

B. Braun UK

B|BRAUN
SHARING EXPERTISE

Social Value Programme 2026





What is Social Value?

Social Value is the measurable contribution we make to healthier communities, a stronger NHS and a more sustainable future.

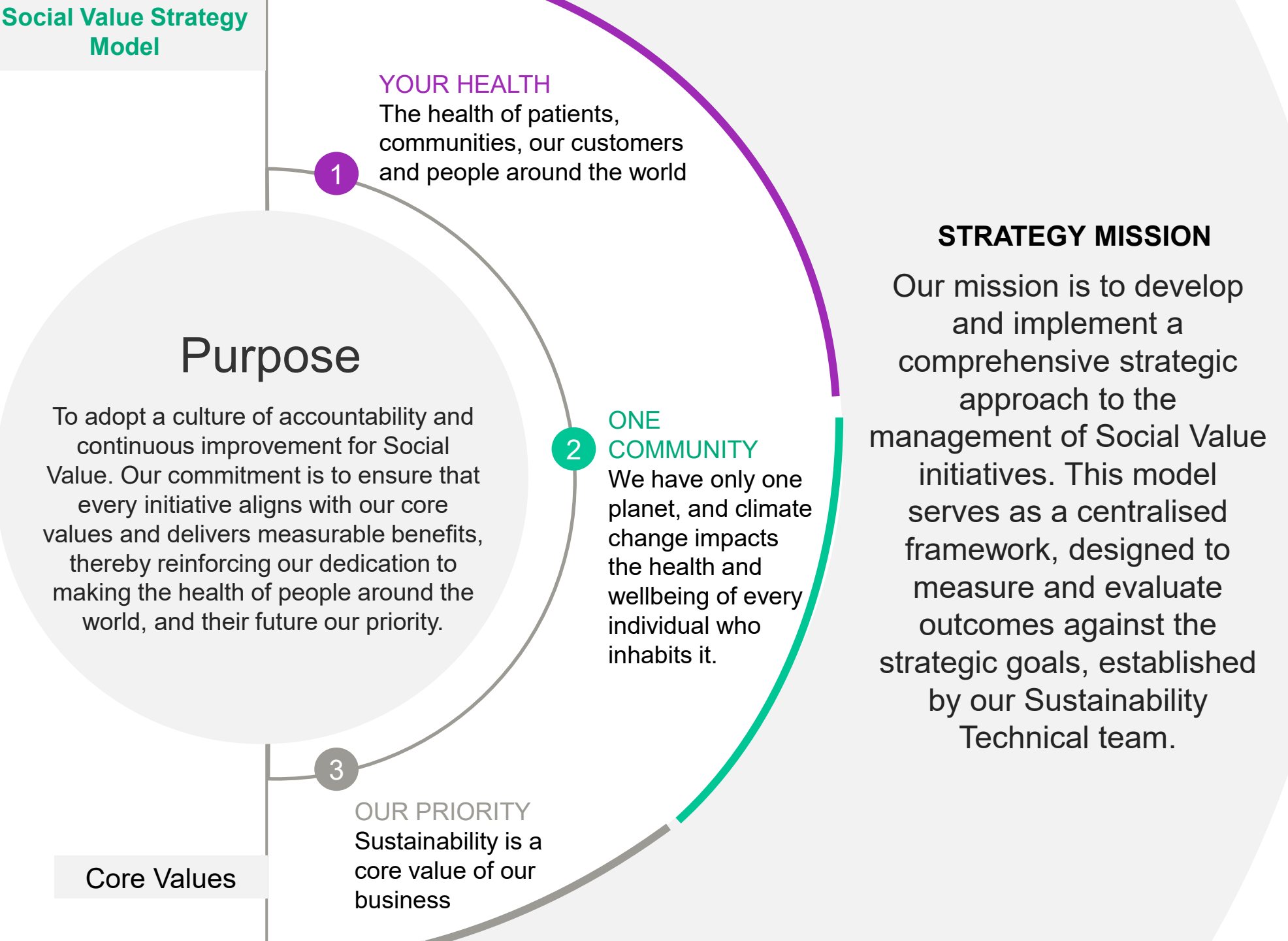
Our programme aligns fully with PPN 002 and the NHS Social Value Playbook, ensuring our commitments translate into long term outcomes that matter to patients, staff and local systems.

Our Purpose

Your health. One community. Our priority.

This purpose underpins our commitment to delivering Social Value that directly supports NHS priorities - from reducing health inequalities, improving community wellbeing to progressing to Net Zero.





