

Sustainability and Social Value (SSV) Report 2024

Empowering Progress: Building a better future for the UK, together.

This report is dedicated to Holly Taylor for her incredible contributions to social value and sustainability and the inspiring legacy she has left, which we will continue to implement and uphold in her honour.





ABOUT THIS REPORT

This report provides an overview of our environmental and social value strategies along with demonstrating the Annual progress during 2024. While this report is not an exhaustive summary of our efforts, it gives a summary of the progress and goals Sharpsmart is working towards.

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Overview of the Report

Sharpsmart has been proactively providing a product and service that is both safe and sustainable for over 20 years. In that time, we’ve partnered with customers all over the UK working together to achieve the highest standards of sustainability and carbon emission reductions in healthcare waste.

As the global leader in reusable sharps containers, we have driven significant progress in reducing the carbon footprint of UK healthcare waste.

Beyond our core operations, we are equally committed to corporate social responsibility (CSR) initiatives that benefit the environment, our colleagues and the wider community.

This report highlights our key achievements, challenges, and how we will continue to improve the sustainability of our operations and communities we serve.

OUR CORE VALUES



Investing in our People & Empowering them



Initiative in solving problems and maximising opportunities to continually improve and innovate



Positive Teamwork across all areas of the business



Focus on our core service excellence



Passion in achieving our business purpose

Our 2024 Impact

£2,000

Donated to local community groups and charities

10,536*

Tonnes of CO2e removed through our sharps waste management innovations

1,570**

Tonnes of **single use plastic saved** through reusable containers

3,139***

Tonnes of **waste diverted from HTI** using our waste treatment technologies



Reporting period 1st January 2024 – 31st December 2024

*tonnes of CO2e saved by our customers through using Sharpsmart reusable container systems and treatment method compared to single-use plastic containers and HTI (High temperature incineration).

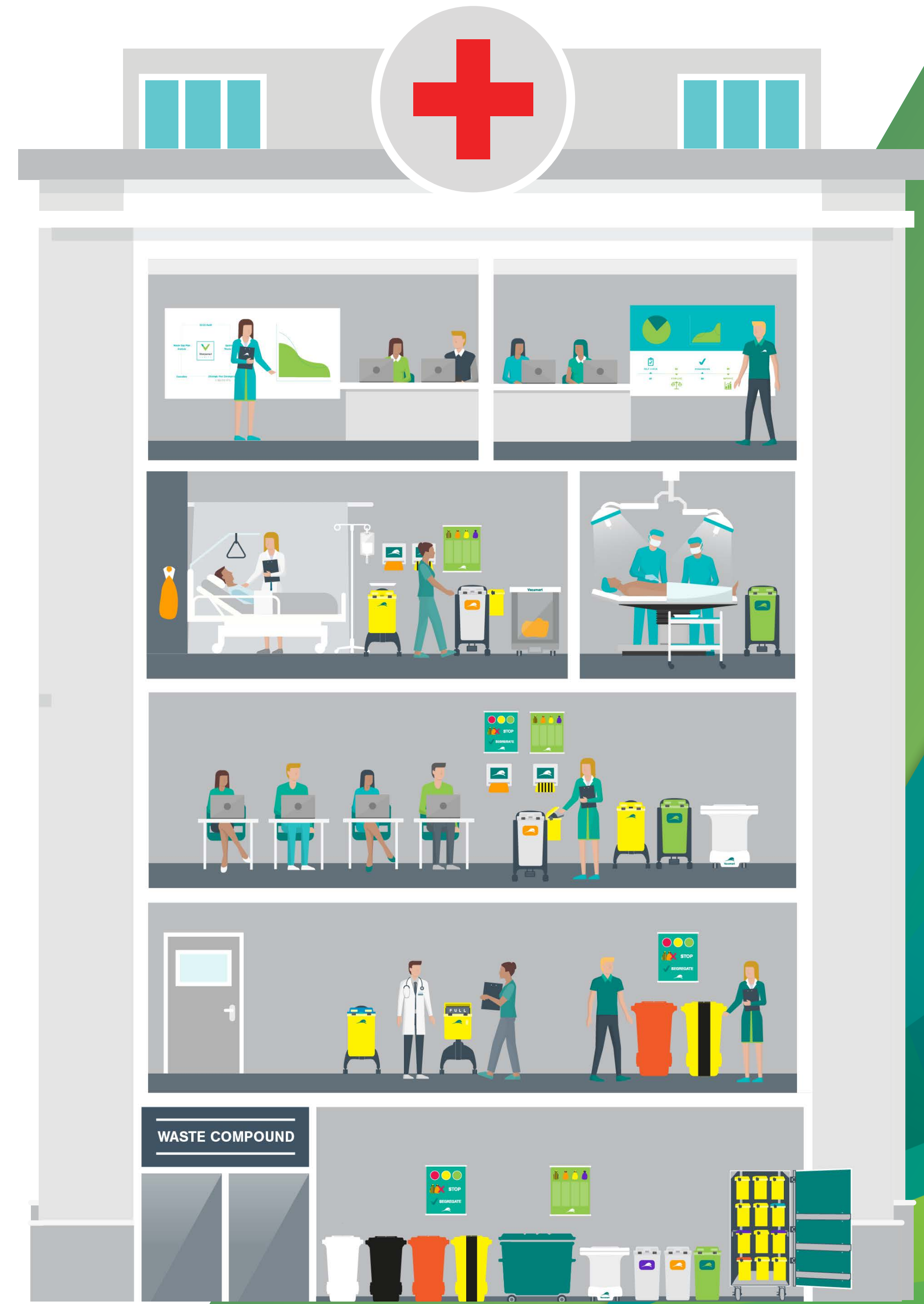
**tonnes of single-use plastic has been avoided from our customer's supply chain through the use of Sharpsmart reusable containers.

***tonnes of waste diverted from High Temperature Incineration using Sharpsmart treatment technology

Our Why

Making Healthcare Safer

Since its establishment in 1986, Sharpsmart has been driven by a single imperative... to **reduce risk to healthcare professionals and the environment.**





Commitment and Declaration

We recognise the importance our customers place on working with socially and environmentally responsible partners and **our moral obligation to do what we can to make a positive impact to both people and planet.** In setting out this CSR Report, Sharpsmart affirms our willingness to take action that will support the UN's Sustainable Development Goals and the UK Government's Social Value Model outcomes.

