Social Value Statement

ARM is committed to creating positive social, environmental and economic value through the way we support our people, manage our environmental impact and contribute to our communities. Our approach is focused on three areas:

- Our People
- Our Planet
- Our Community

Our approach is supported by recognised standards, and external initiatives that help us assess our performance and drive continual improvement:

- ISO 14001
- Disability Confident Employer Level 2
- Defence Employer Recognition Scheme – Bronze Award holder
- EcoVadis – Bronze Medal
- Tech Talent Charter signatory

Our People

Our people are central to our success. We aim to create a supportive working environment in which colleagues can maintain their wellbeing, access appropriate support and contribute fully. Flexible working, employee networks, trained support and practical benefits form part of this approach.

- Menopause training for all managers
- Mental health first aiders
- Wellbeing initiatives and workplace mentors
- Unconscious bias awareness training
- New Mums' Network
- Bupa cash plan and Cycle to Work scheme
- Flexible working and Recharge Fridays
- Social events

We are committed to building a diverse and inclusive workplace where people are treated fairly, feel valued and can thrive. We recognise that different perspectives and experiences can support better decision-making, innovation and outcomes for our customers. Our approach includes:

- **Employee focus groups:** providing opportunities for colleagues to connect, share experiences and help shape workplace improvements.
- **Training:** building awareness of diversity, inclusion and related workplace topics.
- **Recruitment:** working with a range of organisations to reach a broad and diverse candidate pool.
- **Workplace environment:** creating an accessible, welcoming and inclusive workplace where everyone is treated with dignity and respect.

As a Disability Confident Employer Level 2, we are committed to improving accessibility and supporting disabled people and those with long-term health conditions in the workplace.

Our Planet

ARM is committed to managing and reducing its environmental impact. Through our ISO 14001 environmental management system and Carbon Reduction Plan, we identify environmental priorities, set improvement objectives and monitor progress towards our net zero commitment. Our actions include:

- reducing energy consumption;
- preventing and reducing waste;
- recycling materials wherever practical; and
- using paperless processes wherever possible.

We also raise employee awareness of environmental issues and provide colleagues with practical information and resources to support more sustainable choices. We will continue to review our environmental objectives and identify opportunities to reduce our impact.

Our Community

ARM works with local charities and community organisations to contribute time, skills and financial support where these can have a positive local impact. Our volunteering scheme enables employees to volunteer during working time for up to 16 hours each year. We also support local charities through fundraising events and competitions. We are proud to support The Rowans Hospice as our charity partner.

We will continue to review our social value priorities, monitor the impact of our activities and work with employees, clients and community partners to identify opportunities for further improvement.