IMPACT

KPI's

In alignment with the purpose and mission of this strategy, a detailed action plan with Key Performance Indicators (KPIs) and metrics has been developed to measure and monitor performance.

Responsible Employee

These KPIs and metrics are systematically organised into key themes, which correspond to the NHS Evergreen Social Value themes. Each KPI is assigned to relevant stakeholders within the BBMUK business, ensuring accountability

Performance Review

Performance is reviewed quarterly during Sustainability Technical Team meetings to ensure continuous improvement and alignment with our strategic goals.

What we have achieved over the past year...

In 2025*, B. Braun UK delivered measurable Social Value including:

- Reduced our emissions by **177 tonnes** of CO₂e (a 12% decrease from 2024)
- Employees volunteered **525 hours** in local communities
- Used **100%** renewable electricity
- Supported **12 individuals** into employment through apprenticeships, internships and inclusive recruitment initiatives
- **327.5 hours** of expert Diversity, Equity and Inclusion training delivered
- **41,760 kWh** of solar energy yielded
- Worked with **90 local businesses** across our supply chain

These outcomes demonstrate our ability to deliver Social Value at scale and in alignment with NHS priorities.

*Data included from 1st April 2025 to 31st March 2026



Solar panel installation on the roof of our Unit 2 building and Unit 8 Distribution Centre



B. Braun Sterilog employees volunteering at local charity The Pudsey Community Project

Executive Summary

B. Braun UK delivers a structured, measurable Social Value Programme aligned to the UK Government's Social Value Model and NHS Evergreen Assessment.

Our six strategic themes drive outcomes that support healthier communities, reduce system pressures, strengthen local economies and accelerate progress towards Net Zero.

Each theme directly supports NHS priorities - from inclusive employment and community wellbeing to carbon reduction and responsible procurement. This structure ensures our commitments translate into outcomes that improve patient care and system resilience.

Through robust governance and transparent reporting, we provide the NHS with a low-risk, high-value partner committed to long-term impact.

	Break down barriers to opportunity	Make Britain a clean energy superpower	Kickstart Economic Growth	Take back our streets	Build an NHS fit for the future
Fair Work	✓		✓		✓
CSR Culture	✓			✓	✓
ESG Reporting		✓			✓
Climate		✓			
Sustainable Procurement Practices		✓	✓		✓
Diversity, Inclusion & Wellbeing	✓		✓	✓	✓

B. Braun Theme	Strategic Goal	Target/KPI	Lead	Evergreen Theme
1. Fair Work	We are committed to creating a safe, healthy and accessible workplace where everyone can thrive. By strengthening our health and safety culture and expanding opportunities for people facing barriers to employment, we contribute directly to reducing inequalities and supporting a more resilient NHS workforce.	85% for the completion of monthly actions from department safety tours.	Neil Hawkins	Break down barriers to opportunity
		Complete 85% of department risk assessments.	Neil Hawkins	Kickstart economic growth
		Hire 4 new employees through our Access to Work partnerships by the end of 2026.	Katie Gollick	Build an NHS fit for the future
2. CSR Culture	Our volunteering and community programmes are aligned to local ICS priorities, enabling us to contribute meaningfully to reducing health inequalities and improving wellbeing. By empowering colleagues to take action on the issues that matter most, we strengthen our social impact both inside and outside the organisation.	Increase employee volunteer hours by 20% in 2026 (compared to 2025).	Karina Windle	Break down barriers to opportunity
		Deepen the impact of the B. Healthy - B. Braun programme by aligning activities with local needs.	Karina Windle	Take back our streets
		Deliver 3 training sessions on Social Value to B. Braun UK employees in 2026.	Sophie Spencer	Build an NHS fit for the future
3. ESG Reporting	We are enhancing the transparency and robustness of our ESG reporting to give stakeholders clear insight into our environmental performance and social value delivery. By expanding our greenhouse gas disclosures and embedding recognised social value frameworks, we strengthen accountability and support the NHS in building a sustainable future.	Publish B. Braun Medical & B. Braun Sterilog Scope 1, 2 & 3 Report(s) for the first time in 2026 by Q3 2026.	Ian Dodgson	Make Britain a clean energy superpower
		Achieve Evergreen level 2 by end of Q3 2026.	Ian Dodgson	Build an NHS fit for the future
		Sustain MSAT score from previous year.	Ian Dodgson	
		Report on Social Value TOMs for 2025-2026 data, with validation by a third-party organisation by Q3 2026.	Sophie Spencer	