Dan Daniels, CEO



Commitment and Declaration

Sustainability and Corporate Social Responsibility are core components within our Company Vision Playbook. Our goals and aligned actions are consistently monitored and managed to ensure that we reduce environmental impact and contribute positively to our local communities.

We encourage our NHS customer service level agreements to include key performance indicators that drive sustainable behaviour as it is our mission to ensure that they achieve their own Net Zero targets.


Our aligned sustainable partnership approach is focussed on reducing waste, conserving energy,

implementing recycling programs and working with our suppliers and partners to promote responsible sourcing and production.

Technological innovation and continual improvement are core business principles which in turn support the development of more sustainable products and process solutions.

The ‘sustainable culture, values and vision’ comes from the passion and purpose alignment of our people so our recruitment and staff development approach is focused on finding and developing those future leaders who have sustainability at their core.

Neil Robinson, Managing Director

A dark blue world map serves as the background. It features five location pins: two in North America (USA and Canada), one in Europe (UK), one in South America (Brazil), and one in Africa (South Africa). The pins are in shades of teal and light blue. On the right side, there is a diagonal graphic element composed of overlapping triangles in various shades of green and teal. In the top right corner, there is a small dark grey rounded rectangle containing three white horizontal lines (a menu icon).

**In 2004 the first UK
hospital was fitted out
with our reusable sharps
containers in Newcastle
upon Tyne Hospitals
NHS Foundation Trust.**



Company Overview

Our story begins with a dream and a second hand washing machine.

Our founder and leader Dan Daniels has spent over thirty years tirelessly advocating for higher safety standards in healthcare.

From a home garage with nothing but makeshift PVC waste tubes and an irrepressible dream, Sharpsmart has grown to become one of the most influential healthcare service companies in the world. Its safe practices have become the benchmark of global standards, its robotic washing and treatment technologies have achieved benchmark levels of

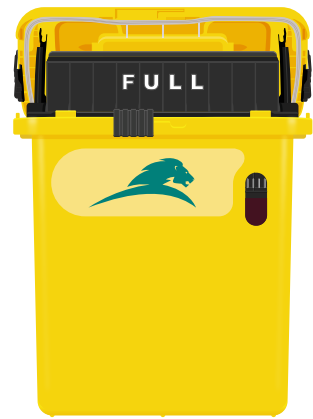
decontamination, and its products are esteemed industry-wide to be unrivalled in protecting the safety of healthcare workers.

Sharpsmart Ltd entered the United Kingdom healthcare market in 2001 to provide healthcare providers with a safe and sustainable alternative to sharps and clinical waste management.

As a leading partner of healthcare facilities across the UK, Sharpsmart aim to drive positive change not only inside the four walls of customer sites, but also surrounding communities.

It all started with a dream and a secondhand washing machine.

We Practice Sustainability From Day One



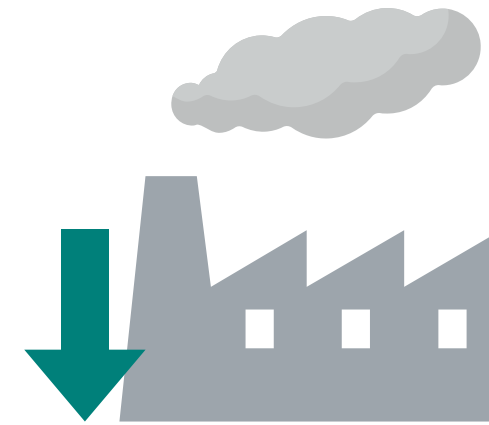
2,591.01

Sharps containers emptied



4,087

Tonnes of plastic eliminated



22,985.40

Tonnes of CO2e saved



Our approach to Sustainability and Social Value

In 2023 we brought together representatives from across the business to form our Sharpsmart CSR team. Through this team we created our CSR programme and subsequently our wider sustainability strategy.

We are committed to the implementation of innovative and ethical business practices that minimise environmental impacts and promote the health and positive wellbeing

of our employees, customers, and local communities. This is why we have built our approach to sustainability and social value across the three pillars of Environment, Workplace and Community.

To create engagement with the concepts of sustainability and CSR, we developed a CSR calendar with monthly themes for activities to involve colleagues and the community.

THE THREE PILLARS OF SHARPSMART SUSTAINABILITY



ENVIRONMENTAL

We place sustainability at the heart of our decision-making; striving to protect the environment, reduce our carbon footprint and reach net zero status to mitigate climate change, and supporting our customers to achieve the same.



WORKPLACE

We foster a culture that embraces diversity and equal opportunities, supports learning and development, and that actively engages and empowers all employees, to promote their ongoing health, welfare, and happiness.



COMMUNITY

We play a positive role in society, supporting projects that initiate positive change and help to improve the quality of life of the people in our local communities.

We have mapped our core business and three pillars to the UN Sustainable Development Goals we feel we can be most impactful.

This enables us to align with international standards and make a meaningful difference.

KEY

Delivery through our...

