

Impact Report

2025 - 26

Message from the founder



Welcome to our impact report!

We are incredibly proud to be a B Corp certified company. Since our certification back on 2024 we have achieved a great deal, but we didn't stop there.

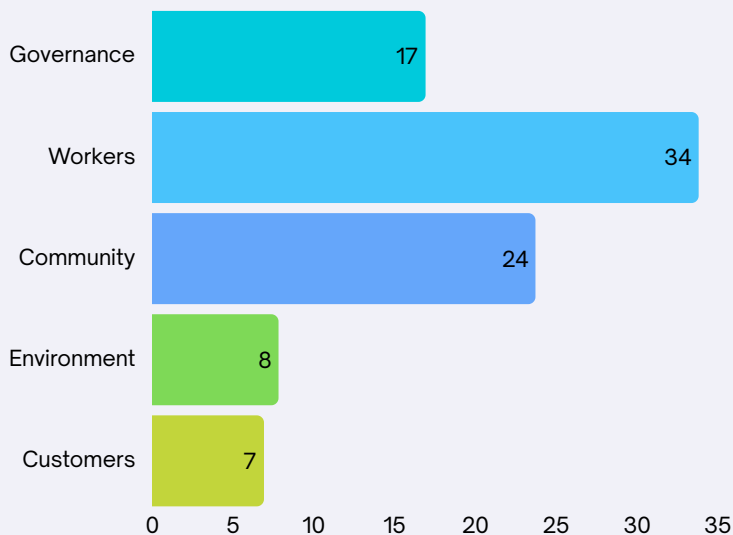
On the following pages we have set out our measured impact on our communities and the environment. We have gone deeper than our first impact report, with new measures demonstrating how we work hard to make a positive impact on workplaces and society, and how we support organisations to do the same.

Thank you for joining us in this journey. Together, we can build a future where every workplace thrives, and every team member feels valued.

Excited to be a B Corp

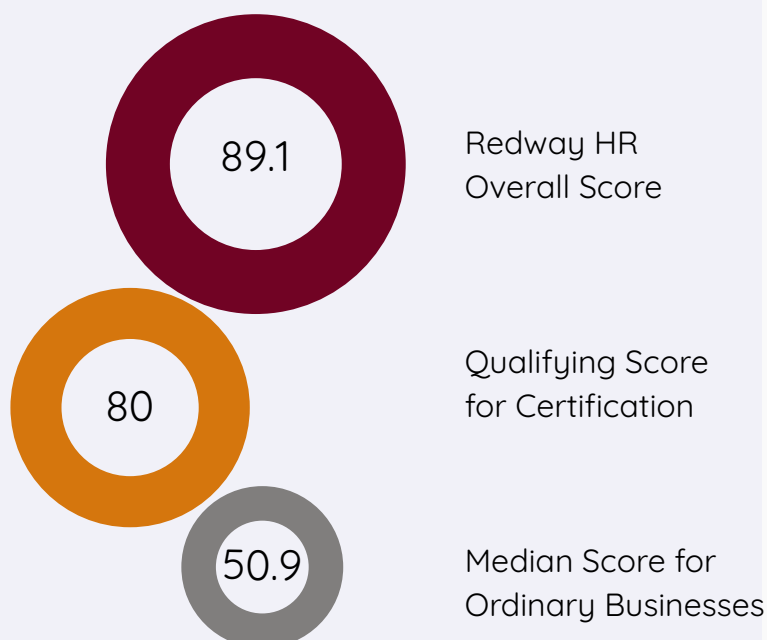


We are part of global movement playing our part in creating an inclusive and sustainable economy.



We are committed to using our business as a force for good. Not just for shareholders but for stakeholders such as our team, our customers, our communities and the environment.

Achieving B Corp certification in 2024 was no mean feat, but the framework we have now instilled into our operation keeps us accountable for what we already believe and live by.



Our B Corp Certification is proof we're heading in the right direction when it comes to balancing purpose and profits.

We aspire to a score total of over 100 in 2027 when our three-yearly recertification is due.

Our 25/26 Highlights

240

HOURS DELIVERING
TRAINING / DEVELOPMENT

7%

DISCOUNT FOR NFP

100%

CLIENT PROMOTER SCORE

165

ALL CLIENTS

43

NFP CLIENTS

100%

CUSTOMER SATISFACTION

80%

MEDIATION SUCCESS RATE

20

WORKPLACE DISPUTES
SETTLED

7

B CORP SUPPLIERS

More 25/26 Highlights

7

IN OUR TEAM

100%

TEAM USING SMART PLUGS
TO LOWER ENERGY USAGE

85%

FEMALE

19

NO OF FEMALE LEAD
SUPPLIERS

24

NO. OF LOCAL SUPPLIERS
USED

110

HOURS PROFESSIONAL
DEVELOPMENT

9.6/10

EMPLOYEE ENGAGEMENT

31

VOLUNTEERING HOURS

Our Services

We are on a mission to develop high-performing, engaged workforces, for organisations making a positive impact on workplaces and society

When it comes to building an engaged and high-performing workforce, Redway HR will always have your back.

Our expert team has a wide range of sector specialisms. We talk to you, we listen to your issues, we understand your needs and goals and tailor our services to you.

