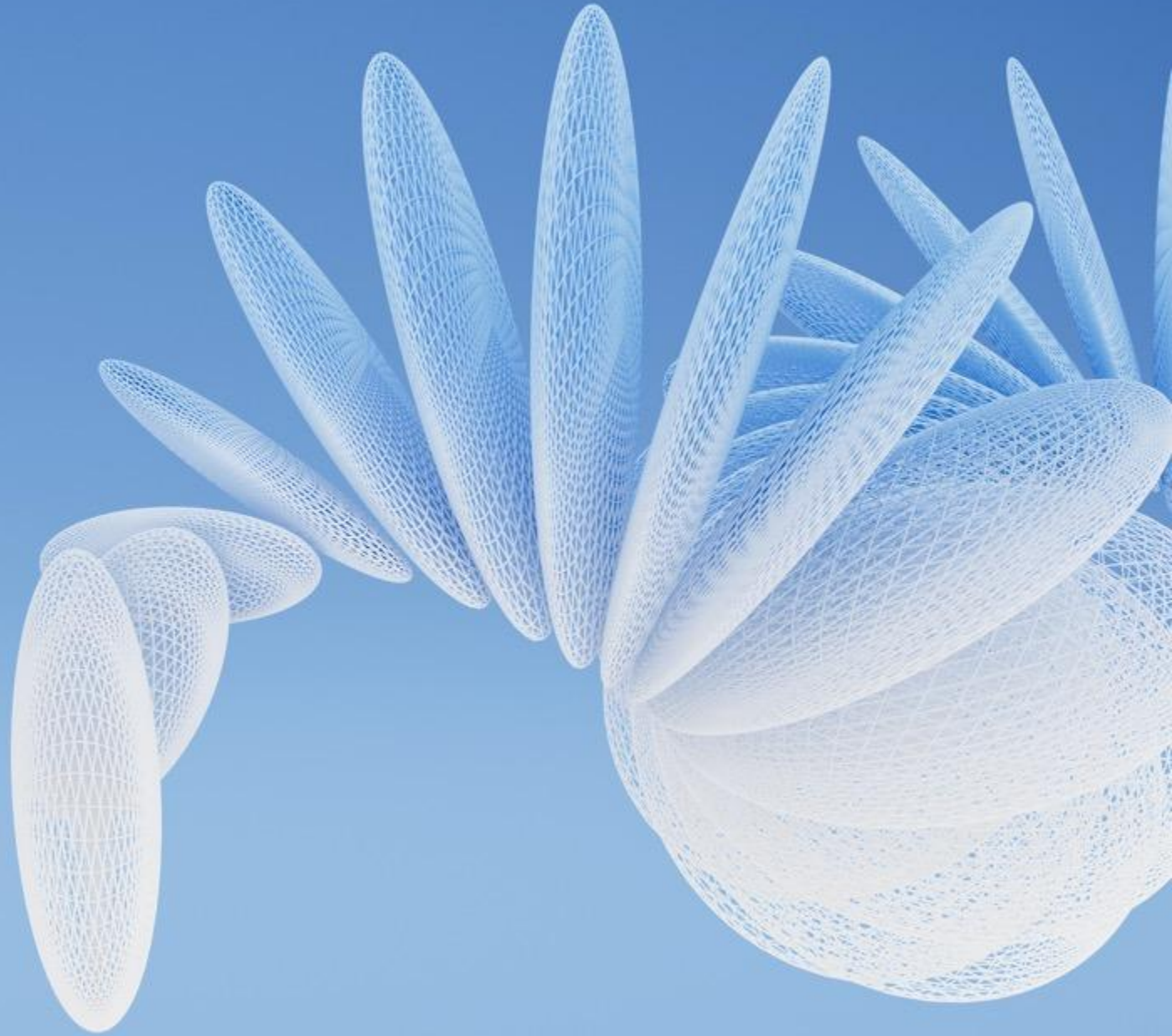


Annual DEIB Impact Report 2024



Introduction



Welcome to our AMS DEIB Annual Impact Report 2024

From action to impact

We are people experts. Our 8,500 colleagues power talent strategies that deliver results for leading organizations across 120 countries.

We partner with our clients to help redefine a new era of talent, driven by people, process, data and technology, enabling them to engage the talent they need to achieve their vision.

Our core areas of service: talent acquisition and orchestration and talent consulting are amplified by digital capability and strategic technology partnerships that span permanent and contingent workforces.

We call this...

People powered partnership.

A|M|S



Our DEIB impact

At AMS, Diversity, Equity, Inclusion and Belonging (DEIB) are at the core of who we are. These principles are not just part of our strategy, they are integral to our culture and how we innovate every day.

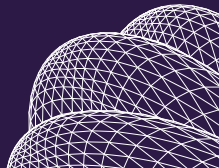
Our commitment to fostering an inclusive environment is resolute, and we are dedicated to making sustainable efforts that ensure diversity is not only reflected in our teams but is deeply embedded in how we work and collaborate. This isn't just about representation, it's about creating a true sense of belonging, where every person feels valued, supported and empowered to bring their authentic self to work. As a global organization, we understand and appreciate the nuances of DEIB across the globe and work within the cultural and regulatory differences.

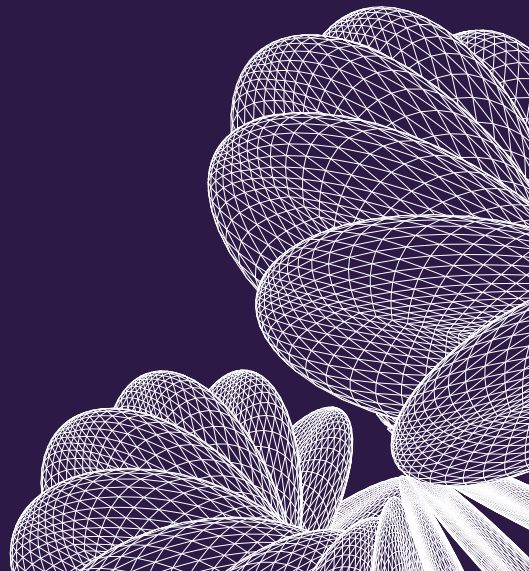
This is our fourth year of reporting, where we review our actions and impact over 2024, including our Social Impact for the first time.

We are proud of our progress but recognize there is still room to learn and improve as we break down barriers to success to enable inclusion for all.



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 - DEI Knowledge Exchange
 7. Our Social Impact
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A word from our CEO, Gordon Stuart

At AMS, Diversity, Equity, Inclusion, and Belonging (DEIB) are at the very core of who we are. We are focused on making sustainable efforts to ensure that diversity is not only reflected in our teams but also embedded in the way we work and innovate every day to drive business outcomes for our clients.

Our commitment to fostering an inclusive environment is resolute, where every individual can grow, learn, and succeed. This isn't just about representation—it's about creating a true sense of belonging, where every person feels valued, supported, and empowered to bring their authentic self to work. By harnessing this culture of inclusion, everyone can contribute fully to our vision and become trusted client partners.

I am proud to share the many significant DEIB achievements from 2024 in this report. However, we recognise that there is always more work to be done. We are firmly committed to breaking down barriers and ensuring that every individual has an equal opportunity to succeed.

If we do one thing right now, let's reflect, take action and create impact to build a future where everyone feels they truly belong.



Gordon Stuart

Chief Executive Officer, AMS

A word from our DEIB Managing Director, Paul Modley

I am proud to lead the DEIB Centre of Excellence (COE) at AMS. We remain steadfast in our mission to foster a culture of belonging and inclusion for all, where everyone has the opportunity to thrive. We will continue to make our workforce more closely representative of the communities in which we operate, with a dedicated Ethnicity Action Plan to improve ethnicity representation in our global leadership to 20% by 2026. Our 11 award-winning Employee Resource Groups (ERGs), now with the addition of our new Religion, Faith & Spirituality ERG in 2025, are open to all employees including allies and will remain a vital part of supporting and nurturing our diverse talent.

From completing our flagship EmBue development programme in the UK for mid-career level ethnically underrepresented colleagues, to rising up to #12 in the Social Mobility Foundation Employer Index, to our Alliance roadshow introducing our partners to clients across the UK,

to our boldest and most successful DEIB Week in AMS history, 2024 was an outstanding year. But it wasn't without challenge in the external environment, and questions being raised about the future of DEIB.

For us at AMS, it's an opportunity to reset and link DEIB to business outcomes. Moving forward, I look forward to refining our approach to DEIB, supporting our clients and colleagues along the journey, and expanding into Social Impact to align with the 'S' in ESG.

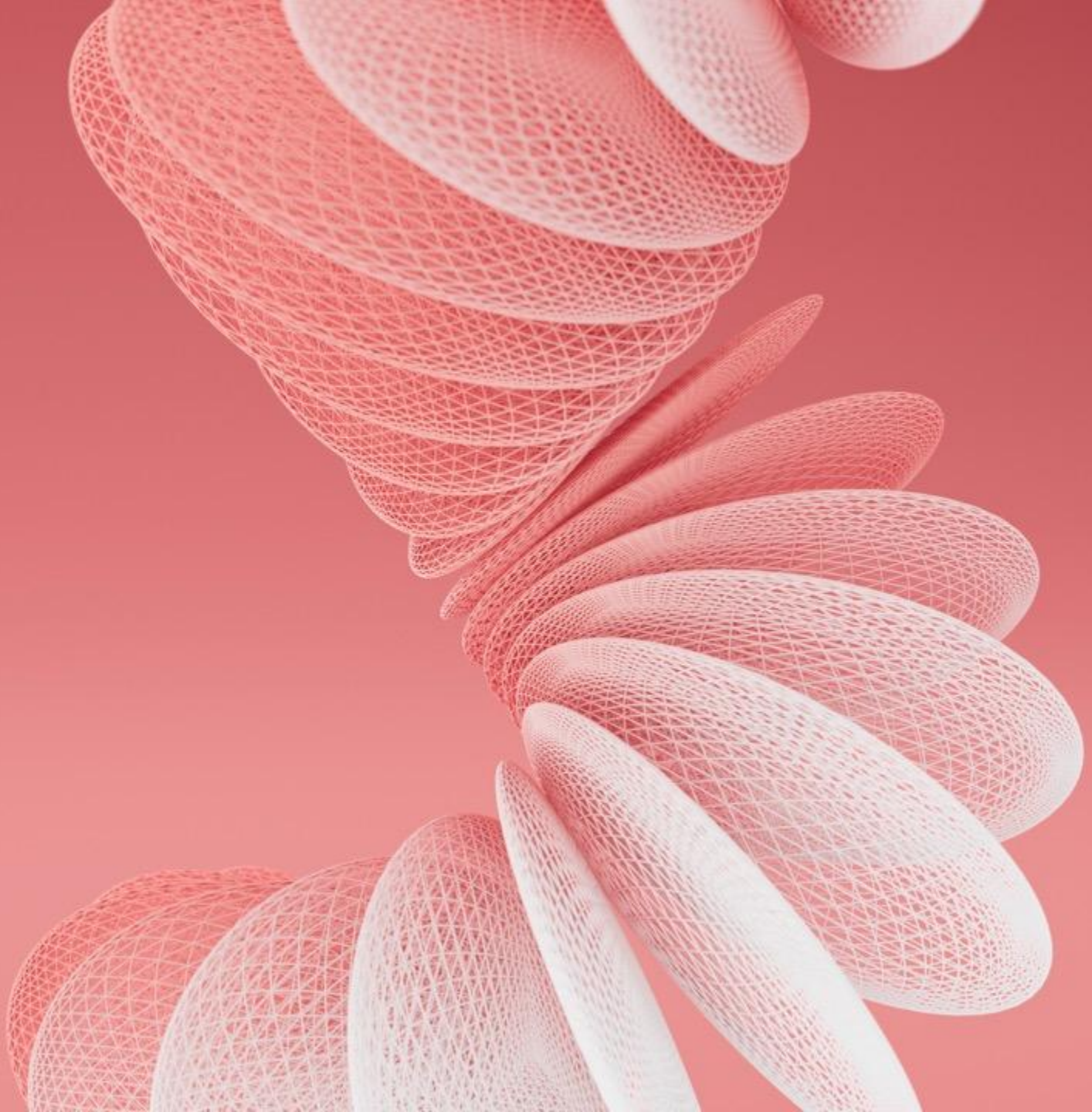
I hope you enjoy this report – a special thanks to our ERGs, colleagues and partners who remain dedicated and passionate in driving sustainable change.



