

SOCIAL VALUE POLICY

At Haag-Streit UK (HS-UK) we hold our values high, and we strive to make a positive impact through our work. Our Social Value Policy, in line with best practices for organisations providing services procured by the public sector covers fighting climate change, equal opportunity, fighting climate change (circularity opportunity), equal opportunity (modern slavery) and wellbeing. Social value has many different definitions. To us, it is the positive impact we have on improving outcomes for people through our work with our customers and as an employer. We want to add more value for our customers and employees.

FIGHTING CLIMATE CHANGE

As an organisation, HS-UK are committed to supporting net-zero efforts, both in our activities as a company and through the impact of the products we develop. Our Carbon Reduction Plan has a target to reduce our Scope 1 and 2 emissions by 30% by 2030 and be net-zero by 2050. We commit to:

- Measure our carbon footprint
- Work with sustainable and ethical suppliers
- Evaluate all purchased products with specific plans for more efficient use such as reducing single use plastic, switching from disposable to reusable equipment and reducing the use of paper
- Work with suppliers to provide data on their carbon emissions.

EQUAL OPPORTUNITY

HS-UK are committed to encouraging equality, diversity and inclusion among our workforce, and eliminating unlawful discrimination. The aim is for our workforce to be truly representative of all sections of society and for each employee to feel respected and able to give their best. We commit to:

- Encouraging equality, diversity and inclusion in the workforce
- Creating a working environment free of bullying, harassment, victimisation and unlawful discrimination, promoting dignity and respect for all, and where the contributions of all staff are recognised and valued
- Making opportunities for training, development and progress available to all staff, who will be helped and encouraged to develop their full potential, so their talents can be fully utilised to maximise the efficiency of the organisation
- Reviewing employment practices and procedures when necessary to ensure fairness and also update them to take into account any changes of law
- Monitoring the make-up of the workforce regarding information such as age, sex, ethnic background, sexual orientation, religion or belief and disability in encouraging equality, diversity and inclusion, and in meeting the aims and commitments set out in our Equal Opportunities Policy.

FIGHTING CLIMATE CHANGE (CIRCULARITY OPPORTUNITY)

HS-UK are committed to actions that preserve and restore the environment, including waste and emissions, saving energy, recycling materials and conserving resources. Where reasonably practicable, we aim to reduce the impact of our actions on the environment within the necessary constraints to produce safe and reliable products.

We are determined to minimise our direct impact on the environment. We will do this by continually working towards improving our environmental performance and integrating recognised best practice into all operations while complying with all relevant statutory requirements. We commit to:

- Minimising waste and maximising resources through a regenerative system by recycling, repurposing, refurbishing, repairing and reusing our BM900/BI900 and BQ900 slit lamps
- Refurbishing and donating equipment to prevent blindness and restore sight in middle and low-income countries
- Extending the lifecycle of our products through refurbishment, aiming to minimise waste and resource consumption whilst maximising social impact.

EQUAL OPPORTUNITY (MODERN SLAVERY)

We recognise that modern slavery can occur in many forms, such as forced labour, sex trafficking and workplace abuse. This growing global issue transcends age, gender and ethnicities. We have a zero-tolerance approach to modern slavery and are fully committed to preventing it in our operation and supply chain. We commit to:

- Improving our Modern Slavery Assessment Tool score from 68% to at least 75% by the end of 2025
- Train all employees responsible for our supply chain on modern slavery issues and provide them with an awareness of how they can support victims of modern slavery
- Work with our Tier 1 suppliers to reduce the risks of modern slavery.

WELLBEING

We actively care for the wellbeing of our staff and commit to creating an inclusive culture so that everyone feels safe and can be themselves. We commit to support mental health in the workplace by:

- Proactively ensuring work design and organisational culture drive positive mental health outcomes
- Promote an open culture around mental health and provide mental health tools and support
- Support the overall wellbeing and mental health of all our employees.

The Managing Director, Company Director and Senior Management Team are responsible for ensuring this policy is implemented throughout HS-UK. This policy will be communicated to all stakeholders and will be reviewed annually as part of our management review.

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