Corporate DNA

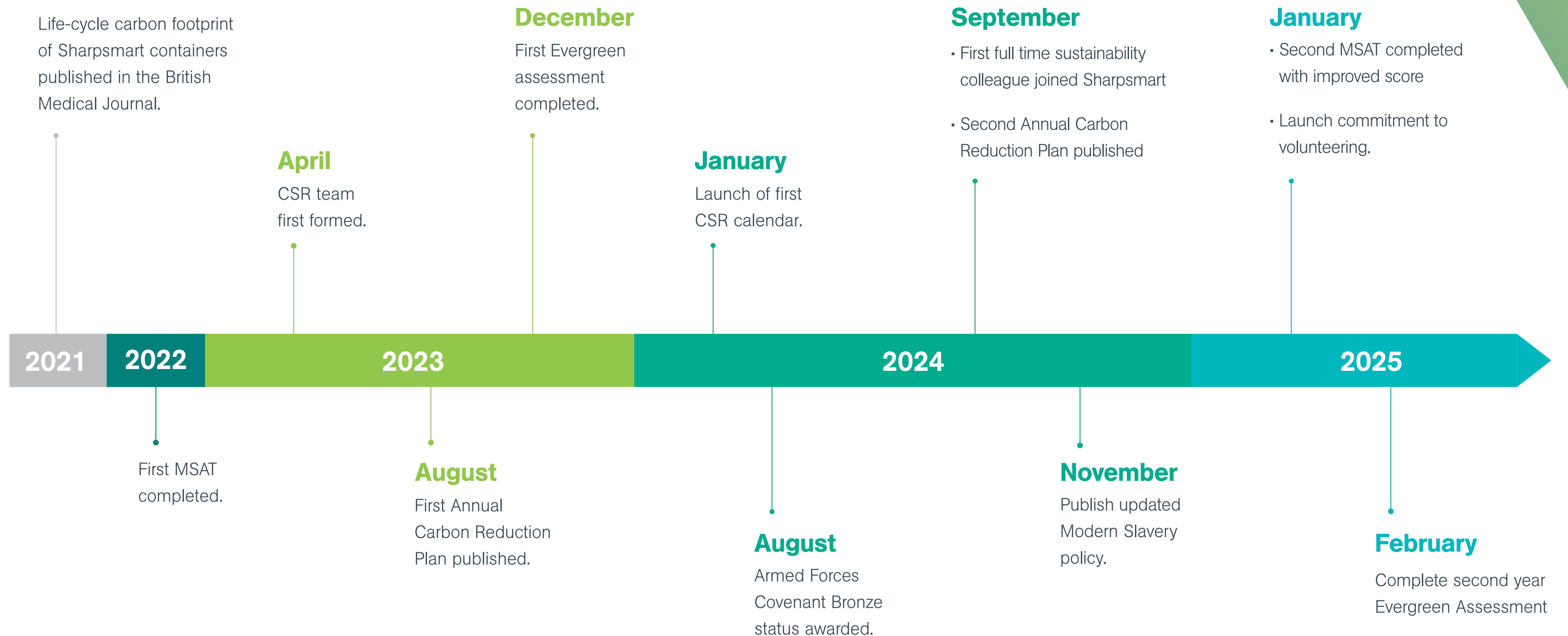
Environment Pillar

Workplace Pillar

Community Pillar



Our Sustainability and Social Value Journey





Pillar 1: Environmental

We are committed to minimising our environmental impact and reaching net zero status to mitigate climate change.

We will support our customers to achieve the same, working in partnership to reduce the impact that healthcare waste has on our planet.

In 2024 we enabled our customers to:

- ▶ Eliminate 1,570 tonnes plastic waste
- ▶ Recycle 118 tonnes of metal medical devices
- ▶ Save 1,700 tCO₂e through alternative treatment of sharps waste



How we performed against our 2024 objectives at a glance:

Objective	Metric	Status
To complete our first Evergreen Assessment to understand our current performance and identify improvement areas	Achieve minimum Maturity Level 1 in Evergreen Assessment	● Level 1
To save fuel and carbon emissions by implementing solar mats across rigid vehicle fleet	Carbon saving of 10,000 kg CO2e saved through solar technology	● 31,000 kg CO2e by Dec 2024
To expand our Sharpsmart Forest initiative	Plant 150 more trees in the Sharpsmart Forest	● 181 trees planted by May 2024
To help minimise single use plastic consumption in healthcare through our reusable container product	Introduce reusable containers into 10 new healthcare facilities supporting single use plastic reduction	● 31 in 2024
Publish first Carbon Reduction Report	Report publicly available	● Completed Sept 2024

KEY

● Completed

● In progress

Responsible Resource Management

Our innovative solutions not only set new standards for safety and efficiency in healthcare but also reduce the environmental impact of medical waste. By continuously improving our processes and embracing eco-friendly technologies, we strive to minimise our carbon footprint and embed the circular economy.

Our reusable sharps containers prevent the incineration of more than 1,500 tonnes of plastic per year and are certified for 500 uses per container. At their end of life, all containers are recycled back into ABS pellets for reuse.

We also strive to help our customers to move their waste up the waste hierarchy. We use alternative treatment technology to divert waste from High-Temperature Incineration (HTI) to energy recovery from waste. We are always innovating on

how we can reduce the environmental impact of medical waste, such as exploring recycling routes for medical devices and treated plastics as well investigating how to implement reusable devices across healthcare systems.

EFFLUENT RETENTION SYSTEM

The Effluent Retention System (ERS) is our patented Sharps Treatment Solution that combines environmental responsibility with healthcare efficiency and compliance. This alternative treatment to High-Temperature Incineration (HTI) allows shredded sharps waste to be declassified as a hazardous waste before compaction and re-consigning to a more sustainable final treatment such as energy from waste incinerators, significantly reducing the carbon impact of clinical waste.

By enabling the sharps waste to be pulled out of the HTI stream, in the future we will have the opportunity to recover plastics and other material as and when the technology becomes available..

In 2024 we diverted over 3,000 tonnes of our customers waste through this process and away from HTI.

[FIND OUT MORE ON OUR WHITEPAPER >](#)

THE REMED PROJECT

We're a partner of ReMed, a collaborative research programme between Loughborough University, University of Leeds and Nottingham Trent University.



The ReMed project focuses on creating circular lifecycles for small medical devices, which involves reprocessing and reusing materials instead of discarding them after a single use. This approach not only reduces the environmental impact of medical waste but also promotes resource efficiency and cost savings for healthcare systems.

Do you know we recycle single use metal devices?

Metal instruments contribute to 70% of all incinerating waste in hospital operating theatres.

Over 43 tonnes of metals were recycled in 2023 that would otherwise have been destined for High-Temperature Incineration and **in 2024 we almost tripled this to 118 tonnes.**



Our Sharpsmart Carbon Footprint

In September 2024 we published our first Carbon Reduction Plan, committing to our 2040 Net Zero target and outlining the steps we plan to take to achieve this.

In our last reporting year we achieved:

- ▶ **Reduction in emissions intensity of 19%.**
Achieved through streamlining operations, upgrading to LED lighting
- ▶ **28% reduction in gas consumption.**
This is achieved from the installation of new high efficiency boilers, improving insulation around steam pipes and streamlining pressure cycles.
- ▶ **36% reduction in tCO₂e from business mileage.**
We're switching all of our company cars to electric

At Sharpsmart, we are committed to reducing our carbon footprint through a multifaceted approach. By streamlining cycle times and optimising batch weights in our treatment processes, we will significantly improve efficiency and reduce energy consumption. Increased automation of these processes further enhances our operational efficiency, minimising waste and emissions. Additionally, we are dedicated to minimising road miles through strategic route optimisation, which not only reduces fuel consumption but also lowers greenhouse gas emissions. We are also harnessing solar power to further cut down on fuel usage and are actively exploring the use of alternative-fuelled vehicles to transition towards a more sustainable fleet.

