

Connection
Crew

2025
IMPACT
REPORT

88

active Impact Crew

38,377

direct social impact hours generated in 2025 on site

32.39%

of all crewing hours in 2025 were delivered by Impact Crew

11.6%

increase on social impact hours generated in 2024, our last biggest single year of social impact

10.8%

of impact hours were delivered by 2025 Academy graduates

2025 AT A GLANCE: CREW FOR PEOPLE + PLANET

90.3%

of 2025 clients opted-in to our ESG & Carbon Levy

25

Mentees matched with 12 active mentors

130

Crew received Forest Bikes credits

141

impact reports to clients

35.77%

of our crew had previously been at high risk of, or had direct lived experience of, homelessness

152.08

tCO₂e accounted for through the calculation of unavoidable emissions generated by crew attending shifts

23,023

individual crew shifts

27

Academy Graduates hired

Our Academy exists to bridge the gap between potential and opportunity.

The events industry can be difficult to access without experience, networks, or financial stability.

Our Academy provides structured entry points, training, mentoring, and progression support for people affected by homelessness. The Connection Crew Academy feeds directly into our commercial work. As we grow, opportunity and community grow too.

In 2025, we:

- + Strengthened partnerships with frontline organisations, and partnered with new organisations to increase referral routes into the Academy
- + Restructured development opportunities
- + Explored Academy entry-points, support, and outcomes with our new Theory of Change
- + Worked on site with 10 more Academy hires than 2024

84

Applications

2

Academies, run in May and September

28

Graduates

27

Graduates hired

25

2025 Academy graduates worked on site with us

4180

hours of work delivered by 2025 Academy cohort

We measure our carbon footprint annually and verify it following the finalisation of our accounts each year

This means our latest reported figures always reflect the previous financial year, ensuring accuracy and consistency in our environmental reporting.

Since launch of our ESG & Carbon Levy, we include the tCo2e measured by these unavoidable emissions in our Scope 3 reporting for that year.

2019 Baseline Carbon Footprint Breakdown
763.37 tCo2e



2024 Carbon Footprint Breakdown

360.47 tCo2e



From 2005 to the end of our 2025 reporting period

WE'VE GENERATED A TOTAL OF...

301,438

hours of on-site work for people affected by homelessness (direct social impact)

delivered by

508

people affected by homelessness

of whom

88

graduated from our Academy

1,276

Impact Accounts
delivered to clients

In 2025, we celebrated

20 years

of Connection Crew with a 20 year report covering our impact
and delivery (9/9/2005 to 9/9/2025)

693.84

tCO₂e offset through Albert via Ecologi and
Gold Standard Marketplace since launching
our Carbon & ESG Levy

90%

of all clients have remained opted-in to our
ESG & Carbon Levy since its launch



We work in live environments. Tight turnarounds. Long days. High expectations.

These are just some of the clients we worked with in 2025.

Our clients benefit from top-quality crewing services, while simultaneously contributing to our mission. Building long-lasting, trusted relationships, they're helping us to build sustainable employment pathways, and helping themselves to meet sustainability, supply chain, and CSR goals.

Connection Crew Academy

Referral Partners

Sustainable employment is built through partnership.

We continued to work with long term referral partners, built new connections across the VCSE sector, and formally joined the Crisis Homelessness Alliance – diversifying routes into the Academy from a wider ecosystem tackling homelessness.

Our referral partners include:



THANK YOU
FOR YOUR CONTINUED
SUPPORT



These frameworks challenge us to be better.

Strengthening our governance, sharpening our environmental performance, and embedding social and environmental impact into everything we do is what makes us who we are.

Our accreditations, memberships, directory inclusions, and sector recognition reflect our commitment to responsible business, quality delivery, and meaningful, positive impact on people and planet. They provide independent assurance that we operate ethically, support our people and mission properly, and deliver real value to our clients and community.