

RGIS UK SOCIAL VALUE STRATEGY

1. INTRODUCTION & PURPOSE

RGIS UK is a leading provider of stocktaking and inventory related services within the retail, industrial and healthcare sectors. With a nationwide footprint, we recognise our responsibility to contribute positively to society, support inclusive economic growth and operate as a responsible and ethical business.

Our Environmental, Social and Governance (ESG) Report outlines how we aim to build a **sustainable, equitable, healthy and diverse business community**, embedding ESG principles across our operations. This Social Value Strategy sets out how we deliver meaningful, measurable social value through our work.

It reflects our partnerships with organisations such as **PeoplePlus, Movement to Work**, and our achievement of the **Social Recruitment Advocacy Group (SRAG) Silver Charter** which demonstrates our commitment to inclusive recruitment, ethical practice and community impact at a nationally recognised standard.

2. PRINCIPLES

Our approach is guided by five core principles:

- ▶ **Inclusion** – ensuring fair access to employment and development.
- ▶ **Fairness** – treating all colleagues, candidates and partners with respect.
- ▶ **Community** – supporting the wellbeing and resilience of the communities where we operate.
- ▶ **Responsibility** – minimising our environmental impact through smarter operations.
- ▶ **Accountability** – measuring, reporting and improving our social-value contributions.

3. SOCIAL VALUE PRIORITY AREAS

3.1 Inclusive & Socially Responsible Recruitment

We are committed to widening access to employment and supporting individuals who may face additional barriers entering the workforce.

We:

- ▶ Recruit locally via 23 regional districts, strengthening community ties and reducing travel emissions.
- ▶ Partner with socially responsible recruitment organisations, including:
 - ▶ PeoplePlus
 - ▶ Triage
 - ▶ Fedcap Employment
 - ▶ Reed in Partnership
 - ▶ The Growth Company
- ▶ Through these collaborations, we support individuals including ex-offenders, youth offenders, long-term unemployed people and others requiring additional support.
- ▶ Hold the **SRAG Silver Charter**, recognising our enhanced commitment to fair, transparent and socially responsible recruitment practices.
- ▶ Participate in **Movement to Work**, offering high-quality work placements and vocational training for young people aged 16–30, contributing to a national programme with proven success rates in helping participants progress into work or further education.

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Intended outcomes:

- ▶ Greater access to employment opportunities.
- ▶ Stronger workforce diversity and social mobility.
- ▶ Clear evidence of ethical, socially responsible recruitment for customers and stakeholders.

3.2 Skills, Training & Career Development

Our continued success depends on capable, confident and well-trained teams.

We:

- ▶ Deliver structured induction and mandatory safety training for every new colleague.
- ▶ Provide ongoing professional development, supported by regular performance and career progression reviews.
- ▶ Promote from within as a first choice, with a majority of leadership and supervisory roles filled internally.
- ▶ Track training and compliance through dedicated cloud systems, ensuring consistency and accountability across the UK.

Intended outcomes:

- ▶ Stronger engagement and retention across teams.
- ▶ Clear progression pathways from entry roles to advanced positions.
- ▶ Reliable, consistent standards of service delivery.

3.3 Community & Local Economic Impact

RGIS is embedded within local communities across the UK, and we aim to contribute positively wherever we operate.

We:

- ▶ Recruit locally and encourage long-term employment in areas where opportunities may be limited.
- ▶ Operate smaller, efficient district offices to support local economies and reduce unnecessary long-distance travel.
- ▶ Maintain an **RGIS UK charity fund**, supporting community and charitable initiatives including:
 - ▶ Charity abseils for children's hospitals.
 - ▶ Donations of food and essentials to community organisations.
 - ▶ A youth boxing project providing safe, structured support for young people.
 - ▶ Fundraising events such as sponsored skydives supporting cancer charities.

Intended outcomes:

- ▶ Stronger community connections.
- ▶ Contribution to local resilience and wellbeing.
- ▶ Increased pride and participation among colleagues.

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3.4 Environmental Responsibility & Decarbonisation

Environmental sustainability is a central strand of our social-value commitments, particularly in transport, technology and resource use.

We:

- ▶ Are working towards **Net Zero**, with a commitment to transition all fleet vehicles to **electric vans and cars by 2028**.
- ▶ Completed the full electrification of all management vehicles in Q4 2023.
- ▶ Use Jaama fleet software and GPS data to maintain high utilisation rates, monitor safety and optimise fuel efficiency.
- ▶ Promote fuel-conscious driving, minimise unnecessary load weight and ensure vehicles are filled before personal car use is permitted.
- ▶ Reduce business travel through hybrid working, Microsoft Teams and remote collaboration.
- ▶ Have implemented cloud-based stocktaking, enabling over **90% paperless reporting**, saving thousands of reams of paper and printer cartridges annually, along with associated CO² and water savings.

Intended outcomes:

- ▶ Reduced carbon footprint, particularly in fleet operations.
- ▶ Lower resource consumption and waste.
- ▶ Continuous environmental performance improvements.

3.5 Governance, Equality & Ethical Practice

Strong governance underpins all of our social-value activity.

We:

- ▶ Uphold a comprehensive Equal Employment Opportunities and Diversity policy covering all protected characteristics.
- ▶ Promote an inclusive culture where every employee is respected and able to thrive.
- ▶ Maintain full compliance with UK legislation, including the Equality Act 2010 and health and safety requirements.
- ▶ Operate cloud-based compliance systems for risk assessment, night-worker health screening, incident reporting and documentation control.
- ▶ Publish our gender pay gap annually and work to improve representation across grades and roles.
- ▶ Operate under a robust Code of Business Conduct and Ethics, alongside complementary policies such as our Modern Slavery Statement, Environmental Policy and AI Policy.

Intended outcomes:

- ▶ A fair and consistent employee experience.
- ▶ Strengthened trust from customers and partners.
- ▶ A culture of transparency and strong ethical standards.

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4. IMPLEMENTATION & GOVERNANCE

RGIS will:

- ▶ Work through our Social Value Lead and Steering Committee to coordinate delivery, monitoring and continuous improvement.
- ▶ Continue to integrate social-value commitments into recruitment, procurement, HR, operational planning and fleet management.
- ▶ Maintain partnerships with PeoplePlus, Movement to Work and other social mobility organisations.
- ▶ Provide managers with practical guidance and templates to support local delivery.

5. MEASUREMENT, MONITORING & REPORTING

We track progress through:

- ▶ Recruitment volumes through PeoplePlus and other partners
- ▶ Uptake and completion of Movement to Work placements
- ▶ Internal promotion and training completion rates
- ▶ Fleet composition, emissions metrics and mileage
- ▶ Paper reduction, digital adoption and waste minimisation
- ▶ Number and impact of community projects funded or supported
- ▶ Employee feedback and engagement data
- ▶ Annual gender pay gap reporting

Social value performance will inform future ESG reports and tender submissions.

6. CONTINUOUS IMPROVEMENT

We will review this strategy biennially and ensure it remains aligned with stakeholder expectations, regulatory developments and our ESG commitments. Feedback from staff, customers and partners will play an active role in shaping future improvements.

7. CONCLUSION

The achievement of the **SRAG Silver Charter** reflects RGIS UK's commitment to delivering meaningful social value. By combining inclusive recruitment, strong employee development, local community support, environmental responsibility and robust governance, we aim to create long-term benefits for our people, our partners and the communities in which we operate.

Social value is not an add-on for RGIS UK, it is integral to how we work and how we plan for the future.