Paul Modley

DEIB Managing Director, AMS

2024 Highlights



2024 Highlights

Delivering against our DEIB promises



Build belonging

- › First talent solutions business to resign our Armed Forces Covenant after ten years
- › Held our boldest and most successful DEIB Week in April 2024, with participation numbers over 8,000
- › Won 3 Awards at the Tiara Talent Solutions Awards, including DEI – joint recognition for the DEIB COE and PSR
- › Talent Lab won the Highly Commended & Gold Award for Recruitment Program of the Year at the UK Social Mobility Awards (SOMOs)

Enable Employee Resource Groups (ERGs)

- › Marked 20 global Milestone Moments, including US Black History Month, Pride Month, World Mental Health Day and World Menopause Day
- › Appointed new role into the COE to support ERG growth strategy and enablement
- › Embedded refreshed ERG structure to improve governance and increase global engagement

Embed equity

- › Rose to 12th place in the Social Mobility Foundation Index – up from 39th
- › Launched our first ‘EmBue’ development programme to support the career growth of mid-level ethnically underrepresented colleagues
- › Reported on our disability pay gap for the first time, along with class, gender & ethnicity
- › Developed our diversity supplier strategy in the UK and US, identifying 124 diverse-owned suppliers

Drive representation

- › Introduced new partner to the D&I Alliance – BYP Network, supporting careers of Black talent
- › Held an Alliance roadshow in autumn 2024 to introduce our DEIB partners to clients across the UK, with nearly 150 stakeholders in attendance
- › Signed an enterprise agreement with 55/ Redefined signalling our commitment to age inclusion
- › Held 4 x DEIB Knowledge Exchange webinars, with over 251k social impressions and over 1k registrations

A year in numbers

1 in 3

Colleagues actively engaged in an ERG

Over 8,000

Participation numbers in 2024 DEI Week

Nearly 150

Client delegates attending our Alliance roadshow

20%

Suppliers onboarded/ assessed in 2024 categorized as ‘diverse’

4

Knowledge Exchange webinars held

12th place

Ranking in the Social Mobility Foundation Employers Index (up from 39th)

76 out of 100

Belonging score in our employee engagement survey (Every Voice Matters) in Dec 2024, against target of 69

2,500

Diverse learners reskilled through AMS Talent Lab over the past two years

500,000

Hours of part-time flexible work delivered for military spouses through our Recruit for Spouses partnership

17%

Ethnicity representation in global leadership at end of 2024 (up from 4% in 2020)

2024 DEIB Awards & Accreditations



Recognized in the Social Mobility Foundation Employer Index, rising to **12th place** in 2024 (up from 39th)



Won ‘**Best Inclusion and Diversity**’ at the Irish News Awards 2024



AMS shortlisted for three RIDI awards
Creating Disability Confident Recruiters
Disability Confident - Private Sector
Pioneer of the Year - Agency/Organization/Team



Signed the **CEO Action for Diversity & Inclusion** in the US



Won Highly Commended & Gold Award for **Recruitment Program of the Year** at the **UK Social Mobility Awards (SOMOs)**



Shortlisted for the **LGBTQ+ Inclusive Organization in Asia Award** in the **Community Business Awards 2024**



AMS are proud sponsors of the **Social Mobility Category** at the **British Diversity Awards 2024** following our 2023 win



Awarded LGBTQIA+ Great Place to Work Certification in Mexico



Finalists at the Diversity Network Awards and European Diversity Awards 2024 in the **Outstanding Ethnicity/ Black Employee Network** category



KelpHR PoSH Award: Top 25 Safest Workplaces in India
Recognised for our exceptional dedication to fostering safe and inclusive work environments



Shortlisted as the **Diverse Company of the Year Award** at the **UK National Diversity Awards 2024**



We were honoured to be the only talent solutions business to re-sign the **Armed Forces Covenant** renew the **Defence Employer Recognition Scheme (Gold Standard)** after ten years in 2024



Judy Ellis, SVP of DEIB Advisory named 2024 Top 15 Influential Women in Diversity by Diversity Global Magazine

Our Diversity Data

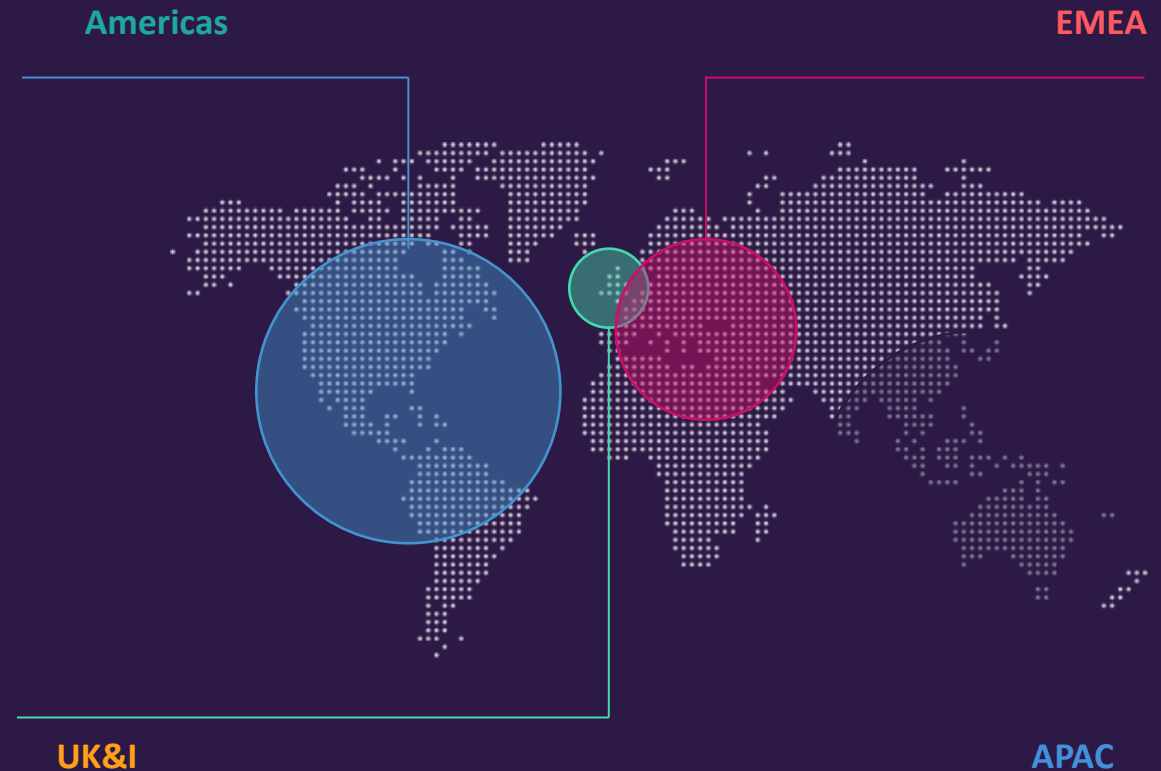


Our diversity data

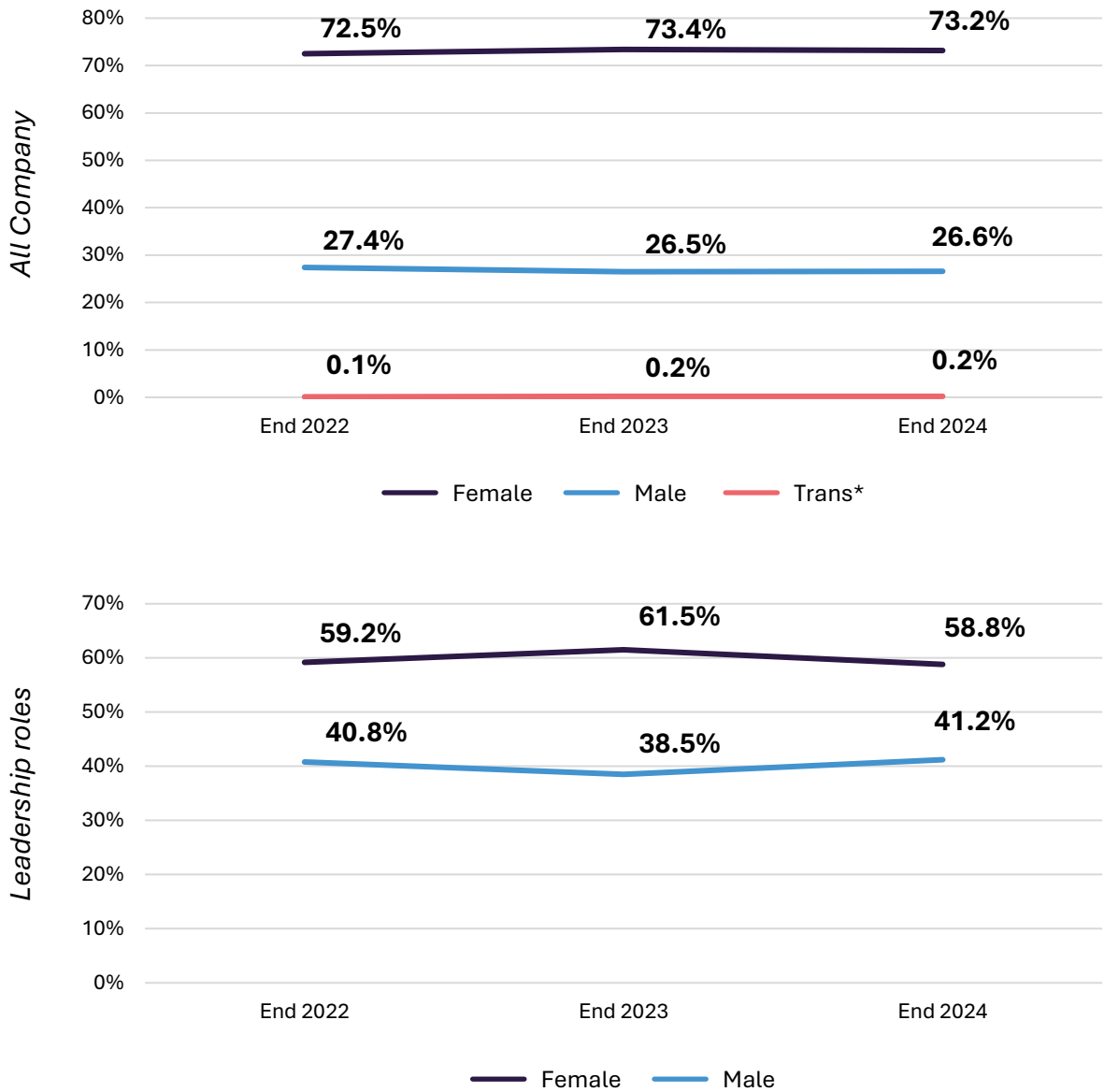
Each year we report on our global diversity data as an important benchmark of progress, meaning we can hold ourselves to account through transparency and targeted action plans to address barriers.

In a challenging business climate over the past year, our populations have decreased overall. As such, we are unsurprised to see a dip in representation in some areas. Moving forward, we have committed to striving for bias-free and equitable approaches across all core people processes – hiring, performance, promotion and attrition. We also analyze our employee engagement scores (Every Voice Matters) by underrepresented group to understand belonging across these respective communities.

Since we first started reporting in 2021, we have made an effort to expand diversity data capture across regions where we are able to collect, now including the UK&I, USA, Philippines, Mexico, Canada, Spain and Italy. This year we report on our India data (gender) for the first time and take an intersectional lens for the first time (see page 9). In 2024, we started gathering anonymized data in Poland, which we will explore in next year's report.



