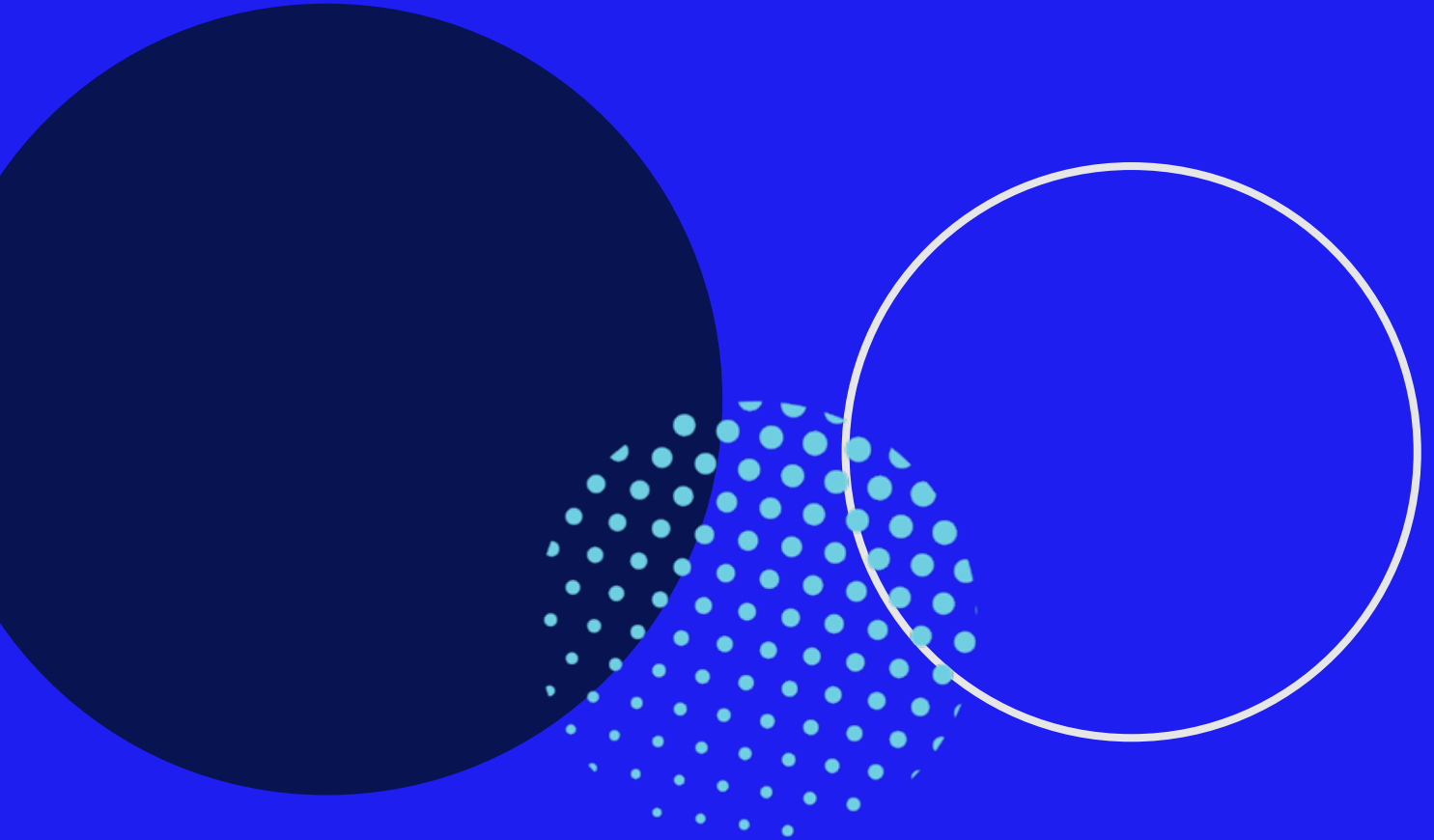


Reed in Partnership
...



Our stakeholders

reedinpartnership.co.uk

Services that
change lives
for the better



Employees

We have an experienced, diverse, and dedicated workforce which we recognise as a key asset of our business. Therefore, it is important that we continue to create the right environment to encourage and create opportunities for individuals and teams to realise their full potential.

Their material issues

- Opportunities for development and progression
- Agile working patterns
- Opportunity to share ideas and make a difference
- Inclusion and belonging

How we engage

At Reed we have long been a trailblazer in our positive treatment of employees (called co-members) through the support we provide to create a healthier and happier workplace and the pathways for career progression that we offer. At Reed in Partnership this includes a Talent Development Programme, a springboard mentoring scheme and career coaching for our co-members. At Reed we improve the lives of our co-members by prioritising health & wellbeing as well as ensuring all co-members feel valued, respected and a sense of belonging.

