



Validation & Monitoring
Solutions

Social Impact Management Report



Contents

1. A Hertfordshire-based manufacturing facility	3
Letchworth Statistics	3
Unemployment	3
Health Statistics	3
Age Distribution	4
Education	4
2. Social Internal.....	5
2.1 Diversity - Gender	5
2.2 UK (Letchworth) Diversity - Nationality	5
2.3 Employee Net Promoter Score.....	6
2.3.1 Employee’s wellbeing:	6
2.3.2 Trainees:	6
2.3.3 Continuous training and support.....	6
3. Social External.....	7
3.1 Employment in local area.....	7
3.2 Community engagement	7
3.3 Environmental sustainability	7
3.4 Ethics & governance	7
3.4.1 Corruption	7
3.4.2 Health & Safety	7
3.4.3 Supply Chain	7
3.5 Human rights	7
4. Contacts.....	8



1. A Hertfordshire-based manufacturing facility

Ellab UK manufacturing is based in Letchworth-Garden-City, Hertfordshire, the local town has a population of Approx. 34,000 people. It is surrounded by Stevenage, Luton, Hitchin, Baldock and Welwyn Garden City.

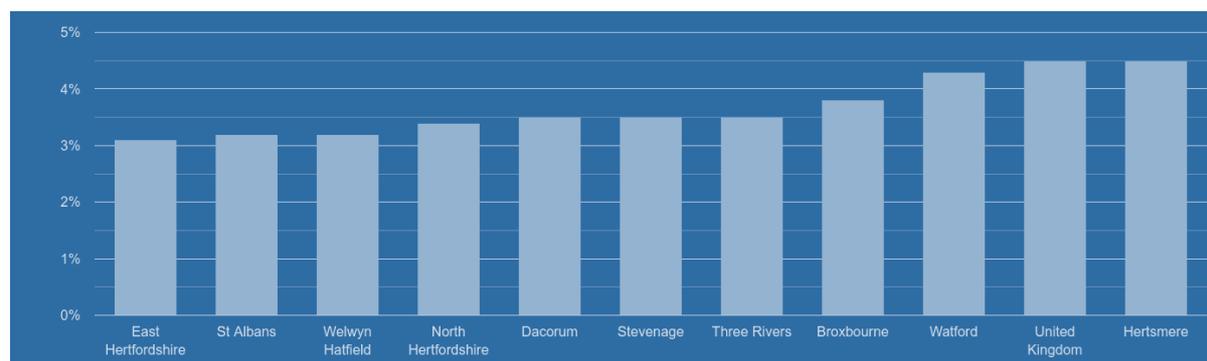
The town's name is taken from one of the three villages it surrounded (the other two being Willian and Norton) - all of which featured in the Domesday Book. The land used was purchased by Quakers who had intended to farm the area and build a Quaker community. The town was laid out by Raymond Unwin as a demonstration of the principles established by Ebenezer Howard who sought to create an alternative to the industrial city by combining the best of town and country living. It is also home to the United Kingdom's first roundabout, which was built in 1909.^[3]

As one of the world's first new towns and the first garden city it had great influence on future town planning and the new towns movement; it influenced Welwyn Garden City, which used a similar approach and inspired other projects around the world including the Australian capital Canberra, Hellerau in Germany, Tapanila in Finland and Mežaparks in Latvia.

Letchworth Statistics

Unemployment

North Hertfordshire has around 3.4% unemployment.
Comparison with local area:



Health Statistics

These are the results for Letchworth from the last census. The percentage of residents in Letchworth rating their health as 'very good' is more than the national average. Also, the percentage of residents in Letchworth rating their health as 'very bad' is less than the national average, suggesting that the health of the residents of Letchworth is generally better than in the average person in England.

HEALTH	NORTH HERTFORDSHIRE	ENGLAND AVERAGE
Very Good	50.19%	47.17%
Good	34.11%	34.22%
Fair	11.77%	13.12%
Bad	3.11%	4.25%
Very Bad	0.81%	1.25%



Age Distribution

The population of Letchworth as a whole, is older than the national average. The population of Letchworth is also older than the Hertfordshire average.

