

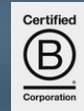
Working with Purpose:

Your Stewardship Annual Report

FY 2024



PAIR BRONZE
PARTNERSHIP ACCREDITATION
IN INDIGENOUS RELATIONS



RAISESM

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Raise's Mission

Our mission is to connect people in meaningful work—but we know there are very real barriers that people face when looking for and securing meaningful employment. The important work listed herein, is about being accountable to the communities in which we live and do business, and to the world, so that more people can have equitable access to meaningful work.

Together, we can use hiring as a force for good in the world. As the only staffing partner in North America that is a Certified B Corporation and PAIR Committed with the Canadian Council for Indigenous Business, we're changing the way staffing is done – to benefit everyone.

About Raise Group of Companies

Raise brings more than 65 years of experience to staffing services. We have employees working in six countries around the world, including in Canada and the US, as well as in India, Ghana, Peru and Philippines to serve English and French-speaking markets around the world. We provide contractor recruitment and management, permanent placement, direct sourcing, and Employer of Record (EOR) payroll services to our valued clients around the world.



FY24

Stewardship at a Glance

87
Charities
Supported!



A short intro or kicker of the article will go here. This part acts as a bridge between the headline and the article itself.



Our Philippine's team celebrating BCorp Day

- Raise granted **\$72,000** through the Meaningful Work Foundation to six exceptional charities in FY24
- Employees donated over **\$5,800** to **87** non-profit organizations
- Raise matched employee giving and donated over **\$3,100** to a variety of charities
- Employees volunteered **942 hours** across **48** different charity events

**\$72,000
Granted**

**942
Volunteer
Hours**

**\$9,027
Donated**

FY24 Meaningful Work Foundation Grant Recipients



Photo provided by: The Citizens Foundation, Cowasjee Campus

Every spring, the Meaningful Work Foundation distributes 10% of Raise’s annual profits to charitable organizations that break down barriers to employment.

This year, we granted **\$72,000** to Canadian charities who are doing exceptional work from coast to coast – British Columbia to Nova Scotia.

This year’s supported charities focus on empowering vulnerable populations through targeted programs. These initiatives include enhancing employment opportunities for Indigenous youth, providing meaningful work for neurodiverse individuals, supporting refugee women with essential office skills training, and helping survivors of gender-based violence gain employment.

We are establishing intentional partnerships with these charities as we work together to bring meaningful change to people’s lives.

Focus Forward for Indigenous Youth Nova Scotia

This organization is dedicated to empowering Indigenous youth across Turtle Island by providing culturally relevant employment and skills development opportunities. The MWF grant is supporting, "Grow with the Flow," which is a 16-week program for Mi'kmaq youth from Eskasoni First Nation in Nova Scotia.



Autism Okanagan British Columbia

What began as a small group of concerned parents and professionals has grown into a dedicated not-for-profit organization focused on improving the quality of life for those living with autism. Our grant is supporting their Neurodiverse Mentorship Program for children, youth, and young adults with autism and other neuro-diversities.



Canadian Connections Ontario

Canadian Connections offers unique settlement services led by a team with lived refugee experience. They enable newcomers to explore education and employment opportunities without immediate pressure. Our grant is supporting their Refugee Women In Action: Ready, Set, Go program that helps refugee women gain Canadian work experience.





ONE City Education Society of Toronto Ontario

The ONE City Scholarship Fund, initiated by Toronto educators and their allies, supports students in their post-secondary education despite significant financial or social challenges. The MWF grant will provide five scholarships for students who are entering college and are from low-income and underserved neighbourhoods in Toronto.

Women that Give Ontario

With a focus on advancing education, WTG provides employability and entrepreneurial training, workshops, and seminars to women in need, including those in shelters. The MWF grant is supporting their Project Hope; a 10-month program that provides weekly training to women who have experienced gender-based violence.



