



ESG

Operam Education Group 

Together integrating ESG factors for sustainable development and performance of our investments.

Operam Education Group and ESG

OEG since its beginning was built on its set of values and conscientiousness of social and environmental considerations. Fundamental to its foundation has been to ensure its delivery of high operational standards for the benefit of its employees, clients, candidates, partners, and its Board, but most of all for the pupils and students who benefit from OEG's purpose to increase learning capacity in the classroom.

Creating and monitoring environmental, social and governance factors is on-going and yet OEG has an extensive portfolio of projects, developments, and processes to illustrate their performance against the ESG criteria.



Operam Education Group





Environmental: *Together being proactive to conserve the planet*



Social: Together being socially and ethically responsible



Social: Together being socially and ethically responsible

EQUAL OPPORTUNITY



Together creating and monitoring Equal Opportunities

- ED&I recruitment processes
- Flexible working
- Equal and fair pay
- Bright ideas
- CEO internal mentoring programme
- Apprenticeships
- Career ladder
- Recruitment of Ex-offenders Policy
- Equal Opportunities Monitoring



HUMAN RIGHTS

Together ensuring Human Rights are upheld

- Freedom of association
- Policies:
- Child Protection
- Safeguarding
- Childcare (disqualification) Regulations
- Anti-slavery policy
- Keeping Children Safe
- DBS



ENVIRONMENTAL

SOCIAL

GOVERNANCE

ETHICAL SUPPORT & GIVING BACK



Together providing for and supporting others who are in need

- Pledge days for volunteer work
- Tutoring support to narrow pupil attainment gap
- Effects of vision on pupil attainment programme
- Food bank support
- Supporting School based social enterprise programmes
- Executive mentoring for external aspiring entrepreneurs
- You refer, we share scheme
- Client sponsorship for local community initiatives
- Routes into employment support programmes with universities and colleges
- Work readiness workshops for school leavers



Governance: Together operating ethically and transparently, whilst ensuring compliance



Governance: *Together operating ethically and transparently, whilst ensuring compliance*





Future Goals

OEG is committed to striving for improvements that ultimately benefit those in or supporting education, including OEG's workforce and local communities.

- To continue to create teaching capacity in the classroom through the provision of high-quality teaching staff.
- To help narrow the attainment gap experienced by the pandemic hit school generation.
- To support the communities in which we live and work in through our resource, time, and expertise.



31st January 2022