Gender



Key measures:

- Our female workforce continue to make up around three quarters of all employees (including India). Our global gender representation has remained steady since we first started reporting in 2021.
- Women make up slightly less than half of roles at our most senior levels (41.2%) and this drives our gender pay gap.
- However, our gender pay gap is lower than the UK gender pay gap of 13.8% (November 2024, ONS). Read more in our latest pay balance report [here](#) where we report on our gender pay gap, as well as ethnicity, class and disability.

73.2%

Nearly two thirds of our global business remain made up of females

41.2%

Female representation in leadership roles

10.4%

Mean gender pay gap in the UK, lower than the UK gender pay gap of 13.8% (November 2024, ONS)

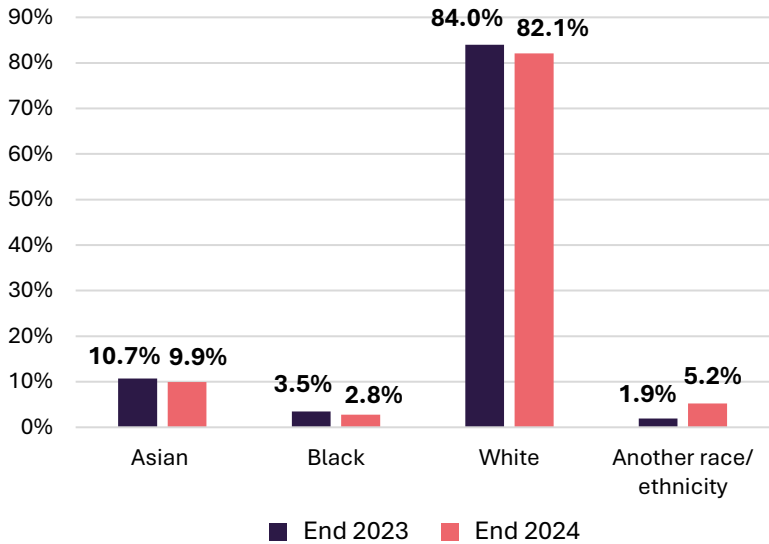
Ethnicity/ Race



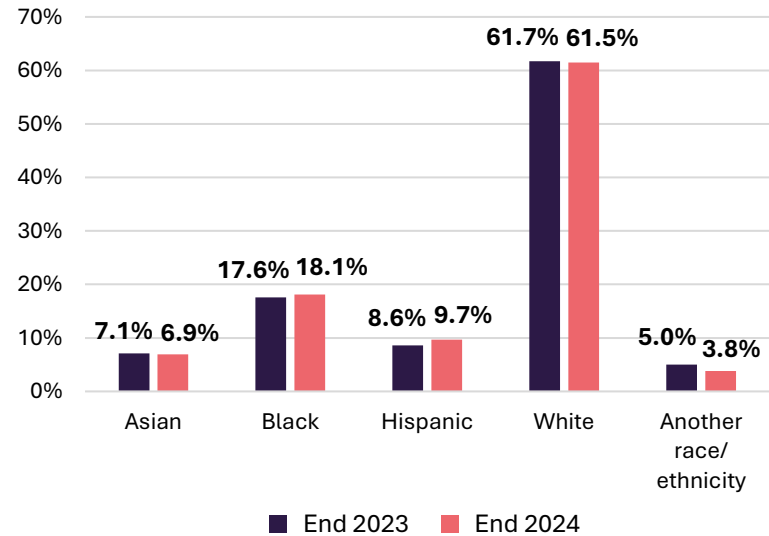
Key measures:

- After increasing our ethnicity representation in our global leadership from 4% in 2020 to 16% at the end of 2023, AMS has committed to a renewed Ethnicity Action Plan to further improve this to 20% by 2026. This forms part of our commitment to the Change the Race Ratio.
- We have unfortunately seen a decline in ethnic minority representation in some areas; our reduced employee populations globally may be a contributing factor to this.
- We have seen a slight increase in Hispanic representation in the US, which has nearly doubled since we first started reporting in 2021 (5.4% to 9.7%). We continue to see strong local talent/ethnic minority representation in Mexico and Canada.
- We also have development programs in place like Embue in the UK&I to support the career development of mid-level ethnic minority colleagues (read more on page 23).

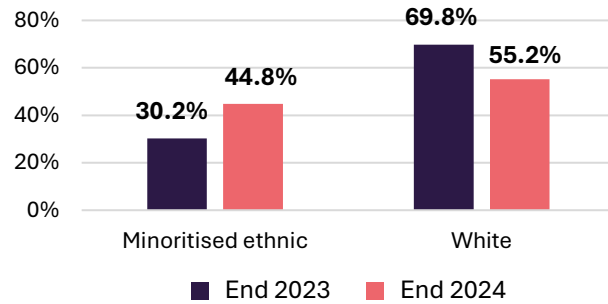
All staff, UK&I



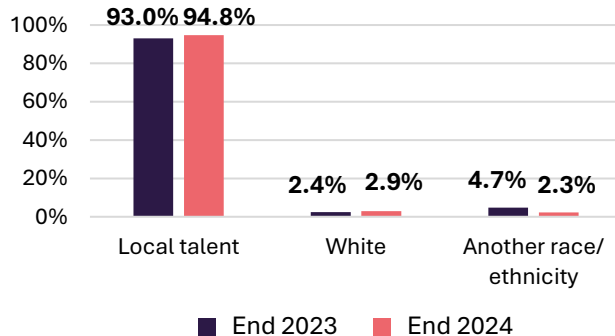
All staff, US



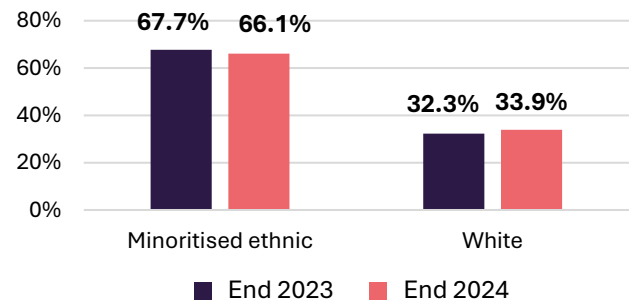
All staff, Spain



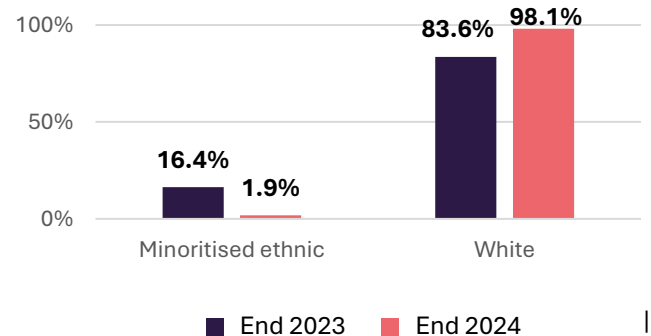
All staff, Mexico



All staff, Canada



All staff, Italy



An intersectional lens

Gender x ethnicity/ race

Gender x Ethnicity – All Staff, UK&I (end 2024)

	White	Black	Asian	Other
Male	28.2%	0.8%	2.5%	3.3%
Female	53.9%	2%	7.4%	1.8%
Trans* Including non-binary	0.1%	0%	0%	0%

Gender x Ethnicity – All Staff, US (end 2024)

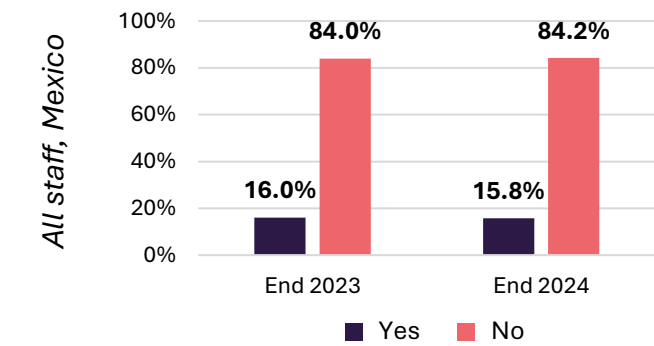
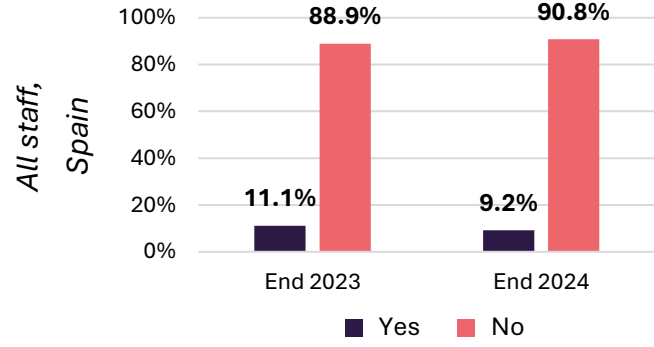
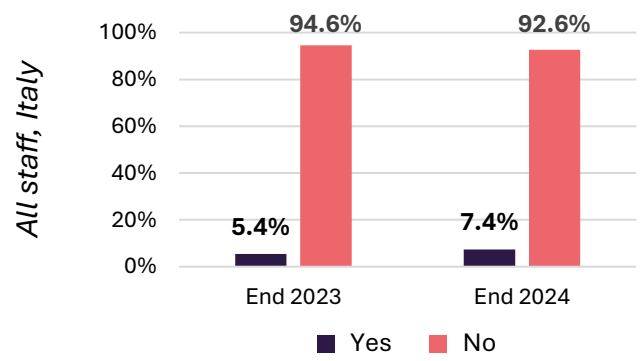
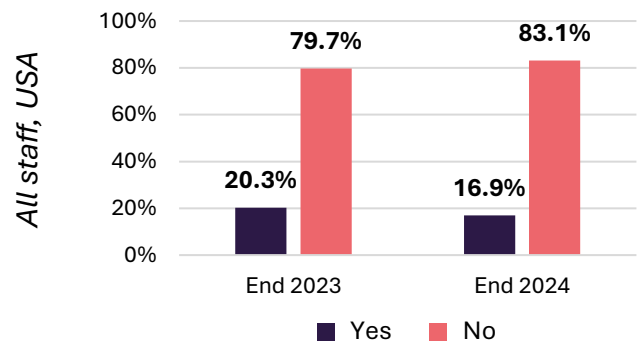
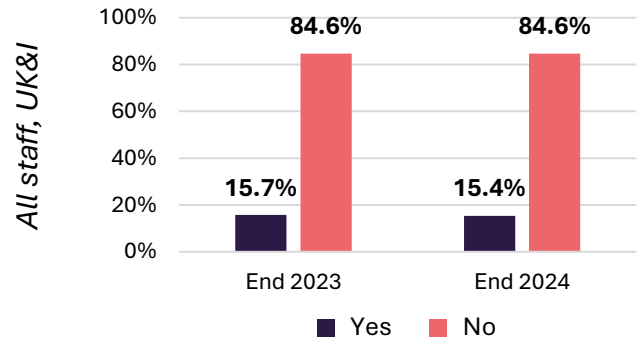
	White	Black	Asian	Hispanic	Other
Male	13.8%	2.4%	1.4%	1.9%	0.9%
Female	46.1%	15.3%	5.3%	7.6%	5.2%
Trans* Including non-binary	0%	0%	0%	0%	0.1%

Key measures:

- This is the first time we have taken an intersectional lens in our data reporting, starting with analyzing gender against ethnicity/race data in the UK&I and US, to further understand any overlaying barriers to success.
- Within the UK, AMS continues to have a larger white female representation proportionate to ethnic minority women, which mirrors in the US region.