By monitoring our current carbon footprint and comparing to the baseline year, we are evaluating the success of our carbon reduction initiatives and identifying further areas for action.



Harnessing Solar Power

We've added solar powered tail-lifts to our trucks so they can load and unload with the engine off. This reduces engine idling time and saved 10,360 litres of diesel equating to 26.5 tCO₂e in 2024.

Biodiversity and the Sharpsmart Forest

Biodiversity is crucial for sustainability and mitigating climate change, as it ensures the resilience of ecosystems and the services they provide. At Sharpsmart, we are proud to have partnered with TreeNation to further our commitment to environmental sustainability. Through this collaboration, we are actively contributing to reforestation efforts and carbon offsetting by planting trees in various regions around the world.

For every new starter at Sharpsmart we plant a tree in our Sharpsmart Forest. We also plant trees when reaching agreed milestones with our customers.

This initiative not only helps to restore vital ecosystems but also plays a crucial role in absorbing carbon dioxide from the atmosphere, thereby reducing our overall carbon footprint.

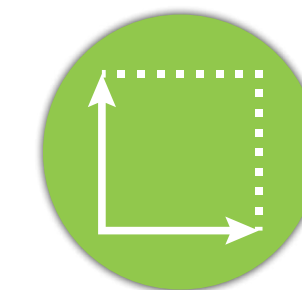
By supporting TreeNation's projects, we are fostering biodiversity, combating climate change, and promoting a healthier planet for future generations

In 2025 and beyond we want to expand our positive impact on biodiversity with a biodiversity net gain project at one of our sites and providing opportunities for our colleagues to volunteer for biodiversity and conservation projects local to them.

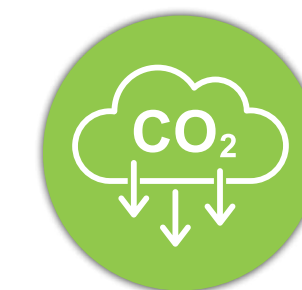
STATS SINCE WE PARTNERED IN 2021



403 Trees
Total Planted



0.35 Hectares
Total Reforest



182.53
Total CO2 Captured



Pillar 2: Workplace

We foster a culture that embraces diversity and equal opportunities, supporting learning and development, and actively engaging and empowering all employees, to promote their ongoing health, welfare, and happiness.



How we performed against our 2024 objectives at a glance:

Objective	Metric	Status
To provide support to staff with their physical and mental wellbeing	4 x awareness initiatives launched Regional Mental Health First Aiders	<div><div></div> Mental health awareness week in May and Happiness Happens month in August</div>
To deliver diversity and inclusion training	Diversity awareness annual refresher - All staff Armed Forces Covenant pledge	<div><div></div> Diversity awareness provided to all staff</div> <div><div></div> Bronze level armed covenant achieved</div>
To make sure staff are aware of risks related to modern slavery and human trafficking	Modern slavery policy published and supply chain audit process in place Employee training - induction & refresher implemented	<div><div></div> Modern slavery policy published on November 2024</div> <div><div></div> Training now pushed out to all employees</div>
To retain our ISO certifications	100% retention	<div><div></div> Retained in April 2024</div>

KEY

Completed

In progress

Health and Wellbeing

We recognise that the health and wellbeing of our employees is fundamental to our success and sustainability. Our commitment to fostering a supportive and healthy work environment is reflected in our comprehensive Corporate Social Responsibility (CSR) calendar, which features diverse monthly themes aimed at promoting various aspects of wellbeing.

Throughout the year, we engage our teams in a variety of activities and initiatives. For instance, during Mental Health Awareness Week, we focus












on raising awareness and providing resources to support mental health. Our Salary Extras benefits platform offers employees access to a range of perks and services designed to enhance their overall wellbeing.

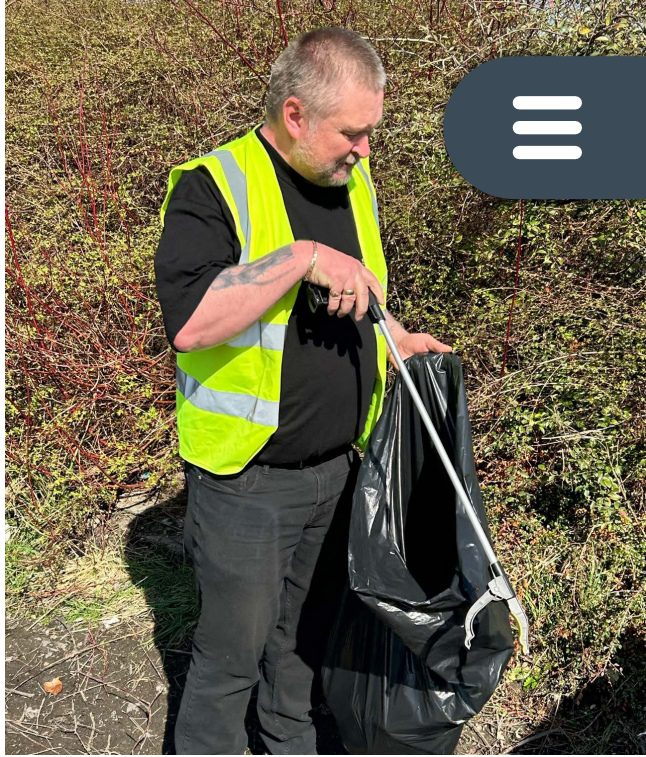
We also encourage physical activity and team bonding through fun challenges, such as a hula hoop challenge and the September step challenge. These initiatives not only promote physical health but also strengthen our sense of community and teamwork.

By prioritising the health and wellbeing of our workforce, we aim to create a resilient, motivated, and engaged team, ready to tackle future challenges and drive our sustainability goals forward.

SHARPSMART

2024 Social Value Calendar

	JAN	FEB	MAR	APR	MAY	JUN
THEME	 Carbon Footprint	 Healthcare Awareness	 The Great British Spring Clean	 Stress Awareness	 Making Healthcare Safer	 Equality & Diversity
	JUL	AUG	SEP	OCT	NOV	DEC
THEME	 Plastic Free	 Happiness Happens	 Sustainability	 Modern Slavery	 World Kindness	 Universal Human Rights



People and Culture

We are broadening and strengthening our talent channels to source and cultivate the next generation of talent that will lead our company into the future. In 2024, we welcomed 105 new employees through various channels, including direct candidate sourcing, partner agencies, employee referrals and other external sources. Our commitment to fostering a strong, inclusive culture is at the heart of this effort, ensuring that every new team member feels valued and empowered to contribute to our collective success. By prioritising culture, we create an environment where innovation thrives, and our people can achieve their full potential.

