their homework/school/work/relationships, engaging and helping my clients tackle a business challenge, or assisting a friend or colleague with a problem. The idea of 'making something positive even better' really draws me in and is something I can get excited about.

What does Sustainability mean to me?

Sustainability to me means positive and impactful growth. Making a difference, big or small is important, and striving to make those changes will have lasting effects long term.



Name:  
**Lucy Johnson**

Job Role:  
**Senior Account Director (Applications)**

Why I wanted to join the Sustainability Committee:

I joined the Sustainability Committee because I wanted to be part of the solution to help save our planet for future generations. I'm an advocate for equality, developing employees' potential, and working towards a sustainable society. The momentum from our small team has led to significant changes, and it's been incredibly rewarding to see the impact of our efforts.

What does Sustainability mean to me?

Sustainability is more than saving the planet. It's about balancing environmental health, economic growth, and social well-being to create a resilient and equitable world for future generations.



Name:  
**Steve Marler**

Job Role:  
**Senior Cloud Solutions Specialist**

Why I wanted to join the Sustainability Committee:

I initially joined the sustainability committee driven by my passion for energy efficiency, renewable resources, and recycling. My goal is to implement numerous small changes that collectively create a significant impact. This committee empowers me to take further action and build upon the commendable achievements it has made since its inception.

What does Sustainability mean to me?

It starts with the company culture, having an attractive and positive place to work that empowers all of its staff to get involved, leaving a stronger workplace and community ties in their wake.



Name:  
**Jonathan Joiner**



Job Role:  
**Security Solutions Architect**

**Why I wanted to join the Sustainability Committee:**

I have always been interested in sustainability, especially when it comes to new technologies and construction methods that make buildings more energy-efficient and reduce waste. Joining the committee is a great opportunity for me to help make Utilize a more sustainable place, and to expand my own knowledge about sustainability along the way.

**What does Sustainability mean to me?**

Sustainability means thinking ahead and using greener energy like solar and wind to reduce our carbon footprint. It's also about ensuring equal opportunities at work, regardless of gender, race, creed, or orientation, so we can all grow and thrive together.



Name:  
**Amy Gorbell**



Job Role:  
**Employee Engagement Officer**

**Why I wanted to join the Sustainability Committee:**

I am passionate about creating a positive impact on our environment and local communities. As a member of the Sustainability Committee, I am dedicated to collaborating with others to promote eco-friendly practices and foster a sustainable future for all. Together, we can inspire change and set a powerful example for others to follow.

**What does Sustainability mean to me?**

Sustainability is important to me because it not only supports the wellbeing of our planet and communities today, but also ensures that future generations inherit a healthier, more balanced world, where they can thrive.

# OUR PEOPLE STORY



## A 140 STRONG TEAM

Year	Quarter	No. of Active Employees	No. of Employees Inclusive of Leavers
2020	Q1	76	2 = 78
	Q2	76	3 = 79
	Q3	76	4 = 80
	Q4	78	9 = 87
2021	Q1	80	3 = 83
	Q2	84	4 = 88
	Q3	93	6 = 99
	Q4	95	8 = 103
2022	Q1	102	7 = 109
	Q2	105	4 = 109
	Q3	113	2 = 115
	Q4	121	5 = 126
2023	Q1	124	3 = 127
	Q2	127	5 = 132
	Q3	128	3 = 131
	Q4	127	4 = 131
2024	Q1	129	3 = 132
	Q2	133	4 = 137
	Q3	129	6 = 135
	Q4	140	8 = 148

### Promotions

Continuing our people story, we are also pleased to announce a series of internal promotions showcasing our commitment to learning, development and career progression.

	Number of Internal Moves/Promotions
2022	22
2023	13
2024	17+1 Pending for 2025

### Length of Service

This is something we're incredibly proud of, and is currently 8 years on average. Please note this does include continuous LOS e.g. those who came to Utilize via an acquisition.

