

# Social Value Policy



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Remarks		

## Social Value

At Adroit, we're more than technology innovators; we're community builders. From safeguarding employee wellbeing in the wake of COVID-19, to leading the charge against climate change, fostering equality, and nurturing the overall wellbeing of all involved with our mission. We're committed to a united, resilient, and sustainable future where innovation drives positive change.

Adroit thrives on building highly innovative teams with great people who share its core values to deliver outstanding technology for its customers. We offer flexible working in a community of like-minded individuals with a drive for technology and encouraging personal development. These individuals have an equal desire to improve the society in which they live.

## COVID-19 recovery

Enhancing workplace conditions to support COVID-19 recovery required a comprehensive effort. As a responsible company, Adroit implemented the following measures to safeguard the wellbeing of its employees and contribute to the broader recovery efforts:

**Remote Working:** We facilitated and promoted remote working options wherever feasible.

**Employee Support and Communication:** Regular updates on COVID-19 developments, safety measures, and resources were communicated transparently to our employees and subcontractors.

**Mental Health Support:** Adroit places a strong emphasis on fostering a positive and collaborative work environment. We believe in open communication and creating a culture where everyone feels heard and supported. Through regular check-ins and an empathetic management approach, we strive to maintain a healthy work-life balance and emotional wellbeing for all our team members. Employee mental wellness is integral to us.

By adopting these measures, Adroit is a workplace that fosters a culture of safety, flexibility, and employee wellbeing. Our commitment to improving workplace conditions contributes to the broader COVID-19 recovery effort and helps us emerge stronger as a united and resilient workforce.

## Tackling climate change

Adroit is committed to reaching net zero by 2050 and is actively reducing its carbon emissions from its biggest source, transport. As a digital transformation consultancy, we use all available tools to encourage our teams to work fully remotely whenever possible.

This reduces our CO2 emissions and offers significant agility and cost savings to our clients.

**We have adopted the following carbon reduction targets:**

- One director consistently commuting to the train station by bicycle.
- Reducing the frequency of our travels to client offices, aiming to decrease one day of travel per month.
- Actively encouraging employees and subcontractors to use Zoom or Microsoft Teams meetings where possible.
- Collaborating with Trees for Life to initiate tree-planting projects that will offset emissions arising from train and car travel.
- Investigating the feasibility of replacing current hybrid vehicles with fully electric models.

Our projections indicate a notable decline in carbon emissions over the next five years. We aim to pave the way for a sustainable and environmentally responsible future by adhering to these measures and acting with intention.

## Equal opportunity

As a digital transformation consultancy, a core focus is on creating employment opportunities for individuals facing barriers to employment and those located in deprived areas. We are committed to promoting diversity and inclusivity in our workforce by providing equal opportunities to all candidates based on their skills and potential. Working with local organisations and community groups, we actively seek out talent from disadvantaged communities to contribute to their economic growth. Our dedication to creating meaningful employment opportunities drives our mission to foster a diverse and inclusive work environment.

To demonstrate this commitment, we have implemented the following actions:

**Regular Audits:** We conduct audits of our contract workforce to identify disparities in employment opportunities, skills development, and pay. These audits help us understand where to improve and ensure transparency in our practices.

**Equal Pay Policy:** We maintain an equal pay policy to ensure all workers, regardless of contract status, receive fair and equitable compensation.

**Skill Enhancement Programmes:** We offer skill enhancement opportunities to all employees, supporting their professional development and future career progression.

**Diversity and Inclusion Training:** We offer training to promote diversity and inclusion, raising awareness about fairness and respect across the organisation.

**Regular Feedback Mechanisms:** We encourage feedback from our subcontractors to ensure concerns about inequality are addressed quickly and transparently.

We remain dedicated to creating an inclusive and supportive work environment where all employees can thrive and succeed.

## Wellbeing

We are committed to supporting the health and wellbeing of our employees and subcontractors, both physical and mental. We offer flexible work arrangements where possible, enabling individuals to balance personal and professional commitments more effectively.

Our influence extends to suppliers, customers, and communities. We prioritise suppliers who share our commitment to wellbeing. Through our products and services, we promote healthier lifestyles by offering eco-friendly and sustainable options. We also engage with communities through health-related outreach programmes. Our aim is to create a positive and lasting impact on individual and societal wellbeing.