

prospect 
talentbeyondprofit



B CORP IMPACT REPORT 2026



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Measuring Progress



Introduction

At Prospectus, being a certified B Corporation is more than a milestone, it's a reflection of who we are and what we stand for.

It affirms our commitment to balancing purpose and profit, and to holding ourselves accountable to the highest standards of social and environmental performance, transparency, and governance.

We're proud to be part of a global movement of businesses that are redefining success - not just by financial outcomes, but by the positive impact we create for people and the planet. Becoming a B Corp has deepened our sense of purpose and sharpened our focus on meaningful change. It challenges us to think differently, act responsibly, and lead with integrity in everything we do.

This impact report shares how we're living those values - through our work, our partnerships, and the everyday decisions that shape our culture and community. It's a celebration of progress, but also a promise to keep pushing forward.



Message from Prospectus

As we approach our 70th year in 2026, Prospectus has always believed recruitment could be a force for good, not just transactional, but a catalyst for creating more equitable, purposeful workplaces.

Achieving B Corp certification challenged us to look honestly at every aspect of our business: how we treat our team, serve our clients and candidates, show up in our communities, and where we're falling short.

We're proud of what we've accomplished. Over 600 candidates placed in mission-driven roles. Supporting 300+ organisations changing the world. Becoming the UK's first B Corp-certified recruitment agency in our sector. But what matters most is the how. Dismantling commission-driven models, embedding EDI into our processes, and creating a workplace where our team are satisfied and engaged.

We're clear-eyed about improvement areas. Our environmental score reflects virtual work realities, and we're committed to doing better with transparent progress reporting.

Being a B Corp means redefining success. It's not purpose or profit - it's both, together. This report is our promise: to keep pushing forward, proving that recruitment done right can change lives, strengthen communities, and build a more sustainable world.

Thank you for being part of this journey.



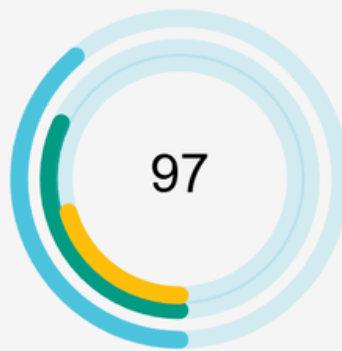
Our 2026 B Corp impact Score

B Corps are businesses which meet the highest standards of social and environmental performance, transparency, and accountability. It's not easy becoming one – there is a rigorous impact assessment to complete (covering governance, workers, community, environment and customers), substantiated with plenty of evidence of the positive social and environmental impacts we have contributed as a business.

We have worked hard to improve our score for our recertification in 2026.

Overall B Impact Score

Based on the B Impact assessment, Prospectus earned an overall score of 97.0. The median score for ordinary businesses who complete the assessment is currently 50.9.



- 97 Overall B Impact Score
- 80 Qualifies for B Corp Certification
- 50.9 Median Score for Ordinary Businesses



Governance

20.5



Workers

33.1



Community

24



Environment

1.9



Customers

17.3

Our Impact in Numbers



of Purpose-Led Recruitment

90%

of both our clients and candidates would recommend us



UK's first B Corp Certified recruitment agency in our sector



40 Team Members



300+

Organisations supported every year



600+

Candidates placed in mission-driven roles every year



£1.5m

Annual media spend managed for charities by our specialist recruitment advertising team