LOS	% out of 140 employees
3+ Years	83/140 = 59.29%
5+ Years	75/140 = 53.57%
10+ Years	39/140 = 27.86%

# AWARDS, AFFILIATIONS AND CERTIFICATIONS



*We Support the Global Goals*



*Ingram Micro Trust X  
Global IT Community Member*



*Basildon Good Employer  
(Gold Award)*



*Real Living Wage Accreditation*



*ISO 14001*



*Mental Health First Aid*



*Microsoft Partner Pledge*



*Disability Confident - Committed*



*Best Companies - 1 Star Rating*



*# 24/25  
Best Technology Company*



*# 44/50  
Regional Best Company  
East of England*



*# 72/75  
Best Mid-sized Company  
in the whole of the UK*

# OUR APPROACH

## THE 17 SUSTAINABLE DEVELOPMENT GOALS

We all know that we face big challenges in today's world: poverty, hunger, inequality and climate change are just some of the issues we need to address urgently.

Big challenges require bold action to overcome them and that is where the 17 Sustainable Development Goals (SDG's) come in. They are a plan agreed to by all world leaders to build a greener, fairer, better world by 2030 and we all have a role in achieving them.

Every activity at Utilize is underpinned by the 17 SDG's, and these form the roots of our sustainable development strategy.



## OUR CORE ALIGNED GOALS

As an organisation we have decided to focus primarily on 4 of the Sustainable Development Goals:

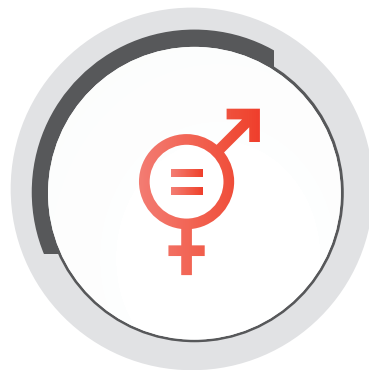


### GOAL 3 Good Health and Well-Being

*“Prioritising workforce health and promoting well-being for all ages.”*

The health and well-being of our workforce is always a priority. We are dedicated to ensuring healthy lifestyles and promoting overall well-being.

- Providing comprehensive private healthcare coverage through Bupa
- Offering weekly fresh fruit to encourage nutritious eating habits
- Actively sponsoring sporting events to promote physical fitness



### GOAL 5 Gender Equality

*“Valuing behaviours, aspirations, and needs equally regardless of gender.”*

We believe in fostering a supportive and inclusive workplace where every individual is empowered to thrive. This commitment extends to our community outreach and environmental stewardship.

Should you require any aspect to be explained in more detail, please reach out to us at:  
[sustainability@utilize.co.uk](mailto:sustainability@utilize.co.uk)



### GOAL 8 Decent Work and Economic Growth

*“Equipping our team for productive employment to drive economic growth.”*

We're committed to ensuring that our team are adequately equipped with the tools and knowledge they need to be able to offer the best service possible to our customers - both internal and external.

Ensuring we provide the best service and guidance possible is paramount to being able to drive wider economic growth throughout our customer base, with the intention that they can then focus more on what they do best and less on the IT underpinning everything.



### GOAL 13 Climate Action

*“Taking urgent action to combat climate change and its impacts by integrating sustainable practices into our operations.”*

Climate Action is an ever important focus to ensure that our planet is still thriving for future generations, and that those that come after us are able to enjoy it in the same way we do. All people and organisations of all sizes need to play their part in this collective focus area.

Our commitment to this goal includes analysing and reducing our carbon emissions as an organisation, making a positive impact to turn this around, and in turn helping our partners and customers to do the same.

# OUR 2024 PLEDGES AND WHAT WE ACHIEVED



In our inaugural year we set ourselves many challenges - here's how we got on!

## TRACK AND RECORD OUR 2023 FY CARBON EMISSIONS

We have completed our inaugural calculations for our business carbon emissions based on our FY2023. See dedicated section in this report.

**COMPLETED**



## LAUNCH OF FOOD WASTE RECYCLING SCHEME

Expanding our waste offering from just black bags/recycling to also include food waste recycling has gone down a treat in the office.

**COMPLETED**



## IDENTIFY 4TH COMPANY CHARITY

We asked the organisation to submit suggestions for a 4th company charity. Suggestions were shortlisted, and voted on. The chosen charity is 'Essex Air Ambulance', and more details about them can be found later in the report.

**COMPLETED**



## TRAIN AND LAUNCH 12 MENTAL HEALTH FIRST AIDERS (MHFA)

Successfully trained 12 Mental Health First Aiders in 2024. They now have the knowledge to spot the signs and symptoms of mental ill health and provide help on a first aid basis.

