

Corporate Social Responsibility

Wescott Medical Ltd is committed to operating in an ethical and sustainable manner whilst in the pursuit of corporate targets. As a small business with a small workforce, our CSR is centred around four main aims: Environmental Sustainability, Ethical Procurement, Happy & Healthy Workforce and Community Engagement.

Environmental Sustainability

We recognise that environmental responsibility must be considered alongside our long-term business strategy. We are committed to continually reviewing our carbon footprint and other environmental impacts and strive to minimise our them as much as possible. Sustainability is a key factor in all levels of decision-making; this applies to aspects fully under our control as well as the suppliers we use and the purchase of other goods and services.

Central Office & Premises:

- Energy efficient LED lighting
- Double glazed windows with newly fitted energy efficient boiler
- Purchasing only 100% renewable energy
- Reducing waste and increasing efficiency in waste & recycling collections
- Purchasing materials made responsibly

Ethical Procurement

When procuring goods and services, procedures are in place to ensure, as far as possible, that we are only procure from ethical sources. We have a stringent supplier vetting process that is applied to all stakeholders vying to become part of our supply chain. Existing stakeholders within our supply chain are monitored regularly to ensure they continue to operate at a suitable ethical standard. Our supplier vetting process efficiently identifies and mitigates the potential risk of modern slavery concerns within our supply chain.

As we work alongside the NHS to deliver a Carbon Net Zero NHS by 2045, we continue to develop our supplier vetting process with an increasing focus on the upstream supply chain of our suppliers.

Health & Happy Workforce

We recognise that a happy and healthy workforce not only has a positive impact on company productivity, but it also contributes to reducing the overall environmental impact of the business, even if this impact is not easily traceable. Being sensitive to the mental and physical wellbeing of our staff can help reduce the strain on NHS resources. With this in mind, we have taken steps in recent years to support employee physical and mental health.

A state-of-the-art modern kitchen was installed in the communal area to support and encourage employees to cook and eat healthier foods on site. As well as physical health benefits, this kitchen installation has also delivered significant social benefits, as many employees now cook and eat together. Furthermore, since this change, we have recorded a reduction in food and general waste.

Employees have been given more flexibility in their working hours so that they can achieve a better work/life balance.

Community Engagement

We endeavour to support and connect to our local community while also pursuing corporate aims. Our community engagement is centred around using local suppliers where possible, hiring locally and volunteering in local social programmes.

As part of the decision-making process for adding stakeholders to our supply chain, locality is always considered. Where possible we try to support local businesses, and we have good ongoing relationships with local businesses supplying food, packaging, stationery and communication technology.

Our workforce is entirely made up of local people from our immediate surrounding area. When new positions open, we liaise with the local job centre as well as local private employment agencies to fill the role.

Our directors recognise the importance of being a presence within the community. One of our directors is a national trustee of the Townswomen's Guilds and is involved in organising national events for its members. Other members of our managerial staff have links with local university sports clubs and provide coaching and advice to their members.