



## Our purpose and mission

We provide **trusted payroll solutions for CIS, PAYE and Umbrella contractors**. We **empower our people** and enable them to deliver **exceptional services**, utilising **appropriate technology**, remaining **fully compliant** with relevant legislation, and **delighting our clients and contractors**.

Our ESG strategy underpins Quest Pay Solutions' activities and ensures we actively integrate business ethics, compliance, people and culture, and community involvement, in all that we do for our employees, as well as the people and businesses we work with. We are committed to making our business sustainable over the medium to long term, including our commitment to achieve Net Zero by 2050.

## How we assess ESG

Quest Pay Solutions' senior leadership team conduct an annual ESG assessment against a range of specific criteria to understand the company's current position in relation to ESG, before then going on to map out our target position one year ahead. Where differences exist and we believe improvements can be made, actions are outlined in our assessment report, with action owners appointed and due dates agreed.

This systematic process of ensuring all aspects of ESG are considered properly permits a good degree of confidence in our ongoing reporting. This annual ESG statement is one of the outputs of this process, and once approved by the Board, is published on the company website.

## Quest Pay Solutions 2022 ESG assessment score

Having completed the assessment on 26<sup>th</sup> May 2022, Quest Pay Solutions ESG scores were as follows:

	<b>Current score</b>	<b>Target score</b>
Environment	46.67%	73.33%
Social	90.00%	90.00%
Governance	60.00%	96.67%
<b>Overall ESG rating</b>	<b>65.56%</b>	<b>86.67%</b>

## Our key ESG actions

### 1. Environment

- a. Complete and publish the QPS Carbon Reduction Plan and take initial actions to start reducing the company's greenhouse gas emissions (factor E3.1.2.)
- b. Actively track reduction in energy consumption through implementing the initial Carbon Reduction Plan (factor E5.2).
- c. We will encourage and inform workers so that they are better equipped to recycle and improve their awareness of recycling and its importance (factor E7.2).

### 2. Social

- a. No changes are currently planned in this area.



### 3. Governance

- a. We will establish an ESG committee, in association with our parent-company (factor G1.1.1)
- b. ESG will become a regular Board meeting item for review (factor G1.1.2)
- c. We will publish an ESG statement on the company website, including the values and principles we adhere to (factor G1.2.1)
- d. We will ensure annual ESG assessments take place and will be reported to the Board. (factor G1.3.1)
- e. Add a sustainability section to the company website (factor G1.3.3)
- f. We will be implementing a formal responsible purchasing policy / code of conduct for suppliers, including ESG criteria, within the next 12 months (factor G3.3).