Then, we get behind your organisation, aligning with your vision and values to build a long-term relationship built on trust and respect.

Whatever your challenge, we find and implement outsourced HR solutions and management development you can count on; backed up by research for maximum impact. We share the options and risks in language you understand, so you can choose the path that best meets your needs.

Transparent and flexible in our approach to billing, we work on a project-by-project basis or on twelve-month retainer, so you'll never need to worry about long tie-ins.

With us, your people feel valued, respected and empowered, and your leaders and managers have the right team and support to deliver on ambitious targets, realising your vision.

Our practices are backed by research to ensure the very best outcomes for our clients' organisations and their bottom line.

Strategic

- Fractional HR Director
- Organisational design
- Leadership / executive coaching
- Team development
- Succession planning
- Employee engagement
- Employer brand
- HR Mentoring

Operational

- Outsourced HR
- Restructures / TUPE
- Grievances, investigations, disciplinaries
- Appraisals & performance management
- Pay and benefits benchmarking
- Employment contracts and handbooks
- Management and professional skills training
- Workplace mediation
- Entry and Exit Interviews
- (J)EDI audits and training
- Online learning platform

Administrative

- HR Software, reducing-paper based admin
- Recruitment advertising and admin
- People management toolkits

Last year...

...we said we would focus on the new B Corp standards

We aligned our HR strategies, training programs, and leadership development with the new B Corp benchmarks - ensuring that we not only meet compliance requirements but actively contribute to a more sustainable and equitable future. From refining workplace policies to embedding social and environmental accountability into decision-making, we are ready to navigate these changes with confidence, and to support other organisations in meeting some of their own B Corp objectives.

As a team, we will be raising the bar for responsible business, creating workplaces that empower people, strengthen communities and drive lasting change. Our priorities will be:

01 **Worked on our JEDI skills**

This meant furthering the justice, equality, diversity and inclusion agenda within our company to increase creativity, problem solving and resilience in our team.



02 **Reviewed our employment practices**

To ensure that our employment frameworks are fit for purpose for the diverse demographic of our client base and community. We also achieved our Visibly Better Employer status.



03 **Reviewed our communication**

For us this means producing an inclusive communications and ethical content guide for external communications



04 **Shared best practice**

We introduced JEDI audits as a service, and delivered a free webinar and free downloads supporting inclusive recruitment for other organisations. We also delivered training to our clients.



05 **Monitored our impact**

We monitored, and shared with our team our company's purpose, social and environmental impact, and stakeholder considerations.



Next year...

... our focus will be

We aligned our HR strategies, training programs, and leadership development with the new B Corp benchmarks - ensuring that we not only meet compliance requirements but actively contribute to a more sustainable and equitable future. From refining workplace policies to embedding social and environmental accountability into decision-making, we are ready to navigate these changes with confidence, and to support other organisations in meeting some of their own B Corp objectives.

As a team, we will be raising the bar for responsible business, creating workplaces that empower people, strengthen communities and drive lasting change. Our priorities will be:

01 **Reviewing our recruitment practices**

To ensure that our attraction, selection, onboarding and induction frameworks are fit for purpose for the diverse demographic of our client base and community (2.g).

02 **Reviewing our communication and accessibility**

For us this means utilising our inclusive communications and ethical content guide for external communications, and identifying barriers to accessing our services (2.p, 2.q).

03 **Reviewing procurement decisions**

This includes creating a framework for procurement decisions to sure we consider human rights, equity, environmental and social impacts. (4.2.1, 5.5.1)

04 **Monitoring our impact**

We will monitor, and share with our team, our company's purpose, social and environmental impact, and stakeholder considerations.

05 **Sharing best practice**

We will seek to lead from the front on Fair Work; role modeling, encouraging and supporting our clients to introduce strong, compliant people practices.

Our model...

... for ethical and impactful people management and development

Research - based practices designed to

- support ethical and inclusive solutions and which
- impact positively on your bottom line



By embedding strategic HR approaches that align with environmental and social responsibility, we equip our clients to thrive in a way that benefits their business, their people, their communities and the planet.

Business practices

Ethical business practices

Redway HR champions fairness, transparency and inclusivity within our operation and that of our clients. We also commit to respect human rights and to each of the following:

- a) UN Guiding Principles on Business and Human Rights
- b) The International Bill of Rights or the rights under the Universal Declaration of Human Rights
- c) The International Labour Organization's (ILO) Declaration on Fundamental Principles and Rights at Work

Happily ethical business practices have a strong correlation with employee engagement, an indicator of increased performance and productivity, impacting positively on the bottom line.

Community Impact

By partnering with organisations that prioritise ethical leadership, we help create workplaces that uplift employees and contribute to stronger communities.

We provide easy access to discounts for non-profits, charities and B Corp certified organisations to further support their missions.

Sustainability and planet

HR influences sustainability through strategic approaches to everything from culture and training to policy and working practices.

We integrate responsible and sustainable workplace and management practices such as flexible working models — helping businesses operate efficiently while reducing their environmental footprint.

By embedding strategic HR approaches that align with environmental and social responsibility, we equip them to thrive in a way that benefits people, communities, and the planet.

Thank you



Thank you for taking the time to read this report. If you have any questions or would like to discuss our findings further, please don't hesitate to reach out to us.

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