

Social Value Method Statement

Spex UK Limited firmly believes in upholding the principles of corporate social responsibility (CSR), which align with our core values to look beyond the financial costs to consider how we can improve the economic, social and environmental wellbeing of our local community.

Spex UK Limited is focused on making a positive difference to the lives of people with a disability, therapists and carers globally, by providing leading edge postural support solutions for a wide range of special needs.

Spex UK limited based in Cambridge with 7 employees. We currently service NHS, Dealers and Community customers. Our supply chains include our main manufacturing site in NZ, use of global contract manufacturers and a 3PL based in Coalville.

We aim to deliver social value across every aspect of our business. Our approach to the first year of our social value journey is outlined below. We are fully committed to all Model Award Criteria. However, to achieve the agreed Model Outcome KPI's for the period Dec 2024- Dec 2025, we have selected a smaller range of MAC's that will be our focus.


Theme		Policy Outcomes	Spex UK 2025 Commitment	Key Performance Indicator
Theme 1	Covid-19 Recovery	1. Help local communities to manage and recover from the impact of COVID-19	1. COVID-19 UK Policy Released 2. Infection Control Training completed by all employees	1. Policy read and understand by all UK employees 2. Training record completed for all UK employees
Theme 2	Tackling Economic Inequality	1. Create new businesses, new jobs and new skills 2. Increase supply chain resilience and capacity	1. CSI Implementation 2. Train therapists in latest technology for best client outcomes	1. Level 1 achieved 2. 300 therapists trained
Theme 3	Fighting Climate Change	1. Effective stewardship of the environment	1. Mapping Tier 1 and 2 suppliers 2. Evergreen Level 1 achieved 3. Direct shipping routes introduced	1. Map completed and risk assessment completed 2. Evergreen annual assessment result is =/> level 1 3. Product moving from contract manufacturers direct to UK
Theme 4	Equal Opportunity	1. Reduce the disability employment gap 2. Tackle workforce inequality	1. Improve our MSAT score from 80% to 85% 2. Mapping Tier 1 and 2 suppliers 3. Modern Slavery Questionnaire	1. Annual MSAT assessment result is =/>85% 2. Map completed and risk assessment completed 3. Questionnaire completed by 100% of Tier 1 suppliers
Theme 5	Wellbeing	1. Improve health and wellbeing 2. Improve community cohesion	1. Introduction of Mental Health at Work Commitment 2. Introduction of 1/2 yearly engagement survey	1. Standard 1 achieved 2. Results and action plan are provided to Senior Leadership and Board

Performance Management

KPI's set out above under each Model theme will be tracked and reported to the Senior Leadership Team and Executive Leadership and the Board of Directors.

These initiatives underscore our dedication to sustainable growth, community engagement, and supporting the NHS in achieving its social value goals.

All Social, Environmental and Modern Slavery initiatives are reported at and approved by our Board of Directors.



Fred Mascull
CEO/Board Member – Medifab Global
December 2024