

Social Value Strategy

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About BJSS: Your strategic technology partner

We are a global technology and engineering consultancy. We solve some of the hardest and most complex technology challenges organisations face.

For over 30 years, BJSS has provided brilliant software engineering to help customers achieve complex AI, data, cloud, and product modernisation outcomes - delivered by teams of passionate experts who put customers first.

Executive summary

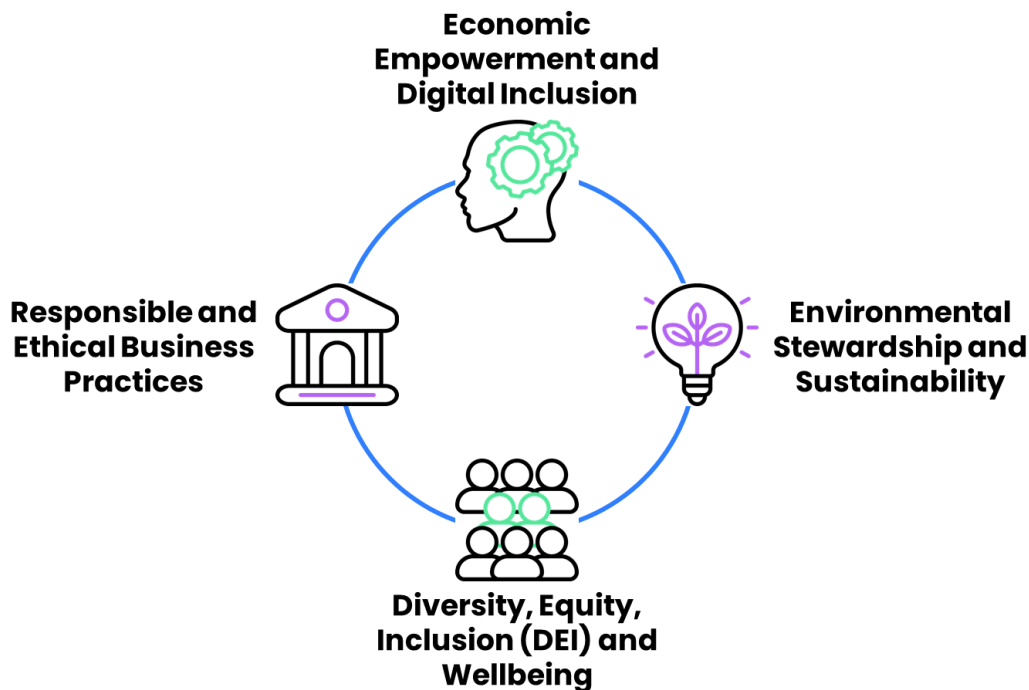
Social value has always been central to what we do.

We have a long history of engaging local education and community partners to bridge skills gaps and develop the next generation of technology talent. We support, collaborate and disseminate knowledge with local technology ecosystems across our UK hubs, including those typically underserved. We deliver biodiversity projects, upskill our teams in digital sustainability and minimise our environmental impacts. Finally, we invest ongoing in our workplace development opportunities, inclusivity, support, and diversity representation.

We believe social value is the golden thread that connects all of this, and we're taking the next step to tie it together. By formalising our approach through a dedicated strategy, we will bring even greater focus and coherence to our efforts. This will allow us to maximise our impact, align with regional priorities, and ensure social value is embedded across our entire business.

BJSS Social Value Strategy

Our UK Social Value Strategy focuses on four strategic pillars, selected to reflect the value and impact we can bring as a Digital Services company.



