



D.P. Medical Systems Limited

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Social Value Plan 2025/26

At DP Medical Systems, we are dedicated to generating meaningful social, economic, and environmental value through our operations, partnerships, and employee initiatives. As a growing SME, our social value strategy focuses on enhancing international access to healthcare, supporting our local community, promoting a positive work environment for our employees and encouraging sustainable practices. Our Plan focuses on building on strong foundations through the following initiatives.

Supporting our communities:

We proudly utilise our expertise and resources to support causes both locally and globally, with a special focus on health and education.

Global Outreach programs:

Our commitment to global health is executed through partnerships with individual consultant-led programs, focused on delivering essential medical care, specialised training, and equipment to underserved communities. We are proud of the tangible impact we have achieved in Cambodia, Pakistan, Rwanda, and Burkina Faso, including providing over £10,000 in donated instruments. Our commitment for 2026 is to continue and expand these programs, using a dedicated stock budget of £10,000 to support as many initiatives as possible, thereby ensuring long-term capacity building and improved patient outcomes.

Holy Family School for the Deaf Partnership:

In 2025, DP Medical Systems was proud to partner with Holy Family School for the Deaf by providing £2,500 in support of their innovative technology initiative and 2025/2026 pilot program. This project is dedicated to opening the world of music to Deaf students by utilising accessible technology that focuses on sound, vibration, and rhythm. The goal is to ensure students receive equal educational opportunities, fostering inclusion and self-expression. We plan to continue supporting this vital project in future years.

Doncaster School of the Deaf Partnership:

In January 2026, DP Medical Systems established a partnership with Doncaster School of the Deaf, pledging an annual donation of £ 2,500. These funds are specifically earmarked for technology purchases, ensuring students have access to the latest educational resources to improve their long-term learning outcomes.

Staff Volunteer Days:

Within 2026, we have agreed to, and we are committed to giving every employee at the company one day's volunteering time each. This equates to more than 40 days across the business and will have a meaningful impact on our two chosen charities: Sheffield Children's Hospital Charity and the Surrey Hills Charitable Trust Fund.



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Staff-Led Charitable Fundraising:

Our commitment to social value is powerfully demonstrated by the dedication of our staff, who champion charitable causes close to their hearts through ambitious personal challenges. Our employees have successfully completed several major events, including the Berlin Marathon, the Three Peaks Challenge, and multiple triathlons, raising significant funds and awareness in the last 5 years. To support our staff's phenomenal efforts and personal dedication, DP Medical Systems is establishing an annual budget to formally support employee-led fundraising events. This commitment ensures that for every milestone our staff achieves, whether running a marathon, completing a climb, or organising a local event, the company will financially boost their efforts.

Clinical Empowerment & Training:

DP Medical Systems commits to working with healthcare providers in 2026 to continue to support ongoing training. This goes beyond basic equipment handovers to focus on long-term workforce resilience and reducing the technical "skills gap" within the Healthcare sectors. Our implementation of this is around building additional capacity. Instead of just "training," we implement a "Train the Trainer" model. We then certify a lead clinician/technician in each department as a "Super-User," ensuring the Trust retains the knowledge internally.

Our People and Workplace Culture:

At DP Medical Systems, our commitment to our people is the cornerstone of our social value strategy. We actively work towards a progressive, inclusive, and highly supportive workplace where employee welfare and professional development are prioritised.

Employee Well-being and Fairness

We are dedicated to fostering a fair and equal workplace that actively promotes employee well-being.

- *Fair Compensation & Economic Contribution:* We adhere strictly to the Living Wage Foundation standard as a minimum, ensuring all employees receive fair compensation that supports their economic security.
- *Proactive Well-being Management:* Employee well-being is proactively managed through our comprehensive Employee Assistance Program, providing confidential support and resources.
- *Continuous Improvement & Feedback Loop:* We utilise 6-monthly Employee Engagement Surveys as a critical feedback mechanism. The results directly drive continuous improvement initiatives across all facets of the business, ensuring our policies remain relevant and effective.

Work-Life Balance and Flexible Working

We acknowledge that maintaining a healthy work-life balance is crucial for long-term productivity and employee retention, and we are dedicated to offering flexible support.