6

Recruitment services covering 20+ sectors and departments

123

Fundraising Placements every year

25

Trustee and Chair Placements every year

275

Permanent and Contract Placements every year

50

CEO and Leadership Placements every year

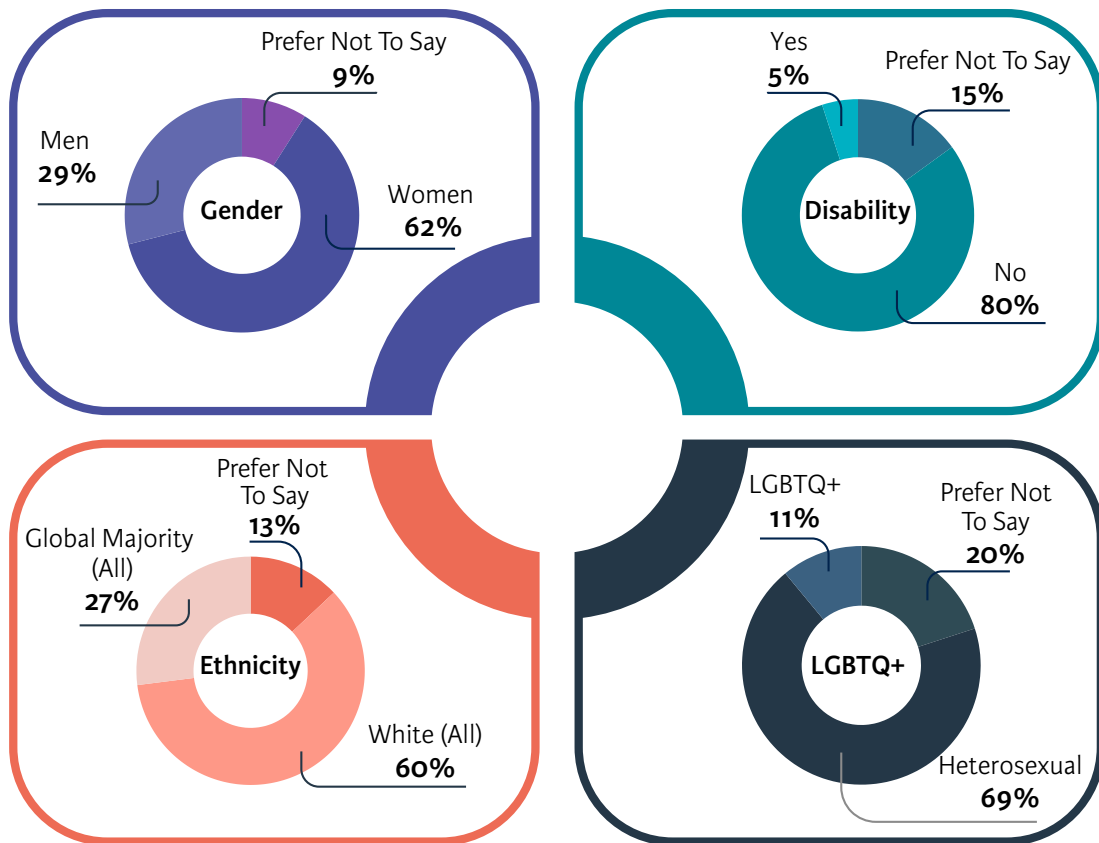
338

Temporary Placements every year

Our Impact in Numbers

We believe in leading by example to ensure that job opportunities are accessible to all. Transparent reporting on our EDI performance not only drives accountability but also helps us partner effectively with clients who share our values. Together, we're building workplaces that reflect the diversity of the communities they serve.

The below EDI data details the diversity of our placed candidates we supported from September 2024 to September 2025, covering 23,500 respondents



Worldwide Impact

We make placements not just throughout the United Kingdom, but Globally.



Measuring Progress

Governance: Embedding Purpose into our DNA

Purpose isn't a department, it's how we make decisions. From Board meetings to daily choices, we've built impact into our business structure.

What Makes Us Different



Non-Commission Model

Our recruiters work on salaries with profit-sharing and stock options and are non-commission so they collaborate to find the right candidate, not just the fastest placement.



Impact = Performance

We evaluate on social and environmental goals, not just revenue.



Public Accountability

We report transparently on our governance, ownership, and impact metrics, and use stakeholder feedback to shape our strategy.

Customers: Championing Clients and Candidates

We work with 46,000+ individuals and support 300+ organisations every year, with a focus on quality, ethics, and accessibility.

Why Clients Trust Us



90% Would Recommend Us

Our non-commission model and collaborative approach mean clients get the best talent, not the quickest sale.



Third-Party Certified

100% of our services are reviewed by independent accreditation bodies.



Standing for What's Right

From #StandWithTrans to our EDI Working Groups, we don't just talk about inclusion, we actively amplify underrepresented voices through events, podcasts, and sector-wide advocacy.

Measuring Progress

Workers: People First, Always

We invest in our team's growth, wellbeing, and financial security, because great work happens when people feel valued.

How We Show Up



Shared Success

At least 50% of employees hold stock options. Everyone shares in what we build together.



Internal Growth

15%+ of our team was promoted last year. We are passionate about developing talent from within.



True Flexibility

Remote work, flex-time, job-sharing, plus comprehensive health support for employees and their families.



What Our Team Say

81-90% report being satisfied or engaged at work.

Community: Impact Beyond Placement

Recruitment is about more than filling roles, it's about building equitable, diverse workplaces and supporting the communities we serve.

Our Commitment in Action



Nationwide Reach

25% of our team works fully remotely; others are based across London, Wales, and Scotland, bringing opportunities to communities nationwide.



Inclusive by Design

We use anonymised shortlists, review job descriptions for bias, and actively reach out to underrepresented candidates.



Giving Back

We provide 6 days of volunteer time annually for each employee, donation matching, and charity partnerships chosen by our team. The team used approx. 24 days in total in 2024.

Measuring Progress

Environment: Honest Progress

Working virtually has meant lower environmental scores than we'd like. We're committed to doing better.

Our Plan Forward



- Transitioning to renewable energy sources
- Tracking and reducing energy consumption
- Implementing sustainable office practices

We know this is an area for growth, and we'll report transparently on our progress every year. Accountability means owning where we need to improve.



Connecting
talented people
with purpose driven
and not-for-profit
organisations.

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