Oyate Tipi Cumini Yape Manitoba

Based in Winnipeg, Oyate Tipi Cumini Yape Furniture Bank transforms housing into loving homes for families facing poverty. Our grant supports their Summer Student Skills Program that employs Indigenous Youth in Winnipeg between the ages of 17-25 for 10 weeks.



Our Volunteers at Kpone Methodist School in Tema, Ghana

B Corp Week & Stewardship Partnerships

Certified



Corporation[®]



City: Calgary
Country: Canada

Annually, we set aside our business agendas to engage in community service that is both impactful and rewarding. This tradition not only reflects our commitment as a Certified B Corporation but also reinforces our dedication to leveraging business as a catalyst for positive change.

Our collective efforts are a testament to our belief that businesses can—and should—be a beneficial force, fostering community growth and environmental stewardship. It's a time when we come together to celebrate our shared values and the tangible differences we make in the world around us.

We are a part of the movement of businesses transforming the global economy to benefit all people, communities, and the planet. We are the only recruitment firm in North America that is a B Corporation.

Raise was first certified as a B Corp in 2012, and we continue to be a leader

We just passed our 6th recertification! We are proud to say we scored 97.8 (average companies score 50.9). This means we meet comprehensive and rigorous third-party standards that measure our impact on employees, clients, our communities, and the environment.

Our collective efforts are a testament to our belief that businesses can—and should—be a beneficial force, fostering community growth and environmental stewardship.



City: Oakville:
Country: Canada



City: San Jose del Monte City
Country: Philippines

New Standard:

We are proud to say we completed our latest B Impact Assessment for 2024 - our verified score is 97.8. As you can see, the median score for ordinary businesses is 50.9. This means Raise is exceptionally strong in our overall mission, engagement, ethics, and transparency-and we live out these values in our relationships with our clients, candidates, and in the communities in which we live and work.



City: Houston
Country: USA



City: Accra
Country: Ghana

On June 7th, our employees kicked off BCorp Week by collectively volunteering over 520 hours, helping over 15 different charities across the globe:



City: Bangalore
Country: India

- Houston Food Bank
- Furniture Bank - Etobicoke, Ontario
- The Mustard Seed - Calgary, Alberta
- Pawssion Project – Philippines
- Shalbagan Unnayan Samity, Barasat, Kolkata
- Home Suite Hope Shared Living Corp.
- BlueBerry Fields Garden - Oakville, Ontario
- Oakvillegreen Conservation Association Inc - Oakville Green Invasive Species Clean-up - North Oakville, Ontario
- Safetynet Children & Youth Charities - Safety Net - Oakville, Ontario
- Jayashree Foundation
- Tree Lover's Educational And Research Foundation
- Parivarthana India Foundation & MAYA (Movement for Alternatives and Youth Awareness)
- Zooniverse – Virtual Volunteering
- The Globe Observer - Virtual Volunteering
- Adenta Community Primary School – Accra, Ghana
- Kpone Methodist Basic School – Accra, Ghana
- Plus individual initiatives.

Celebrating B Corp Day in North America:



Furniture Bank



Blueberry Fields

Canada:

Across Oakville and Calgary, our teams engaged in community-focused activities. Highlights included habitat restoration in Oakville and agricultural initiatives at Blueberry Fields. In Calgary, we partnered with the Mustard Seed to feed 400 people and provided furniture for families in need through the Furniture Bank.



Oakville Green Team



Houston Food Bank

USA:

In Houston, our partnership with the Houston Food Bank highlighted the transformative power of community service. Volunteers packed and distributed produce boxes to elderly residents, ensuring they received nutritious meals and companionship.



Celebrating B Corp Day Globally:



Bangalore, India

India:

In Kolkata, Bangalore, Vadodara, and Mumbai, our teams lead multiple initiatives focusing on environmental conservation. Highlights include tree planting in Kolkata with Shalbagan Unnayan Samity, a Plantation Drive in Vadodara, and impactful local actions in Mumbai. Thanks to the Parivarthana India Foundation and all our teams for their efforts!



