



ctrg

Formerly known as Challenge-trg Group

Social Impact Report

January – December 2024



 **ctr**g

About ctrg

In July 2025, ctrg became a swipejobs company - a leading global digital platform for jobs with operations in the U.S & the UK. This acquisition marks a new era of opportunity, innovation, and growth.

This exciting partnership brings together two like-minded organisations committed to delivering exceptional service, empowering employees, and driving long-term value for clients and communities.



Our Social Impact Strategy

As a leader in the recruitment and logistics sector, we acknowledge and understand our responsibility to ensure we continually implement activities that contribute towards building a stronger society that can thrive. Through our disruptive innovation, high-quality performance, and culture of prosperity and resilience, we have continued to focus on our candidates, clients, and our internal colleagues to make a positive impact on the communities we operate in.

Our 'CREATE' values define the cultural behaviours that are critical in ensuring we deliver against our overall social impact strategy.

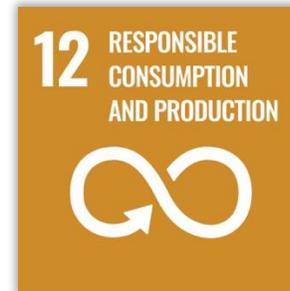
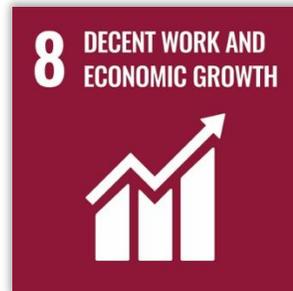
Collaborative **R**esponsive **E**fficient **A**daptable **T**rusted **E**nterprising

Together, everything is possible.

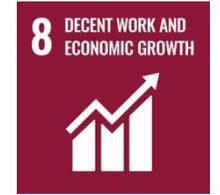
Our four-point strategy, which has been designed to incorporate our UN Global Compact commitments, ensures that we implement actions that cover the following key areas:



Sustainable Development Goals Summary



Sustainable Employment



Social Value Commitment

We are proud of our social value commitment and we work closely with multiple organisations, and clients, to ensure we positively contribute to society in various ways. Inspiring and supporting children and young people is important to us – we support local charitable organisations who offer vital services to young people – however we worked closely with Co-op in 2024 to support their local school and college initiatives.

Temporary to Permanent Employment

Where possible, we look to encourage our clients to change temporary colleague contracts to permanent. This is part of our sustainable employment strategy – ensuring that all colleagues, where possible, have the opportunity to take on permanent employment.



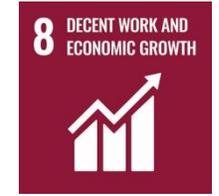
Empowering Future Leaders: ctrg partners with Co-op Academy Primary World of Work Programme

we were thrilled to participate in the recent Primary World of Work Programme organised by Co-op Academy. This event provided an opportunity for us to connect with local schools and contribute to the development of young minds in our community. Several of our colleagues have taken part in the community days across different Co-op Academies across the country and played an important role during the event, acting as part of an interview panel to help students hone their skills during an interview in preparation for the world of work.

“The enthusiasm, intelligence, and maturity were truly impressive, and they are a credit to the school. I hope they gained as much from our interviews as I did.”

Simon Bladon
Managing Director
Challenge-trg Skills

Training and Education



Modern Slavery

Alongside working with two modern slavery charities, we are committed to delivering comprehensive modern slavery training to colleagues across our business. This includes raising awareness of modern slavery in our industry as well as how to spot the signs to help potential victims.

2024 Data – 200 colleagues completed the training in 2024. This relates to internal colleagues within ctrg.

Apprenticeship Levy Donations

As part of our Skills Pledge, we have committed to donating money from our apprenticeship levy to support SMEs we work with. These donations enable them to put their staff through apprenticeship programmes.