**COMPLETED**



## LAUNCH OF HOLIDAY BUY BACK AND SELL INITIATIVE

This is still under review, and will form part of a wider overall employee benefits package overhaul performed in 2025.

**IN PROGRESS**



## EXPAND NUMBER OF MEDICAL FIRST AIDERS (3->6)

Training for our existing, as well as additional 3x first aiders has either been completed or is booked in for completion.

**COMPLETED**



## SUBSIDISED NUTRITIOUS LUNCHES

Whilst unable to launch this initiative this year, we were able to maintain our offering of regular company wide lunches throughout the year.

**DEFERRED**



## RAISE 40K FOR GOOD CAUSES

We've hit our target. £40,101 has been raised for charities chosen by our people.

**COMPLETED**



## PUBLISH OUR FIRST DIVERSITY AND INCLUSION STATEMENT

Please refer to dedicated section later in the report.

**COMPLETED**



## INITIAL APPLICATION FOR B-CORP CERTIFICATION

We not only submitted our initial application for B-Corp, but are well underway with the assessment process to be officially recognised as a B-Corp in 2025.

**COMPLETED**



## COMMIT TO RELEASING ANNUAL SUSTAINABILITY REPORT

This is our second Sustainability Report. Download last year's at: <https://utilize.co.uk/sustainability>.

**COMPLETED**



## WHAT ELSE HAPPENED?

- Achieved Best Companies 1\* Rating
  - # 44/50 Regional Best Company in the East of England
  - # 24/25 Best Technology Company
  - # 72/75 Best Mid-sized Company in the whole of the UK!
- No. of Training and Development Days Completed - 713
- No of Giving Something Back (Community) days - 135
- Created Partnership with Local Foodbank
- Apprenticeship Scheme Expanded to 10 Apprentices
- Ladies' sanitary products in the female toilets
- Launch of ReUtilize



# CARBON ACCOUNTING

## WHAT IS CARBON ACCOUNTING?

Over the course of 2024, and with the support of a sustainability partner, we completed our carbon accounting calculations for 2023.

We spent a considerable amount of time collating data for our carbon accounting results, and this now forms our baseline year which we can look to build and improve on.

### What is a carbon footprint, and what are the benefits?

A carbon footprint is the amount of carbon dioxide or equivalent Green House Gases (GHGs), produced by an individual, product, or business. This can be used to illustrate our current impact, and can be used for comparison purposes

### Greenhouse Gas Protocol (GHG)

The greenhouse gas protocol is the international standard for carbon accounting.

It provides standards, guidance, tools and training for business and government to measure and manage emissions.



## OUR RESULTS

SCOPE 1

2.55 tCO<sub>2</sub>e

SCOPE 2

0 tCO<sub>2</sub>e

SCOPE 3

1,544.74 tCO<sub>2</sub>e  
(99.85% of total emissions)

76.39 tCO<sub>2</sub>e / £m Revenue  
11.99 tCO<sub>2</sub>e / Employee



If you'd like to know more about our carbon accounting journey, please reach out to the sustainability team at [sustainability@utilize.co.uk](mailto:sustainability@utilize.co.uk) who will be more than happy to discuss further.



### Emissions Scopes

The greenhouse gas protocol groups emissions from a variety of sources into 3 'scopes':

#### Scope 1

The emissions from operations that are owned or controlled by the company. For Example, the fuel used in company -owned vehicles or refrigerants used in air conditioning units.

#### Scope 2

The emissions from purchased energy. For example, the purchase of electricity, steam, heat or cooling.