B. Braun Theme	Strategic Goal	Target/KPI	Lead	Evergreen Theme
4. Climate	We are committed to reducing our environmental impact through continual improvements in energy performance and carbon reduction. By transitioning to renewable electricity and accelerating progress toward net-zero emissions, we support national ambitions for a cleaner, more sustainable health system.	Commit to reduce our Gross Greenhouse-Gas Scope 1 and 2 Carbon Dioxide emissions by 50% by the end of 2030 (compared to 2019).	Ian Dodgson	Make Britain a clean energy superpower
		Only purchase 100% Renewable Electricity.	Sarah Burbeary	
5. Sustainable procurement practices	We are embedding responsible sourcing, ethical standards and social value into every stage of our procurement processes. By strengthening supplier engagement and improving the sustainability of our estate and supply chain, we help build resilient, future-ready systems that support both the NHS and the wider economy.	Complete the Building Management System upgrade by end of 2026.	Sarah Burbeary	Make Britain a clean energy superpower
		Create process for recording 3rd party suppliers' social value programmes and/or initiatives by end of Q4 2026.	Sarah Burbeary	Kickstart economic growth
		Modern Slavery Training to be issued to 3rd party suppliers by end of Q4 2026.	Sarah Burbeary	
6. Diversity, Inclusion & Wellbeing	We are building an inclusive culture where everyone feels valued, supported and able to succeed. By expanding wellbeing resources, increasing awareness of diverse needs and championing inclusion, we help reduce inequalities and contribute to a healthier, more representative NHS workforce.	Launch at least 3 inclusion-focused campaigns aligned to our Health & Wellbeing and Inclusion Calendars.	Vanessa Kyte	Break down barriers to opportunity
		Launch "The Bridge" platform by Q1 2026 (neurodiversity tools & resources available for all workforce).	Vanessa Kyte	Take back our streets
		100% of existing line managers to complete menopause awareness & support training.	Vanessa Kyte	Build an NHS fit for the future

United Nations Sustainable Development Goals



The Sustainable Development Goals (SDGs) were adopted by all United Nations Member States in 2015.

The purpose of the goals is to provide a universal call to action to end poverty, protect the planet, and ensure that all people enjoy peace and prosperity by 2030. These goals are a global framework for a better and more sustainable future, addressing interconnected challenges like poverty, inequality, climate change, and environmental degradation.

At B. Braun, we have linked the themes from our social value programme to the United Nations SDGs. This is because we recognise that protecting and improving the health of communities worldwide requires a focus not only on climate change, but also economic growth, social inclusion and environmental protection.

Source: United Nations, 2025. *Sustainable Development Goals*. Available at: <<https://sdgs.un.org/goals>> [Accessed 8 May 2025].

1. Fair Work

We are committed to creating a safe, healthy and accessible workplace where everyone can thrive. By strengthening our health and safety culture and expanding opportunities for people facing barriers to employment, we contribute directly to reducing inequalities and supporting a more resilient NHS workforce.

Fair pay practices:

- B. Braun ensure all rates of pay are at or above minimum wage.
- B. Braun report on the Gender Pay Gap on an annual basis, in line with Government requirements. Our Gender Pay Gap has reduced considerably over the last few years and is now considerably below the national average in the UK, -0.01% median (which means the average median rate of pay is 0.01% higher for females than males) and 7.96% mean.
- To ensure our pay practices remain fair we have:
 - A pay framework, with roles rigorously evaluated and externally benchmarked.
 - Conducted education programmes for managers and employees on fair pay practices.
 - Introduced a salary review panel to oversee pay reviews
 - Committed to regularly review our pay framework to ensure it remains fair and equitable, supporting employee and career development equitably.

Fair working conditions:

- 85% for the completion of monthly actions from department safety tours.
- Provide monthly H&S reports to department heads for communication to employees.
- Complete 85% of department risk assessments (measured annually).

