

MATERIALITY ASSESSMENT REPORT

Report Overview

This is our first biennial Materiality Assessment Report, created to ensure we prioritise issues with the greatest impact on our business, communities and the environment, and those that matter most to our stakeholders.

We have gathered data from our Materiality Assessment Questionnaire, an anonymous questionnaire, open to all stakeholders inside and outside of our business. This data was then reviewed with our Board in order to shape the agenda for the business over the next two years.

This report summarises our findings from the questionnaire and lays out our key focus areas.

Key sections of this report include:

Company Profile	Report Highlights	Questionnaire Results	Strategy & Outcomes	Conclusion
				

Company Profile



Who We Are

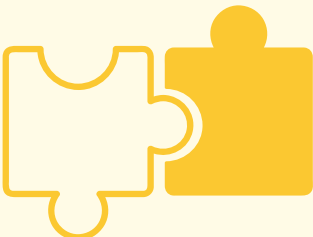
Hectic People is a HR consultancy for small and medium sized businesses.

We support across all areas of HR, talent management and recruitment.

We also support in environmental organisational design, such as helping companies become aligned to the B Corp framework / ISO 14001.

Our Mission & Values

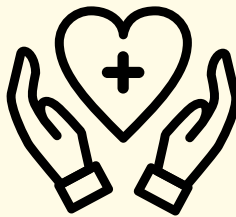
Driving sustainability amongst small and medium sized businesses, by designing & implementing socially and environmentally responsible HR practice.

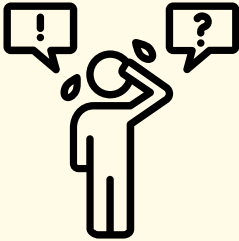
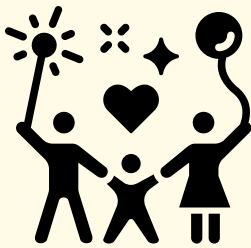
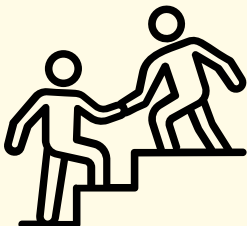
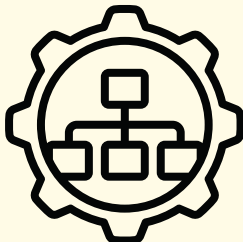
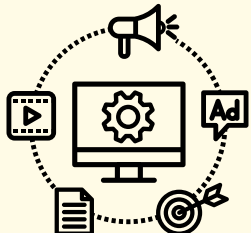
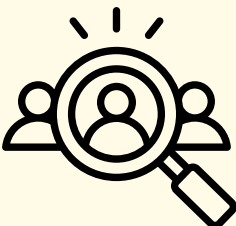
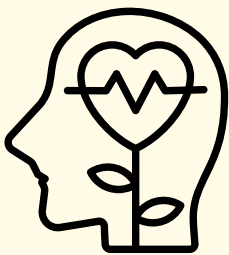
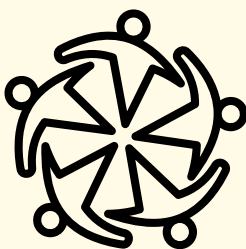
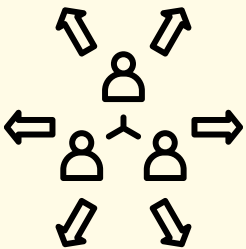
Fun	Simple	Accessible	Credible
			
We have an enthusiastic and friendly team, and that shows in our delivery	Our sectors are complex, so we add value by helping to simplify messages	We remain accessible to our clients and our colleagues	We have a learning culture to continuously develop ourselves and our frameworks

Our mission and values are key to how we operate, how we have conducted our materiality assessment questionnaire and to how we form our strategy for the next two years.

What We Do

We work with smaller to mid-sized businesses to build their HR, talent and recruitment infrastructure and manage it, allowing our clients to grow and strengthen their mission and impact model through greater alignment to its employees. In addition, we work with businesses to support them in environmental organisational design, aligning with the sustainability agenda. Some of the areas that we can support in are:

Virtual HR administration	Implementing HR processes & procedures	HR employee handbook & employee intranet	Employee relations
			
HR software solutions	Individual policies & contracts of employment	Employment law advice	Health & Safety
			

Learning, development & performance	Disciplinary & grievance	Pay, leave & benefits	Family friendly
			
Termination	Management & leadership coaching	Organisational design	Attraction strategy
			
Recruitment	Health & wellbeing	Diversity, equity & inclusion	Job fragmentation
			

Employee engagement	Environmental alignment	B Corp alignment & accreditation	ISO 14001 alignment & accreditation
			

Our Stakeholders

Our stakeholders range from our Board and employees, our clients (the businesses that we work with), employees of a client, suppliers and contractors, the local community and those that work in a similar industry.