#### Scope 3

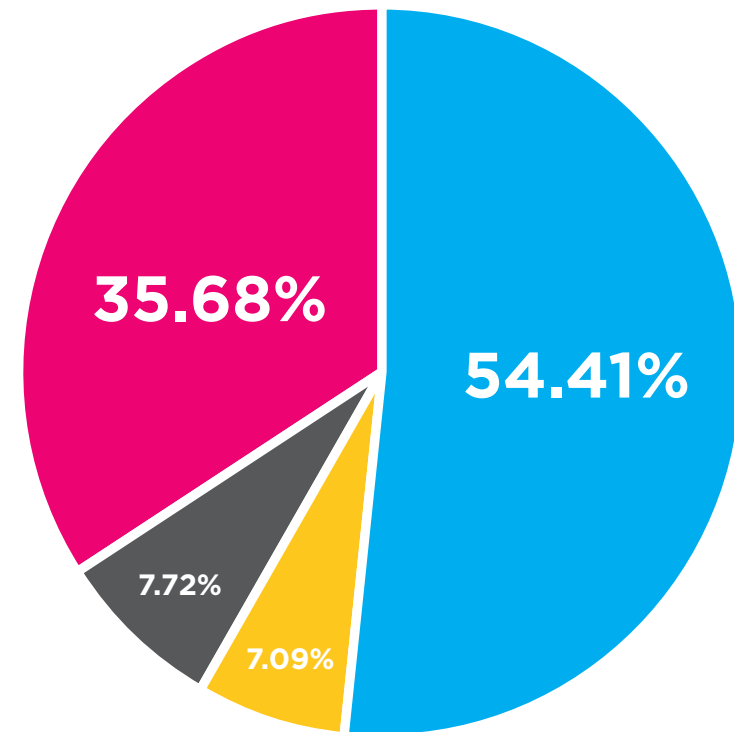
The emissions from everything else (suppliers, distributors, the use of products etc.).

An example of this would be the emissions associated with the items the organisation purchases and re-sells.

## CARBON SOURCES COMPARISON

Purchasing is the largest source of our scope 3 emissions due to the hardware purchased.

Product use is the second largest source of emissions as this involves the electricity required to power the hardware that Utilize supplies to our customers.



# APPRENTICESHIP PROGRAM

Since its inception in 2015, Utilize has seen real success with our apprenticeship program. With over 25 different apprentices who joined the program going on to become full-time employees, we pride ourselves on how well the apprentice program has performed.

It has proved to be invaluable to those who take part in it, elevating their skills and knowledge in full time employment, as well as to Utilize who has been able to train and develop young talent internally instead of looking externally for candidates.

At Utilize, an apprentice is treated just the same as any other regular employee - apart from the free pass they get to ask everyone for help. The team works closely with other full-time team members, learning the exacting processes, and procedures as well as the high level of customer service we strive to deliver for our clients.

The apprentices will mainly work on administration tasks for our customers, such as creating New User accounts on customer systems, closing down accounts of lapsed users, and other basic administrative changes to user's accounts or devices.



This learning sets the groundwork for their wider understanding of business, computing, and networking. As they grow confident in these areas, they can then extend their experience by undertaking more troubleshooting tasks, fixing issues with client's devices and servers - with assistance from the rest of the team of course.

Currently, the Apprentice team is the largest it has been since launch, with 10 concurrent apprentices in the program. All participants continue to work hard to master new skills while also completing their apprenticeship work to the highest standards possible.



## 4 NEW STARTERS

Who so far have been going from strength to strength



## 4 MID-PROGRAM

Mastering new skills while also completing their apprenticeship work



## 2 ON PROGRAM

Recently completed all documentation work. Now in final assessment



## MACKENZIE SANDFORD'S STORY



*Going into the apprenticeship I had minimal IT knowledge and no customer service experience and despite only being here for 6 months I can confidently say my knowledge of the industry and my own interpersonal skills have grown dramatically to the extent that I am able to optimistically advise other apprentices and I strongly believe they can attest to the development of my knowledge to the extent that I can confidently and appropriately pass on my own knowledge to them.*

*Also, through teambuilding exercises the whole apprentice team has grown massively allowing us to efficiently and effectively communicate with one another with minimal error or misinterpretation which has allowed not only myself but everyone else, and even the most timid of people to have managed to develop great workplace relationships.*

*I have not finished my apprenticeship yet but can say optimistically that I expect to attain greater knowledge and experience throughout my apprenticeship and my employment at Utilize with minimal doubt and looking forward to the future where I can hopefully move on into different positions building even more knowledge and experience along the way.*



# DIVERSITY AND INCLUSION STATEMENT

At Utilize, we recognise that supporting diversity and inclusion is not only the right thing to do for our business, it is an important thing to do for our people. This commitment is woven into our core values and stems from the belief that our company thrives when we embrace the full range of human experiences, regardless of appearance or background.

This commitment involves creating a more diverse and inclusive workplace while championing positive engagement, within our company, with our clients and with our suppliers.

