



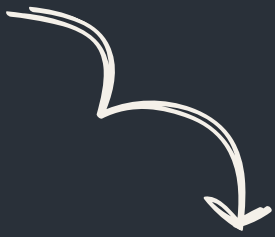
Sustainability Report 2025

Valued Recruitment is a purpose-led recruitment agency committed to building inclusive, equitable, and sustainable *spaces.*

We exclusively partner with Charities, Universities, B-Corporations and Social Enterprises to place values-aligned, diverse talent in roles that make a difference.

Our founders built Valued from lived experience — knowing first-hand how traditional recruitment often excludes disabled people, carers, parents, and those who need flexibility. That insight drives every decision we make.





Anna has been instrumental in our journey. Thanks to Anna we now offer hybrid working, promote our parental leave and other benefits when advertising and openly encourage applications from minority groups. We are a better organisation for it and thanks to Anna we now have some of the best workforce I have ever had the pleasure to work with.

Charity Director

69%

of candidates identified as coming from an underrepresented group

72%

of roles secured were flexible, remote, or part-time, opening the door to those traditionally excluded from leadership roles.

96%

of candidates said it was excellent to work with Valued

100%

Retention rate after 6 months in role

The year in review



Valued is committed to a low-carbon, digital-first operating model designed to minimise environmental impact, working sustainably with partners who share our values

Partnerships

We continue to only work with organisations who commit to:

- Equal pay
- Transparent parental leave policies
- Flexible working from day one
- Accessible recruitment processes

Practices

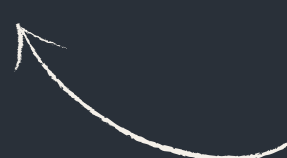
- 100% remote since inception — reducing carbon emissions related to commuting and office space.
- All operations are paperless and cloud-based.
- We partner only with ethical, eco-conscious service providers, including B-Corporations and female founded small businesses.

Giving & Accountability

We ensure that a percentage of our time is focused on pro-bono consultancy. We offer this support to organisations that align with our mission and values. We have supported non-profit organisations including Crohn's & Colitis UK and Pregnant then Screwed to recruit Trustees and Chairs of the Board using an Executive search model as our Charity of the Year partners.

Suppliers

We source our suppliers with key objectives; values, ethics and sustainability. 99% of our suppliers are small, female founded organisations who identified as coming from an underrepresented group (including gender minorities, people of colour, disability community, LGBTQ+, carers, solo parents and those with long-term health conditions).



We'd like to thank all of
our partners for their
continuous support

