



# Annual Impact Report

2024/25







## OUR MISSION

To pioneer the 'Conscious Recruitment' mindset; putting people, planet, and progress first.



OUR VISION

**To impact 1 million lives by creating opportunities that build legacy.**



We pledge 3% of  
revenue  
to our local  
community and  
the environment.



Supporting the physical and mental health of  
some of the most disadvantaged communities in Bristol.

*Ecologi*

Help restore the planet through planting  
trees and removing carbon from the atmosphere.

**babbasa**

To inspire and support under-represented young  
people in Bristol to pursue their, goals and ambitions.



# Our sustainable development goals

people progress **people** planet progress **planet** progress people **progress** planet progress



The 2030 Agenda for Sustainable Development, adopted by all United Nations Member States in 2015, provides a shared blueprint for peace and prosperity for people and the planet, now and into the future. At its heart are the 17 Sustainable Development Goals (SDGs), which are an urgent call for action by all countries - developed and developing - in a global partnership. They recognise that ending poverty and other deprivations must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth – all while tackling climate change and working to preserve our oceans and forests.





2024/25

£36,749 raised

FOR OUR IMPACT PARTNERS  
(86,154 raised since inception)

progress **people** planet progress **planet** progress people **progress** planet



Supporting the physical and mental health of some of the most disadvantaged communities in Bristol.

£20 pays for one disadvantaged child to have access to weekly after school sports clubs for a full term, giving them a healthy pathway through sport.

Ecologi



Help restore the planet through planting trees and investing in gold standard climate projects.

Recent climate projects include protecting the rainforest in Peru, driving wind power in Mexico, and generating solar power in India.

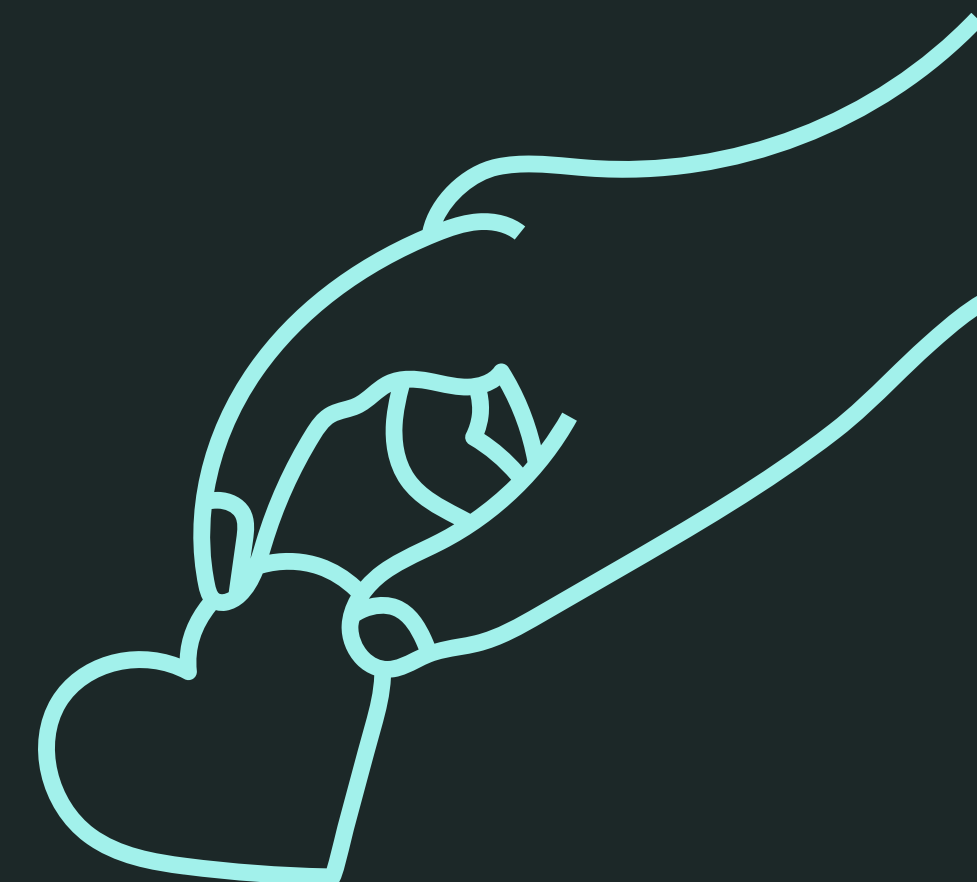
babbarasa



To inspire and support under-represented young people in Bristol to pursue their ambitions.

£30 onboards one person for mental health support

£300 pays for intensive progression support for one young person over 12 weeks.