We value the opinions of our co-members and regularly seek feedback to ensure that these programmes remain effective and new ideas are encouraged.

Local communities

As a family-owned business that was started in West London in 1960 by Sir Alec Reed, we have decades of experience working in communities across the UK and around the globe. We are proud of our positive impact on the local communities that we serve and want to ensure that the communities we are in prosper. Reed were the first recruiters to specialise, the first recruiters to go online and the first recruiters to tackle welfare-to-work.

Their material issues

- Local disruption
- Impact on the local economy
- Reed being a responsible neighbour

How we engage

The Reed Foundation is the single largest shareholder of the Reed Group, owning 18% of the business, meaning that our co-members work one day a week for charity. Reed prides itself in being a philanthropy company.

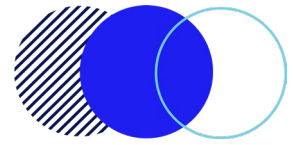
The nature of our work at Reed in Partnership means that we engage our local communities daily through our various employment and wellbeing services. We positively improve the lives of people in our local communities by providing advice and support in finding sustainable work, removing barriers to employment and providing accessible services for addressing health concerns.

Suppliers

We operate a third-party supplier framework for our recruitment businesses as well as outsourcing some services to suppliers and providers. As a result, it is crucial that we develop strong working relationships with our suppliers, so we can enhance the efficiency of our business and create value.

Their material issues

- Long-term partnerships
- Collaborative approach



- Open terms of business
- Fair payment terms

How we engage

Through effective collaboration, we aim to build long-term relationships with our suppliers. We are signatories to the CICM Prompt Payment Code and are clear about our payment practices. We expect our suppliers to adopt similar practices throughout their supply chains to ensure fair and prompt treatment of all creditors.

Non-government clients

Reed in Partnership serve a diverse range of clients across the UK.

Their material issues

- Value for money
- High quality service
- Meaningful and trusted relationships

How we engage

We engage our clients through a range of methods and at different levels. We hold strategic relationships with our clients, supporting best practice sharing and contributing proactively to the design of future programmes. We also hold operational relationships related to performance and contract management, providing accurate data in a timely manner.

Participants

Reed in Partnership supports participants using our services across all English government regions, as well as in Scotland and Northern Ireland

Their material issues

- Improving their lives through accessing work opportunities, improved health and wellbeing, improved skills, social integration, or support networks.

How we engage

We engage with participants through primarily face-to-face service delivery with some remote support provided on the phone and online. Participants are also able to access a range of help through resources and tools that have been developed and circulated/ trained to them, for example via our Online Careers Centre.



Reed Family

Reed was founded in 1960 by Sir Alec Reed and the current Chairman is the second generation of the family, James Reed. Reed is privately owned by the Reed family, as shareholders and as providers of loan note finance.

Their material issues

- Longevity and sustainability of the business
- Dividend returns - loan note interest returns

How we engage

James Reed as the Chairman of Reed is actively engaged in the day to day running of the business. Sir Alec Reed as the Founder of Reed is also physically present in the business. Annual Family Meetings are held to review business strategy and results with family members.

Bank

Reed has a long-standing relationship with its corporate bankers. Relationships are also held with other banks as Reed funds are held on deposit with multiple banks to manage cross-party risk.

Their material issues

- Provision of effective financing to the business
- Financial returns

How we engage

The relationship with the corporate bankers is managed via Reed's CFO and the bank's Relationship Director, who meet at least quarterly. Day to day banking operations are managed via Reed's Treasury team.

Reed Foundation

The Reed Foundation was set up by Alec Reed in 1985 and has owned 18% of the Reed group for over 30 years. The funds directed to the foundation are at the heart of the company's charitable giving.

Their material issues

- Receipt of funds
- Charitable giving

How we engage

Sir Alec Reed's main mission now is encouraging philanthropy via the Reed Foundation as a major shareholder of Reed.

Pension Scheme

The Reed Executive defined benefits pensions scheme. The Trustees are the Reed CFO and Reed Head of Tax.

Their material issues

- Ensure sufficient assets to meet long term pension obligations
- Pension Assets Return

How we engage

Quarterly Trustee meetings and regular engagement with the employer (Reed Executive). The Pension Scheme also benefits from independent support and advice: XPS Pensions Group.



Reed Stakeholder Map