Disability

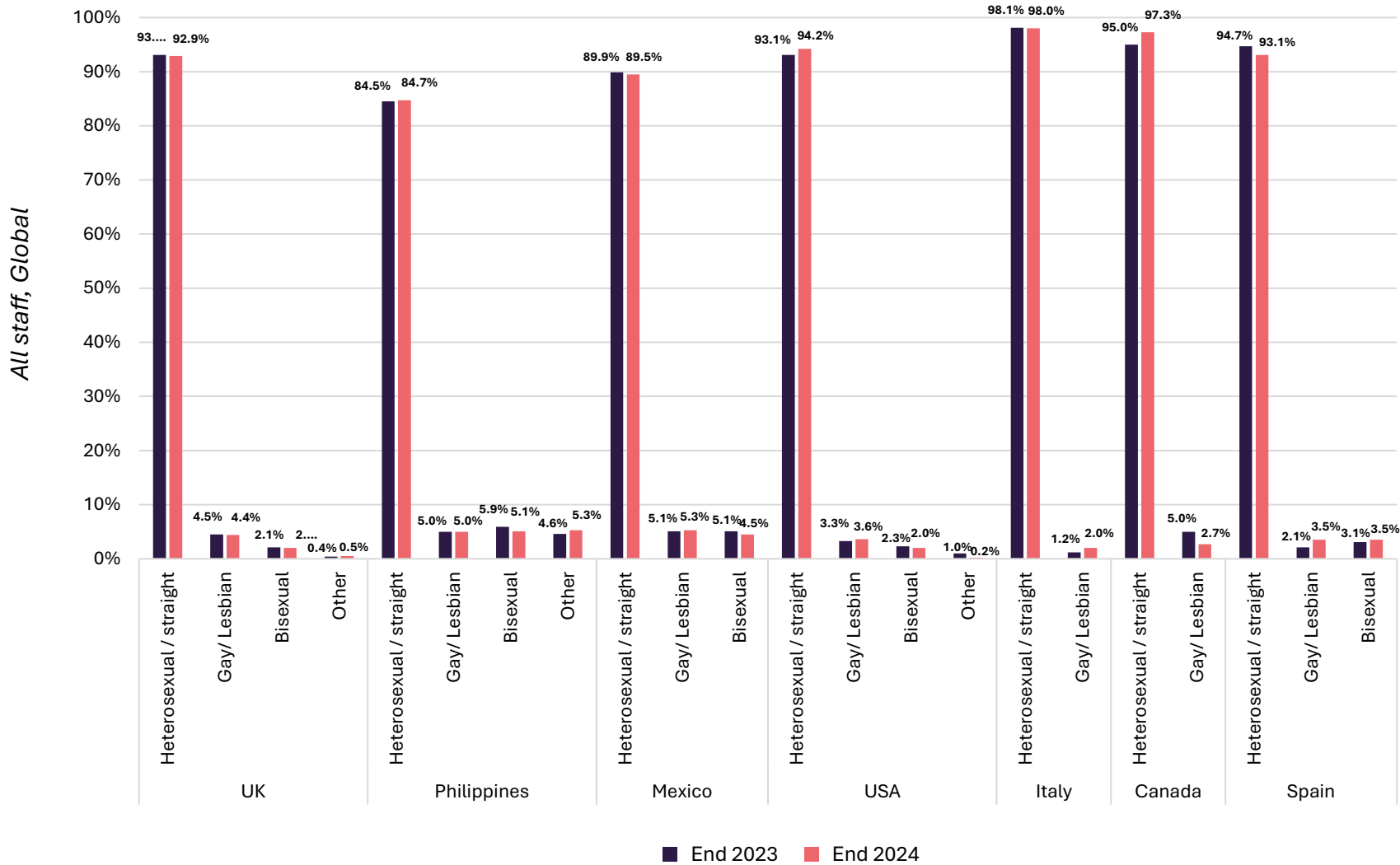


Key measures:

- In the UK&I, our proportion of colleagues self-identifying as disabled has remained consistent year-on-year since we first started reporting in 2021, even with the drop in our global population between 2023 and 2024.
- 15.4% representation of disabled colleagues in the UK&I is lower than the 23% of working age adults with a disability (ref. 2023 Government Statistical Service). We have seen a slight increase in disabled representation in Italy, but a drop in the US.
- We will continue to encourage colleagues to disclose disability status as well as seeking to expand our sourcing resources within the disabled community, providing inclusive adjustments where required as a Disability Confident Level 2 Employer (working towards Level 3).
- We will continue to encourage colleagues to disclose if they are disabled as well as seeking to hire more disabled colleagues. We reported on our UK disability pay gap for the first time in 2024.



Sexual orientation

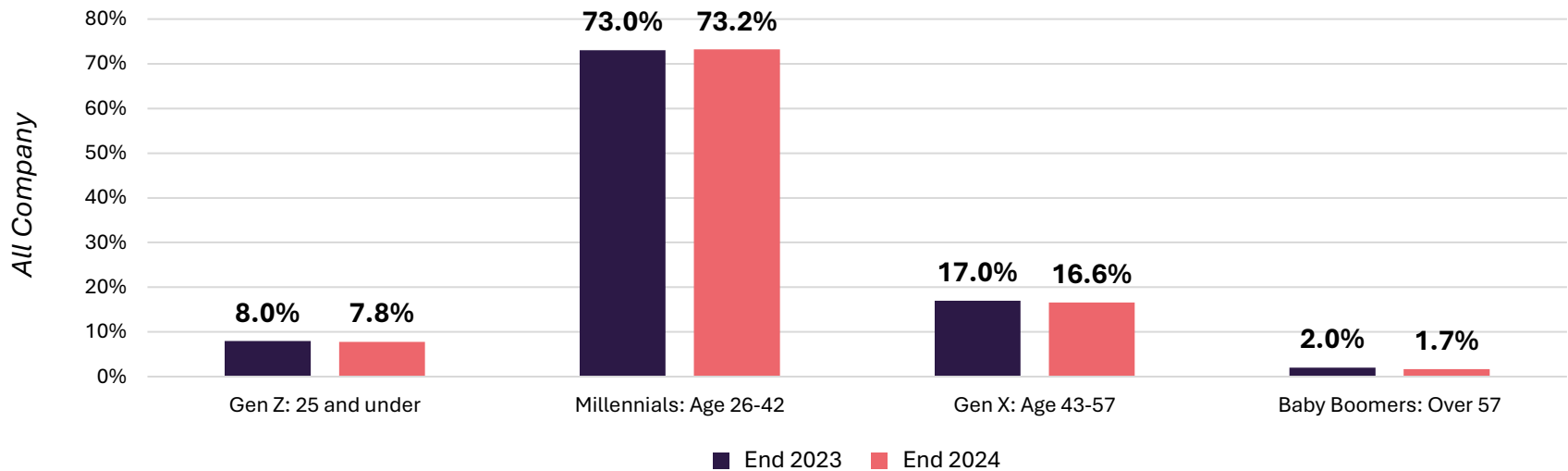


Key measures:

- We are proud to maintain strong LGBTQ+ representation in the UK&I, which is 7% in total, more than the latest England census data of 3.5%.
- We also have 15% LGBTQ+ representation in the Philippines, which has remained stable year-over-year.



Generation



Key measures:

- We are proud to report on generational data, recognizing the benefits of a multi-generational workforce.
- We have seen an increase in our millennial population and a slight increase in our baby boomer population since we first started reporting on age inclusion in 2021.



Spotlight: AMS partnership with 55/ Redefined

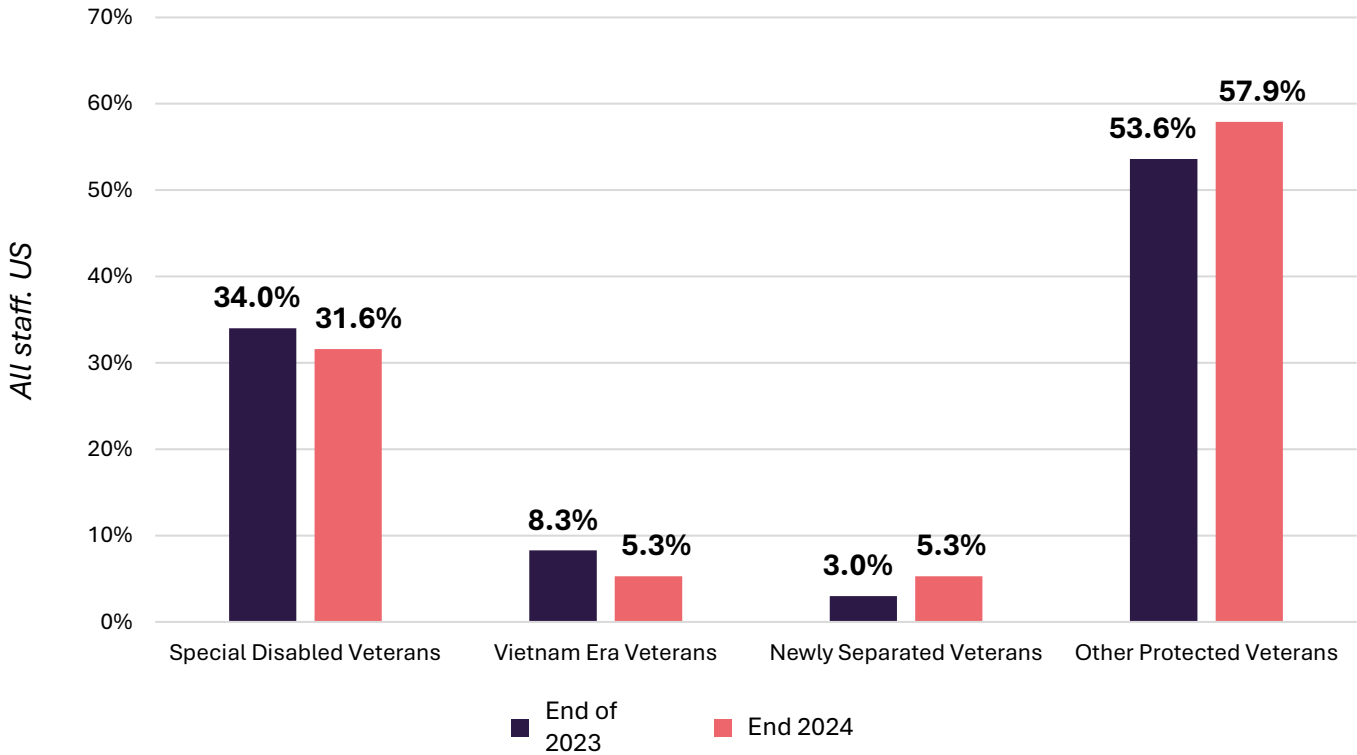
With an ageing workforce, we understand that prioritizing over-50s talent is an essential business strategy. The 55/Redefined group of companies is a social and economic enabler, championing age diversity as a dynamic and disruptive voice for change.

55/ Redefined are a founding member of the AMS Diversity & Inclusion Alliance. Now in our second year of being an Age Accredited organization, AMS are firmly committed to leading the charge on age inclusivity. In 2024 we signed an enterprise partnership, embarking on a renewed journey to deepen client relationships through thought leadership and introducing tools such as the Age Readiness Benchmark Score to attract, engage, retain and retrain over 50s talent. It also means that AMS are headline sponsor for the 2025 Age Pioneers Series. Reach out to diversityandinclusion@weareams.com to find out more.



Veterans

(US only)



Key measures:

- Veteran hiring is a focus globally, we report on this in the US. Our Military ERG group helps to provide ongoing support and to help veterans find new vocations.



