

PAM GROUP SOCIAL VALUE POLICY



PAM Group is a preventative health care business with specialist business units in the occupational health, wellbeing, health assessments and medical products sectors. We recognise that people are living longer therefore our strategic aim as a business is that *our businesses help our clients, colleagues and stakeholders live better, healthier and happier lives*. At PAM Group we assist our clients to maximise social, economic and environmental wellbeing of local communities in accordance with The Public Services (Social Value) Act 2012, The Procurement Reform (Scotland) Act 2014 and The Wellbeing of Future Generations (Wales) Act 2015.

This policy is supported by our sustainability strategy, known as “*Our World*”, and delivered through our community investment programme, Involved. Through collaboration with our supply chain, PAM Group is committed to:

Employment and Skills:

- Enabling local people to obtain the skills needed to access employment
- Providing our colleagues with new skills for the future
- Creating employment opportunities within the communities that we work
- Removing barriers to employment in the health sector for underrepresented and disadvantaged groups
- Offering employment opportunities to those who serve or have served in our armed forces endorsed by our Armed Forces Covenant.

Local Business & Economy

- Providing work opportunities for small, medium, micro-sized businesses, social enterprises and minority owned businesses
- Procuring goods and services locally where possible
- Supporting small, medium, micro-sized businesses, social enterprises and minority owned businesses to improve capability and grow sustainably

Community Engagement:

- Carrying out volunteering activities that deliver benefits to local communities
- Partnering with national charities through our community programme to support employment opportunities and environmental regeneration to meet local needs
- Working with local charities on key themes to deliver additional benefits to the communities in which work
- Working with education and training providers, industry bodies and charities to offer curriculum support and work experience opportunities
- Supporting our people to live healthier lives

Environment:

- Using resources efficiently to reduce waste and maximise value
- Playing our part to reduce air pollution, noise, vibration and nuisance within local communities to improve health
- Promoting sustainable and ethical procurement

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- Promoting green and blue space and increasing biodiversity net gain in recognition of the social value this brings

Governance, Measurement & Reporting

- Maintaining clear accountability for delivering this policy
- Monitoring and reporting our social value impact by using recognised independent tools
- Continuously improving our standards, efficiency and effectiveness

We will communicate this policy to our clients' colleagues, supply chain partners and relevant interested parties and review it on an annual basis. We will publish this policy on our public website

www.pamgroup.co.uk

Commitment made

A handwritten signature in blue ink that reads 'Murphy'.

James Murphy

Founder and Chief Executive Officer

PAM GROUP

12th July 2021