- *Enhanced Annual Leave:* Following staff feedback and 2025 adjustments, we have implemented a planned increase to 25 days of annual holiday entitlement in 2026, investing directly in staff rest and recuperation.
- *Flexible Working Adoption:* In 2025, we implemented formal policies offering remote and flexible working arrangements for individuals, significantly increasing autonomy and catering to diverse personal needs.
- *Ergonomic Health & Safety:* We conduct an ergonomic work environment assessment for every new starter to ensure their working setup is safe, suitable, and supports optimal health from day one.

Staff Training, Development, and Local Impact:

We focus on investing in skill and capacity development to ensure internal growth and real benefits for the local community.

- *Significant Investment in 2026:* We have committed an allocated training budget of £40,000 for 2026 to drive structured professional development across the entire team.
- *Targeted Skill Development:* Training focuses on critical areas, including robust compliance (e.g., GDPR) and Management Development programs, ensuring a high level of operational excellence and leadership capacity.
- *Formal Local Employment Commitment:* We have formalised a strategic commitment to hiring locally, ensuring our employment and development strategy directly enriches our community by providing sustainable careers and investing in local talent pipelines.

Economic Value and Local Partnerships:

Our economic contribution goes beyond direct employment; we are committed to strengthening the local ecosystem by actively seeking partnerships with local enterprises. We maintain a clear strategy to engage with Small and Medium-sized Enterprises, and we prioritise engagement with Local Businesses situated within a 50-mile radius of our office, where possible, ensuring that our procurement decisions circulate business back into our immediate community.

This commitment in 2026 is evidenced by our current supplier relationships, which include 15 suppliers within a 50-mile radius of our head office. Our long-standing Partnerships directly support economic stability and resilience by ensuring a diverse base of smaller local providers, which benefit from our growth.



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Environmental and Sustainable Initiatives:

DP Medical Systems is deeply committed to minimising our environmental footprint and achieving our Net Zero goals through a measurable strategy. Our core focus areas include decarbonising our operations and improving operational efficiency.

- *Fleet Decarbonization:* We have rapidly transitioned our company vehicles, resulting in 53% of our fleet being electric vehicles in 2025, up from 16.67% in 2022.
- *Carbon Planning & Reporting:* Our Carbon Reduction Plan is actively implemented and annually reviewed, with a continuous focus on reduction. We annually report our Scope 1 & 2 emissions, and as of April 2026, we will be reporting our Scope 3 emissions, aligning with the overarching goal of Net Zero by 2050.
- *Sustainable Sourcing:* We are implementing new policies to maximise sustainability in our supply chain. Our goal is to prioritise suppliers and materials that offer 100% recyclable packaging, actively transitioning our purchasing decisions away from non-recyclable alternatives and introducing an Environmental Purchase Policy in 2026.
- *Operational Efficiency:* To enhance our operational sustainability and minimise resource use, we implemented several key measures in 2025. These include the formal launch of a new Waste Management strategy and the introduction of internal policies for powering off monitors to reduce electricity consumption. We aim to continue these improvements through our new Travel Policy, due for implementation in 2026, which will further optimise our resource use and reduce our operational carbon footprint by aligning with our ISO 14001 & ISO 9001 certifications. These initiatives are integral to our operations and will be measured against our overarching target of achieving B Corp Certification in 2026.

Governance and accountability:

The DP Medical Systems Social Value plan for 2026 is a fundamental, company-wide initiative that signifies a collective commitment to our ethical, social, and environmental responsibilities, and is signed off by our CEO, Rob Atkinson.

Accountability for the successful delivery and reporting of this plan is distributed across key operational teams:

Tender Management Team: This team integrates our social value commitments into commercial bids and client partnerships, ensuring the benefits and outcomes are communicated and delivered as part of our services.

Quality Control & Compliance: The Quality Control function monitors performance metrics for environmental goals and employee well-being initiatives, supporting continuous improvement toward B Corp Certification by 2026.

Company-Wide Initiative: Every department and employee contributes to this plan through participation in charitable initiatives, adherence to sustainable sourcing policies, and promotion of an inclusive workplace culture. Regular updates will be shared internally to ensure transparency and engagement across the organisation.