Strategic Pillars

Economic Empowerment and Digital Inclusion

- Support digital skills training, and create local jobs and pathways into technology for underrepresented groups in the sector, including:
 - People with protected characteristics, such as:
 - Women, gender minorities, and people from the LGBTQ+ community
 - People from ethnic minority backgrounds
 - People with disabilities, requiring additional assistance/adjustments and/or with long-term health conditions
 - Young people, NEETs and care-leavers
 - People from lower socio-economic backgrounds
 - People who are reskilling
 - Other individuals facing barriers to the sector, such as people who are rurally isolated, with criminal records, or from a refugee background

Economic Empowerment and Digital Inclusion (continued)

- Partner with schools, councils, local businesses and the third sector to tackle regional digital exclusion
- Provide continuous development opportunities for employees to build resilience in the ever-evolving digital landscape, ensuring they are equipped to adapt, upskill, innovate, and meet client delivery needs

Environmental Stewardship and Sustainability

- Embed sustainability within our operations and services, promote circular economy practices and reduce waste
- Increase staff awareness, engagement and capability around digital sustainability
- Support our customers to reduce their impact on the environment
- Support suppliers, community and third-sector organisations bridge sustainability skills gaps, supporting the transition to a green economy
- Support community-led initiatives driving creation and restoration of green spaces, improving biodiversity, and reducing air pollution and carbon emissions.

Diversity, Equity, Inclusion (DEI) and Wellbeing

- Proactive focus on our own areas of improvement across every job role from entry-level to leadership, to better reflect the diversity of our end-customers.
- Address barriers to work, unequal social capital and occupational awareness through community digital skills, experience and career awareness programmes.
- Champion mental and physical health, disability support and integration in local communities, including people most distanced from the labour market, such as those with experience of homelessness, the justice system, or from a refugee/asylum-seeker background.
- Offer inclusive employee programmes for wellbeing and inclusion and provide tailored support to enable everyone to develop and progress at work.

Responsible and Ethical Business Practices

- Strengthen economic resilience by engaging local SMEs, VCSEs, and entrepreneurs, and providing:
 - Pro bono digital services
 - Training and skills support
 - Sharing of ideas, thought leadership and networks
 - Collaboration on research and innovation
 - Spaces to host events and meet in-person
- Strengthening collaboration and partnerships with suppliers to prioritize and flow-down ESG standards and transparency.

Alignment with UK legislation, policies and local priorities

To continuously improve our approach, our Social Value Lead will annually review our progress and refresh our strategy to ensure we meet our ambitions and continue to embed evolving research, publications and policies.

By aligning to regional priorities, we will deliver tailored, local impact programmes that address community challenges, support local authority policies, whilst contributing to greater resilience, inclusivity, and sustainability across the UK.

Impact monitoring and measurement

We will report annually to maintain transparency over our impact and progress against our ambitions.

We have created a roadmap of activities across each of our offices and will measure outcomes on a quarterly basis, working to publish an annual company impact report from 2025, which will serve as a baseline for ongoing years. Our Social Value Lead will review progress, update our plans, and adjust metrics/targets year-on-year to drive continuous improvements. Our annual reports will cover the following measures:

Economic Empowerment & Digital Inclusion measures:

Metric	Foundation Reporting (2025–2026)
Jobs Created	<ul style="list-style-type: none"> No. of jobs created per region % of hires from target groups
Training Opportunities	<ul style="list-style-type: none"> No. of apprenticeships/internships created & completed
Employee Development	<ul style="list-style-type: none"> No. of employee certifications achieved
Digital Inclusion Initiatives	<ul style="list-style-type: none"> No. of devices donated No. of community digital skills sessions delivered

Environmental Stewardship & Sustainability measures:

Metric	Foundation Reporting (2025–2026)
Carbon Reduction	<ul style="list-style-type: none"> Annual progress against Carbon Reduction Plan
Employee awareness	<ul style="list-style-type: none"> % of employees completing Environmental awareness training
Biodiversity	<ul style="list-style-type: none"> No. of community sustainability initiatives delivered
Circular Economy	<ul style="list-style-type: none"> Volume of waste diverted from landfill and donated for digital inclusion

DEI and Wellbeing measures:

Metric	Foundation Reporting (2025-2026)
Workforce Diversity	<ul style="list-style-type: none"> • % of employees from target groups • % of employees on internships, apprenticeships and training schemes from target groups • % Employees completed DEI and Belonging training
Wellbeing	<ul style="list-style-type: none"> • No. of wellbeing initiatives launched • % of managers trained in mental health and wellbeing • Maintain Living Wage & Disability Confident (level 2) status
Community integration	<ul style="list-style-type: none"> • No. of volunteer/pro bono hours per year

Responsible and Ethical Business Practices measures:

Metric	Foundation Reporting (2025-2026)
SME/VCSE engagement, outreach and collaboration	<ul style="list-style-type: none"> • £Value of pro bono services donated to SMEs/VCSEs
Supplier engagement	<ul style="list-style-type: none"> • % spend with VCSEs and SMEs. • % suppliers assessed for ESG criteria • % suppliers complying with Supplier Code of Conduct
Ethical Business Practices	<ul style="list-style-type: none"> • ESG policies, frameworks and accreditations (e.g., Living Wage, Modern Slavery and Cyber Essentials)

Our clients

Public Sector



Healthcare & Life Sciences



Financial Services



Energy, Commodities & Utilities



Retail & Consumer Markets



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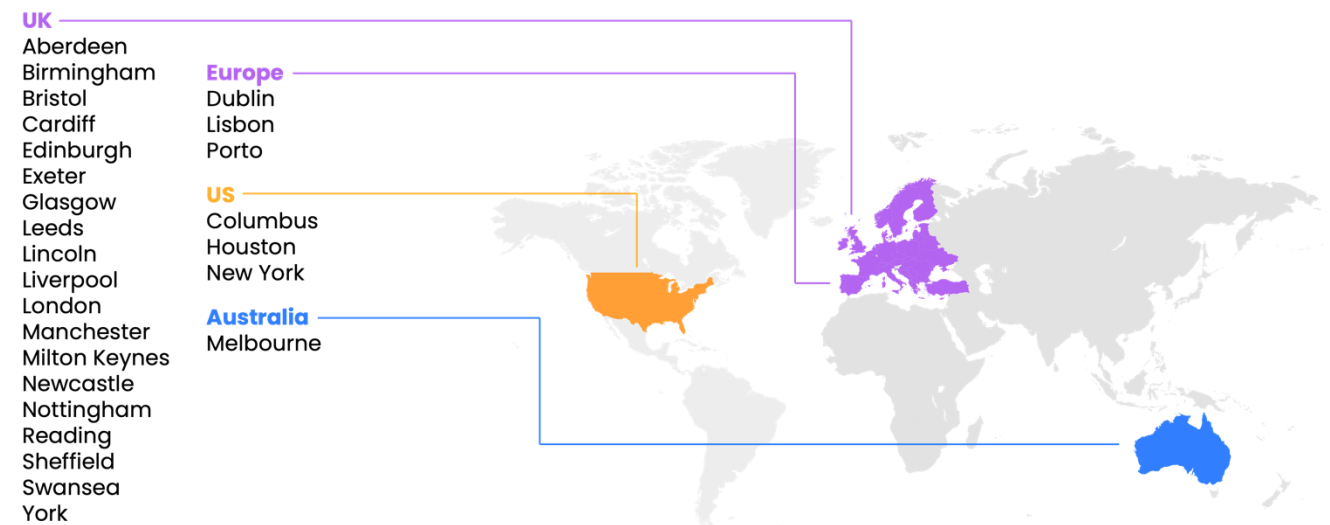
Our teams have years of sector-specific experience, with a proven track record of delivering results. Driven by a collective commitment to your success, we'll understand the needs of your business and sector inside out.

Our mission

Our mission is to be the number one partner our customers trust to deliver the complex technology solutions they need to transform and thrive. We achieve this by nurturing talented people and being straightforward to work with.

- 30 years of award-winning delivery
- 2,700 talented people working together on complex problems
- 26 office locations across the UK, US, Europe, and Australia

Our locations



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