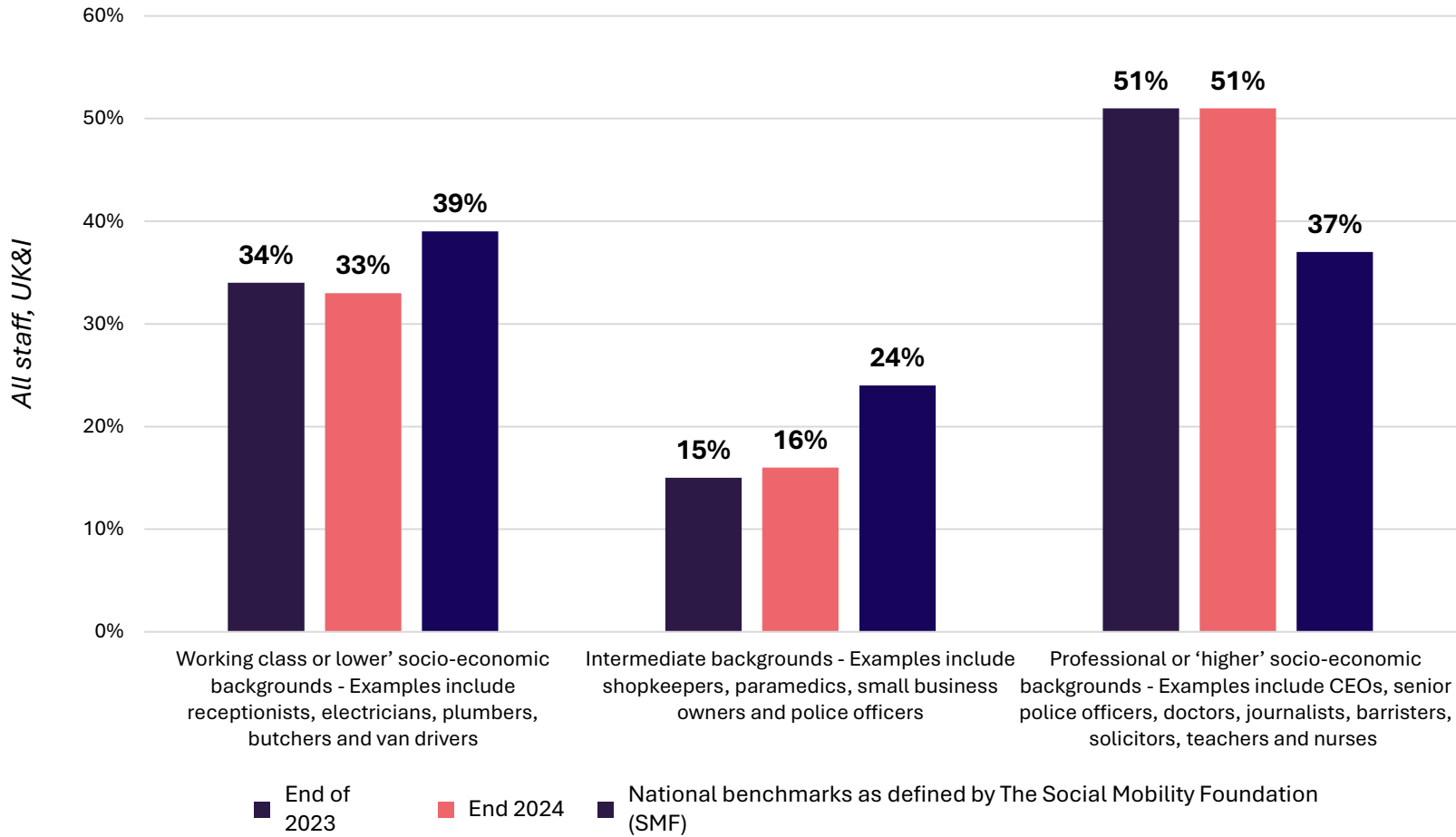
EMPLOYER RECOGNITION SCHEME

GOLD AWARD
Proudly supporting those who serve.



Social Mobility

(UK&I only)

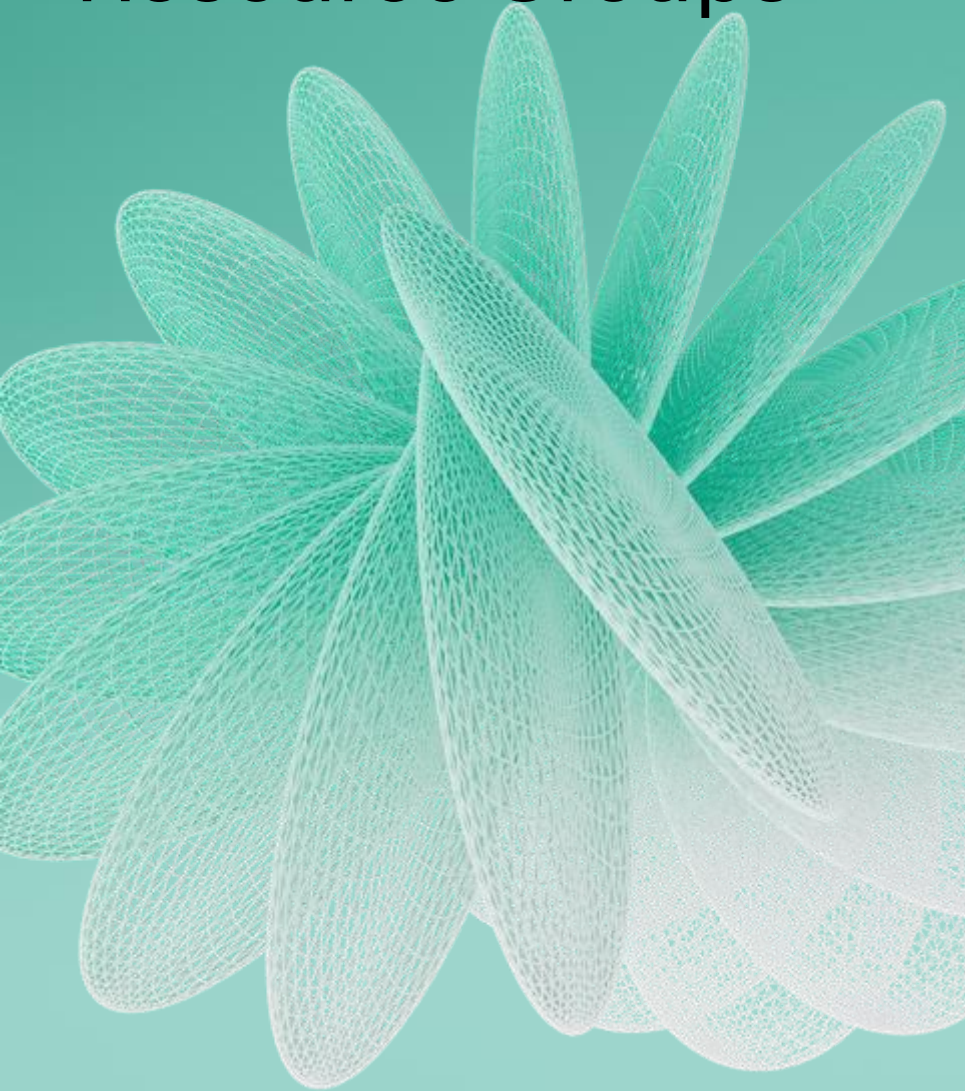


Key measures:

- Analyzing socio-economic data within our organization is an important part of our annual benchmarking in the Social Mobility Foundation Index, where we are placed at #12. An individual's socio-economic background is defined by their highest earning parent's occupation, according to the National Statistics Socio-economic Classification (NS-SEC).
- We are proud to have an impressive 78% completion rate in social mobility data for the UK&I. This data is compared against national benchmarks as defined by The Social Mobility Foundation (SMF).
- Our socio-economic make-up is comparative to the SMF benchmark, and we are actively working to increase our representation of employees from under-resourced backgrounds.



Our Employee Resource Groups



A|M|S



Our Employee Resource Groups (ERGs)

Enabling our culture of belonging

Our 11 award-winning ERGs are a key enabler of our inclusive culture of belonging, creating communities amongst colleagues who are often underrepresented whilst acting as ‘critical friends’ to the business to drive meaningful change. They deliver a calendar of Milestone Moments each year.

In 2024 we refreshed our ERG governance structure to create global accountability and set ERG Leads up for success – including an agreed 10% role allocation, improved regional representation with formalized core teams, a two-year ERG Lead tenure to reduce burnout, and a focus on collaboration and intersectionality. Each have a dedicated budget and an ExCo Sponsor to ensure consistency of ERG strategy globally and accountability at leadership level.

Our ERGs continue to go from strength to strength, spearheading tangible inclusive change. 1 in 3 of our colleagues globally are actively engaged in an ERG.



WeAreAMS
Disability



WeAreAMS
Black Employee Network
Black + Allies



WeAreAMS
Juntos Podemos
Hispanic/Latin American Heritage + Allies



WeAreAMS
South Asian Heritage



WeAreAMS
Military



WeAreAMS
Neurodiversity



WeAreAMS
LGBTQIA+
& Allies



WeAreAMS
Women



WeAreAMS
Social Mobility



WeAreAMS
Health & Wellbeing

And introducing:



WeAreAMS
Religion Faith &
Spirituality



“

Our ERGs are vital in fostering our culture of belonging and inclusivity for our diverse talent, which in turn enables our vision. We recognize that driving meaningful change requires a collaborative effort and business partnership approach, rather than placing the burden with ERGs alone – as such we have developed a supportive framework which sets ERG Leads up for success.”



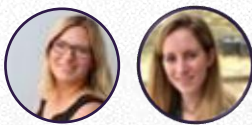
Nikki Hall

Chief People Officer

Our Employee Resource Groups



ExCo Sponsor:
Maxine Pillinger, Regional
Managing Director, EMEA



ERG Co-Leads:
Sarah Humphreys &
Gosia Lesniak



ExCo Sponsor:
Nicky Hancock,
Chief Growth Officer



ERG Co-Leads:
Yvette Moncrieffe &
Chioma Olaleye

We provide a safe space for all colleagues who identify as female and their allies to come together, share their voices and learn about gender equity. We offer opportunities for personal development, tools to improve wellbeing and drive initiatives supporting our gender equity agenda.

2024 Highlights

- ✓ During International Women's Day, we celebrated the social, economic, cultural and political achievements of Women with our theme 'Inspire Inclusion'. We held a fireside chat where our Managing Directors Tara Nobel and Kim Kelly hosted our Founder Rosaleen Blair. As a pioneer for us at AMS, Rosaleen spoke about the importance of being a leader and the challenges/ triumphs she navigated as a female founder in the corporate landscape.
- ✓ We recognized Breast Cancer Awareness Month with a session on why and how you can join the right against breast cancer. We had Nicole Harris – Chair for the Executive Leadership Committee for Susan G Komen Connecticut speak.



The Black Employee Network (BEN) fosters a safe space for Black employees and their allies to network, share lived experiences and support each other as we navigate race equity in the corporate environment.

2024 Highlights

- ✓ Our BEN started a book club during UK Black History Month, where we hosted author Dorothy Koomson, and Dapo Adeola (best known for inclusive children's books) to share their journeys as Black creatives in publishing, and the importance of representation in literature.
- ✓ During US Black History Month, BEN were joined by our CEO to celebrate the Black artists that influenced their lives and how they influenced change. They spoke about musicians, actors, historical figures and their cultural impact.



Our Employee Resource Groups



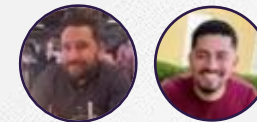
ExCo Sponsor:
Matthew Rodger, Chief Commercial
Corporate Development Officer



ERG Co-Leads:
Sabrina Jess &
Bara Madej



ExCo Sponsor:
Gordon Bull, Managing Director,
Legal, Compliance & Risk



ERG Co-Leads:
Luke Hollands &
Luciano Reyes

Our Social Mobility ERG provides support and offers learning opportunities to advocate for social justice. Social mobility is the relationship between our social-class origins and future career success – usually in relation to income, occupation, and status. The ERG is dedicated to understanding these cultural differences and structural barriers that exist in the workplace.

2024 Highlights

- ✓ AMS rose up the Top 75 employers in the Social Mobility Foundation Employer Index, to 12th place, this was a huge achievement and an increase from the previous year where we were 39th.
- ✓ We celebrated World Day of Social Justice with a panel discussion chaired by our DEIB Managing Director Paul Modley, Founder & Chair Rosaleen Blair, and DEIB Advisor Tim Campbell. The panel shared personal stories and how they tackled some of the issues within the social justice space and consequently, how it positively impacted their lives and careers.



