



Ten2Two B Corp Impact Report

2024–2025

Our first year
as a Certified
B Corp



Table of Contents

- 1 Leadership Letter
- 2 Journey to Certification
- 3 Scores and Goals
- 4 Impact Areas
- 5 Impact Spotlights
- 6 Challenges & Next Steps
- 7 Next Year's Commitments
- 8 Thank You



Leadership Letter

From Deborah & Jane, Founders and Directors

One year ago, we proudly joined the global B Corp community – a network of businesses committed to using their influence for good, balancing people, planet, and profit.

We didn't become a B Corp to tick a box. We did it because it reflects who we've been for 18 years – a business with purpose at its heart. Since day one, we've believed in making real change: changing the way employers see part-time professionals, changing the careers of thousands of talented people, and changing the working world for the better.

This year has been about embedding B Corp thinking into every decision we make, from the way we run our business to the free support we give our members, the way we treat our team, and the partnerships we build.



We're so proud of what we've achieved – from supporting over 55,000 professionals with their careers, to helping more than 5,000 businesses embrace flexible working, to volunteering our time and expertise for charities and community projects.

But we're just getting started. Next year, we'll set our sights on improving our environmental stewardship, broadening our social impact, and continuing to champion flexible, fulfilling careers for all.

Thank you to our wonderful clients, members, partners for believing in our vision – and to our brilliant team for living our values every single day.



We didn't become a B Corp to tick a box – we did it because it reflects who we've been for 18 years.



Our Journey to Certification

WHY B CORP? WHY NOW?

For us, becoming a B Corp wasn't a change of direction – it was a formal recognition of the values we've always lived by.

OUR VISION

A workplace where part-time professionals are truly valued by employers everywhere for their talent and contribution, not the number of hours they work.

OUR MISSION

To change the workplace one part-time job at a time.
Every successful part-time placement can change a leader.
Every leader can change a business.

OUR PURPOSE

We fulfil the professional needs of our candidates, helping them find rewarding roles and balance between work and home life. In turn, we help businesses thrive by connecting them with the part-time professionals they need. The B Impact Assessment is now a key part of our strategy – helping us measure, improve, and be transparent about the difference we make.

**“Every successful
part-time
placement can
change a leader.
Every leader can
change a business.”**

Our Score & Goals

Governance

17.4

We believe in leading with integrity. Our decision-making is transparent, ethical, and always in the best interest of our team, clients, and the community.

Workers

39.6

Our team is our greatest asset, and we go above and beyond to support them. From work-life balance to professional growth, we're all about creating a workplace where people can thrive.

Community

20.6

We're not just a business—we're part of a community. We actively contribute to the places where we live and work, supporting local initiatives and championing diversity and inclusion.

Environment

7.2

We're taking steps to reduce our environmental impact. It's a journey, and we're committed to improving every day, whether that's through sustainable practices or reducing our carbon footprint.

Customers

3.8

Our clients and candidates are at the heart of what we do. We're always striving to better understand and meet your needs, and we're working hard to do even better in this area.

Overall

88.9

Our Scores & Goals

Goal for
recertification:
strengthen
Environment &
Customer scores
while maintaining
strong Worker
impact.

1

Increase our
Environment score by
introducing measurable
sustainability initiatives.

2

Strengthen our
Customer impact score
by expanding support
to businesses adopting
flexible working.

3

Maintain our strong
Workers score by
deepening our team
wellbeing and
development practices.

Our Impact in 2024-25

Governance

WHAT WE DID

- Strengthened transparency with clients, members, and team through open communication and annual reporting.
- Ensured our female-led, 91% female workforce has a voice in decision-making.
- Balanced stakeholder needs in all strategic decisions.

Amended Articles of Association

91%

Female Workforce

Goal for next year

Create a formal stakeholder feedback loop to inform board-level decision-making.



"108 years'
combined experience"

100%

flexible

Workers

WHAT WE DID

- 100% of our team work flexibly; 82% work part-time.
- Achieved 100% staff pride in working for Ten2Two.
- Offered each employee a paid volunteering day for a cause of their choice

100%

proud

GOAL FOR NEXT YEAR

Introduce structured professional development plans for every team member.

82%

part-time

Community

WHAT WE DID

- Donated time and expertise to charities, including National Interview Week.
- Provided over 10,000 free career development webinar places to jobseekers.
- All team given a day to volunteer for a community cause.

Used More
Local
Suppliers

4%

of revenue donated
to charitable
causes

Goal for next year

Formalise a community partnership programme with at least two charities.

Environment

WHAT WE DID

- All team members work remotely, reducing commuting emissions.
- Reduced paper use through digital-first processes.
- Created new process for electronic recycling.



Goal for next year

Measure and reduce carbon footprint, introduce green office supply policies.

Customers

WHAT WE DID:

Supported over 1700 businesses with flexible working support since 2022.

Delivered free recruitment and flexible working webinars to over 446 business attendees.

50%

Achieved 50% repeat business rate with clients.

Goal for next year

Launch a new toolkit for SMEs adopting part-time and flexible roles.

Customers

FEEDBACK

“ We’ve been consistently impressed by the quality of candidates Ten2Two provide – they really understand flexible recruitment. ”

“ Ten2Two make recruitment easy. They take time to properly understand your business and its requirements, so you get the candidates you’re looking for. Essential support for a small business! ”

4.9

score on google reviews

Goal for next year

Deliver a wider range of business support webinars

Impact Spotlights



HELPING RETURNERS THRIVE

We've supported 1,700 returners in rebuilding their careers, offering free advice, coaching, and role-matching support.

CHANGING BUSINESS LEADERS' MINDS

Every time a leader hires a part-time professional through Ten2Two, they see first-hand the value of experience over hours worked – sparking a ripple effect of change in workplace culture.



LIVING WAGE COMMITMENT

We became a Living Wage employer in September 2023, ensuring fair pay for our team and inspiring our clients to follow suit.

Challenges & Next Steps

We're proud of the progress we've made in our first year as a Certified B Corporation®, but we know there's more to do. In the spirit of transparency, here are the key areas we're focusing on next:

- Strengthening our environmental impact – Our Environment score is our lowest, reflecting the fact we've only just begun measuring our footprint. Next year, we'll set clear sustainability targets and introduce greener operational practices.
- Increasing our customer impact – We want to do more for the businesses we support, from sharing best practice resources to championing flexible working more widely.
- Embedding measurement into our processes – We already do a lot that has a positive impact, but we need better systems to track and evidence the difference we're making year on year.

By addressing these areas, we'll continue to grow as a business that delivers real value for people, the planet, and the economy.

Next Year's Commitments



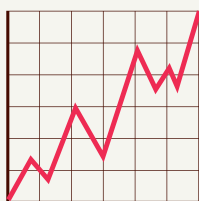
Reduce our environmental footprint and increase our Environment score.



Develop new training resources for both clients and candidates.



Expand our charity partnerships to maximise community benefit.



Maintain transparency and keep our stakeholders informed of both progress and challenges.



Thank You

To our incredible team, our loyal clients, and our inspiring members – thank you for being part of our journey.

Let's continue to prove that flexible, purposeful work can change lives and businesses for the better.

Read more about our journey:

 [Our B Corp Announcement](#)

 [Our Purpose Beyond Profit](#)