3 GOOD HEALTH
AND WELL-BEING



5 GENDER
EQUALITY



8 DECENT WORK AND
ECONOMIC GROWTH



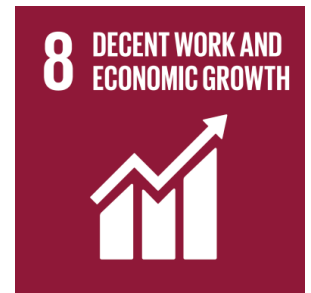
10 REDUCED
INEQUALITIES



1. Fair Work

In-work progression to help people to move into higher paid work by developing new skills:

- We provide our employees with every opportunity to develop their careers and achieve their full potential. When a vacancy arises, we will encourage applicants from suitably qualified internal candidates.
- A thorough and tailored onboarding and induction programme for new starters.
- Flexible working programmes ensure that the company demonstrates its commitment to reconciling work and family life and provides childcare support, ensuring accessibility to training programmes.
- Dedicated Learning and Development department, responsible for designing, developing and promoting the B. Braun Business School, including initiatives such as:
 - Study Sponsorship Opportunities for continual development of skills and role specific qualifications.
 - Leadership training; Passport to Leadership (PTL) and Performance Leadership training programme.
 - Equity, Diversity and Inclusion training.
 - The B. Braun Early Careers Scheme, a structured programme introducing and developing new talent for the organisation.
 - Mentor scheme.



1. Fair Work

Increase access to meaningful employment for individuals facing barriers due to disability.

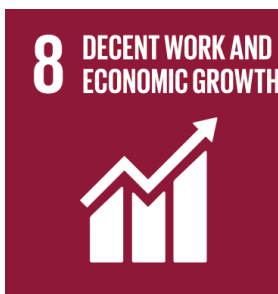
We aim to hire 4 new employees through our Access to Work partnership by the end of 2026.

This will be achieved by:

- Partner with Barnsley and Leeds Councils through their Access to Work initiatives to identify suitable candidates.
- Review and adapt recruitment processes to remove barriers and ensure accessibility at each stage.
- Provide reasonable adjustments throughout recruitment and onboarding, tailored to individual needs.
- Work closely with job coaches to support candidates before and after appointment.
- Train hiring managers on disability inclusion, accessible recruitment, and supportive onboarding practices.
- Work towards Disability Confident Level 2 accreditation to strengthen our organisational commitment and capability.

B. Braun's 'Make A Difference' Team...

These are elected members across the company to create and support an honest and open culture throughout the whole of B. Braun to ensure everyone is heard and driven to help the business achieve its goals.



2. CSR Culture

Our volunteering and community programmes are aligned to local ICS priorities, enabling us to contribute meaningfully to reducing health inequalities and improving wellbeing. By empowering colleagues to act on the issues that matter most, we strengthen our social impact both inside and outside the organisation.

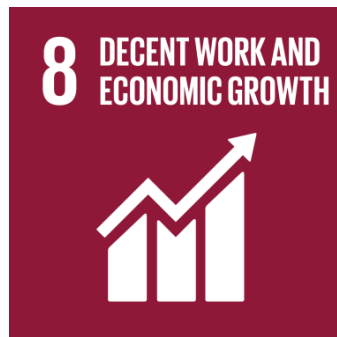
Empowering people to make a meaningful impact, both within our organisation and in the community:

Increase employee volunteer hours by 20% in 2026 (compared with 2025), with a stronger focus on skills-based volunteering that supports priority community needs and delivers measurable benefits.

Collaborate in co-design and delivery with communities and anchor partners:

Deepen the impact of the B. Healthy - B. Braun programme by aligning activities with locally identified health outcomes, co-designing initiatives with community health partners, and reporting progress against recognised local health indicators.

Deliver a minimum of 3 training sessions on Social Value to B. Braun UK employees in 2026.



3. ESG Reporting

We are enhancing the transparency and robustness of our ESG reporting to give stakeholders clear insight into our environmental performance and social value delivery. By expanding our greenhouse gas disclosures and embedding recognised social value frameworks, we strengthen accountability and support the NHS in building a sustainable future.

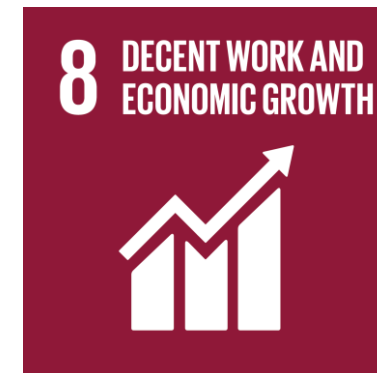
Effective roll-out of the EU Corporate Sustainability Reporting Directive (CSRD).

Record, monitor and report against the CSRD criteria and ensure effective allocation of KPI responsibilities to relevant parties.