Report Highlights

The top priorities selected by stakeholders, when looking at responses from our materiality assessment questionnaire collectively are:



Mental wellbeing
(Welfare of Hectic People workers)



Supporting clients on ethics and compliance with HR law and certifications like B Corp
(Working with our clients on social & environmental factors)

- The top priority across all Hectic People stakeholders is **mental wellbeing**. With **89% of all stakeholders in our questionnaire selecting this as their first or second choice** on the topic of the welfare of Hectic People workers.

Mental wellbeing means championing mental wellbeing within the business, including good & consistent work/life balance.

- The second most important priority across all stakeholders in our questionnaire is **supporting clients on ethics and compliance with HR law and certifications like B Corp. 69% of all stakeholders in our questionnaire selected this as their first choice** on the topic of working with our clients on social & environmental factors.

The top priority selected by our employees and Board members from our materiality assessment questionnaire is:



Supporting clients on ethics and compliance with HR law and certifications like B Corp

(Working with our clients on social & environmental factors)

The top priority selected by our clients from our materiality assessment questionnaire is:



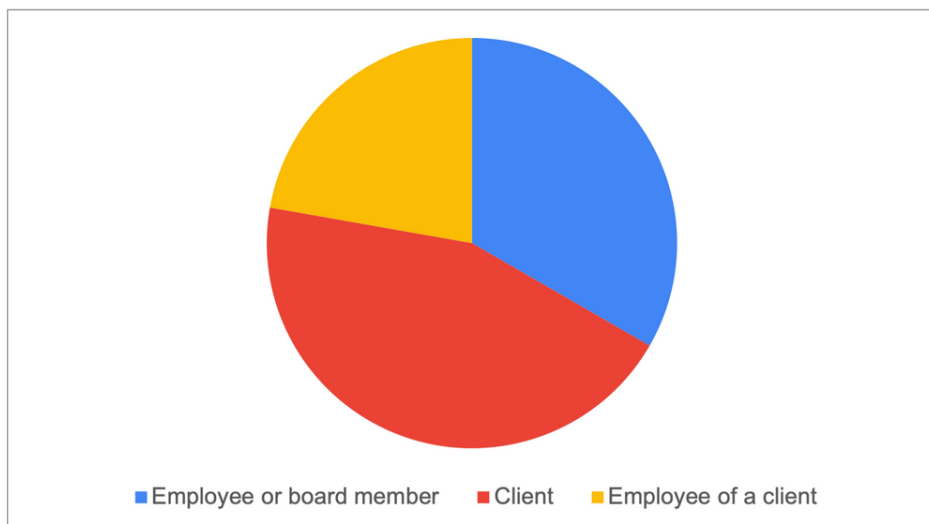
Mental wellbeing

(Welfare of Hectic People workers)

