

Corporate Social Value Programme

Introduction

Our organization is committed to delivering social value through a comprehensive Corporate Social Value Programme. This programme is designed to address a range of environmental, social, and economic challenges, aligning closely with the NHS's priority areas. Our initiatives are structured around the following key themes:

Community Engagement and Development

Viamed Ltd, a steadfast presence in our community for five decades, has embraced an open-garden initiative, welcoming locals to enjoy not only the tranquillity of our wildlife garden but also to make use of our premises to accommodate the community and alleviate street parking congestion in the village, we permit the use of our premises for parking during evenings and weekends. This gesture reflects our commitment to enhancing communal spaces and fostering a spirit of inclusivity and support within our neighbourhood.

Environmental Sustainability and Fighting Climate Change

At Viamed Ltd, our dedication to environmental sustainability and combating climate change is at the core of our operational ethos. In our pursuit to reduce emissions, we have rigorously implemented energy-efficient practices across our operations and have committed to the sourcing of renewable energy sources, significantly lowering our carbon footprint. Recognizing the critical impact of air pollution, we foster a culture of sustainable commuting among our employees, supported by our remote working policy, which not only reduces our collective environmental impact but also enhances employee well-being. Furthermore, we have consciously opted against maintaining a fleet of vehicles, a decision that underscores our commitment to minimizing our air pollution contribution.

Our approach to promoting circular economy principles is both strategic and proactive. By prioritizing recycling and waste reduction, we aim to minimize our environmental footprint. The sustainable sourcing of materials is not just a policy but a practice embedded in our operations, ensuring that our business activities contribute positively to the environment. A key aspect of our initiative includes the active reuse of packaging and boxes, a measure that not only prevents these materials from entering the waste chain but also exemplifies our commitment to resource efficiency. Through these concerted efforts, Viamed Ltd aspires to set a precedent in environmental stewardship, underscoring the belief that corporate success and ecological sustainability can go hand in hand.

Well-being

Viamed Ltd extends beyond the traditional confines of the workplace, reflecting our holistic approach to the physical and mental health of our team. Recognizing the diverse needs of our staff, we offer unparalleled flexibility and support, tailoring roles to accommodate individuals that require additional assistance. We maintain an open-door policy, encouraging our employees to communicate their needs, ensuring we can provide the necessary support. Our commitment to well-being is further exemplified by our policy of remote working, which offers our staff the option to work from home during periods of illness, personal challenges, or ongoing health concerns. Moreover, our wildlife garden serves as a serene escape for employees, promoting mental well-being through connection with nature and offering a peaceful retreat to rejuvenate during the workday. At Viamed Ltd, we believe that a supportive environment and access to nature are fundamental to fostering overall well-being and enhancing the quality of work life for our team.

Equal Opportunity

At Viamed Ltd, equal opportunity is the cornerstone of our corporate ethos, underpinning every facet of our operations from hiring practices to our product and service offerings. We are steadfast in our commitment to cultivating a diverse workforce, with recruitment strategies meticulously designed to enhance diversity and foster an inclusive environment where every employee feels valued and empowered. This dedication extends to ensuring equity by design, whereby our products, services, and internal processes are deliberately crafted to be accessible and equitable, catering to the diverse needs of our community and clientele. Moreover, our resolve to uphold the highest ethical standards is manifest in our rigorous vetting of the supply chain, ensuring strict compliance with modern slavery legislation. By integrating these principles into the fabric of our company, Viamed Ltd aims not only to set a benchmark for equal opportunity within our industry but also to contribute to the broader societal movement towards inclusivity and fairness. Through these efforts, we strive to create an environment where equality flourishes, reflecting our deep-rooted belief in the importance of diversity, equity, and the eradication of modern slavery in building a just and equitable society.

Tackling Economic Inequality

At Viamed Ltd, addressing economic inequality stands at the forefront of our social responsibility efforts. Central to this commitment is our dedication to ensuring that all our employees receive a living wage, a testament to our belief in fair compensation for all members of our team. Beyond merely meeting this standard, we actively endeavour to support our staff regardless of their financial status, implementing employment strategies designed to empower every individual to earn a living wage. This approach not only fosters a sense of security and well-being among our employees but also contributes to the broader goal of tackling economic inequality within our community. Through these initiatives, Viamed Ltd aims to set a positive example, demonstrating that corporate success and social equity can go hand in hand, and affirming our role as a catalyst for positive change in the fight against economic disparity.

COVID-19 recovery

In the wake of COVID-19, Viamed Ltd has intensified its commitment to the well-being of our employees, recognizing the unprecedented challenges posed by the pandemic. Building on our foundational practices that support physical and mental health, we have adapted and expanded our support mechanisms to specifically address the needs of those affected by COVID-19. Our flexible and supportive approach has been crucial, enabling us to structure roles and work arrangements that accommodate employees facing health challenges, personal difficulties, or the need for extended remote work during these trying times. The serene retreat of our wildlife garden has become an even more valuable resource, offering a space for relaxation and rejuvenation, contributing to mental wellness amidst the pandemic's stresses. By encouraging open communication, we've aimed to create an environment where our staff can express their needs and receive the support necessary to navigate the complexities brought on by COVID-19, ensuring no one feels isolated or without assistance. Through these targeted efforts, Viamed Ltd is dedicated to fostering a supportive, empathetic workplace that prioritizes the well-being of our team as we collectively navigate the path to recovery from the pandemic.

Conclusion and Commitment

In conclusion, Viamed Ltd's Corporate Social Value Programme represents a holistic and steadfast commitment to driving positive change within our community and beyond. For over fifty years, we have not only been a part of our community but have actively contributed to its enrichment and sustainability through various initiatives. Our open-garden initiative and the significant steps we have taken towards environmental sustainability underscore our dedication to combating climate change and fostering a healthier planet. By implementing energy-efficient practices, promoting sustainable commuting, and advocating for circular economy principles, we strive to minimize our environmental footprint and set a standard for corporate environmental stewardship.

Our approach to well-being, equal opportunity, and tackling economic inequality reflects our deep understanding of the multifaceted nature of social responsibility. We recognize that the health and well-being of our employees are paramount, ensuring that our workplace is not only a source of livelihood but also a space for growth, support, and healing, especially in the challenging context of the COVID-19 pandemic. Our commitment to equal opportunity and diversity is woven into the fabric of our operational and hiring practices, ensuring that Viamed Ltd remains a beacon of inclusivity and fairness. Furthermore, our efforts to address economic inequality, through living wages and supportive employment strategies, demonstrate our belief in the dignity of work and the importance of financial security for all employees.

As we navigate the complexities of the modern world, including the ongoing challenges posed by the COVID-19 pandemic, Viamed Ltd remains dedicated to its mission of delivering social value. Our comprehensive programme is a testament to our belief in the power of businesses to effect meaningful change, supporting not just the physical and mental well-being of our employees but also advancing environmental sustainability, equal opportunity, and economic equality. We are proud of the strides we have made and remain committed to continuing our efforts, aspiring to inspire others in our industry and beyond to embrace their role in creating a more equitable, sustainable, and healthy world.