Each of us has a role to play, to stand up and speak out, to share opinions and our experiences. It means asking questions, respecting answers, being open to fresh perspectives, and, most importantly, appreciating one another's contributions.

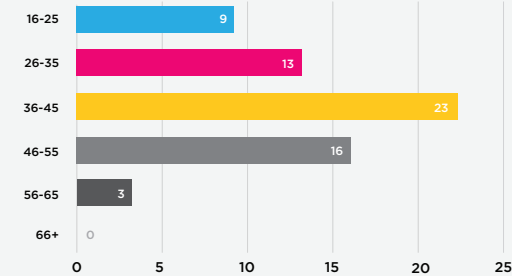


As part of our ongoing commitment to fostering a diverse and inclusive workplace, we have conducted a Diversity & Inclusion (D&I) survey.

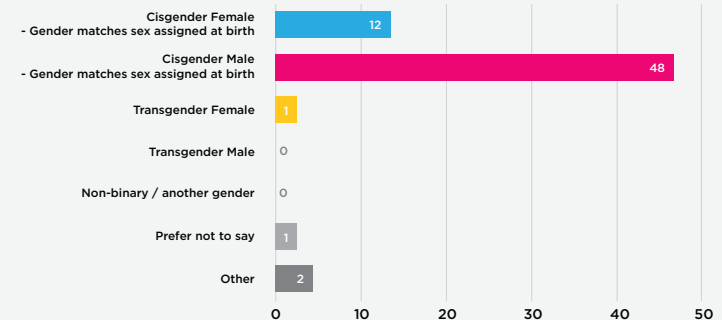
The survey was performed in November/December 2024, and we received 64 Responses, which relates to a 45.7% response rate across all Utilize Employees.

## RESPONSES/STATISTICS:

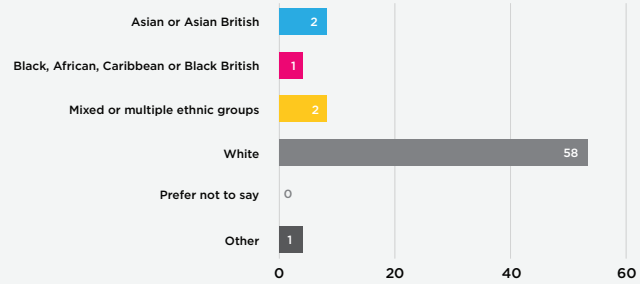
WHAT IS YOUR AGE BRACKET?



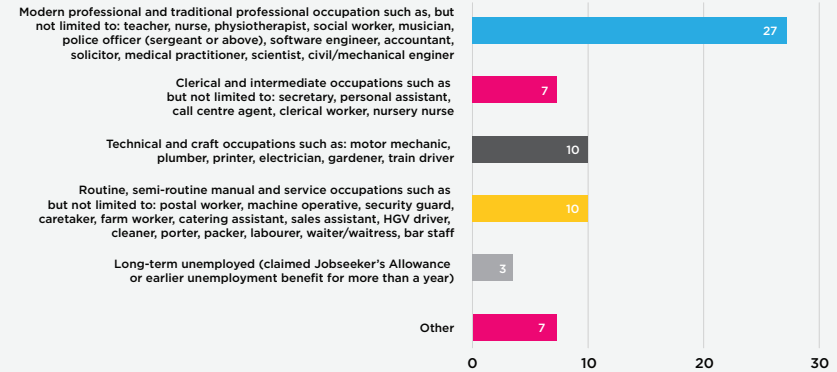
HOW WOULD YOU DESCRIBE YOUR GENDER?



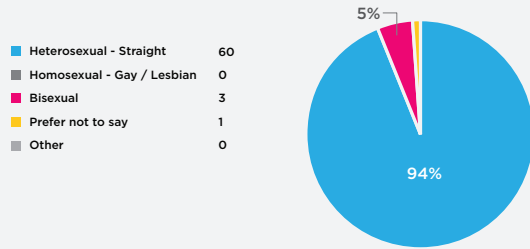
### WHAT IS YOUR ETHNICITY?