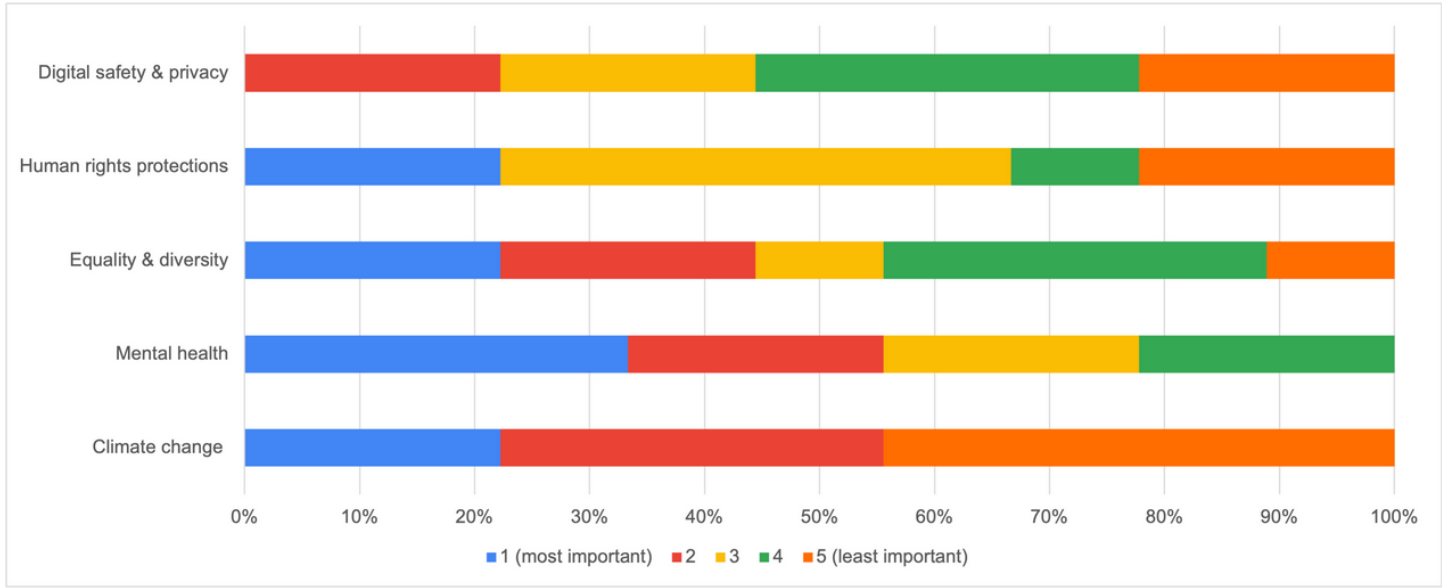
Questionnaire results

We have broken down the results from each question in our materiality assessment questionnaire.

Split of respondents by stakeholder type



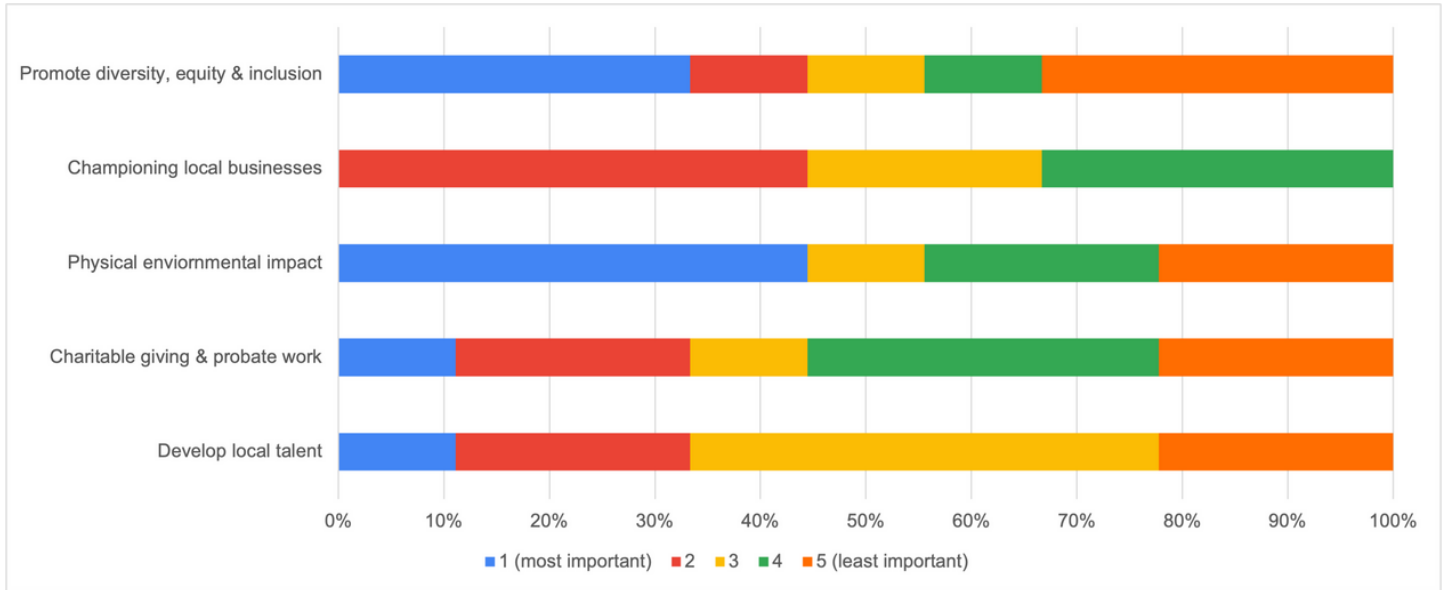
What do you think are the most important social & environmental issues that SME businesses face?



Mental health is the top priority from this question, with 55% of all respondents selecting this as their first or second choice and no respondents selecting this as their lowest choice.

