

# Social Value Statement 2026

## Our Commitment

At THSP, social value isn't an initiative. It's who we are. As an employee-owned business with over 30 years supporting safer, fairer and more sustainable workplaces, we are proud to embed responsible and people-first practices into everything we do. Our commitment reaches across our colleagues, customers, communities and the wider Bedfordshire region.

## Local Economic Impact

Our headquarters in Bedfordshire remains the heart of our business. Many of our central teams live locally, reinvesting income into the region and contributing to its economic growth.

We actively support the development of Bedfordshire businesses through:

- membership and participation in BedX, helping the region prepare for Universal Destinations (UDX)
- delivering Tender-Ready guidance to local SMEs
- engaging with business forums, chambers and community networks
- prioritising local suppliers wherever possible

With consultants working nationwide in a hybrid capacity, we provide UK-wide support while staying firmly rooted in our regional community.

## Community Support and Giving Back

We are proud to play an active role in our local community. Our contributions include:

- sponsorship of Bedford Tigers RLFC and Bedford Blues Foundation
- support for charities such as Scotties Little Soldiers and HopeWorks
- free or subsidised training and professional advice for community organisations
- work-experience placements for local students
- active involvement in local events, initiatives and business engagement programmes

We believe strong communities create strong businesses and we are committed to being part of that strength.

## Environment and Sustainability

We apply responsible environmental practices throughout our operations. This includes:

- an ISO 14001-aligned Environmental Policy
- sustainable waste management with licensed carriers
- a hybrid working model that significantly reduces travel emissions
- digital-first ways of working to minimise paper use

We continue to invest in greener, more sustainable ways of delivering our services.

## **Skills, Education & Training**

Developing people is central to our purpose. We provide:

- accredited training, including IOSH programmes and industry qualifications
- leadership development through IOSH Directing Safely
- free or subsidised learning for charities and community groups
- accessible, inclusive e-learning through our digital learning platform

We also offer training and entry pathways for individuals starting a career in Health & Safety, with fair starting salaries and genuine employment opportunities at the end of the programme.

## **Fair Work, Equality & Wellbeing**

As an Employee Ownership Trust (EOT), we reinvest profits back into our people. This creates a culture of stability, empowerment and shared success.

We are committed to promoting:

- inclusive and equitable recruitment practices
- colleague safety, health and wellbeing
- Mental Health First Aiders across the business
- recognition through programmes such as Will It Make The Boat Go Faster? and our Lead Table
- an open culture of listening, supported by our Great Place to Work survey and Colleague Forum

Our people-first ethos is fundamental to the way we operate.

## **Ethical Governance**

We work to the highest ethical, professional and regulatory standards, supported by:

- our Modern Slavery Statement
- our Anti-Bribery & Corruption Policy
- strong GDPR and information security practices
- an Integrated Management System accredited to ISO 9001, 14001 and 45001

Integrity underpins every relationship we build.

## **Employee Ownership & Local Employment**

As an Employee Ownership Trust (EOT), THSP reinvests profits back into the business, its people and the local economy.

Employee ownership drives colleague engagement, stability and long-term commitment to the regions we serve.

Our Bedfordshire headquarters anchors us locally, while our nationwide hybrid consultant model allows us to support customers across the UK.

We provide structured routes into employment for aspiring Health & Safety professionals, creating real job opportunities and strengthening the future talent pipeline across the UK.

This structure ensures we deliver both local economic contribution and nationwide social value impact.

## **Our Social Value Promise**

We are proud of the social value we create today, and we know we can always do more.

As we grow, we will continue to champion safe workplaces, strong communities and sustainable business practices, ensuring THSP makes a positive difference across Bedfordshire and beyond.