

Social Value at ARM

At ARM, we pride ourselves on a commitment to ethical and inclusive approaches across the business. We employ a range of initiatives that ensure we develop our business operations against three critical social value areas:

- Our People
- Our Planet
- Our Community

Our success is built in partnership, drawing support from credible and industry-approved initiatives that ensure we are developing a more sustainable and socially responsible business. Here are just a few of our awards and accreditations:

- ISO 14001
- Disability Confident Employer Level 2
- Defence Employer Recognition Scheme – Bronze Award Holder
- Ecovadis - Bronze Award holder
- Tech Talent Charter Signatory

Our People

We believe that our people are our greatest asset. That's why we ensure high levels of support to across our workforce to promote health and wellbeing. Our flexible working arrangements allow our teams to achieve a work-life balance, coupled with support groups and training that proactively address issues that affect the wellbeing of our team. Here are just a few initiatives that create support around our people:

- Menopause Group
- Menopause training for all managers
- Employee representative group
- Mental health champions and mental health first aiders
- Monthly wellbeing initiatives
- Workplace mentors
- Unconscious Bias Awareness training
- New Mums' network

Our Planet

ARM is committed to protecting our planet. We are an ISO14001:2004 accredited company, proving the highest standards for environmental management. Stepping forwards, our Carbon Reduction Plan outlines our commitment to achieving net zero and reducing our impact on the environment – through this

- Reducing energy consumption
- Creating less waste
- Recycling
- Working paperless wherever possible

We are raising employee awareness of environmental issues and providing them with the tools and resources to make a difference. We believe that everyone has a role to play in protecting our planet and are committed to making a positive difference for future generations.

Our Community

ARM actively works to raise its profile within the community by building relationships with local schools, universities and charities. Our volunteer scheme allows employees to volunteer for 16 hours per year, giving back to local initiatives, whilst supporting local charities through events, including dress-down days, competitions and bake sales. We are proud to support Rowans Hospice as our charity partner.

“The support offered by ARM to our Career Futures Programme is a vital part of student development. Students love to hear from ARM volunteers. We have seen confidence grow as a result, with students realising they have many skills and abilities to offer employers.”

Eleanor Cameron- Careers Manager, Education Business Partnership South

Our pioneering and highly successful Apprenticeship scheme, jointly developed with the Recruitment & Employment Confederation and the Institute of Apprenticeships assures our position as an industry leader, creating opportunities for local emerging talent.

We annually onboard 8-10 Apprentices per annum across our business, in various roles. Our more experienced staff have taken the opportunity to start an Apprenticeship to support their professional development. We believe that by giving back to our communities, we are creating a better future for everyone.