

Nikkiso Belgium bv Social Value Statement

Nikkiso Belgium bv is committed to delivering social value.

In addition to the products and services which we provide, we offer social, economic, and environmental benefits to the communities in which we work.

Staff Wellbeing

We ensure the physical and mental wellbeing of our employees by:

- Developing programmes to support physical and / or mental wellbeing for staff
- Ensuring that awareness for both mental and physical wellbeing are continuously raised

Building Community Resilience

We contribute to the resilience of the communities we work with by:

- Sharing our expertise, training, and resources with our partner organisations so they can support individuals with a wider range of issues
- Offering our staff one day's paid leave per year to volunteer in hospitals, mental health or other health and care charities
- Funding small community and voluntary organisations to support the capacity and sustainability of community projects
- Where possible, advertising all job vacancies locally so that residents have opportunities to apply

Creating Opportunities

We are committed to improving opportunities for groups who are under-represented in the workforce and do this by:

- Offering a range of volunteering opportunities including training to help people to develop their skills
- Paying our staff a living wage and ensure no workers experience in-work poverty by annually benchmarking wages and salaries
- Offering work opportunities for those with a disability or long-term health conditions via our recruitment process and equality policy
- Ensure equity in pay for different demographic groups for staff doing equivalent roles via our recruitment process and equality policy
- Support for career progression and social mobility via training and personal development

Being an Ethical and Inclusive Employer

We are committed to being an ethical and inclusive employer and do this by:

- Operating a comprehensive Equality, Diversity and Inclusion strategy, offering fair and open opportunities to all our staff. At Nikkiso we have a high female/male ratio, especially at management level (58%).
- Supporting our staffs' health and wellbeing by providing an Employee Assistance Programme and a healthcare plan
- Training and investing in our staff to provide continuing professional development.
- Offering family friendly policies which embrace and support different family types and support our employees to manage their caring and parenting responsibilities
- Supporting a diverse workforce, with ethnic minority representation
- Eliminating modern slavery via compliance with the Modern Slavery Act 2015
- Ensuring BAME (Black, Asian and Minority Ethnic) representation within workforce via our Equality Policy

- Demonstrating our commitment to equity in pay levels among different staff demographic groups doing equivalent roles via our Equality Policy and annual salary benchmarking process

COVID 19

We have policies in place to ensure that any employ who suffers short-term or long-term effects of COVID-19 is supported by:

- We offer support and flexible working arrangements above statutory requirements, for those looking after dependents or with caring responsibilities
- Supporting individuals affected by COVID-19 both in the short-term and long-term, including flexible working
- Offering work opportunities for those disproportionately impacted by COVID-19, including 16–24-year-olds, over 50s, and people from ethnic minorities, via our recruitment process and equality policy
- Ensuring that volunteer hours are protected for staff who support people affected by COVID-19

Contributing to Local Prosperity and Promoting Ethical Practice

As part of our commitment to the geographical areas where we work, we recognise our obligation to support the local economy.

Our Procurement Policy requires us to apply ethical procurement principles to 100% of contracts, including:

- Assessing all external procurement and supply chains for modern slavery risks
- Considering whether our suppliers pay their taxes, pay the national living wage, promote Corporate Social Responsibility, and have robust sustainability policies
- Where possible, procuring services and products from local providers and suppliers

Built Environment

We enhance the quality of the built environment (homes, offices and workshops) by:

- Refurbishing facilities, to enhance lighting (move to LED), adding air purification, offering height adjustable desks and chairs.
- Within home offices offering desks, chairs, large screens and keyboards to meet H&S guidelines
- Where possible we support a circular economy by utilising refurbished and upcycled furniture and equipment.
- Educating team members on sustainability and how to minimise their carbon footprint at home as for many this is now their workplace.

Being Green and Sustainable

Our Carbon Net Zero Strategy 2050 sets out our plans for achieving net zero by 2050:

This includes:

- Having well maintained buildings and facilities which are well insulated and efficient to heat
- Where possible, buying renewable energy
- Minimising commuting to work and promoting virtual working
- Promoting virtual meetings to minimise business travel, especially overseas
- Recycling, re-using and repairing where possible
- Engaging with our supply chain partners to quantify their carbon reduction plans and how these materially impact our carbon footprint
- Working with our suppliers to reduce waste and packaging
- Offsetting our remaining carbon footprint
- Continuing to monitor carbon footprint in the context of new green technologies

Approved by

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Nikkiso Belgium bv
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