The Military ERG is a place for military veterans, spouses, close family members, and supporters to gather and support one another. In its first year of existence, the group has managed to identify and engage in community outreach endeavors and champion mental health.

2024 Highlights

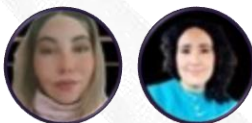
- ✓ In June 2024, AMS proudly hosted a signing ceremony with colleagues, clients and our ERG to renew the Defense Employer Recognition Scheme (Gold Standard) for another five years. We are honored to be the only talent solutions business to re-sign the Armed Forces Covenant after ten years. We celebrated our partnership with Recruit For Spouses, having delivered 500,000 hours of part-time flexible work for military spouses.
- ✓ Members of our Military ERG spent Veterans Day in America supporting the unhoused population in Southern Arizona, covering 36 miles they engaged the people living on the streets offering support where they could.



Our Employee Resource Groups



ExCo Sponsor:
Christoph Niebel, Chief
Client Officer, Americas



ERG Co-Leads:
Alicia Rios &
Deneb Talamantes
Hernandez

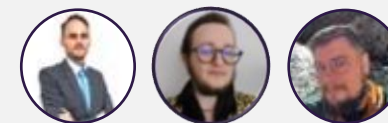
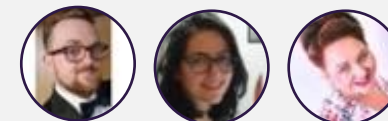
The mission of Juntos Podemos is to engage, develop, and learn from Hispanic/Latin American talent within AMS. Open to all, our group is a safe place to join and celebrate cultural traditions, explore educational opportunities, and drive career growth.

2024 Highlights

- ✓ During Hispanic Heritage Month, our ERG Leads spoke to the original founder of the ERG, Bianca Diehl. They spoke about the importance of their Hispanic Heritage and why the ERG is such an important platform.
- ✓ For AMS Global Day of Giving, our Juntos Podemos ERG and its members supported the local Monterrey community with 4 main activities that included cleaning in the Local dam area (presa “La Boca”), painting a community learning center (“Don Bosco”), distributing meals for people in need nearby a Hospital (Hospital Universitario) and supporting a Dog Shelter (“Refugio Eva”).



ExCo Sponsor:
Nikki Hall, Chief
People Officer

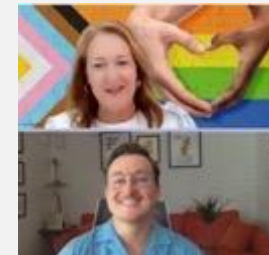


ERG Co-Leads:
Conor Breen (Global Lead), Joanne Emberton-Leveson (UK&I), Bianca De Vita (Americas), Edwin Peree (APAC), Michal Miklaszewski & Dawid Kieres (EMEA)

Our LGBTQ+ and Allies ERG is committed to creating an environment where the LGBTQ+ community is visible, heard, and proud, with a strong focus on those who are often underrepresented.

2024 Highlights

- ✓ As well as attending Pride Marches across the globe, AMS bought Pride to our regional offices including London, Belfast, Manila, Monterrey and Krakow. We decorated the offices in rainbows and key members of our regional committees spoke about the importance of Pride to their region.
- ✓ Nikki Hall welcomed trans speaker and LinkedIn Top 10 LGBTQIA+ Voice Max Siegel for a fireside chat on gender, politics and the people caught in between.



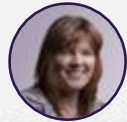
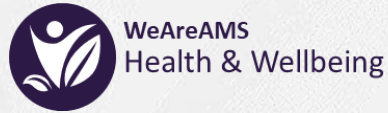
Our Employee Resource Groups



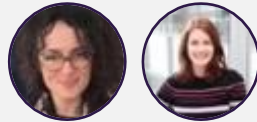
ExCo Sponsor:
Roop Kaistha, Regional
Managing Director, APAC



ERG Co-Leads:
Priya Mehta &
Charlotte Birkett



ExCo Sponsor:
Sharon Bagshaw, Chief Client
Officer, UK&I, APAC, EMEA

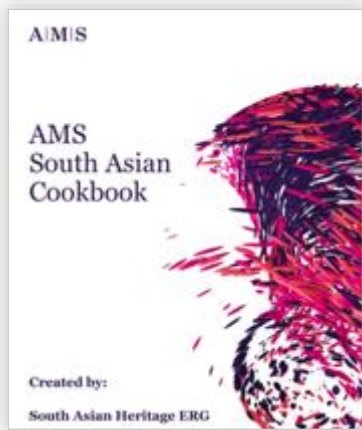


ERG Co-Leads:
Alessia Malinverni
& Emma Gray

The South Asian Heritage ERG offers a safe space for people of South Asian Heritage (including India, Bangladesh, Nepal, Pakistan, Afghanistan, Bhutan, Sri Lanka and the Maldives) and their allies to share interests, challenges and promote their sense of belonging at AMS.

2024 Highlights

- ✓ We celebrated South Asian Heritage Month throughout July and August and introduced a South Asian cookbook for our AMS colleagues, with recipes from our colleagues some of which go back generations. We also invited Anu Paavola of Jivita Ayurveda come in and speak about Ayurveda and holistic self-care.
- ✓ During International Day for the Elimination of Racial Discrimination, members of our South Asian Heritage ERG shared personal stories where they have faced racism and how all be better allies to the South Asian community.



The purpose of the Health & Wellbeing ERG is to provide opportunities to support the health, wellbeing, and quality of life of our people by empowering and inspiring them to take responsibility for their overall health.

2024 Highlights

- ✓ As our fastest growing ERG nearly 500 members strong, the Health & Wellbeing ERG have delivered over 50 events, both globally and regionally, including 3 events organized with other ERGs and 40+ hours of yoga.
- ✓ Our Health and Wellbeing ERG have been working with our People and Culture leads to review and influence our Fertility at Work policy including the support we can offer our colleagues. We are now working towards our Fertility Matters at Work accreditation.



Our Employee Resource Groups



WeAreAMS
Disability



WeAreAMS
Neurodiversity



ExCo Sponsor:
Jim Sykes,
Chief Operating Officer



ERG Co-Leads:
Melanie Nosworthy &
Nathan Elout-Armstrong

Our Disability & Neurodiversity ERGs, although structured as separate entities, collaborate closely and help foster a culture of belonging for our colleagues that self-identify as disabled and/ or neurodivergent, and educate their allies.

2024 Highlights

- ✓ During International Day of People with Disabilities our ERG Leads invited four-time Britian's strongest disabled man and two-time world's strongest disabled man, Dave Walsh. Dave spoke about his personal journey of depression after his time in the military to being diagnosed with multiple sclerosis and how he came into strongman.
- ✓ During Neurodiversity Celebration Week we hosted a panel discussion on the competitive advantage of neurodiversity in the workplace. Our ExCo Sponsor spoke with neurodivergent AMS colleagues.

And introducing:



WeAreAMS
Religion Faith & Spirituality



ExCo Sponsor:
Jo-Ann Feely, Chief Innovation
Officer



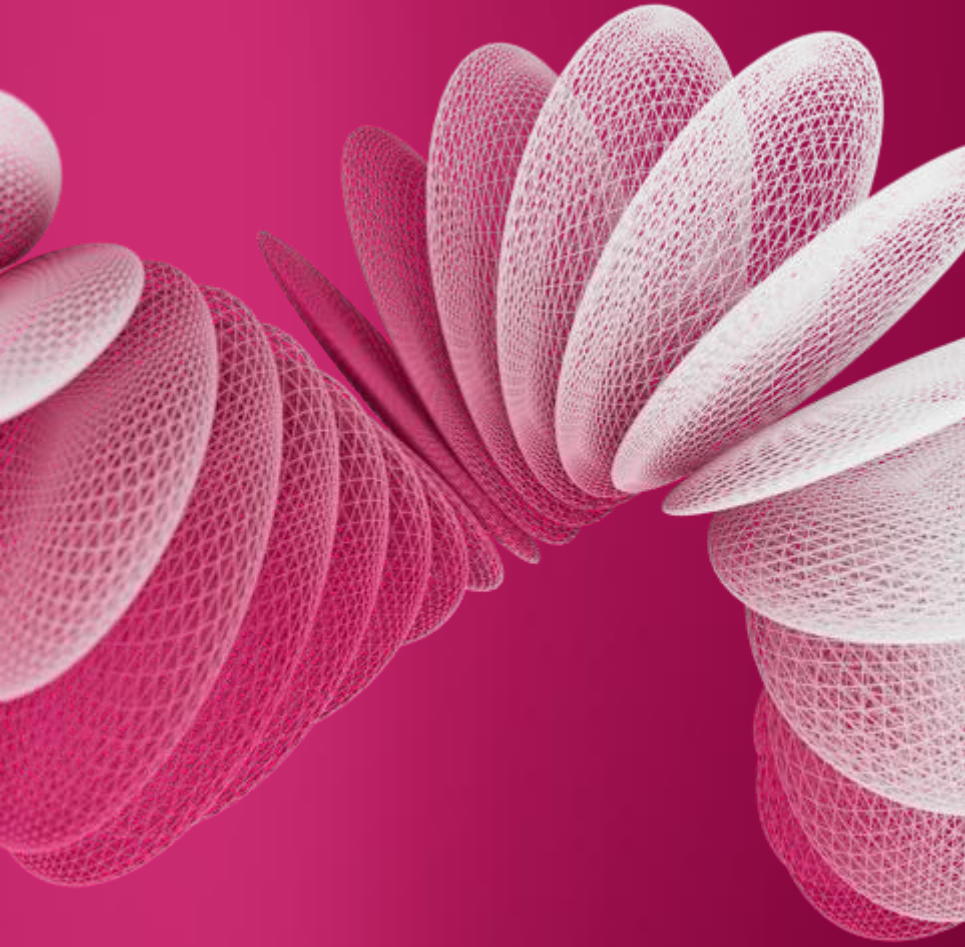
ERG Co-Leads:
Lisa Forrest & Aarti
Dasgupta

We are proud to announce the formation of our 11th ERG to explore Religion, Faith and Spirituality, following the great success and feedback from our religious inclusion sessions in DEIB Week 2024. The addition of this new ERG is part of our ongoing commitment to foster an inclusive, authentic, and tolerant workplace where everyone feels valued and respected.

The purpose of the ERG is not to promote any one specific religion, but to foster understanding, tolerance and respect amongst colleagues of all religious backgrounds and celebrate the diversity of religious practices within our organization.

We kicked off with our first AMS milestone of 2025, World Religion Day and look forward to addressing this topic with boldness and an eagerness to learn.

