

Social Value Policy

Introduction

This policy sets out Spex UK Limited's approach to social value. Social value is a concept defined in the Public Services (Social Value) Act of 2013 that relates to the additional benefit to the community from a commissioning/procurement process over and above the direct purchasing of goods, services and outcomes.

The Act requires all public sector organisations and their suppliers to look beyond the financial cost of a contract and consider how the services that are delivered as part of a contract might improve economic, social and environment wellbeing.

Approach and Intentions in Relation to Social Value

Social Value is important to Spex Limited and has been for over the 30 years we have been supporting the people, economies and supply chains in the places where we operate. We have policies that support the delivery of Social Value, particularly around Health and Wellbeing, Equal Opportunity and the Environment.

Scope

This Social Value Policy outlines Spex UK Limited's commitment to prioritising and embedding social value principles into our operations, focusing on UK based key initiatives achievable within the next year.

These initiatives, underpinned by clear outcomes, measurable KPIs, and leadership oversight, reflect our dedication to delivering impactful, sustainable growth while supporting NHS priorities and broader societal challenges.

Our Social Value policy and 2025 Method Statement are built upon the following key themes and Outcomes:

Themes		Policy outcomes
Theme 1	COVID-19 recovery	Help local communities to manage and recover from the impact of COVID-19
Theme 2	Tackling economic inequality	Create new businesses, new jobs and new skills
		Increase supply chain resilience and capacity
Theme 3	Fighting climate change	Effective stewardship of the environment
Theme 4	Equal opportunity	Reduce the disability employment gap
		Tackle workforce inequality
Theme 5	Wellbeing	Improve health and wellbeing
		Improve community cohesion

Key Areas of Focus

Recognising the broad scope of improvement opportunities within the social value model, we have chosen to concentrate on the following key areas.

- Ensuring our supply chain ensures ethical considerations, through ethical sourcing practices and a firm commitment to our Modern Slavery Policy. We champion ethical supply.
- Incorporating sustainability considerations into our supply chain, including a shared commitment to achieving carbon net zero. In all our procurement, we expect suppliers to demonstrate their own commitment to Social Value.
- Creating employment in local communities
- Recruitment, promotion, and other selection exercises are conducted on the basis of merit, against objective criteria that avoid discrimination.
- Continually look at ways we can develop better, safer systems to better protect everyone’s health and wellbeing.
- Develop a culture where attention to our health and wellbeing is “business as usual”.
- Development Opportunities are advertised internally to enable staff to take on extra responsibility and gain stretch experience in their areas of work.
- Encouraging employees to drive discussions with suppliers, the NHS and public sector organisations on innovative and impactful social value initiatives to collectively drive positive impact.

- We are also committed to delivering health care in a manner that recognises, respects, and responds to the diversity of the people to whom we provide clinical services.

Implementation Approach for Embedding Social Value

Our Social Value Method Statement and Policy will be communicated at onboarding and then annually to staff via our Workplace internal communications channel. This will be tagged as compulsory, and every new employee will need to read and acknowledge their understanding and acceptance.

Collaboration, external engagement and support will be available to partners that want to contribute to creating place based social value. We will work with and for vulnerable members of the community.

Performance Management and Governance

Our Governance around embedding social value within our organisation is a key priority and is driven by our Board and Senior Leadership. They understand the importance of genuinely implementing positive actions to continuously improve our position from a social value perspective.

We will release a Social Value Statement every year to document progress made and KPI's we are committed to achieving in the following financial year.

KPI's will be reviewed regularly and presented to the Senior Leadership and the Board Representative at our annual Management Review Meeting.

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

Future Social Value Initiatives


As part of our ongoing commitment to delivering meaningful social value, Spex UK Limited is focused on future initiatives that align with CRS priorities and address broader societal challenges. Future initiatives we will develop include:

- We will offer as part of our workshops to therapists, caregivers and patients training on wheelchair ergonomics and postural health, ensuring physical and mental wellness for those who rely on our solutions.
- Provide free flu vaccinations annually for all team members.
- Proactively share hints and tips to help our employees with financial, wellbeing and legal support, promoting coping mechanisms and third-party organisations that may be able to help.

- To promote equal opportunity, we will implement mentoring and accessible workplace initiatives to increase representation of disabled individuals and underrepresented groups in healthcare professions.
- In our efforts to combat climate change, we are committed to reducing carbon emissions by 10% annually through regionalised sales team structures, group consultations, and optimized logistics within the NHS supply chain.
- We recognise that paying attention to workplace Mental Health has never been more important and support the Mental Health at Work Commitment. We will avail of the resources at Mental Health at Work website created by the Government in partnership with Mind - <https://www.mentalhealthatwork.org.uk/>
- We will take part in Best Companies employee engagement survey that allows all our staff to give 100% anonymous feedback on how they feel we perform in the following areas: Their manager, The company, Their team, Leadership, Personal growth, Fair deal, Wellbeing and Giving something back.

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

We recognise that delivering social value is not a one-time activity. We have taken a number of steps that we are proud of and will continue to focus on the positive role that we can play in the localities that we serve, in our society and in the wider UK economy. We commit to continued executive and board oversight of our programme of activity and overall progress.



Frederick Mascull

CEO/Board Member – Medifab Global, Director – Spex UK Limited

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