AGE	NORTH HERTFORDSHIRE	ENGLAND
Age 0 to 4	6.3%	6.3%
Age 5 to 9	5.8%	5.6%
Age 10 to 14	6%	5.8%
Age 15 to 17	3.8%	3.7%
Age 18 to 24	6.8%	9.4%
Age 25 to 29	6%	6.9%
Age 30 to 44	21.6%	20.6%
Age 45 to 59	20.4%	19.4%
Age 60 to 64	6.1%	6%
Age 65 to 74	8.5%	8.6%
Age 75 to 84	5.9%	5.5%
Age 85 and over	2.6%	2.3%
Mean Age	40.2	39.3
Median Age	40	39

Education

These statistics are for the highest-level education obtained by the residents of Letchworth and are from the UK Census of 2011. Letchworth has a lower level of residents with either no qualifications or qualifications equal to 1 or more GCSE at grade D or below, than the national average. Letchworth also has a high level of residents with a higher education (level 4) than the national average, suggesting that the residents of Letchworth are better educated than the average England citizen.

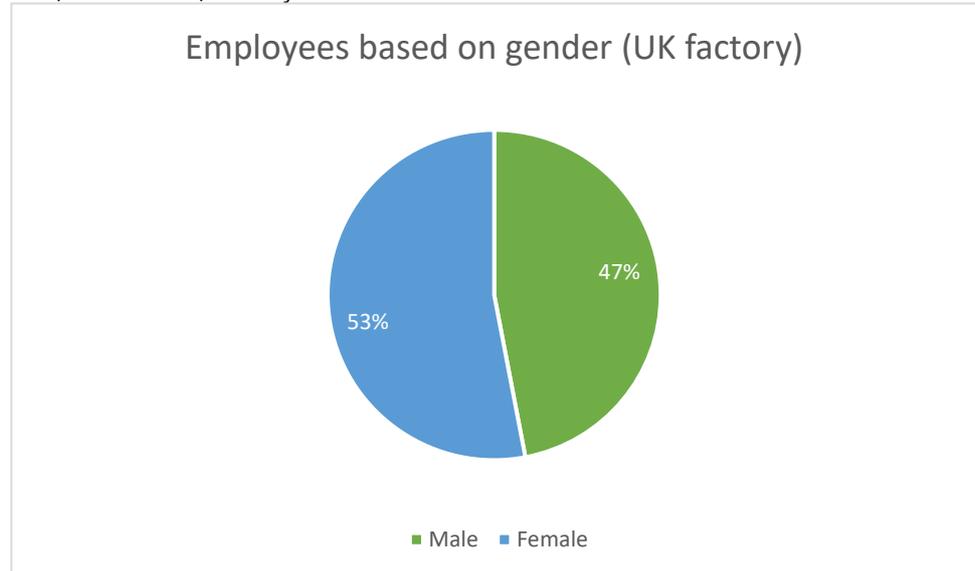
QUALIFICATION	NORTH HERTFORDSHIRE	ENGLAND
No Qualifications	18%	22.5%
Level 1	13.2%	13.3%
Level 2	15.4%	15.2%
Apprenticeship	3.5%	3.6%
Level 3	11.4%	12.4%
Level 4	34.4%	27.4%
Other	4.2%	5.7%



2. Social Internal

2.1 Diversity - Gender

- Group KPI Ambition is 50%
- Group Actual 33%
- UK (Letchworth) factory actual:



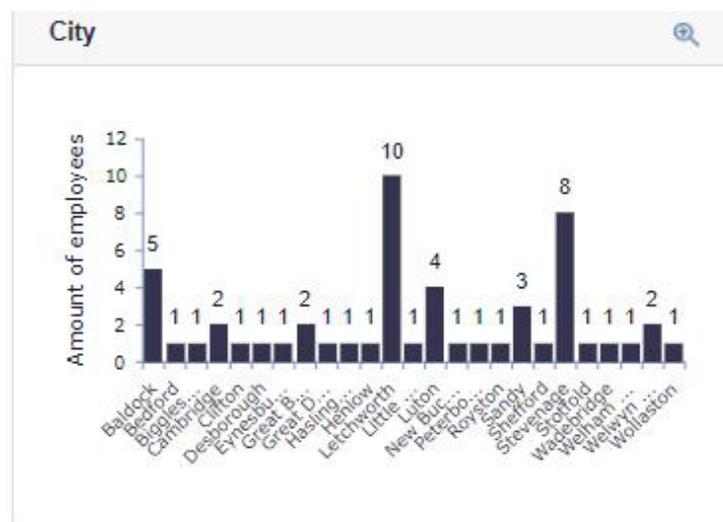
The Ellab Monitoring Solutions has hit the diversity KPI for our region. Our work force at Letchworth is split equally between Men and Women, we have 6 main departments, 3 of these have female managers.