Climate change is a topic of disagreement in this section, with 55% of all respondents selecting this as their top priority but then 45% of all respondents selecting this as their lowest choice.

What do you think that Hectic People should do more of to support the communities that we operate in?



The results show that physical environmental impact is the top priority from this question, with 44% of all respondents selecting it as their first choice.

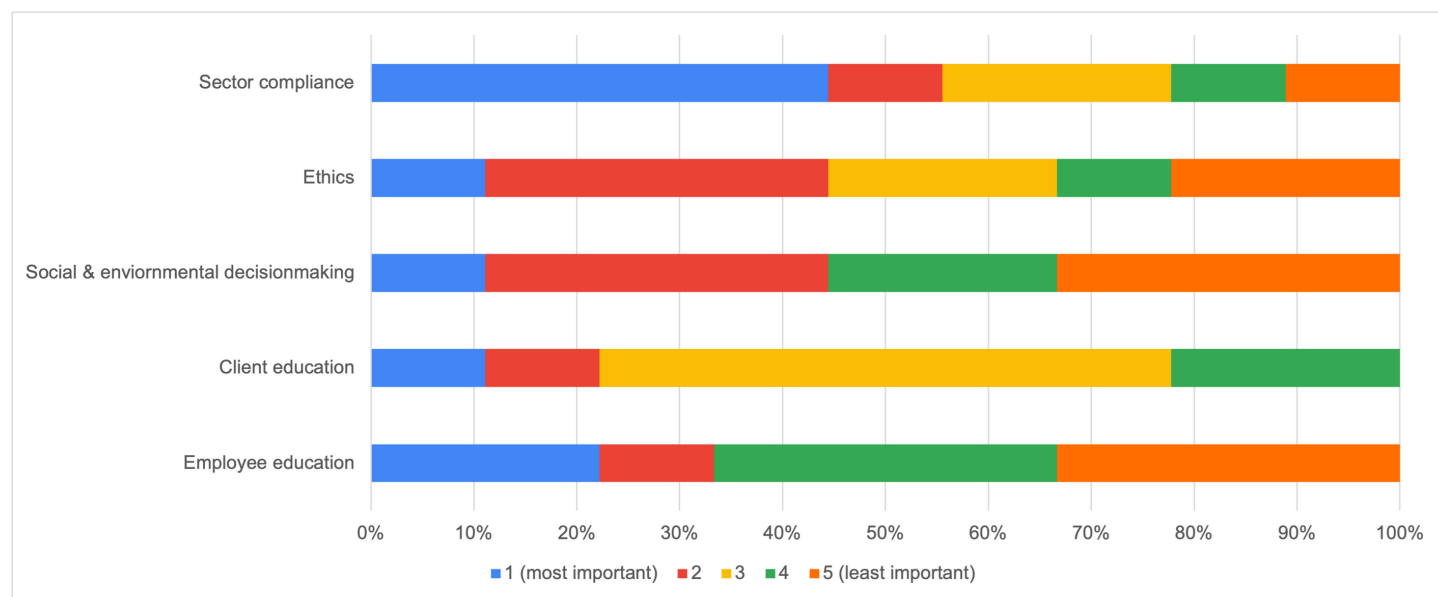
Respondents are quite split on this question, with promoting diversity, equity and inclusion coming a close second with 44% of all respondents selecting it as their first or second choice.

Championing local businesses comes a close third with 44% of all respondents selecting this as their first or second choice.

What can Hectic People do as a business to support the social & environmental agenda?

The options explained:

