



# Impact sourcing at TP

Transforming people and communities through meaningful employment



Impact sourcing is a business strategy where companies intentionally hire and offer career development opportunities to individuals who have limited prospects for formal employment. This practice generates business and social benefits for all parties involved, including buyers, suppliers, impact workers and their families, and communities.



## Accessible employment for all

We are dedicated to providing equal employment opportunities to historically marginalized individuals.

## Our commitment

Through impact sourcing, we are providing sustainable jobs worldwide to people from underprivileged communities, thus creating a truly diverse and inclusive workplace.



## Our impact sourcing priorities

People living in poverty	Young people without a degree	Long-term unemployed	Refugees and other marginalized minorities	People with disabilities
8% of the world's workers live in extreme poverty, despite having a job.	Lack of higher education leaves millions out of work in developing countries.	Nearly 50% of the long-term unemployed belong to a minority group.	Today, we have the highest refugee population since World War II.	80-90% of people with disabilities of working age are unemployed in developing countries.

## Our impact

 20%


of our workforce represents minorities and vulnerable groups

 103K

people were hired for their very first professional experience

 3.2k

refugees around the world

 6,800+

persons with disabilities were recruited in 2024 alone



## Real impact

We have formed partnerships with both government and non-governmental institutions to promote economic inclusion of refugees globally. For instance, TP in Colombia collaborates with local employment agencies to host job fairs and hire Venezuelan refugees. Moreover, we have recruited and even relocated Ukrainian refugees in Europe.

### EGYPT

TP employs dozens of refugees fleeing conflicts in Syria, Iraq and several African countries.

### GUATEMALA

TP has partnered with Agexport and the UNHCR to offer job opportunities to refugees.

### EUROPE

In 2023, TP committed to hiring 500 refugees over three years within its European operations, in partnership with the NGO TENT Partnership for Refugees. Over 300 refugees have been hired to date, mainly in Greece, Portugal, Lithuania and Poland.

“ When I arrived in Mexico as a refugee, I faced many challenges. But TP, through its partnership with Tent, gave me more than just a job—it gave me a chance to rebuild my life. Today, I proudly serve as a supervisor, leading a team and contributing to a company that values inclusion and growth. TP believed in me, and that belief empowered me to grow, thrive, and support others on their journey too. ”

**Ahlam K. Supervisor at TP in Mexico**