2024 Data – We supported 146 learners across 59 SMEs valuing £476k

Internal Training Opportunities

Through our digital training platform, Moodle, we offer a range of courses for our internal, and temporary colleagues, to complete. This covers subjects including 'Introduction to Equality & Diversity', 'Disability Awareness', 'Environmental Sustainability', 'Anti-corruption & Bribery', and 'Waste Reduction'.



2024 Data – 713 completions across our network

We offer a comprehensive range of internal training opportunities, and this includes apprenticeship programmes. These range from level 2 through to level 7 and cover a range of subject areas.

2024 Data – 11 internal colleagues completed an apprenticeship programme in 2024.

Recognition



Co-op Diversity & Inclusion Award

We were proud to be crowned the Diversity and Inclusion Champions category winner at the Co-op Difference Awards.

At the awards, we were praised for our continuous hard work and dedication to supporting diversity and inclusion and our commitment to ensuring we build a diverse workforce through our recruitment strategies.

In addition to this, we were acknowledged for our contribution to, and promotion of, the Co-op vision and values.



Ecovadis

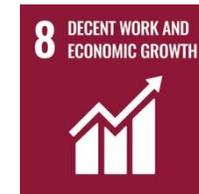
In March 2024, we were awarded a Gold Ecovadis rating for our sustainable practices covering four key aspects – environmental, ethics, labour & human rights, and sustainable procurement.

The Gold rating places ctrg the top 5% of over 125,000 companies assessed by EcoVadis, and with an overall score within the 97th percentile, this places ctrg in the top 3%.

This achievement not only reflects the ambitious goals we have set ourselves but also how sustainability, and our commitment to ESG, sit at the heart of ctrg.



Recognition



Competition Winners

As part of our engagement strategy with our temporary colleagues, we run regular awards to celebrate the incredible dedication and hard work of all our outstanding colleagues.

Below is an example of a competition within our food manufacturing and automotive division - their achievements showcase excellence, commitment, and an unwavering drive to deliver exceptional results for our clients every day.



Volunteering and Value

Volunteering
Our ctrg & Challenge-trg Skills teams joined forces with GXO Logistics at the Co-op Academy in Glebe

A day well spent transforming the garden for the pupils at the academy.



Value Award
The ctrg Supervisor Team at Tesco Belfast Distribution Centre were recognised for their hard work, dedication, and exceptional efforts by Tesco Distribution Director, Nick Allen.





Charity Support & Events

Tesco Charity Health Partnership Fundraiser



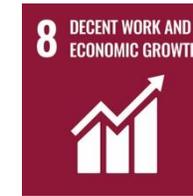
In June 2024, we were proud to co-sponsor the Tesco Charity Health Partnership Fundraiser. We are committed to supporting our own Group charities, alongside the incredible charities our clients support as well. All of the money raised went to three fantastic charities - British Heart Foundation, Diabetes UK, and Cancer Research UK.

Yorkshire 3 Peaks Challenge

As part of the Tesco Charity Health Partnership Fundraiser campaign, we took part in the Yorkshire 3 Peaks Challenge. The overall aim was for all partners to raise £50,000 for Cancer Research UK, British Heart Foundation, and Diabetes UK. **The team smashed the challenge and managed to raise £8,550 towards the final total of £33,392.**



Colleague Support

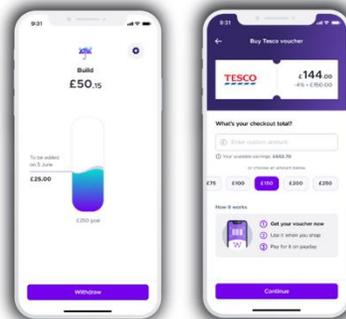


Wagestream

We are proud to be a flexible pay employer; giving our colleagues the power to choose when to get paid. We established our partnership with Wagestream in 2023 and have supported thousands of colleagues with their financial independence.