DEVELOPING FUTURE LEADERS: LEVEL 3 LEADERSHIP COURSE

In 2025, we are launching a Level 3 Leadership Course to develop new and aspiring Team Leaders and Supervisors. This 15-18 month program provides a practical understanding of leadership principles to achieve operational targets and KPIs. The course includes staff members from across the business and focuses on building a high-performance team, enhancing relationships and communication, managing self and personal effectiveness, handling difficult conversations and conflict management, understanding finance and organisational governance, mastering project management, solving problems and making decisions, and raising health and safety awareness. We aim to equip our future leaders with the knowledge, skills, and behaviours needed to meet the highest training standards.

TRAINING AND DEVELOPMENT

At our organisation, we recognise that continuous training and development are crucial for the growth and success of our staff. This includes first aid courses, advanced HGV driver training, IOSH certification, project management, and leadership development.

We've also had two apprentices enter the business this year and hope to welcome more as we grow.

By investing in training we not only enhance the skills and capabilities of our staff but also contribute to their personal and professional development. This commitment to training ensures that our employees are well-prepared to meet the challenges of today and tomorrow, driving Sharpsmart forward.



Celebrating our colleagues

Celebrating our colleagues is a cornerstone of our People and Culture strategy. Recognising and valuing their contributions fosters a positive and inclusive workplace culture.

In 2024 we commemorated 41 service milestones:

- ▶ 3 years: 25
- ▶ 5 years: 7
- ▶ 10 years +: 9

We also celebrated 11 role promotions across the business.

Modern Slavery and Compliance

APPROACH TO MODERN SLAVERY

Sharpsmart is dedicated to ensuring our operations and supply chains are free from modern slavery and human trafficking. We hold ourselves and our partners to the highest ethical standards, actively working to prevent any association with these practices.

This year we have:

- ▶ Updated our modern slavery policy which is now publicly available on our website
- ▶ Rolled out training for all colleagues on what modern slavery is, the signs to spot it and what to do if a risk is identified
- ▶ Developed tools to enhance the visibility of our supply chain risk in 2025

ISO CERTIFIED INTEGRATED MANAGEMENT SYSTEM

Our commitment to sustainability is reinforced through our ISO accredited Integrated Management System, consisting of ISO 9001 (Quality Management), ISO 45001 (Occupational Health and Safety Management), and ISO 14001 (Environmental Management).

Not only does this holistic approach ensure that our sustainability strategy is robust and comprehensive, but also enables resilience and adaptability to future challenges. This integrated approach underscores our commitment to excellence, safety, and environmental stewardship, positioning us as a responsible and forward-thinking organisation.



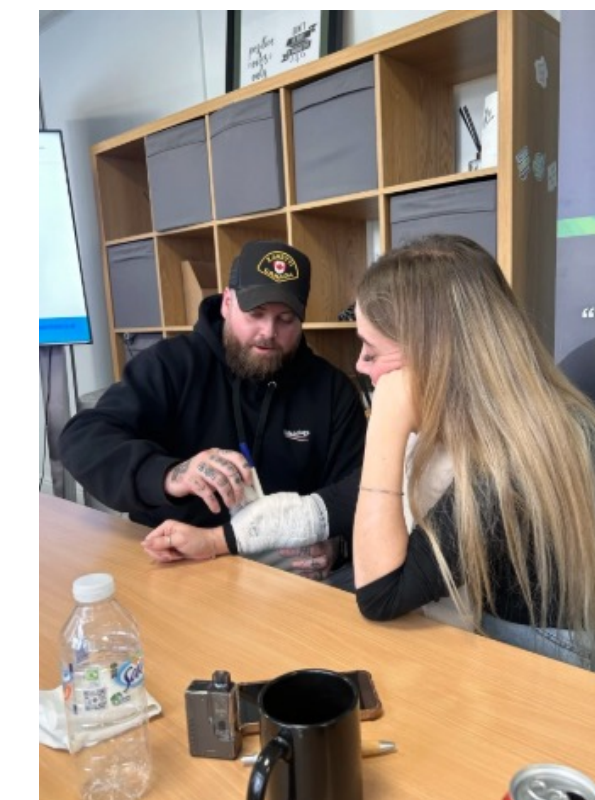
Commitment to Health and Safety

We are committed to ensuring a high standard of health and safety across our entire operations. This year we restructured our training materials and induction packages to remove excess training and replace with more focused programmes which included follow up site-specific training and covered more departments. We also introduced our No Plan B campaign promoting proactive safety measures and personal responsibility.

Our Health and Safety Committee, with representation from all departments, aids our continued focus and commitment to health and safety across the business. This year we increased the frequency of our committee meetings to maintain focus on identifying and mitigating any risks across our operations.

IN-PERSON FIRST AID TRAINING

This year we held two sessions allowing 17 colleagues to receive hands on first aid training. This has equipped them with the skills to respond effectively to emergencies both in and out of the workplace, potentially saving lives and reducing the severity of injuries. Not only that, but our colleagues were able to enjoy a day learning new skills together.



20% reduction in liability claims

Improved site management interaction, updated training induction packages and increased availability of PPE at sites have resulted in a 20% reduction in liability claims across Sharpsmart UK.