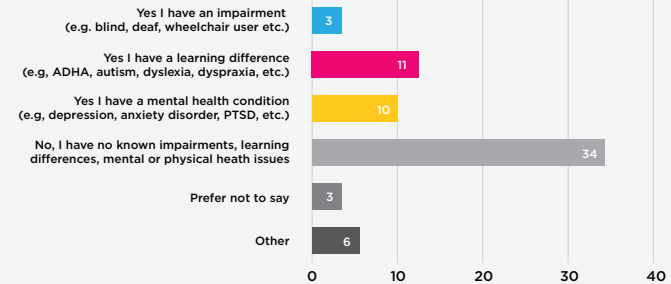
### WHAT WAS THE OCCUPATION OF THE MAIN HOUSEHOLD EARNER WHEN YOU WERE AGED AROUND 14 YEARS OLD?



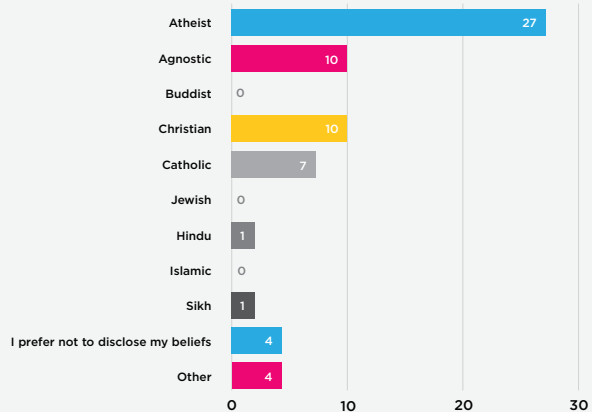
### HOW WOULD YOU DESCRIBE YOUR SEXUAL ORIENTATION?



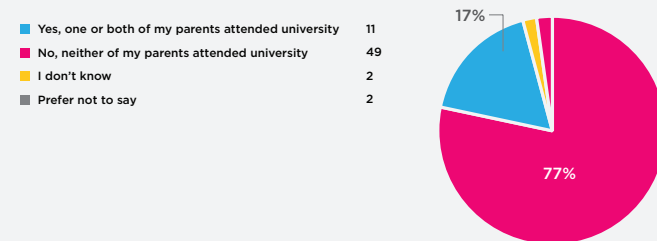
### DO YOU HAVE A DISABILITY, HEALTH CONDITION OR LEARNING DIFFERENCE?



### WHICH TERM BEST DESCRIBES YOUR RELIGIOUS OR PHILOSOPHICAL BELIEFS?



### DID EITHER OF YOUR PARENTS ATTEND UNIVERSITY AND COMPLETE A DEGREE BY THE TIME YOU WERE 14?



# COMMUNITY AND CHARITY

As an organisation we're committed to giving back to the community and encourage our team to help across a variety of initiatives.

Each year, each Utilize employee has 2 community days which they can use to spend time on the ground assisting either one of our company charities, or one that is close to their heart.



Kids Inspire provide mental health and trauma recovery support for children, young people and their families. Through a range of therapeutic and community activities they promote resilience, self-awareness, and relationship building to empower more positive life choices.

- Assisting at Lunch Clubs during school holidays
- Primary sponsors of the annual County Business Quiz, and The Voice Youth Program
- Volunteering at the annual Christmas Appeal, wrapping gifts for children and delivering to schools/recipients
- Funded digital document signage software
- Internal raffle and fundraising event.



EWT, the county's leading conservation charity, are committed to protecting wildlife and inspiring a lifelong love of nature. They manage nature reserves and discovery parks across the county, providing outdoor education and preserving places of wonder.

- Utilize are Corporate Platinum members of the EWT
- Volunteering at our local Nature Discovery Centre undertaking manual tasks such as dead hedging, tree popping, maintaining fences and bridleways, feeding livestock and more
- We also made a donation to cover the cost of a new weed whacker and other much needed tools for the site
- Distributed bird boxes to staff to encourage wildlife in more areas
- Internal raffle and fundraising events





Havens Hospices provides specialist care and support for people of all ages who are living with incurable conditions and their families.

- Primary sponsor for the annual Southend Half Marathon
- Skydive
- Volunteering at the Hospice sites tending to grounds and assembling outdoor furniture
- Attended the Havens Annual Charity Ball
- Attended the annual golf day
- Internal raffle and fundraising event



As of January 2025, Essex & Herts Air Ambulance are our new chosen charity, nominated via company wide vote.