Spotlights



A|M|S



DEI Week 2024

Belonging: From Awareness to Action

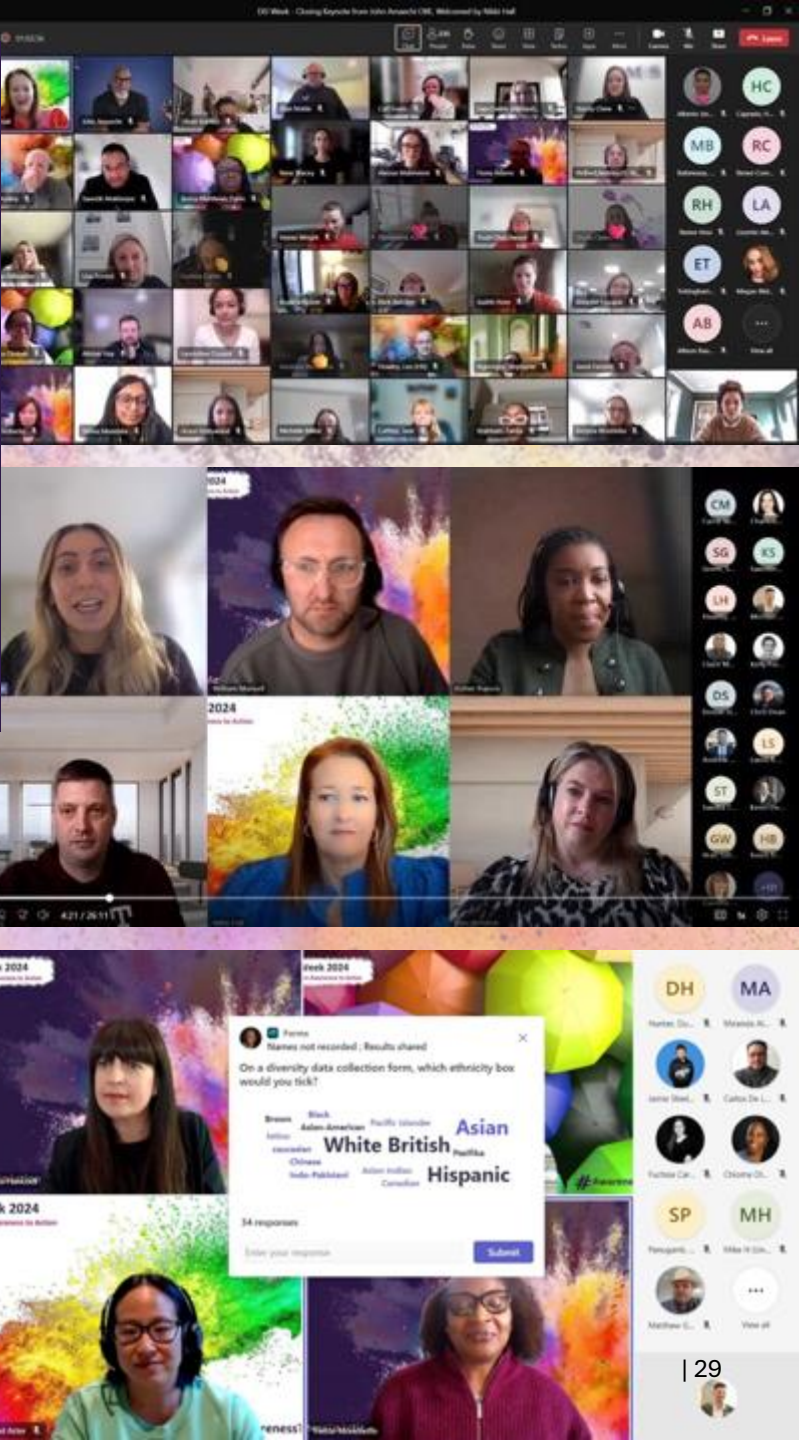
- DEI Week 2024 was a record-breaking year. With participation figures **more than 8,000** over the course of the week, surpassing last year’s participation stats on our first day.
- **We expect this is a combination of:**
 - Having bold, challenging topics with high profile keynotes
 - Holding DEI Week earlier in the year
 - Active participation and facilitation from ExCo
 - Including sessions to bring to life what DEI and belonging mean to each region
- All underpinned by a thoughtful and strategic Internal Comms plan

“Wasn't DEI Week the absolute best in AMS history? I feel so empowered and inspired beyond words! Huge thanks to all the amazing panelists and organizers who made this week possible. You all rock!”

“Really thought provoking.. Let's definitely keep the conversation going and challenging ourselves to be the best humans we can be”

“What an amazing week it has been at AMS, with bold sessions tackling the trickiest conversations to break down barriers and truly include”

Top Sessions	Participant s	Quotes
Resilience and Change: Our CEO welcomes our Keynote Speaker Matthew Syed	1,002	<i>“This morning’s session with Matthew Syed was a great start to DEI week and the week in general, wish we’d had longer!”</i>
‘I don’t mean to offend, but...’ - The role of language with Jim Sykes	934	<i>“What a great session! It's truly important to keep learning and questioning old clichés”</i> <i>“I have thoroughly enjoyed listening to Gwen Jones all was very on point and much needed. Great session !!”</i>
How can we support religious inclusion in the workplace? With Jo Feely	881	<i>“Respect for other viewpoints, religious beliefs is most important... We must respect even what we don't understand.”</i>
Closing Keynote from John Amaechi OBE, Welcomed by Nikki Hall	741	<i>“What a guy, and what a conclusion of this amazing week - an absolute blessing”</i>



EmBue: Empowering Black and underrepresented ethnicities

A dedicated development program for ethnically minoritized and underrepresented CL3 and CL4 talent in the UK&I



Goal: To create a pipeline of underrepresented ethnically diverse leaders across UK&I and identify where within the business they will be best able to thrive, while supporting the development of other ethnically diverse leaders.

Programme Components



Skip-level Sponsorship & Mentoring



Workshops to build skills & confidence



Key-Note Speakers



Community & Networking



Overview:

The programme ran from May to November, with two face-to-face events (launch and graduation). The rest of the programme was delivered virtually. We worked with internal and external experts to deliver workshops on topics including Authenticity in Leadership, Presentation Skills and Building Inclusion. We also invited external guest speakers to meet with the cohort to talk about their career journeys and tips for success.

Cohort delivered group TEDTalks to an audience of their Sponsors, Mentors and the Chief Client Officer AEU (overall programme sponsor).

Key Stats:

- 14 participants graduated (0% voluntary programme attrition; 11% involuntary organisation attrition)
- Representation from across the business – Client Services, Ops, Innovation, Tech
- Most respondents rated their experience as excellent, with an average score of 4.71 out of 5
- All participants would like to remain involved in the program to support future cohorts.



What will success look like?

- ✓ Career progression within 12-24 months of program graduation
- ✓ Reduced attrition within cohort (voluntary and involuntary)
- ✓ Improved program feedback
- ✓ Continued growth of community
- ✓ Post – program engagement (e.g. sponsoring others on the programme in future)

Spotlight: The Alliance Roadshow

The AMS Diversity & Inclusion Alliance is a collaboration hub of leading DEIB partners designed to build expertise into client strategies to deliver ‘Return on Inclusion’.

To introduce our partners to our clients, we held an Alliance roadshow in fall 2024, taking our Alliance on an in-person tour across the UK holding networking events to share DEIB insight. We were also joined by AMS Talent Lab to share how they are driving change through Social Mobility and creating opportunities for underrepresented talent, including their work with The King’s Trust.



Watch the video roundup here

4
locations

Nearly
150
client delegates



Our partners:

55/REDEFINED

auticon

Evenbreak

BRIDGE OF HOPE CAREERS

mywork

RFS

BYP

Also featuring:

AIMS

Talent Lab



Attended by:

“I thoroughly enjoyed attending the AMS Alliance roadshow in London. The opportunity to connect with DEIB partners and gain cutting-edge insights into DEIB practices was invaluable. It’s encouraging and inspiring to see such a strong commitment to diversity, equity, inclusion, and belonging.”

Susan Miller Jones,
Chief People Officer, RSA

Spotlight: AMS DEIB Knowledge Exchange Webinar Series 2024

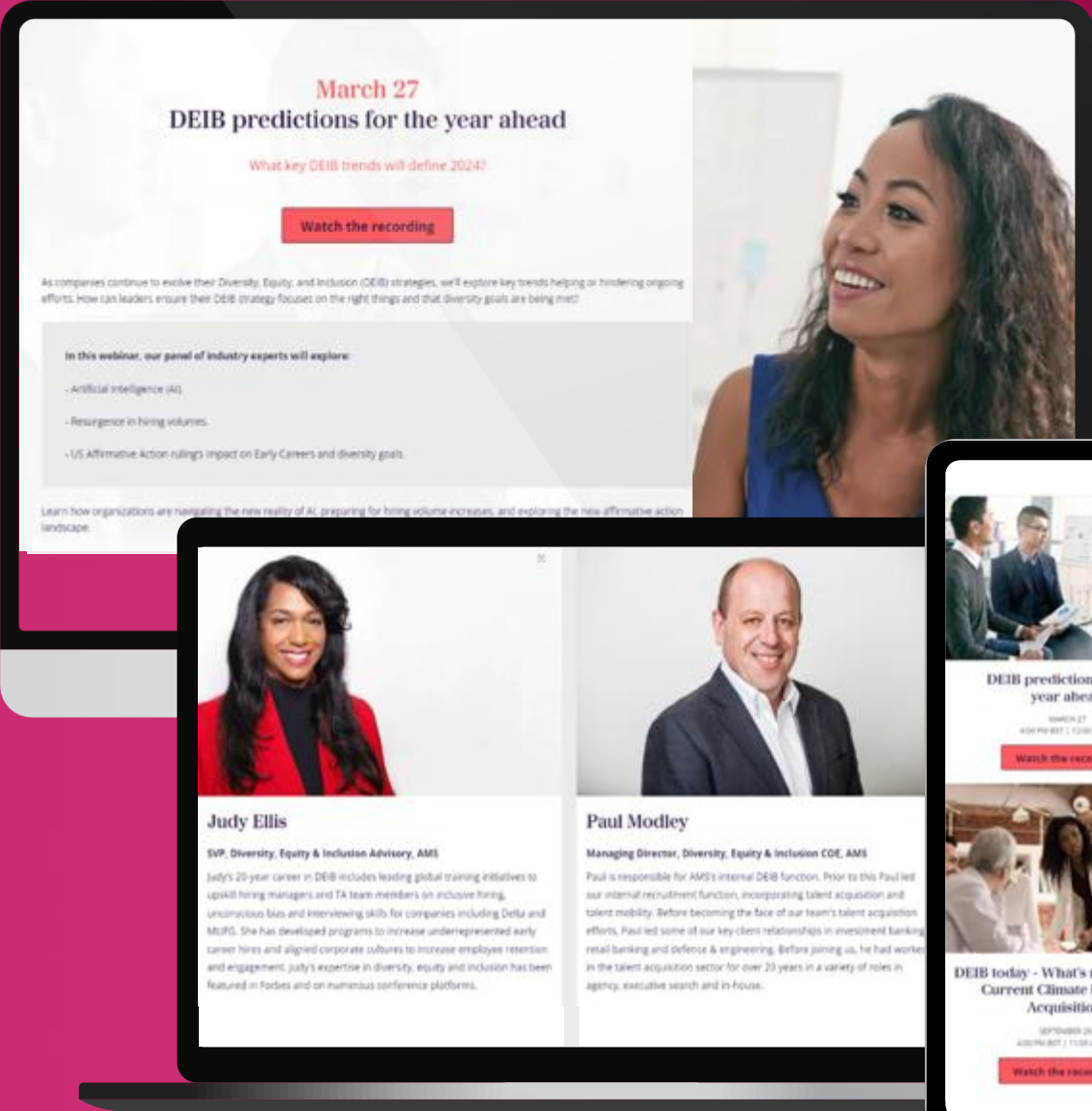
Bringing DEIB thought leadership to our clients

The AMS DEIB Knowledge Exchange 2024 series tackled critical DEIB topics across four expert-led webinars with the theme ‘DEIB Impact, from Awareness to Action’. We brought clients, colleagues and partners together to discuss DEI predictions for the year ahead, discussed how technology and AI are impacting DEIB, what could be next with the current climate in Talent Acquisition and skills: paving the path to a more diverse workforce.

Summary:

Social impressions
251,817
Registrations
1,035

Attendees + recording views
473
Social engagements
3,759



Our Social Impact



Social Impact

Driving the 'S' in ESG

As a business, AMS is committed to creating a more sustainable future for all. We understand our responsibility to support the communities in which we operate and recognize that through our strategic talent solutions, we are in a unique position to support our clients in delivering their own Social Value priorities.

Moving forward, we aim to integrate our DEIB and ESG efforts to align with the 'S' in ESG by region, where applicable; from inclusive and sustainable strategies to driving Social Mobility and reskilling diverse talent through AMS Talent Lab, to supporting economic growth through diverse supply chains and quantifying Social Value.

On the next page, is a small snapshot of our global Social Impact activity, read more in our latest AMS Sustainability Report.

[Read more here](#)



Social Impact

Driving the ‘S’ in ESG



AMS rise to #12 in the Social Mobility Foundation Employer Index

In 2024 AMS moved up to 12th place in the Social Mobility Foundation Index for its third consecutive year. Measures taken include the work through AMS Talent Lab and PSR, partnering with the third sector, renewing our focus on data collection and publishing our [class pay gap](#).