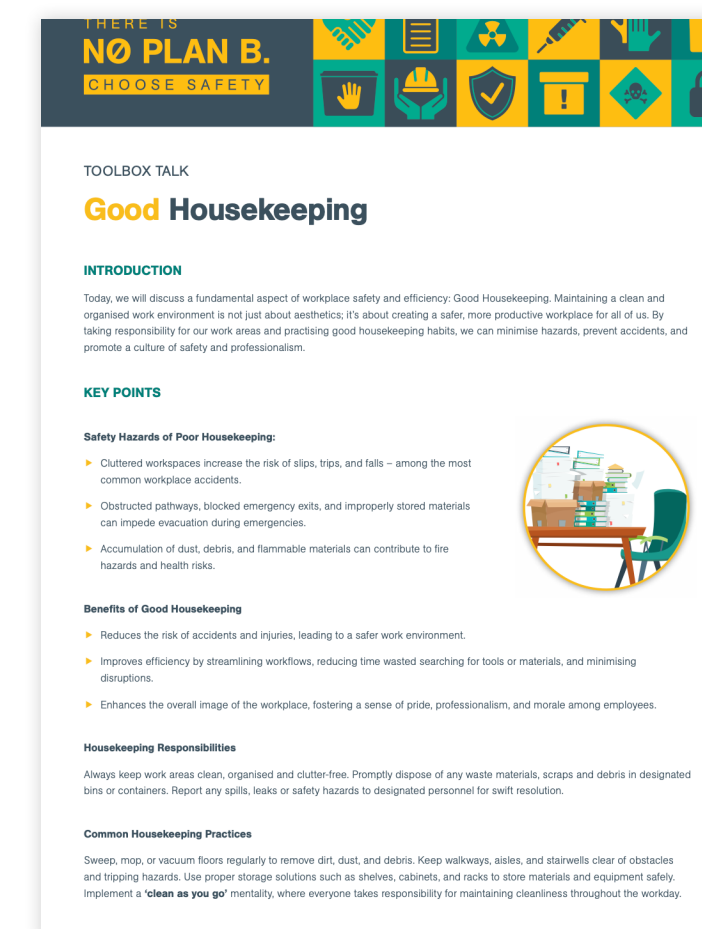
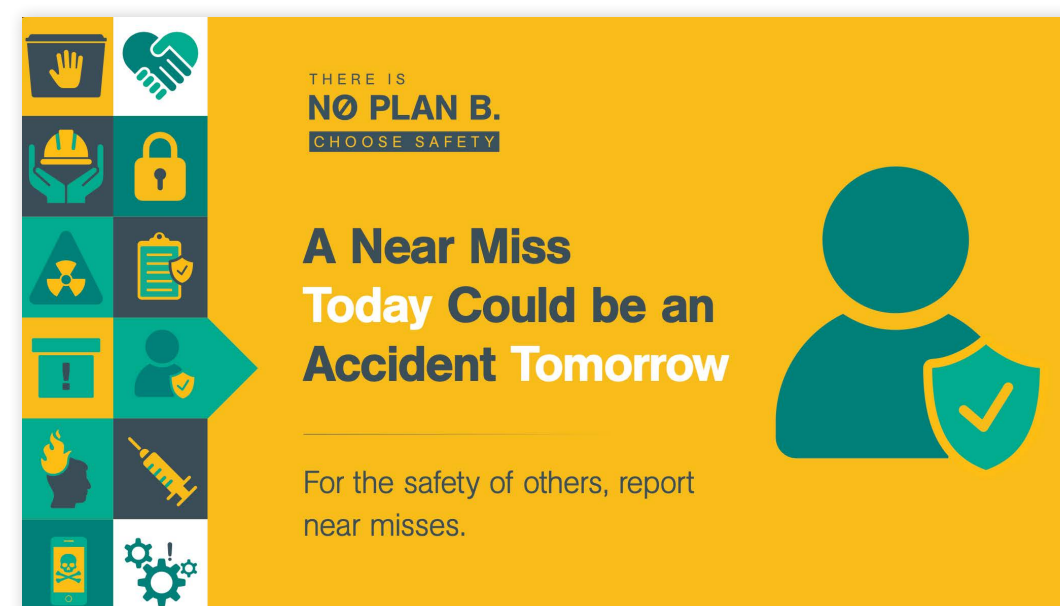
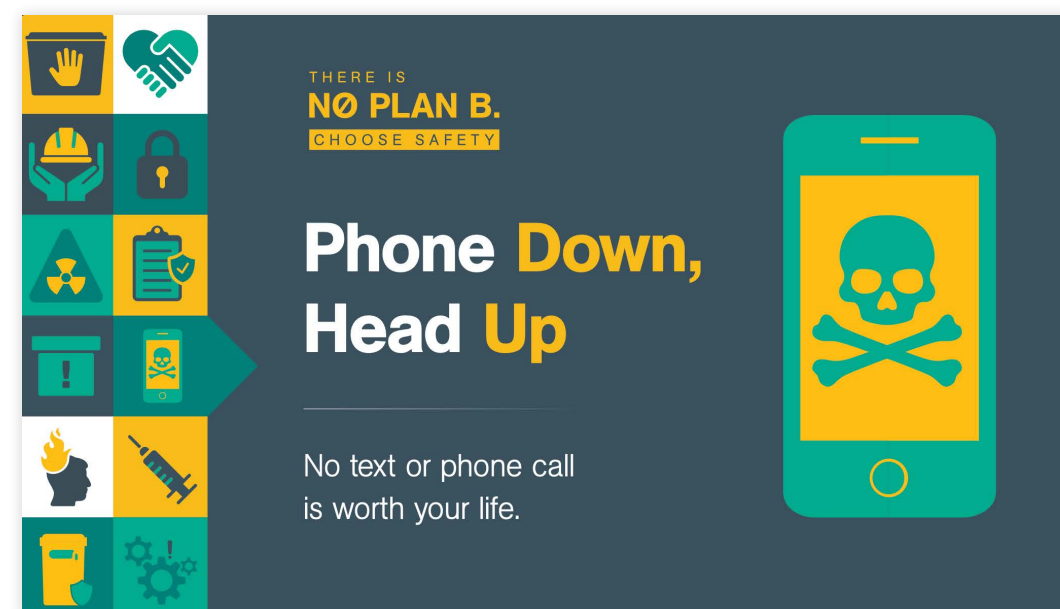
Commitment to Health and Safety

LAUNCH OF NO PLAN B. CHOOSE SAFETY CAMPAIGN

To reinforce our commitment to health and safety, we have launched the 'No Plan B - Choose Safety' campaign. We are highlighting the importance of each team member in understanding how to prevent accidents by reporting risks, near misses, and incidents. This initiative aims to educate our workforce on maintaining safety at work and keeping safety at the forefront of our operations.

Our No Plan B campaign highlights the importance of:

- ▶ Safe lifting
- ▶ Correct use of safety gloves
- ▶ Handling of sharps
- ▶ Giving tasks full attention
- ▶ Avoiding heat stress
- ▶ Reporting broken equipment and near misses





Pillar 3: Community

We play a positive role in society, supporting projects that initiate positive change and help to improve the quality of life of the people in our local communities.

We devote business time and resources to supporting charitable causes, reinvesting a proportion of business profits into initiatives which provide social value.



