

## Spinwell Social Values Policy

Rev 2.0 12/04/2023

### Introduction

As an Employer Spinwell are conscious of the importance of being more than just a place of work. The founding principles of the company were to make a difference by being better than other organisations, not only from the way we engage in our day-to-day business, but also in the way we interact with our staff. An obvious extension of this is how we interact with society, and the environment, as a whole.

### The Policy

Spinwell Global was founded on the principles of equal opportunity and thus we are driven to help those who seek opportunity. We strive to protect the environment and tread lightly, hoping to make a difference in the fight against climate change. We would like to give back to society where we can.

Our Social Values policy can be summed up by the following points:-

- 1) Covid 19 Recovery – Spinwell support the economy and societies recovery from COVID-19 by continuing our Work-From-Home policy(WFH). This means that we are discouraging the outbreak of fresh disease through Social Distancing and we assist with people’s recovery by supporting mental health via our BUPA Employee Assistance Hotline which is accessible to all staff 24/7. These two steps help to ease the burden on the Country’s Health and Care services. We supply CPD Level training on COVID-19 and its transmission to help with prevention.
- 2) Tackling Economic Inequality –Our WFH Policy means that people with an economic or physical disadvantage find it easier to gain employment with Spinwell. We believe in empowering our staff so we promote from within. We provide training to help people with any skills gap they may have. These are to a CPD level and are thus recognised across many industries. We work with many startups and small businesses in our supply chain, especially in the software/tech/disruptive space. This creates a diverse supply chain which also encourages startups and spreads business to SME’s like ourselves.
- 3) Fighting Climate Change - Spinwell have gone beyond Carbon Neutral, we are classified as being Carbon Negative offsetting 10% more Co2 than we create. Please see our statistics at <https://teams.earthly.org/profile/Spinwell-Global> . We support the Governments Net Zero policy and have completed the PPN0621 plan (available on request)

The implementation of our Work-From-Home Policy means that with less employee commuting and zero office space, we have one of the lowest Co2 outputs of any business in our field. We also work in a paperless environment and have zero business waste as well as making sure that we purchase recycled electronic goods.

- 4) Equal Opportunity - Our policy of equal opportunity employment will continue to be a central tenet of our company ethos. We will use our policy of Working-From-Home (WFH) to cast as wide a geographical footprint across the country as possible, this also enables people of all abilities

to work for us. We use gender bias detection software in our advertising and our working conditions are very inclusive, we train our staff to a CPD level, also helping us to tackle workforce inequality.

- 5) Well Being – Spinwell are strong believers in the mental health of our staff, we are certified to ISO 45003:2021 which concentrates on Occupational health and safety management. This means that we assess psychosocial risks to our workforce and the best ways to mitigate them. As part of our well being package we give our staff access to the BUPA Employee Assistance Hotline. Our meetings are also designed to encourage staff to feedback on any issues that may be effecting them. We also actively encourage a healthy work life balance so staff have no access to email on personal devices, we expect all leave to be utilised annually in a use-it-or-lose-it scheme, and we train staff on how to work in a healthy manner, including desk set up, identifying stress in the work place and how to work effectively in a Work-From-Home environment.

Above and beyond, the 5 pillars of the government Social Values Model, we actively need encourage our staff to help the community by taking part in fund raising events. Please visit our website for more information on events so far.

This policy will be reviewed on an annual basis and amended as necessary to reflect best practice