

Auxey Finco Limited trading as Alexander Mann Solutions ('AMS') – 2019 Annual Report Addendum

This addendum is to accompany the financial statements for the year ended 31 December 2019 in accordance with the Walker Guidelines.

Directors

R Blair (the Chair and Founder)
D Leigh (Chief Executive Officer)
M Rodger (Chief Growth Officer)
S Leach (Regional Managing Director)
E Whittaker (Director of Financial Accounting & Operations)

Strategic Objectives

AMS's strategic objective is to generate significant growth through a combination of expansion of services with existing clients (into new service areas and geographies), acquiring new clients, and through acquisitions and a focus on increasing our footprint in both the Americas and Asia Pacific.

Since December 2019, the Group has invested in three key strategic objectives:

Simplification, Globalisation & Growth – a programme that focuses on organisational design and a new target operating model in order to remove duplication of effort and simplify processes and structures to help AMS grow in a more scalable way in all our target markets. The programme ensures that AMS is more agile and more efficient, enabling us to be more closely engaged with our clients to drive business development, and be better at bringing them new, innovative offerings.

Volume hourly hiring – a technology led solution that creates a more efficient and effective hiring experience for companies and candidates looking to fill roles in high volume environments

Acquisition of The Up Group – The Up Group operates in the digital sector across Europe and at the executive search level.

Business Model

AMS is a leading provider of Recruitment Process Outsourcing with over 4,000 employees partnering with blue-chip organisations across the globe in a multitude of languages.

We deliver a distinctive blend of outsourcing solutions and a full range of consulting and specialist services. We provide unrivalled experience, capability and thought leadership to help clients attract, engage and retain the talent they need for business success.

AMS's global solutions increase the efficiency, effectiveness and competitive advantage of our clients' talent acquisition activities, and we adopt a total workforce approach that encompasses permanent and contingent workforces and internal mobility. We help our clients achieve superior outcomes through a combination of subject matter expertise, process optimisation and technology. Our business intelligence capability provides our clients with deep and relevant insights.

Our solutions are deeply embedded within each client's organisation and processes. Our employees are client branded and fully integrated into clients' infrastructure, operations and internal processes.

AMS maintains C-suite level relationships with key decision makers and we are involved in corporate and HR strategy with our clients which result in entrenched and progressive client relationships.

AMS provides a broad range of solutions:

- Total workforce solutions
- Contingent workforce solutions

- Permanent workforce solutions
- Early careers and campus
- Executive Search
- Volume hourly hiring

Our relationship with the environment

AMS recognises that as a global company, our activities have an impact on the environment. As a service provider, these mainly relate to our use of energy and the resulting greenhouse gas emissions, as well as the waste we produce and natural resources we consume. We can also have a positive impact on the environment through our relationships with responsible suppliers and clients who share our views and aspirations.

We pride ourselves on being a responsible organisation and have committed to continually improving our environmental performance and preventing pollution. We support and comply with all environmental legislation and advocate a precautionary approach with regard to environmental concerns.

Our objectives are to reduce our impact on the environment by:

- Reducing energy use, thereby reducing greenhouse gas emissions. We support innovative technical solutions as well as empowering our staff to make real changes
- Minimising our waste by reducing the amount we print and recycling at all opportunities
- Reducing the impact of the goods we procure and natural resources we use through our Procurement & Supply Chain policy

At AMS, we believe that our people are the foundation of our success, not just in our business operations but also in our drive to improve environmental performance. As a result, our people are fully involved in our environmental programmes. At a local level, we are fully supportive of employee-led initiatives to reduce waste and to protect the environment and we encourage our employees, wherever possible, to keep business travel to a minimum by meeting clients and colleagues remotely through online meeting forums.

Sourcing talent, responsibly

At AMS, we understand that we have a significant role to play in managing our business carefully and responsibly. We continuously focus on driving corporate responsibility through adopting appropriate policies, not only within AMS, but also within our global supply chain.

With the introduction of the Modern Slavery Act which came into effect in 2015, we have formally documented our commitment to ensuring slavery is not present within any part of our business or across our supply chain. AMS is fully supportive of the Modern Slavery Act and its aims and will not knowingly support or deal with any business involved in slavery or human trafficking.

As part of our responsibility to our fellow citizens around the world, we will continue to invest in compliance with our legal obligations and to ensure that all our employees undertake regular training so as to ensure they understand what constitutes modern day slavery and are equipped with the tools to identify it.

Diversity and Inclusion

Diversity and Inclusion are at the core of what we believe in and are integral to our success. Talent acquisition is our business. We focus on attracting and retaining the best talent and AMS being the best

place to work for our employees. We lead and inspire our clients and wider industries at large to understand the value of a diverse workforce.

We ourselves value the diversity of people's backgrounds, ethnicities, gender, orientation, cognitive and physical abilities, because we know that the combination of people's personal life experiences will contribute to the success of our company and support our day to day activity.

We understand that this diversity of profiles might create different needs. For this reason, we offer our employees a range of arrangements wherever possible, such as flexible working patterns and home working.

We know that change comes from within and we are proud of our employees and what they bring to our clients in terms of both their skills and their individual life experiences.

We work with a number of organisations that actively seek to promote diversity including Recruit for Spouses and Tomorrows People and we have signed up to the Valuable 500 as part of our commitment to putting disability on the business leadership agenda.

In addition, all employees are entitled to one additional day's holiday each year to work for a charity of their choice.

Gender mix across the AMS group as at 31 December 2019 was:

	Number	
	Female	Male
Directors	1	7
Senior Management	241	150
All Employees	3,147	1,153