How we performed against our 2024 objectives at a glance:

Objective	Metric	Status
To engage with community organisations and charities on projects that add value to the local environment or facilities close to our sites	Minimum of 3 community projects/ organisations supported local to Sharpsmart facilities – 50 hours	<div><div></div>3 projects supported with total 18 hours volunteered</div>
To support skills development and employability initiatives that help people into work	Implement skills labs & mentoring local to trusts	<div><div></div>Committed to through contracts</div>
To engage and support staff in participating in corporate fundraising activity	Target to raise a minimum of £1,000 through fundraising activity	<div><div></div>£400 raised for charities and £200 for community groups</div>
To support our customer NHS charities	Minimum of £1000 to be donated to NHS charities	<div><div></div>£1600 including RCN, West Herts Hospitals Charity and Newcastle Hospitals Charity</div>

KEY

Completed In progress

Impactful Donations for the Local Community

By making donations to local charities, we aim to foster stronger, healthier communities. These contributions are not just acts of goodwill; they are integral to our mission of creating social value. Through these efforts, we strive to make a positive impact that resonates far beyond our business operations.

We have supported customer fundraising efforts and other charitable initiatives including:

- ▶ Our 20-year anniversary celebration
- ▶ Pumpkin carving competition
- ▶ Step challenge
- ▶ Hula hoop competition
- ▶ Christmas Jumper Day

These funds have gone to:

- ▶ West Hertfordshire Hospitals Charity
- ▶ Royal College of Nursing
- ▶ Newcastle Hospitals Charity
- ▶ CPDMatch
- ▶ Normanton Food Bank
- ▶ Mind
- ▶ Save the Children



£2000 raised for NHS and local charities in 2024

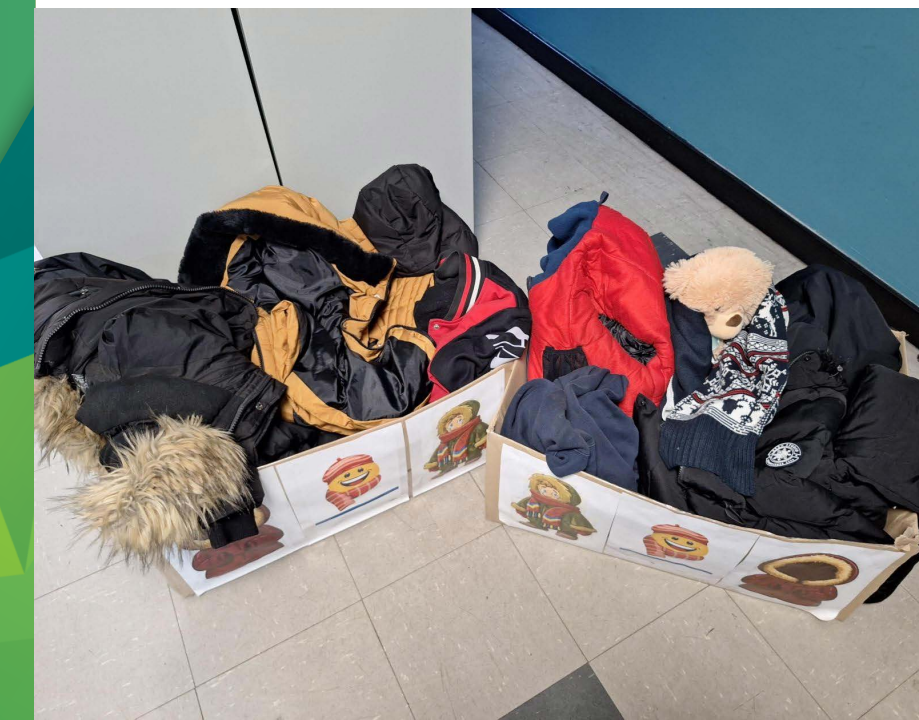
Impactful Donations for the Local Community

OTHER DONATIONS TO THOSE IN NEED

We are proud to have donated 15 laptops to The Chantry School in Worcester. Recognising the school's need for IT equipment due to budget constraints, our team provided 15 used laptops to support their efforts. Sharpsmart visited the school to make the donation, meeting with the school's Network Manager. This donation not only supports education but also helps avoid electronic waste.

The laptops have enabled the school to set up a 'laptop library,' allowing staff and pupils to borrow laptops for home use, which would not have been possible without our contribution.

Teams from across our business united to donate warm clothing to those in need this winter. As part of our winter clothing collection campaign, donation boxes were set up at sites around the UK, quickly filling with coats, jumpers, winter hats, scarves, and more. Local donations supported various initiatives, including the Leeds Winter Coat Appeal (Normanton), Friends of London and Essex Homeless (Rainham), Angel Trust (Spennymoor), and Brighter Futures (Stoke). Additionally, the Spennymoor team contributed to Angel Trust's toy appeal by adding a selection of toys to their clothing donation.



Cheering on our Local Teams

We invite all of our colleagues to nominate their local teams and community groups in need of new equipment or kit for a Sharpsmart donation.



BARNARD CASTLE RUFC

Sharpsmart proudly sponsored Barnard Castle Rugby Union FC's first league game of the season. Our sponsorship helps the club improve equipment and facilities, including supporting their on-pitch lock-up unit, which provides the junior rugby section with first aid, shelter, and hot drinks on match days.



SUNDERLAND RCA

The Sunderland RCA team kits were sponsored by Sharpsmart for the season. Our local colleagues joined the team for a shirt presentation evening to debut the new kits.



BLYTHE VIPERS U12S

We sponsored the Stoke-On-Trent based Blythe Vipers for their winter training coats.

Volunteering Across Our Sites

We've created opportunities for our colleagues to volunteer across our sites and support their local communities. By actively participating in volunteer activities, we not only contribute to the well-being of our communities but also build stronger connections and a sense of shared purpose.

ST MARTIN'S HOSPITAL LITTER PICK

Sharpsmart supported St Martin's Hospital to clean their local environment. This multi-company effort included staff from Sharpsmart, members of Kent and Medway NHS & Social Care Partnership Trust, and ISS Facility Services UK, with equipment provided by Countrystyle Recycling Ltd. The event was a success, leaving the hospital's external areas clean and tidy and highlighted the importance of such initiatives in improving outdoor spaces for patients.

WRAP-UP LONDON

Each year, WrapUp London collects, transports, sorts, and distributes up to 20,000 coats to those in need during the coldest months. This massive effort is made possible by volunteers who ensure that donated coats are of good quality and ready for distribution. Organised by one of our waste partners Bywaters, Sharpsmart joined a group of volunteers from a mix of organisations and backgrounds. Together, they sorted through around 500 coats and created over 40 bags of donations. The volunteers found the experience to be extremely rewarding as they contributed to health and welfare services which will be helping those most vulnerable in the cold winter months.