Delivering Social and Commercial Value through PSR

Our Public Sector Resourcing (PSR) framework is underpinned by social value, which goes hand in hand with commercial value. Our strategy spans ‘[Pay It Forward](#)’ [volunteering](#), leveraging our Alliance partners, embedding initiatives such as a Guaranteed Interview Scheme, and connecting and engaging diverse suppliers – converted into financial proxies through [Thrive](#).



Progressing our supplier diversity strategy

AMS’s supplier diversity strategy aims to maximize spend and opportunity with diverse-owned businesses and promote inclusive practices across our supply chains. 20% of suppliers onboarded/assessed in 2024 were categorized as ‘diverse’. We share our learnings [here](#).

Supporting clients on their Social Mobility journey

Following our jump in the Index, we held a Social Mobility client roundtable led by Sarah Atkinson, CEO of the SMF, attended by Goldman Sachs, RS Group, Evelyn Partners & Deloitte. We explored how to make meaningful change through data, and bringing together business, education and third sectors to make a difference.



Inspiring hope at the Refugee Job Fair (EMEA)

In November 2024, a group of AMS volunteers came together to support the Refugee Job Fair in Berlin to provide CV support and personal branding guidance to refugees seeking new opportunities and hope for their future.



Career Insight Days with BelEve and GoodWork

Over 2024 we partnered with charities such as [GoodWork](#) and [BelEve](#) dedicated to empowering young people who face systemic barriers, building confidence and skills for their future.

Hosted at our offices, our volunteer teams shared CV and interview tips, hosted panel events with diverse AMS career stories, delivered training on communication styles, and even tasked a TikTok challenge to advertise life at AMS.



“This day was just so full of valuable experiences: expert advice on how to improve my CV, an explanation of how personality traits align with various working styles and all about navigating the professional world.”

Driving Social Impact through Talent Creation

Who are AMS Skills Creation?

Social Mobility underpins the ethos of AMS Skills Creation. Every element of this service is designed to impact social value and give opportunity to untapped talent in the market.

Through our Recruit Train Deploy service, to the extensive Skills for Life campaigns that we run, we have given opportunity, support and care to over 2500 individuals through in the last 2 years. The skills gaps across many businesses continue, and we work with clients to build their talent and future leaders through our solutions, while positively impacting their social value propositions.

Through our network of Social Mobility partners and our extensive client network we can offer opportunity to those most needing support.

Our tailor-made campaigns target, attract, and support the most deprived regions and demographics in the UK. This, coupled with our ethical skilling practices, dedicated Skills Creation Care support and Skills Creation Associate Community maximizes our social value impact at every opportunity.



A|M|S

UK
SOCIAL
MOBILITY
AWARDS

**Winner of Highly Commended
& Gold Award for Recruitment
Programme of the Year at the
UK Social Mobility Awards
(SOMOs)**

Who we work with:

Rolls-Royce



Deloitte.



AMS Skills Creation & King's Trust



AMS Skills Creation are proud to be part of the King's Trust, Million Makers scheme.

In keeping with the ambitions of both the King's Trust and AMS Skills Creation, we are creating opportunity, now and long term, for young adults, improving and influencing social mobility.

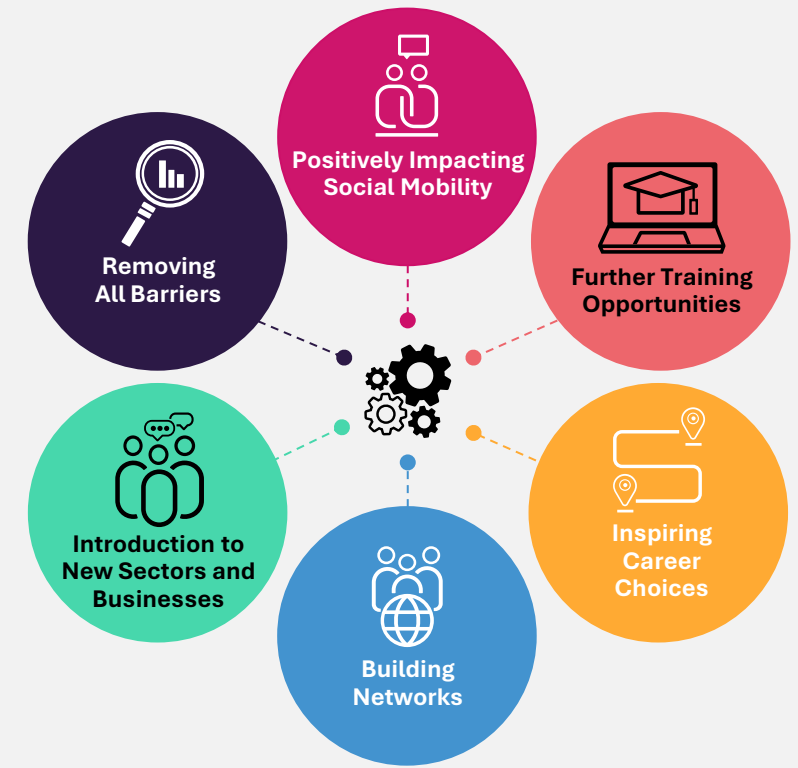
We are creating fully sponsored virtual events, across a network of clients in 5 key regions across the UK, targeting the most deprived towns and those who need the opportunity most. Initially we will be running one for 16-19-year-olds and a smaller event for year 6 students. These will come under the banner - **Limitless Horizons**.

Through sponsorship and fundraising events, we are aiming to generate more than £15,000 for the Million Makers scheme to support with the Prince's Trust enterprise.

Virtual Client Events

Creating Opportunity and Inspiring Young Adults in the areas that need it most!

- Utilising our extensive client network across 5 key regions, we are offering the opportunity for businesses to speak at one of our events at the end of Q1 2025.
- Scaled sponsorship options to fit both SME and Enterprise organizations
- Offering further opportunity to train in Skills for Life Bootcamps as timing and funding is available
- Targeting the most deprived areas in each, using data from The English Indices of Deprivation report
- Currently connecting with colleges, and schools to offer the opportunity for the most in need of support
- 100% sponsorship funds received will go to the Prince's Trust



Fundraising

We will raise additional money through low cost, fun and engaging initiatives!

- AMS Raffle – Due to be launched in Q4, with a variety of prizes!
- Art Exhibition – One of our Skills Creation Associates, is an exceptional artist. She has offered to run and donate the proceeds of an art exhibition in London later this year
- Glasgow event - Using our connections, we have secured a large space, with entertainment for Q4. All proceeds from the entry on the door will be given to the Million Makers Scheme!

Watch our videos, supporting the extensive work we do to drive Social Mobility!

Creating equity of opportunity for all

Listen to our former Skills for Life learner who trained for free on one of our Skills for Life bootcamps:

<https://youtu.be/p8oynMHJtWY>

Hear about the work that our Skills Creation Career Coaches do to create our inclusive culture, based on belonging, striving to support all our Associates and Alumni in achieving their potential:

<https://youtu.be/ETZFCR8BcAo> |

<https://youtu.be/DnbU0eC8FKU>

The impact, hear from our current Associates and Clients!

Listen to the feedback on our end-to-end solution directly from our Skills Creation Associates, currently deployed across RTD clients:

<https://youtu.be/zZ9slv1OkWE> |

<https://youtube.com/shorts/RBFGlxey65c> |

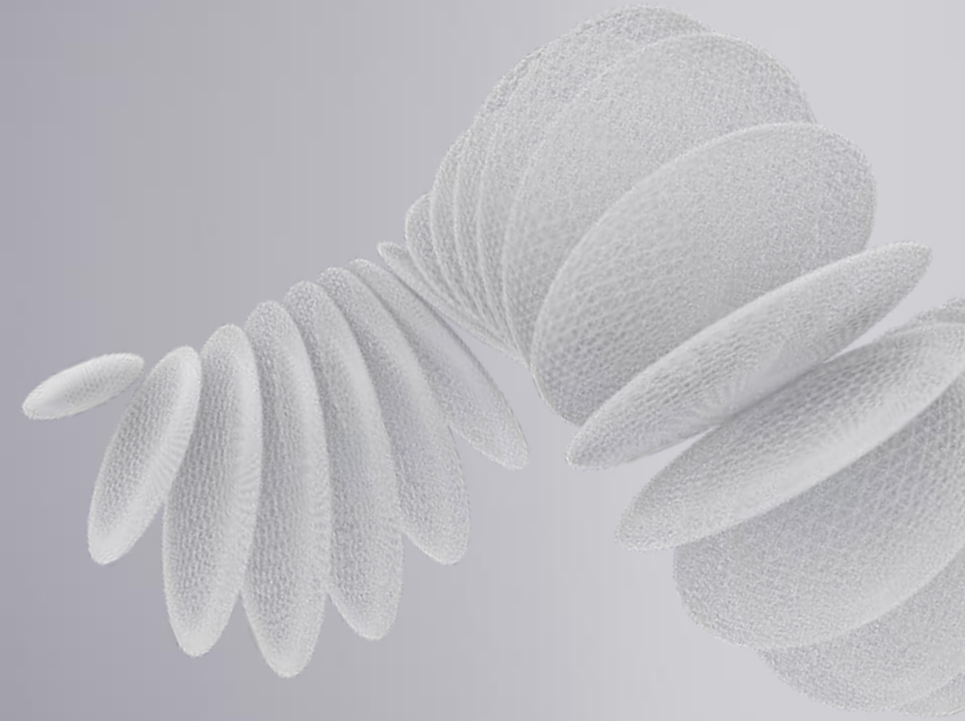
<https://youtu.be/AThznUrPiAg>

Nikki Reid shares her thoughts on the AMS Skills Creation solution. Nikki has hired her last two cohorts from us, with all candidates having previously completed our Skills for Life training pathways:

https://youtu.be/PeeVA9iE_Ac



Our 2025 focus



Our 2025 focus

DEIB COE 2025 Mission Statement

In 2025, we are committed to **inclusion for all** and **building belonging**. Our mission is to drive **business strategy and success** through **diverse representation** and **equitable outcomes**.

We strive to build a culture of **allyship**, creating an environment where everyone can thrive. We aim to **integrate our DEIB and ESG efforts**, demonstrating the benefits of **inclusive and sustainable hiring strategies**, supporting economic growth through **diverse supply chains** and underrepresented talent, and quantifying **Social Value**.



Strategic business outcomes

A | Accelerated client success

DEIB-optimized client solutions and recruitment processes, partnering with Advisory, to support client retention and quality of hire

Linking DEIB to business objectives, growth and success

Sustainable hiring and reskilling strategies, supporting AMS Talent Lab with diverse talent creation

Social Value/ Impact for our clients, converted into financial proxies

Diverse supply chains to support economic growth through minority-owned businesses

M | Mobilizing world-class teams

Culture of belonging for across our business, enhanced through our Milestone Moments and DEIB Week

A workforce that reflects the communities where we operate – aiming to increase ethnic diversity in our global leadership to 20% by the end of 2026 (currently at 17%)

Bias free and equitable people processes – reviewing performance, attrition and promotion data as well as sourcing, recruitment and selection processes by underrepresented group

11 global ERGs (including new Religion, Faith & Spirituality ERG) set up for success to enhance our culture of belonging

S | Strategic innovation

Expand the remit of the DEIB COE in 2025 to include Social Impact and Value as a core focus, ensuring alignment with the "S" in ESG by region where applicable

Amplified DEIB credibility and global recognition – delivering 3 x Knowledge Exchange Webinars in 2025

Positive action to close the Social Mobility gap – maintain Top 20 position in the Social Mobility Foundation Employers Index (currently #12)

Continue roll out of DEI Alliance across UK clients to support diversity challenges and drive growth

Thank you!

For any questions regarding our report, or if you'd like to discuss how AMS can support your DEIB strategy, contact us at:

diversityandinclusion@weareams.com



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