Disclosures include:

- **Environmental:** Climate change (including Scope 1, 2, and 3 emissions), pollution, water, biodiversity, and circular economy.
- **Social:** Working conditions, human rights, and workforce diversity.
- **Governance:** Business conduct, anti-corruption, and management role in sustainability.

Measurement: successful submission of UK data to global coordinators.



4. Climate

We are committed to reducing our environmental impact through continual improvements in energy performance and carbon reduction. By transitioning to renewable electricity and accelerating progress toward net-zero emissions, we support national ambitions for a cleaner, more sustainable health system.

Deliver additional environmental benefits in the performance of the contract, including working towards net zero greenhouse gas emissions and use of clean energy and green technologies.

B. Braun will therefore commit to carry out the following by the next Energy and Carbon Report (for the year 2026):

1. Continue to purchase 100% renewable (green) electricity.
2. Annually review and where required update our Energy Policy.
3. Improved energy monitoring and building management system integration, with a specific focus on CAPS facility.
4. Distribution Centre internal improvements to conserve heat and energy.
5. Continued improvements in our Company Car Fleet, looking at barriers to uptake of EVs and on-site charging capacity.
6. Investigate the expansion of our solar panel capacity.



5. Sustainable Procurement Practices

We are embedding responsible sourcing, ethical standards and social value into every stage of our procurement processes. By strengthening supplier engagement and improving the sustainability of our estate and supply chain, we help build resilient, future-ready systems that support both the NHS and the wider economy.

Reducing carbon footprints, minimising waste, and promoting the use of clean energy and green technologies:

- Ensure [responsible consumption](#) and supply of resources.
- Complete the [Building Management System upgrade](#) by the end of 2026, which will integrate energy monitoring, align controls with CAPS requirements for mechanical and electrical equipment, and enable monitoring of heating and cooling performance in the office building.

Identifying and managing the risks of modern slavery:

- [Modern Slavery Training](#) to be issued to all 3rd party suppliers by end of Q4 2026, following a phased approach throughout 2026.

Embed social value and sustainability into the procurement process:

- Cascade [Global ESG Standards to Suppliers](#) to B. Braun UK 3rd party suppliers.
- Create process for recording 3rd party suppliers' social value programmes and/or initiatives by end of Q4 2026.
- Include social value questions in B. Braun UK 3rd party supplier tender process.



6. Diversity, Inclusion & Wellbeing

At B. Braun, everyone, everywhere matters.

B. Braun is committed to creating an inclusive, equitable and healthy workplace where all colleagues are respected, supported and able to thrive. Diversity, inclusion and wellbeing are embedded within our Next Decade Strategy and are central to our approach to social value.

Our 2026 Strategic Priorities

- In 2026, our focus is on five core priorities:
 - Inclusive and equitable culture – embedding inclusive behaviours and psychological safety across the organisation.
 - Leadership accountability – ensuring leaders role-model inclusive behaviours and are accountable for team wellbeing and fairness.
 - Data transparency – using workforce data responsibly to inform action, measure progress, and drive continuous improvement.
 - Diverse workforce – attracting, developing and retaining a workforce that reflects the communities we serve.
 - Strong stakeholder relationships – working collaboratively with colleagues, partners and communities to enhance social impact.

Leadership and Capability

We recognise that inclusive leadership is critical to delivering sustainable performance. In 2026/27 we are rolling out Performance Leadership training to all people managers, delivered in partnership with an external consultancy. This programme reinforces accountability, inclusion and effective people management across the organisation.

Fair and Inclusive Recruitment

B. Braun is committed to maintaining a highly capable workforce through fair and inclusive recruitment practices. We select candidates based on skills, experience and potential, ensuring recruitment processes are transparent, consistent and as free from bias as possible. Discrimination is not tolerated in any form. Through this approach, we promote equality of opportunity, support social mobility and create meaningful employment for a diverse range of people.



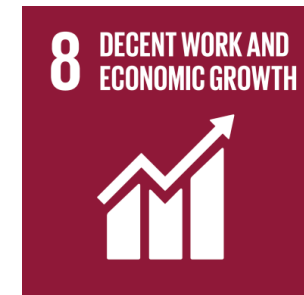
6. Diversity, Inclusion & Wellbeing

Create employment and training opportunities particularly for those who face barriers to employment, and/or who are located in deprived areas, and for people in industries with known skills shortages or in high growth sectors:

- Use of an inclusive language software system to ensure that job adverts are written in a neutral language (and do not deter applicants from applying who may not feel they meet the full criteria).
- Recruit for skills over qualifications (where it's not essential) to open opportunities.
- An impartial recruitment team who review recruiting manager shortlisting.
- Diverse interview panels using scoring criteria that are job description/person specification specific.
- Partnering with local education providers to deliver career-exposure and early-career opportunities, with a focus on supporting students from disadvantaged areas.

