



Techbuyer

Social Value Statement

For Techbuyer being a force for good is a central cornerstone of our business model, it drives our commitment to the environment, and pushes us to seek and develop innovation in all areas of our business.

Techbuyer is committed to the achievement of outstanding social value. In addition to the leading technology and IT products and services we provide, we offer social, economic, and environmental benefits to the communities where we are operate our global locations.



“Techbuyer strives to be a positive influence on the environments we operate within, leveraging the profit we generate to invest and spend wisely for the benefit of our employees, our communities, the local economy, and the wider environment ”

Kev Towers, CEO



Our social value model is underpinned by three key areas:

- Sustainability
- Being an ethical employer
- Building community and creating opportunities

Our commitment to these areas ensures that we have a common understanding of our social responsibility. We believe that this commitment contributes to safeguards which will provide a more sustainable world in the future.

We demonstrate our dedication to these principles throughout our working and community practices. By engaging with stakeholders and by identifying opportunities to educate and share knowledge, we promote our sustainable and ethical values and practices.

We pride ourselves on having strong working relationships with a range of organisations, industry associations and institutions, and suppliers. We support a wider adoption of social value to ensure greater alignment on best practices with all our partners.



To do this, it is important that these organisations understand the challenges relating to social responsibility, and how they play an important role in addressing them.

Engaging with stakeholders within our sphere of influence is embedded in both our daily business activities and specific projects which support our social responsibility initiatives.



1 SOCIAL VALUE GOAL

Being Sustainable

For Techbuyer sustainability touches every part of everyone's lives and requires each of us to take individual responsibility where we can. However, we believe it is more crucial than ever that businesses lead the way in protecting future generations with both responsible and innovative behaviours that create a positive impact.

We demonstrate this with the following actions:

- Our commitment to sustainability best practices ensures that we create specific policies and approaches to tackle inequalities and to ensure sustainability can be weaved into everything we do.
- Our Carbon Net Zero Strategy sets out our ambition for achieving net zero by 2050 at the latest. To this end, we are providing IEMA certified Pathways to Net Zero training to our employees.

Expected approaches towards this aim include:

- Energy efficiency projects in all our facilities.
- Contracting clean energy supply across all operations and adding onsite renewable generation where possible.
- Phasing out our use of gas boilers.
- Increasing the proportion of electric vehicles in our fleet.
- Addressing emissions associated with our couriers through work with our suppliers and consolidation of deliveries.
- Reducing the carbon impact of our business travel.
- Appointing carbon champions throughout the company.
- Reducing emissions on employee commuting through the promotion of public transport, walking, and cycling as well as working from home.
- Reducing waste and consumption.
- Supply chain education.
- Commitment to the UN SDGs since 2019 with nine specific targets set against Good Health and Wellbeing, Quality Education and Responsible Consumption and Production. We report progress year on year. This year's full [sustainability report is available to view online](#), it documents our ongoing work in this area and the targets achieved.
- Our Sustainability Committee meet monthly, to ensure that we achieve progress on our goals and projects related to them. This committee has representatives from across the business and from all global offices.
- We have a Silver Medal from EcoVadis with an Advanced score on Environment (full report is available on request).
- We are working on increased circularity, designing out waste in all areas of the business. We recently published a paper on our [Circular Packaging Solutions](#).
- We are partnered with a number of organisations that [promote and advance sustainable business practice](#).

We are thought leaders in our industry concerning sustainable best practice:

- [Techbuyer publication IEEE Transactions on Sustainable Computing](#)
- [Techbuyer features in the Financial Times](#)
- [Techbuyer publication IEEE Explore on Balancing Power and Performance](#)
- [Techbuyer opens the 2021 Spiceworld event](#)

2 SOCIAL VALUE GOAL

To be an Ethical and Inclusive Employer

We demonstrate this with the following actions:

A RESPONSIBLE AND FAIR EMPLOYER

- ✓ We are an accredited Living Wage Employer.
 - ✓ We operate to comprehensive Equality and Diversity policies, with a wider training rollout being imminent. This is for all existing members of the teams.
 - ✓ We encourage internal applications for all new opportunities.
 - ✓ We are working towards the Investors in People standard.
 - ✓ We have achieved, and continue to maintain our ISO standards including, 9001, 14001, 27001, 45001 as well as R2v3.
 - ✓ We will be conducting a staff survey this year to gain insight into the employee experience.
 - ✓ We have an open-door policy to encourage communication – everyone sits in an open plan environment.
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EMPLOYEE WELLBEING

- ✓ We offer BUPA private healthcare for all staff that have passed their probationary period.
 - ✓ We support our employees' health and wellbeing by providing an Employee Assistance Programme.
 - ✓ As part of our Life Assurance Policy, employees and their families have access 24/7 to GPs, mental health support and get fit programmes. All employees have access to this from day one.
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EMPLOYEE TRAINING

- ✓ 2/3 of our staff have received Certified IEMA Skills for the Workforce training at our inhouse IEMA accredited training academy.
- ✓ We train and invest in our staff to provide continuing professional development in all areas.
- ✓ Management training is provided with professional accreditation for all new team leaders and managers.

3

SOCIAL VALUE GOAL

To Build Communities and Create Opportunities

We are committed to working with the communities where we operate by providing opportunities and supporting community initiatives and local charitable work where our resources and or expertise can be of benefit.

Giving back to the community is integral to our values and is part of our culture. We have an employee led charity donation policy that allows our team to support fundraising and volunteering programmes.

We demonstrate this with the following actions:

CHARITABLE AND VOLUNTEERING

- ✓ Helping local charities and community groups.
- ✓ Donating to local charities and organisations, such as [Resurrected Bites](#).
- ✓ Taking part in activities, races and events to support local charities, such as the [2023 Great Knaresborough Bed Race](#).
- ✓ Find out more about the work we've done with [various charities on our website](#).

WITHIN OUR ORGANISATION

- ✓ Offering our staff two day's paid leave per year to volunteer with community projects and charities which are aligned with our wider business goals.
- ✓ We have an internal charities committee who meet monthly to continuously review our impact within the community.

IN THE COMMUNITY

- ✓ Sharing our expertise, training and resources with our partners and suppliers to build a network of experience and influence.
- ✓ Partnering with Harrogate Skills for Learning and Disability Action to help people gain confidence and experience the workplace.
- ✓ Partnering with local schools to support positive change that addresses the root causes of disadvantage by providing opportunities for those who wouldn't necessarily be able to access work experience and similar activities.
- ✓ Advertising all job vacancies locally so that local residents have opportunities to apply.
- ✓ Offering a wide range of volunteering opportunities for those in local schools or colleges.
- ✓ Taking part in schemes that aim to increase employability e.g. by offering work experience and placements for young people and students.
- ✓ Adhering to a local hiring policy, creating opportunities for those who reside in the local area.
- ✓ Offering careers guidance and advice to young people.