

Corporate Social Value Statement

CD Medical strives to improve the quality of life for the patients who use our products. This intent applies equally to customers, employees, and to the communities in which it does business. The Company's commitment to the local, national and global communities is visible in its contributions of financial, product and volunteer support to organisations working to help meet the challenges and needs of our society.

Our corporate giving is focused on restoring patients' lives, and to provide support to people who can benefit from our products.

Our social value framework approach and how we deliver it:

- ***Fighting climate change***

CD Medical continuously seeks to improve transparency about our environmental and carbon footprint and continues to make commitments to reduce its impact. We also believe that transparency in our carbon footprint and setting GHG emissions targets helps us explain to our stakeholders how we address climate change in our business. Working toward net carbon zero emissions, we are committed to achieving Net Zero emissions by 2040, and our strategies and policies will continue to evolve, as data availability and reporting standards improve. CD Medical is likewise committed to environmental stewardship and working to minimise our environmental footprint through recycling and waste reduction. Respecting neighbouring communities by reducing our impact on air quality, noise and water quality; supporting a healthier society. Our primary suppliers are UK based, to reduce carbon emissions and improve supply chain transparency.

The company is complying with all the relevant environmental legislation, guidance and good practice and is assessing the impact on the environment from all the aspects of our operation so that all the suitable preventive and protective measures are taken to protect the environment from pollution.

- ***Wellbeing***

At CD Medical we look after our people, and we focus on wellbeing and mental health. We have in place, for all employees, Mental Health support and comprehensive Employee Assistance Program that offers 24/7 phone support for psychological issues and Life management for help with legal, debt, family, consumer and housing concerns.

We encourage freedom to speak up, and we have clear whistleblowing processes where concerns can be raised without fear of negative consequences for the individual raising the concerns.

Our flexible working model supports colleagues to balance caring responsibilities, health needs, and more.

- ***Tackling economic inequality***

At CD Medical we believe that all colleagues value the opportunity to maintain a healthy balance between work and home and it is our intention to support colleagues with balancing the career and their personal circumstances. Colleagues are supported to work from home where appropriate and where desired by them.

CD Medical recognizes the responsibility that we share with our suppliers to operate ethically. Promoting decent working conditions in our supply chains is part of our Modern Slavery and Human trafficking statement and it is our commitment to act in a socially responsible manner. In pursuit of our aims, we require that all our suppliers comply with our Ethical Trading Policy, which is based on the Fundamental Conventions of the International Labour Organisation (ILO) and national and international laws.

Engaging the workforce and keeping employees safe and healthy by integrating sound environmental, health and safety practices is a responsible business practice that we take very seriously.

- **Equal opportunity**

We actively support diversity and inclusion and ensure that all our employees are valued and treated with dignity and respect. We want to encourage everyone in our business to reach their potential. The recruitment and selection process are crucially important to any equality, inclusion and diversity policy. We endeavour through appropriate training to ensure that employees making selection and recruitment decisions will not discriminate, whether consciously or unconsciously, in making these decisions.

Our *Modern Slavery statement* sets our position of zero tolerance of modern slavery and human trafficking in any form in our business and supply chains. We are committed to acting ethically and with integrity in our business dealings and relationships, and to maintaining systems and controls designed to ensure modern slavery and human trafficking are not taking place in our business or across our supply chain.

CD Medical is committed to upholding high standards of business integrity, honesty and transparency in all its business dealings.

Our *Recruitment process* ensures that checks are made on the eligibility of all workers for the UK employment.

In order to assess the risk of modern slavery, we use the following processes:

- Identify and assess potential risk areas when considering taking on new suppliers and regularly review our existing supply chains.
- Review the potential for risk at regular intervals, including the possibility of re-auditing a supplier or conducting spot checks.
- Protect whistle blowers.

To maintain awareness and ensure a high level of understanding of the risks of modern slavery and human trafficking in our business, our Modern Slavery Policy is communicated to our staff alongside all our other company policies.

How we are making it real

- **Establish a baseline for social value performance**

Our employees and suppliers are vitally important to us. Not only do they play a key role in delivering social value on our behalf, like everyone else they're also affected by the social value we deliver. We must foster a culture that supports and enhances the skills of our people, and ensures our organisation is an attractive place to work. It's important that our people understand how their role adds value to society.

Improving skills and knowledge: We will engage with our employees to help them understand how they deliver social value for the organisation and how their effort can be maximised. We

will target skills improvement in key roles across our business and our supply chain to leverage a higher return on social value related activity. We will ensure training and knowledge sharing is accessible.

Recruitment and retention: We will emphasise the social value we deliver in our attraction and internal communications to recruit and retain talent that is passionate about the positive impact we make on society.

➤ **Include social value metrics in our Organisation Performance Report**

Reporting capability: We will improve our reporting capability to measure the impact of our social value in a clear and consistent way. By doing this we'll be in a better position to hold ourselves and our suppliers to account. By measuring and reporting social value, we will be able to set targets and track our progress against them.

➤ **Set in the importance of delivering social value across all our suppliers**

We will work with our people and supply chain to identify opportunities for improvement within our metrics and reporting. We will work collaboratively with our suppliers so they can maximise the impact of the social value they create. We recognise our supply chain's social value performance has a direct impact on our own, meaning it is critical for us to support each other and work together.

➤ **Set in social value into our end-to-end procurement processes**

Procurement approach: We will ensure a potential supplier's ability to deliver social value is prioritised when we buy goods and services. We will ensure all opportunities are open to all types of suppliers: major contractors, small and medium enterprises, and voluntary, charitable and social enterprises. We will increase supplier diversity and generate the widest possible social impact.

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 our society and in the wider UK economy. We are committed to develop and implement arrangements to support this social value statement based on the continuous improvement by monitoring, measuring and reviewing all arrangements against objectives so that they remain effective and current with changing legislation and knowledge.

To maintain effective environmental management, the Company require the full support and co-operation of all employees and contractors, and to ensure that they share these Company values as common beliefs.

CD Medical is increasing and maintaining a high level of environmental awareness of all employees, so that environmental protection becomes a collective effort.

Signed by: *Ben Miller*

Date: 29.05.2024

Print name: Ben Miller