Kolkata, India



Vadodara, India



Philippines:

In the Philippines, our collaboration with Pawssion Project emphasized animal welfare. Through donations of food, medicines, and supplies, we supported their mission to rescue and rehabilitate neglected animals.

Pawssion Project, Philippines



Ghana:

In Ghana, we focused on education and community welfare. At Kpone Methodist School and Adenta Community Primary School, our efforts included promoting literacy and hygiene through donations. Education remains key to sustainable development and a brighter future.



Kpone Methodist School



Adenta Community Primary School



Our volunteers with the headmaster of Adenta Community Primary School

Virtual:

For those who couldn't volunteer in person we held two different virtual events, Zooniverse and Globe Observer. Zooniverse is a unique online volunteer opportunity where volunteers inspect trail camera footage to help monitor local wildlife such as deer, squirrels and bears within the midwestern USA. Globe Observer is sponsored by NASA and asks volunteers to log photos of the sky to help in research involving land cover classifications, cloud coverage, mosquito habitats and tree heights.



Stewardship Events in Canada

Home Suite Hope – Blueberry Fields

Volunteered at the Blueberry Fields to help winterize Home Suite Hope’s community garden which feeds local families who are enrolled in Home Suite Hope’s on-the-road-to-employment program.



We doubled our goal!



ONE NIGHT - Raising the Roof

Employees raised over \$1,000 to support Raising the Roof’s annual fundraising event “ONE NIGHT”, to help prevent and end homelessness in Canada.

Employees slept in their cars for one night to experience what hundreds of homeless Canadians experience each night.

Raise Movember Event – Movember Foundation

We raised \$2,660 to raise awareness for men’s mental health.