2024 Data

- Adopted by 61% of our colleagues
- On average, 9,880 (57% of enrolled colleagues) colleagues used Wagestream to track their earnings in real-time per month (Q4)
- 4,764 colleagues had opened a Savings account or Build pot with Wagestream
- Since launch, £2,101,116 has been saved
- Since launch, 182 vouchers have been purchased – worth a total of £14,354



Oneyay

Oneyay is a financial solution that supports any of our temporary workers who do not have a UK bank account. We understand the importance of supporting our colleagues financially and helping those who don't have the correct/or any financial facilities.

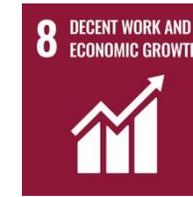
2024 Data - We supported 408 colleagues with a Oneyay account

Volunteer Days

As part of our mental health and wellbeing strategy, we introduced a volunteer day policy which enables all colleagues to have one additional day of annual leave.

2024 Data – 74% of Challenge-trg Skills colleagues have used a volunteer day

Community



Training and Development

In 2024, we delivered heavily discounted or fully-funded training for a wide range of different charities, community-based organisations, and housing associations to support local communities and disadvantaged people. Below we have detailed some examples of our delivery.



Dolphin Women's Centre
Supporting disadvantaged women with Food Hygiene and Emergency First Aid

Community Shop
Supporting disadvantaged groups with Food Hygiene

Mount Zion Community Church
Fighting Food waste and food poverty, delivered Food Hygiene to staff and local community



Women's Enterprise Hub
Charity AT PACE CIC provides non-accredited and accredited key skills programmes and inspirational and motivational workshops to gain life skills. The team provides particular

support to BAME and marginalised women, 50yr+, and NEETS who have low skills and have little or have lost their confidence. We supported women to gain accredited training.

Other organisations we have supported

Camp Hill Seventh Day
Supporting volunteers with Food Hygiene and Emergency First Aid

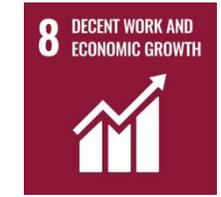
St Paul's Community Development Trust
We worked with various organisations and charities, supporting staff, volunteers, and parents with short courses. (Barnado's, Spurgeons Children's Charity, The Springfield Project, St Paul's Children Centre)

Community Shop

OPEN FOR MORE



Charity Partnerships



Ride for Freedom



Hear the Voices, Understand the Reality: Modern Slavery

We had the privilege of hosting a webinar with Ride For Freedom. Founder, Gordon Miller, discussed the most recent modern slavery statistics and also refreshed our knowledge on how to spot the signs.

We were also honoured to hear from a modern slavery survivor and public speaker, who kindly shared their experience with us. Their hard-hitting and poignant story really hit home on how people can be exploited and the severe impacts that this can have on an individual's life.



2024 – We raised over £2,000 for Ride For Freedom.

Since 2023 we have supported Ride for Freedom and they have been one of our nominated charities. They carry out vital work supporting survivors of modern slavery.

We participated in a fundraiser to raise money for their Freewheel programme – which aims to provide survivors with a bicycle and give back their freedom.

8 teams across ctrg had the challenge of cycling to Albania, covering a total of 1,780 miles. Albania is one of the top three modern slavery victim nations, so we decided to cover the same mileage as a journey from Albania to the UK.

We managed to hit 3,977 miles which is more than Albania to the UK and back again!



Charity Partnerships



The Mighty Three

Achievement – Raised over £15,000



The Mighty Three challenge aimed to raise funds for the Antrobus Community initiative to build the new Community Shop and Cafe.

Our Founder and CEO, Tom Cropper, along with good friend Dan Crossley, has completed one of the world's toughest ultra swims, The Lakes Mighty 3. This is an epic swim challenge which requires participants to swim all three iconic lakes back-to-back - Windermere, Ullswater, and Coniston.