- Essex & Herts Air Ambulance, unlike NHS emergency services, is a charity. The free life-saving service is provided 24/7 by helicopters and by rapid response vehicles in the hours of darkness.
- We will support this charity by extending our Community and Fundraising days reach to include them alongside our existing three charities

## WHAT ELSE HAPPENED?

- Golf Days
- Food Bank Donations
- Spartan Super 10k obstacle course, fundraising for MIND, the Mental Health Charity
- 10k sponsored walk for Macmillan
- Movember
- Battle Cancer fitness event for Cancer Research UK
- Charity Quiz nights
- Run4Life 10k for PHCN The Sickle Cell Charity
- Brentwood Half Marathon for Saint Francis Hospice
- 6-a-side charity football tournament for Stroke Association
- Sponsor of a school team at VEX Robotics Championship
- Sponsorship of new football kits for girls football team at Woodlands School
- Sponsorship of Afternoon Tea Party for local Re-Engage charity, reducing loneliness later in life

# OUR 2025 GOALS

We achieved so much in 2024, but we don't want to stop here. See here our goals and plans for 2025.

## B-CORP - GET CERTIFIED

We completed our initial B-Corp application in 2024, and are well underway with our assessment phase. Once finalised we hope to receive our official certification as a B-Corp.

## REVIEW COMPANY PENSIONS

Explore options for offering sustainable investment choices within the company pension plan. This could include funds that focus on environmental, social, and governance (ESG) criteria.

## HEAT THE HUMAN NOT THE HOME

Promote the use of personal heating devices like heated blankets or wearable heating pads to reduce the need for heating entire office spaces.

## EXPAND REACH OF REUTILIZE OFFERING

Following the launch of reUtilize, we really want to ramp this up to see how we can expand our reach and create even greater impact with this fantastic service. Our target this year is to exceed 150 laptops donated.

## MENOPAUSE POLICY

Develop comprehensive company policy and support measures which could include access to healthcare resources, and educational workshops to raise awareness and understanding among all employees.



## STANDARD ANNUALISED PAY RISE

This is based on feedback from employees and needs in-depth discussion and considerations. This will likely be a tiered approach based on individual, team and company performance.

## FOCUS ON REDUCING SCOPE 3 EMISSIONS

Now we've completed our baseline year (2023), we need to look at how we can create impact further afield within our sphere of influence. This will involve collaboration with suppliers and partners to reduce emissions throughout the supply chain. This could involve setting sustainability criteria for selecting suppliers and encouraging them to adopt greener practices.

## **SOLAR PANELS ON FLAT ROOF**

We will conduct a feasibility study to assess the potential energy savings and return on investment for the installation of roof top solar panels. Additionally, the review will explore government incentives or grants that could help offset the installation costs.

## **UPDATE OF HOME WORKING POLICY TO INCLUDE ENVIRONMENTAL GUIDANCE**

Addition of environmentally aware best-practices for our team when working from home.

## **ENHANCEMENT OF OUR EXISTING PATERNITY/SECONDARY CARER LEAVE POLICY**

Ensure the policy is inclusive and provides adequate support for all types of families. This could include offering flexible leave options and resources for new parents.

## **SUSTAINABILITY KIT / PACK FOR CLIENT - SUSTAINABLE BY DESIGN**

Client Guidance on how to make the best sustainable choices when it comes to technology. Filled with best practices and choices from most sustainable equipment, to configuration guidance and advice on sustainable working in our modern age.

## **POLICY TO SUPPORT BREASTFEEDING MOTHERS**

Provide dedicated spaces for breastfeeding or expressing milk, along with flexible break times and access to lactation consultants.



## **ADJUST RECRUITMENT POLICY - TO MAKE CV'S ANONYMOUS**

Will remove any unconscious bias towards the candidate. Further developing our Diversity and Inclusion policies.

## **SUSTAINABLE MARKETING INITIATIVES**

Wind down of legacy marketing collateral and movement to sustainable and recycled products for marketing requirements.

# FEEDBACK

Your feedback is important to us as it helps us to identify what is working well and understand the issues that are affecting you. This helps us decide on which improvements, if any, we can make.

Should you require any aspect to be explained in more detail, please reach out to our Sustainability Committee, who will be happy to assist. The team can be contacted at [sustainability@utilize.co.uk](mailto:sustainability@utilize.co.uk)



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