Great British Spring Clean

In support of the Great British Spring Clean, a team of seven dedicated volunteers from our Ashby office braved the rain to clean up a 3km route around the local area. Collaborating with North West Leicestershire District Council, the team cleared seven full bags of assorted litter, ranging from used cans and food packaging to large chunks of polystyrene. This effort was officially recorded via 'Pledge to Pick,' and contributed to a nationwide total. Not only did this activity improve environmental health in the area, but also brought the team together through a shared sense of community. Sharpsmart are looking forward to replicating the activity across all our sites in 2025.

Launching Our Volunteering Policy in 2025: Empowering Colleagues, Enriching Communities

In 2025, we proudly launched our new volunteering policy, designed to encourage and support our colleagues in giving back to the communities we serve. This policy provides employees with dedicated time off to participate in volunteer activities, reflecting our commitment to social responsibility and community engagement.



Personal Growth and Development: Volunteering offers our colleagues opportunities to develop new skills, gain valuable experiences, and enhance their personal and professional growth.



Enhanced Well-being: Engaging in volunteer work promotes a sense of purpose and fulfillment, contributing to improved mental and emotional well-being.



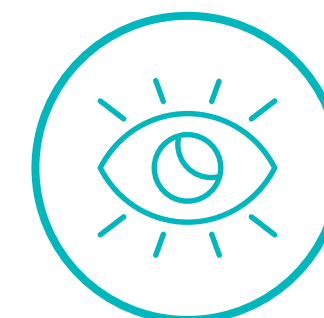
Team Building: Volunteering together fosters stronger relationships and teamwork among colleagues, creating a more cohesive and supportive work environment.




Positive Impact: Our colleagues' volunteer efforts directly benefit local communities, addressing various needs and making a tangible difference in people's lives.



Strengthened Partnerships: By collaborating with local organisations and initiatives, we build stronger, more resilient communities and create lasting positive change.



Increased Awareness: Our volunteering activities raise awareness about important social and environmental issues, inspiring others to take action and contribute to the greater good.

The background of the slide features a photograph of two men, one younger and one older, both smiling and looking at a tablet held by the younger man. The image is overlaid with a semi-transparent dark blue filter. On the right side, there are diagonal geometric shapes in shades of green and teal. A small teal dot is positioned on the left edge of the slide.

We are excited about the positive impact our volunteering policy will have on both our colleagues and the communities we serve. **Together, we can create a brighter, more sustainable future for all.**

Driving Awareness of Sharps Injuries with the Royal College of Nursing

We are proud to have partnered with the Royal College of Nursing to conduct the Blood and Body Fluid Exposures in 2020 survey and subsequent report.

[FIND REPORT HERE >](#)

We collaborated to produce the Guidance for the Prevention and Management of Sharps Injuries in Health and Social Care Settings publication and drive awareness of sharps injuries.

[FIND PUBLICATION HERE >](#)

Following this we also hosted a webinar with the RCN to provide guidance on the prevention and management of sharps injuries available to watch anytime on our website.

[WATCH WEBINAR HERE >](#)

This work supports effective training and awareness around sharps injuries which is crucial in reducing the risk of needlestick injuries. This ensures a safer work environment, protects healthcare professionals from potential infections, and enhances the overall quality of patient care.





Looking Ahead to 2025

For 2025 we launched our second internal Social Value calendar that is focused on delivering key initiatives that support our wider CSR objectives, with themes aimed to feed into our three pillars of environment, workplace and community.

SOCIAL VALUE CALENDAR

The calendar outlines monthly themes that enable us to focus activities on a dedicated topic and give visible structure to future initiatives. Through this, we are able to keep our staff informed and engaged with our CSR activities.

SHARPSMART

2025 Social Value Calendar

	JAN	FEB	MAR	APR	MAY	JUN
THEME	 Wellness	 Giving Back	 Spring Clean	 Making Healthcare Safer	 Mental Health	 Our World
	JUL	AUG	SEP	OCT	NOV	DEC
THEME	 The Big Push	 Teams Come Together	 Waste Action	 World Kindness	 Carbon Capture	 Festive Fun

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Sharpsmart
MAKING HEALTHCARE SAFER

Our 2025 Objectives

	ENVIRONMENT	WORKPLACE	COMMUNITY
OBJECTIVES	<ul style="list-style-type: none">▪ To complete our second Evergreen Assessment▪ Reduce emissions from our site operations▪ To expand our Sharpsmart Forest initiative▪ Volunteering in biodiversity projects local to our facilities and customer sites▪ Improve biodiversity around our sites	<ul style="list-style-type: none">▪ To monitor and maintain high staff satisfaction levels▪ To provide support to staff with their physical and mental wellbeing▪ To deliver diversity and inclusion training▪ Identify and reduce risks of modern slavery▪ Increase staff satisfaction and wellbeing▪ To retain our ISO certifications▪ To ensure all colleagues are paid fairly▪ To provide learning and development opportunities▪ To be transparent on spend with suppliers	<ul style="list-style-type: none">▪ Roll out of volunteering policy and gain engagement with volunteering across sites and teams▪ To support skills development and employability initiatives that help people into work▪ Work with local authorities and charities to reduce needlestick injuries▪ To engage and support staff in participating in corporate fundraising activity▪ To support our customer NHS charities



Our Sustainability Teams

Our UK CSR team was assembled in 2023 with representatives from areas all across the business. Our Sustainability and Social Value Specialist joined Sharpsmart in 2024 to further develop the CSR programme and wider sustainability strategy.

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Our commitment to sustainability is strengthened through our collaboration with our global parent company Daniels Health, which has a presence in Australia, Canada, and the US. This partnership allows us to share best practices, develop cutting-edge solutions, and ensure that our sustainability efforts are aligned with international standards. Together, we are dedicated to creating a positive impact on the environment and fostering a sustainable future for generations to come.

If you have any questions, comments or feedback on this report please reach out to us at Sustainaility@sharpsmart.co.uk.

MEET THE TEAM



Kate Chambers
Executive Manager



Gemma Ridley
Commercial



Holly Taylor
Sustainability



Gemma Norton
Marketing Manager



Rebecca Stanley
People & Culture



Dean Knight
Communications



Sustainability and Social Value (SSV) Report 2024

Empowering Progress: Building a better future for the UK, together.