They set off at 4am on Windermere and finished at 9pm on the South shore of Coniston - swimming 40km in total (longer than the English channel!) in a time of 12 hours and 30 minutes.

Wigan Youth Zone

This charitable organisation is based in Wigan and this town holds significant meaning to the Group. Not only is it the location for our head office but it was also where Tom and Rich had their first office for the first iteration of what would be ctrg.



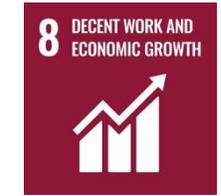
Wigan holds a huge amount of history and importance so, as a company, we believe it is important to give back to the town and support its younger generation. Wigan Youth Zone is a purpose built, state-of-the-art youth facility in Wigan town centre which opened in June 2013. It offers young people from across Wigan the opportunity to meet friends, have new experiences, learn new skills and access the support they need to develop and achieve their potential.

We are committed to being a gold patron of Wigan Youth Zone for 3 years (from 2024)

← Colleagues volunteering at Wigan Youth Zone's Christmas Celebration Event for the local community.



Charity Support & Events



The Big Logistics Diversity Challenge



Our colleagues took part in The Big Logistics Diversity Challenge in June 2024, for the second year running.

The Big Diversity Challenge is a series of events developed to provide an opportunity for industry organisations to experience a unique way to promote the importance of equality, diversity and inclusion in their workforce.

We also took home the 'Collaborative Working Award' for being the best team to support each other and for working together throughout the challenges!

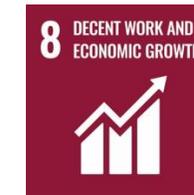
Macmillan Cancer Support



We were proud to host a baking competition, alongside a number of coffee mornings, in aid of Macmillan Cancer Support.

It was a great opportunity for the Group to come together and have a chat over a cuppa and cake, whilst raising awareness of the important work Macmillan Cancer Support offer.

Partnerships & Associations



Armed Forces Covenant

ctrg is a Bronze member of the Armed Forces Covenant. The covenant is a pledge to acknowledge, support, and understand that those who serve in the armed forces, and their families, should be treated with fairness and respect.

We are committed to supporting armed forces personnel and families with training and support, careers advice and guidance, and starting a new career.



Centre for Ageing Better

We are committed to ensuring our recruitment strategies are as diverse and far-reaching as possible. We have signed the Age-Friendly Employer Pledge which aims to create a more diverse workforce and recognise the value of older workers.



Disability Confident

ctrg has disability confident committed status. Since signing the covenant, we have:

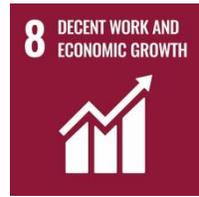
- Implemented annual disability awareness training for staff
- Launched a dedicated email address for colleagues who require a reasonable adjustment to the hiring process.
- Worked closely with Shaw Trust, Ingeus, and DWP to attract and support colleagues with a disability, offering training via sector-based academies and accessing the restart programme.



Ambitious About Autism

We are continuing our commitment to supporting those with a range of disabilities by signing the Ambitious About Autism Covenant. Ambitious about Autism is a charity that is working hard to ensure autistic children and young people have equal opportunities and supporting them with a range of employment options.





Partnerships & Associations

We partner with a range of different partners and associations to offer various communities and individuals opportunities for training and employment. We are proud of our commitment to positively impacting the communities we operate in.



Business2Business
 Work Pays
 Serco
 Coventry Council
 Coventry Job Shop
 St Francis Community Church
 Thrive to Work
 Standguard
 National Career Service
 Maximus
 Ingeus
 Seetec

Standguide
 Compass
 Serco
 B2 Group
 Youth Hub
 St Basil's
 Disability UK
 Trident
 Oscott Garden's Homeless
 Centre
 Guardian Housing
 Special Career Service Advisor
 Knight Housing Group



Together, everything is possible.

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