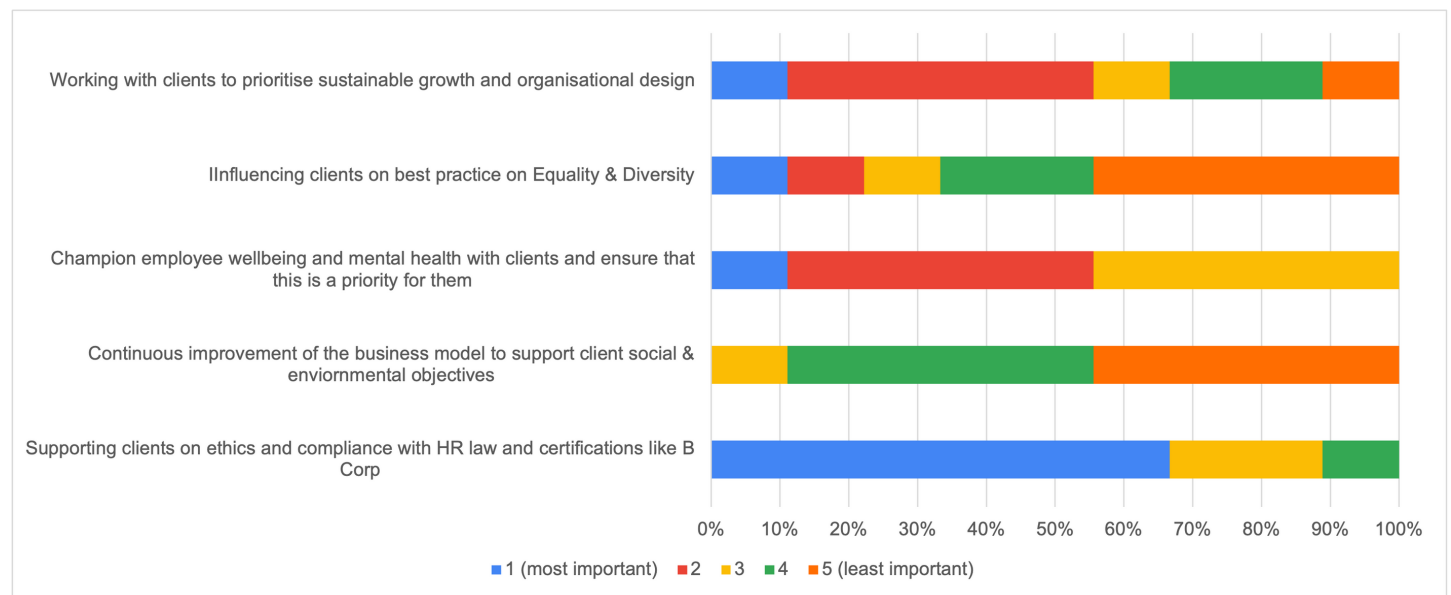
- **Sector compliance**- ensure compliance with local laws, GDPR, accreditations & European CSR
- **Ethics**- upholding an ethics policy that stakeholders must abide to, enabling the highest level of ethics across our operations & suppliers
- **Social & environmental decision making**- ensuring that it is at the forefront of our decision making, impact reporting & brand decision making
- **Client education**- encourage our clients to tackle their impact & why they are important, whilst maintaining brand longevity
- **Employee education**- employee training on how they can make a positive impact here, which in turn can help educate our clients



The top priority in this section is sector compliance with 55% of respondents selecting it as their first or second choice. It shows as more important than any other option in this question.

Client education is the lowest priority from this question with only 22% of all respondents selecting this as their first or second choice.

How can Hectic People work with our clients to have the most impact on social & environmental factors?



The clear top priority in this section is supporting clients on ethics and compliance with HR law and certifications like B Corp, with 67% of respondents selecting it as their first choice and no respondents selecting it as their least important choice. This is the second most important priority across the whole questionnaire results.

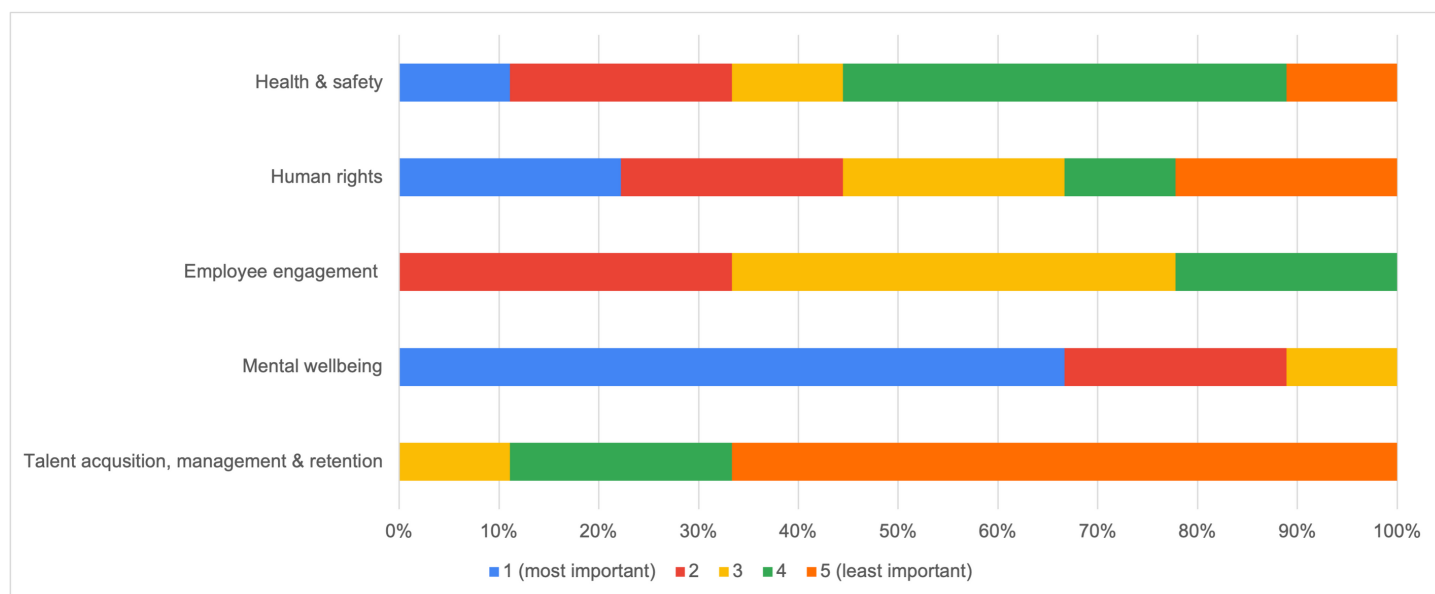
Continuous improvement of the business model to support client social & environmental objectives in the EMEA territory is the lowest priority from this question with no respondents selecting this as their first or second choice.