Ellab Monitoring Solutions are working towards increasing diversity in other areas too:

2.2 UK (Letchworth) Diversity - Nationality

Currently we employ 53 staff, 7 of which are diverse in nationality.

We also employ our staff from the local area:



2.3 Employee Net Promoter Score

- a. Group KPI ambition is >60 eNPS
- b. Group KPI actual >62 eNPS

Action being taken to improve:

2.3.1 Employee's wellbeing:

In addition to responding to feedback from our employee survey, and in conjunction with Hertfordshire Health Improvement Service we are about to launch a *stop smoking* scheme.

Our Sports and Social Committee has been stopped since the start of the pandemic, however we encourage social engagement through social events and activities.

2.3.2 Trainees:

The Government has launched *The Kickstart* Scheme provides funding to create new jobs for 16 to 24 year olds on Universal Credit who are at risk of long term unemployment. We have interviewed and presented to 40 local young adults, and we will taking on 2 from the kickstart scheme, and we will provide training and a career path for both the young people who will be starting with us in September 21



2.3.3 Continuous training and support

- 3 Apprentices doing on site training and college day release
 - 1 Older Test engineer completing HNC in Electronics
 - 1 Junior engineer who has completed 4 years of his 5 year degree.
 - 1 x Quality engineer undergoing BSI quality diploma
- All education is taken place on a day release basis and all funded by Ellab.

3. Social External

3.1 Employment in local area

Even though Letchworth has low unemployment, there is a national issue with 16-24 year olds that are struggling to start a career.

We currently have:

3 Apprentices doing on site training and college day release

1 Test engineer completing HNC in Electronics

1 Junior engineer who has completed 4 years of his 5-year degree

3.2 Community engagement

Understanding the power of working together, we partner with customers and vendors to maximize our impact in the community. We also back up that commitment with financial support by investing in projects in our communities targeted at improving technology education, and helping underserved groups gain skills and obtain employment opportunities.

3.3 Environmental sustainability

At Ellab we're focusing on business practices that not only ensure sustainability for the company, but also make our society and world at large a better place through environmental sustainability. We believe it makes good business sense to understand, be aware of, and proactively work on ways we can be an environmentally friendly global company. It's why we are in the process measuring our carbon footprint and other environmental impacts. Our goal is to continually improve our processes and evolve our policies so that we can reduce our impact on the planet.

3.4 Ethics & governance

At Ellab our goal is clear: growth that benefits those who work for and with us, those who invest in us, and the communities in which we sell and operate—and that requires clean business practices. We train our employees to identify and avoid potential corruption, and we insist on compliance with trade, anti-corruption, and other laws. We are also careful to select resellers and other business partners who share our commitment to clean business practices. At Ellab, integrity is our number one core value and our reputation is at stake. We want good results, but only if we can get them the right way.

3.4.1 Corruption

Ellab has an extensive anti-corruption policy in place.

3.4.2 Health & Safety

Ellab has many compulsory online training courses to comply with H&S law, ensuring safety. Ellab also operates all procedures to current H&S law.

3.4.3 Supply Chain

We request that suppliers sign our code of conduct.

3.5 Human rights

Ellab values and seeks to uphold basic human rights in all our operations and obligates its supply-chain partners to uphold the same standards. We provide reasonable working hours and fair wages. We do not use or tolerate others' use of forced labour or human trafficking practices, including the exploitation of children. We respect the rights of all workers to right to associate, peacefully assemble and communicate concerns with management without fear of discrimination or harassment. We recognize and respect the



rights of all individuals regardless of race, colour, ancestry, national origin, gender, gender identity or expression, sexual orientation, religion, age, disability, or any other legally protected trait, and do not discriminate against anyone based on the same. We are also taking steps to work toward a conflict-free supply chain.

4. Contacts

Emma Briggs - HR Director

Responsible for wellbeing/diversity/training