2025/26 GOAL

£48,000 raised



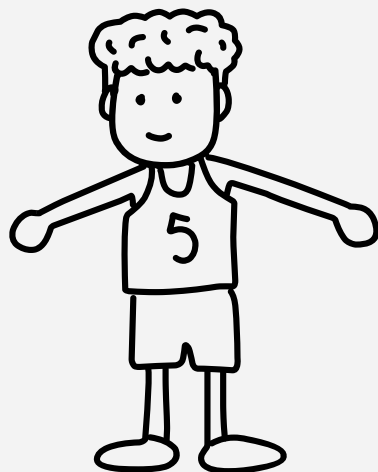
FOR OUR  
**community**

**This year's impact...**



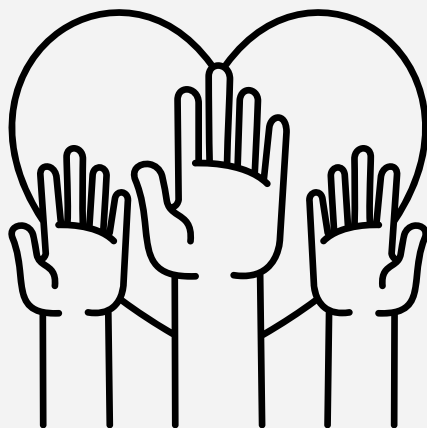
**245 young people**

SUPPORTED WITH  
EMPLOYABILITY SKILLS  
PROGRAMMES



**1247 children**

FUNDED FOR AFTER SCHOOL  
SPORTS CLUBS



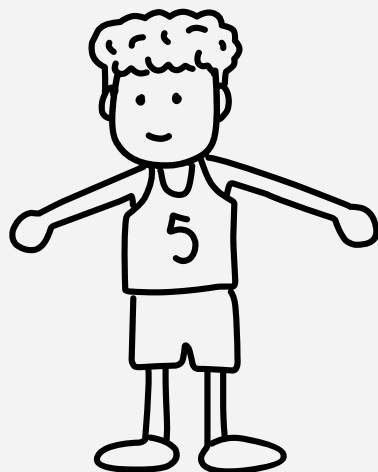
**128 hours  
volunteering**

**Next year's goals...**



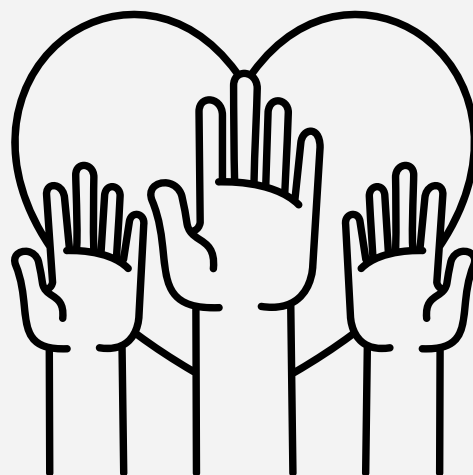
**300 young people**

SUPPORTED WITH  
EMPLOYABILITY SKILLS  
PROGRAMMES



**1500 children**

FUNDED FOR AFTER SCHOOL  
SPORTS CLUBS



**150 hours  
volunteering**

PROUDLY SUPPORTING



**babbasa**

Click their logo to  
view their impact report





FOR OUR  
**planet**

## Cumulative impact...



**24,064 trees**  
PLANTED



**341 tonnes**  
CARBON REDUCTION



**Carbon reduction**  
SETTING NET ZERO GOALS

IN PARTNERSHIP WITH  
*Ecologi*

Click their logo to read  
their impact report

## Next year's goals...



**30,000 trees**  
PLANTED



**400 tonnes**  
CARBON REDUCTION



**climate positive**  
CERTIFIED





FOR OUR  
**people**



## **wellness**

FLEXIBLE & HYBRID WORKING  
core hours 9.30-3.30

UNLIMITED HOLIDAY

24/7 MENTAL HEALTH HOTLINE

24/7 ONLINE GP

GYM MEMBERSHIP

ENHANCED SICK PAY



## **personal development**

WEEKLY 121's

ANNUAL REVIEWS

INTERNAL & EXTERNAL TRAINING

CROSS FUNCTIONAL TRAINING

CLEAR PROGRESSION PATHS



## **family first**

12 WEEKS FULL MATERNITY PAY

12 WEEKS FULL ADOPTION LEAVE

4 WEEKS FULL PATERNITY PAY

SHARED PARENTAL LEAVE

PAID TIME OFF FOR DEPENDANTS

ENHANCED COMPASSIONATE  
& BEREAVEMENT LEAVE



## **giving back**

6 VOLUNTEERING DAYS  
PER EMPLOYEE PER YEAR

3% OF EVERY PLACEMENT TO  
GOOD CAUSES

CARBON FOOTPRINT TRACKER



## **financial security**

LIVING WAGE EMPLOYER

ENHANCED BONUS SCHEME

SOCIALLY RESPONSIBLE PENSION

FINANCIAL ADVICE SERVICE

DEBT MANAGEMENT SUPPORT

OFF PAYROLL SUPPORT

RETAIL SAVINGS







Thank you for taking the time to read our impact report.  
We'd love to hear from you if you have ideas on how we can improve our impact.  
Please reach out to [hello@core3.co.uk](mailto:hello@core3.co.uk)