What is important to maintain welfare of Hectic People workers?

This also includes 3rd party & affiliate workers

The options explained:

- **Healthy & safety-** adherence to the highest of H&S standards
- **Human rights-** diversity, equity & inclusion, legislative compliance, best practice globally
- **Employee engagement-** employee experience satisfaction, culture affinity, involvement in decision making processes
- **Mental wellbeing-** championing mental wellbeing within the business, including good & consistent work/life balance
- **Talent acquisition, management & retention-** fair & consistent management, fair recruitment, progression & job satisfaction



The clear top priority from this question is mental wellbeing, with 89% of respondents selecting it as their first or second choice. It shows as more important than any other option in this question and is the most important priority across the whole questionnaire results.

Talent acquisition, management & retention is the lowest priority from this question with no respondents selecting this as their first or second choice and 67% of all respondents selecting this as their lowest choice.

Strategy & Outcomes

We are using the results from our questionnaire to help us form our strategy for the next two years. Having stakeholder input to help us shape our future is key to our growth as a business.

We will be focusing on the areas that are most important to our stakeholders as part of our overall business strategy. These areas are:

- Supporting clients on ethics and compliance with HR law and certifications like B Corp
- Mental wellbeing

Below we have broken down our strategy further based on each topic area and have looked at what we would like to achieve over the next two year period.

Supporting clients on ethics and compliance with HR law and certifications like B Corp

- Update our website, social media and marketing materials to promote our offering in this area and provide information for stakeholders (interested parties/ potential clients)

- Continue to stay in the detail of upcoming employment legislation and take appropriate action where required
- Continue to expand into environmental compliance through the development of ethics-led policy and procedures, as well as ISO14001 and BCorp certification requirements

Mental wellbeing

- Accessible on-demand coaching from Mental Health first aider
- Monitor staff holiday usage throughout each year to ensure that all staff are taking their full holiday entitlement
- Monitor staff wellbeing day usage throughout each year to help reduce burnout
- Ensure all staff receive annual mental health training
- Normalise conversations around female health requirements and fertility, which can have a huge impact on mental health. CPD study and additional support available for staff in this area.
- Introduction of a 'Pet-Friendly Employer' policy for staff, acknowledging that our furries, fluffies, and feathery friends et al, are family and critical to emotional support and work-life balance.

In addition to this, we want to prioritise our mental wellbeing offering for our clients too. We commit to continuous professional development of our Diversity, Equity, Inclusion and Wellbeing department and to ensure that we have the right resources available for our clients and their employees when they need them.

Conclusion

We have successfully undertaken our first materiality assessment questionnaire, which has enabled us to set our strategy for the next two years on the areas that are most important to our stakeholders. We will run our next questionnaire in 2026, review our progress and share our insights in our next report.

Thank you to all of our stakeholders that contributed to the questionnaire. Your feedback is invaluable to helping us to prioritise issues of importance and shape our future agenda.

Get in Touch

For feedback, partnerships, or further information, please feel free to contact us using the contact details below.

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