Demonstrate action to increase the representation of disabled people in the contract workforce:

- B. Braun is committed to providing a fair chance for everyone in respect of employment and the company adopts practices in all aspects of employment which do not discriminate. Our job adverts contain an inclusive recruitment statement to ensure that we appeal to a diverse range of candidates.
- Offer the provision of specific adjustments for candidates throughout recruitment process.
- Recruitment and Selection Training for all recruiting managers – covering inclusive recruitment, unlawful discrimination.
- Provisions for disabled or the ill health of employees during employment, including reasonable workplace adjustments, time off, training or re-skilling to ensure the security of employment where possible. This ensures improved accessibility to learning and removes barriers to employment and promotion prospects.
- B. Braun is a Disability Committed Employer, actively working towards becoming a Disability Confident Employer.
- B. Braun is partnering with local councils to support various Access to Work programmes, removing barriers from our recruitment processes to enable disabled individuals to access meaningful employment opportunities.
- B. Braun is proud to have joined and committed to the principles of Business in the Community – Opening Doors Campaign, making jobs more accessible to diverse talent.



6. Diversity, Inclusion & Wellbeing

Support health and wellbeing in the contract workforce, including physical and mental health:

B. Braun is committed to supporting the physical, mental and financial wellbeing of all colleagues. Our holistic Health and Wellbeing Strategy is designed to empower individuals to understand where they are on the wellbeing continuum and to take positive steps towards maintaining and sustaining good health.

The strategy is reviewed regularly by our Health and Wellbeing group, comprising key organizational stakeholders, ensuring ongoing oversight, relevance and continuous improvement.

Our Approach

We provide a broad, inclusive range of initiatives that enable colleagues to access support, develop healthy habits and seek help early. Key elements include:

- Manager capability and accountability through Health & Wellbeing training, ensuring leaders understand their responsibilities and available support mechanisms.
- 24/7 Employee Assistance Programme, offering confidential counselling and practical advice via phone and online access.
- Enhanced physical and mental health support through the Aviva DigiCare Workplace+ app, including health checks, GP appointments, counselling and nutritional advice.
- Proactive mental wellbeing support, including access to the NHS approved Thrive app, to promote positive mindset and resilience.
- Physical wellbeing initiatives accessible to all fitness levels, such as walking and running clubs and participation in the UK Corporate Games, supporting both physical and social wellbeing.
- Financial wellbeing support, including access to financial education, savings options, loans and salary advances.
- Inclusive health support, including a menopause and menstrual health framework, aligned to BSI Standards and our journey towards Menopause Friendly Accreditation.
- Support during life events, including enhanced bereavement leave and additional recovery sick leave where required.
- Enhanced annual leave, with 27 days plus bank holidays (pro-rated for part time colleagues).
- Accessible wellbeing resources, including a lending library and comprehensive Health & Wellbeing intranet available on personal devices, offering guidance, education and signposting across a wide range of topics.

Through this inclusive and preventative approach. B. Braun supports healthier, more engaged and resilient teams, enabling individuals to perform at their best, while contributing positively to long-term social value outcomes.



Accountability Statement

Progress Reporting

The KPIs and metrics outlined in our Social Value strategy are assigned to a designated responsible employee and undergo quarterly reviews at Sustainability Technical Group meetings.

Progress is subsequently assessed by the ESG Leadership Team, supported by Head of Value & Access, who provide quarterly reports to the UK Executive Committee.

B. Braun UK Executive Committee

The ESG Leadership Team provide quarterly reviews to Directors & Senior Heads.

Value & Access

ESG sits within the Value & Access business area, with the ESG Leadership Team supported by the Head of Value & Access.

ESG Leadership Team

Comprised of business experts leading on ESG areas who meet fortnightly. Coordinates Sustainability Technical Group meetings.

Sustainability Technical Group

Meet every 2 months, includes B. Braun UK colleagues with social value integral to their roles. Reviews social value programme targets/KPIs every quarter and updates the social value programme annually.



We welcome the opportunity to work collaboratively with NHS partners, to deliver meaningful Social Value that improves health outcomes, strengthens communities and supports long-term system sustainability.

Your health. One community. Our priority.