



ESG

---

# SUSTAINABLE RECRUITMENT

---

FINCO SEARCH

RIPPLE AFRICA



---

# FINCO SEARCH

---

SUSTAINABILITY



# DIRECT DONATION SEARCHES

We are proud to be partnered with Ripple Africa to offer our clients a sustainable recruitment solution that has a direct impact on carbon neutrality and the reversal of deforestation in Africa.

Under our ESG & Sustainability offering, a donation is made directly to Ripple Africa to plant trees as a direct result of retaining FINCO to complete a recruitment search.

What this means:

- By retaining us on a search, a donation is made to plant trees upon engagement
- Our recruitment activity under Imperium Sustainability has a direct impact on carbon neutrality and preservation of forests in Malawi
- We can offer Carbon Credits via Ripple Africa and the UN to clients who prefer this and have their own sustainability goals and carbon credit commitments
- Our job advertisements are promoted as sustainable and potential candidates for your specific hire will be appraised of this and be able to see data on the number of trees that have been planted as a result of the recruitment project as a whole.

How does our sustainability search solution differ to our current search structures:

- Our standard retained search fee remains unaffected; the cost to you of the recruitment project is the same and there is no additional commitment required from you, our client
- Our popular 12 month replacement guarantee and transparent shortlisting and research documents remain in place, just like normal

In short, our clients do not pay more to utilise our sustainable recruitment services, but can obtain carbon credit certification and publicise their sustainability commitment through their hiring activity. This results in increased outreach and a demonstrable commitment to ESG and environmental concerns via recruitment mandates.

**SUSTAINABILITY**



**FINCO SEARCH**  
SUSTAINABILITY



# EXAMPLE PROCESS

Example based on a 100,000GBP salaried position

## Traditional Search Methodology:

- Retainer Fee: 11.66% of Salary
- Search process commences
- Completion Fee: 23.34% of Salary
- Total Fee = 35% of Salary

Trees Planted: 0

Carbon Offset: 0

Charitable Commitment: £0

## FINCO Sustainability Search:

- Retainer Fee: 11.66% of Salary
- 4,666 Trees Planted
- Search process commences
- Completion Fee: 23.34% of Salary
- 9,334 Trees Planted
- Total Fee: 35% of Salary

Trees Planted: 14,000

Carbon Offset: 1,400 Tonnes

Charitable Commitment: £3,500GBP

The charitable commitment to enable tree planting and carbon offsetting is made by FINCO Search and no additional cost is incurred by our client.

Alongside tree planting and carbon neutrality, FINCO Search can convert this into Carbon Credits for our clients, enabling them to commit to their own carbon neutrality targets as part of the recruitment process.

Ripple Africa UK Registered Charity Nos. 1103256 (England & Wales) and SC043082 (Scotland)

**SUSTAINABILITY**



**FINCO SEARCH**  
SUSTAINABILITY



---

FINCO SEARCH

---

SUSTAINABILITY

ESG

---

# SUSTAINABLE RECRUITMENT

---

FINCO SEARCH

RIPPLE AFRICA