RAISE’S HONOURABLE MENTIONS

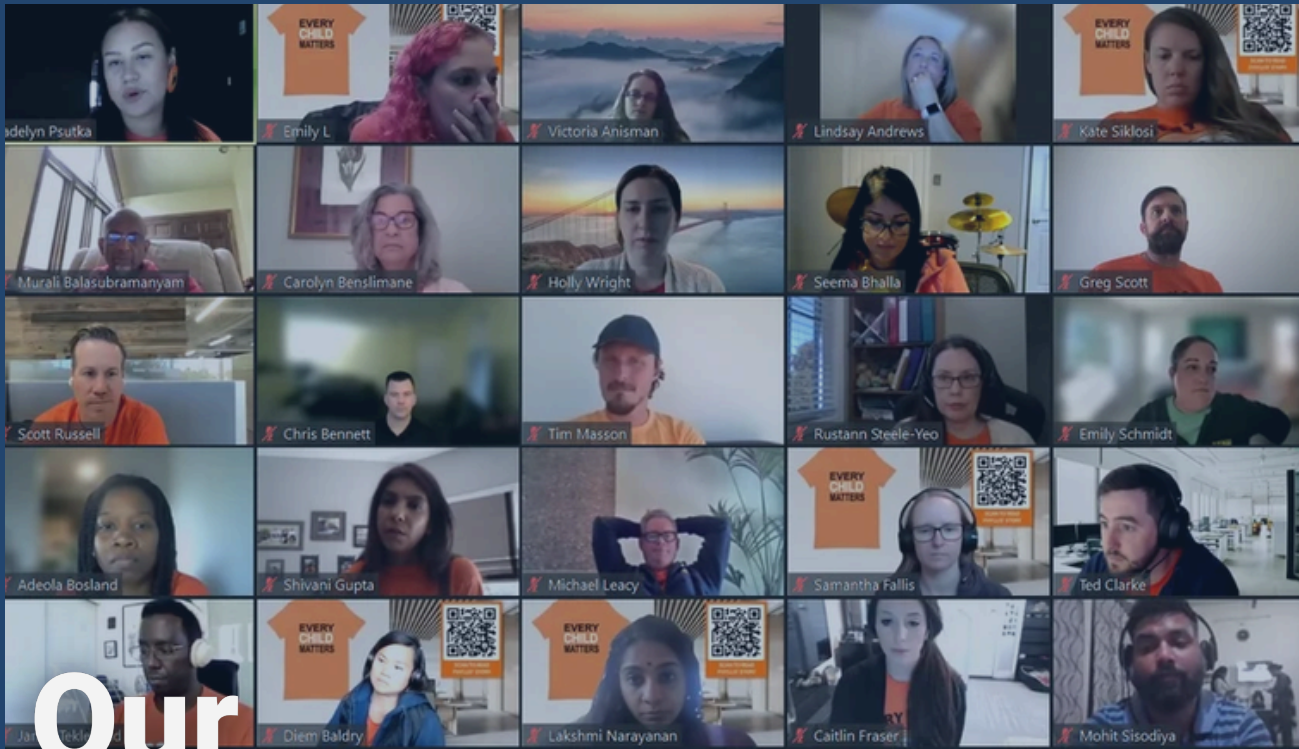


Pet Charity Calendar - Parachutes for Pets

25 Calendars Sold!

We received 40 adorable pet photos from Raise employees for our 2024 Pet Charity Calendar. After a lively voting process, we chose the top 12 to feature in a calendar.

All proceeds went to support Parachutes for Pets, Calgary, helping vulnerable individuals keep their pets by removing barriers and providing essential resources.



Our Indigenous Engagement

Raise staff attending our September 30th speaker event in honour of Canada's National Day for Truth and Reconciliation.

Raise is also the only staffing provider that is PAIR (Partnership Accreditation in Indigenous Relations) Committed with the Canadian Council for Indigenous Business (CCIB). PAIR is a certification program that audits and verifies corporate performance in Indigenous relations in Canada. (Previously named Progressive Aboriginal Relations – PAR – this program was renamed earlier in 2024 to PAIR.)

We began our certification process in 2018. It is a five-year program, and after having passed Phase 3, Raise was verified in February 2024 at our Oakville office. We are now bronze-level certified!



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Here is a look at some highlights of our Indigenous engagement in FY2024:



Habitat for Humanity Team Build Event Summer 2023

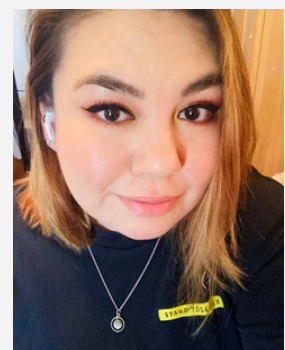
Last Summer, 19 volunteers assisted in building five single dwelling homes for members of the Saugeen First Nations community with Grey Bruce Habitat for Humanity.



Year Two of our Indigenous Recruiter Training Program Began in March 2024

The second year of our Indigenous Recruiter Training Program (IRTP) began, and we hired Dana-Rae McLeod. Dana-Rae is working as a recruiter with the wonderful folks on the Government CCT, mainly supporting and working with Chelsey Parker on the SunLife account.

Dana-Rae brings a wealth of unique experience to this role, including training and recruitment. She is also a community activator and leader, and is apprenticing with an Elder in her community, which is in Treaty 7 / Calgary.



National Day of Truth and Reconciliation Day September 2023

Jerry Asp, the co-founder of the Global Indigenous Development Trust provided two virtual talks to our company, including a special presentation in honour of Canada’s National Day of Truth and Reconciliation.

Jerry is an Elder from the Tahltan Nation, former Chief and founder of the Tahltan Nation Development Corporation. He is also a founding member of the National Indian Businessman’s Association (1981) (now the Canadian Council for Indigenous Business) as well as the Canadian Aboriginal Minerals Association (CAMA) (1991-November 2013) where he served as Vice President.



Tahltan Highlands, BC



At Raise, we embrace the future as stewards – of the careers of our candidates, the projects of our clients, the communities that surround us, and the environment we inhabit.



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