

Social Value Report.

2025-2026.



THE HEALTHCARE DOOR SPECIALIST

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What social value means to SDS.

At Specialist Door Solutions (SDS), we believe that our role as a leading supplier of healthcare doorsets goes far beyond simply manufacturing and delivering products. Social value is embedded in everything we do, shaping the way we work with our people, how we design and deliver our products, and the steps we take to protect our planet.

We recognise the responsibility we have to our local communities, the NHS, and the environment. By aligning with national initiatives such as the NHS Evergreen Supplier Assessment and the New Hospital Programme (Hospital 2.0), we ensure that our operations not only meet compliance requirements but also actively contribute to the creation of safe, sustainable, and inclusive healthcare environments.



The SDS way.



50% of SDS workforce live within 10 miles of Head Office



100% UK-based suppliers



No waste to landfill policy

At SDS, we are more than just a manufacturer - we are a trusted partner in building healthier, safer environments for patients, staff, and communities for the long term.

Our report is structured around three pillars - People, Product and Planet - each reflecting the commitments and positive contributions SDS makes everyday.

- ✓ **People** - providing meaningful local employment, supporting staff wellbeing, investing in training and development, and giving back through community and charitable engagement.
- ✓ **Product** - sourcing responsibly within the UK, designing long-lasting healthcare doorsets, ensuring full transparency and compliance through third-party certification, and supporting healthcare stakeholders with knowledge and innovation.
- ✓ **Planet** - operating with zero-carbon electricity, committing to Net Zero 2045, driving a no-waste-to-landfill policy, and reducing emissions across our supply chain through greener logistics and supplier collaboration.



People. Employment and skills.

SDS is proud to be a local employer with strong roots in the Hampshire community. Of our 56 employees, more than half live within 10 miles of our Bordon headquarters, with a further 41% based within 40 miles. This local employment model strengthens community ties, boosts the local economy, and reduces commuting times, supporting a better work-life balance for our team.

We are committed to creating pathways into employment for young people. Through structured short-term work experience opportunities, students gain valuable exposure to business operations, manufacturing processes, and project support roles. For those entering permanent roles, SDS ensures all paid positions exceed the Real Living Wage, reflecting our commitment to fair and ethical employment.

We also prioritise internal progression wherever possible, promoting from within to nurture talent, enhance morale, and foster a strong sense of company culture. This approach reduces recruitment costs, strengthens loyalty, and provides employees with meaningful career development opportunities.





People. Employee engagement and wellbeing.

Our workforce is at the heart of our success, and we place a strong emphasis on creating a workplace culture where employees feel valued, supported, and engaged.

The SDS Employee Forum serves as a vital platform for dialogue and collaboration, enabling colleagues to shape key company policies, contribute ideas, and build a shared culture across the company. Engagement surveys further ensure that employee voices are heard and acted upon.

Wellbeing is a central part of our people strategy. All employees and their families have access to 24/7 GP and mental health helplines, as well as confidential counselling services. Our investment in Mental Health First Aiders ensures colleagues can access peer-to-peer support, helping to reduce stigma and encourage open conversations about mental health.

We continue to evolve our benefits package to meet the needs of our team, offering a Cycle2Work scheme, discretionary bonus scheme, healthcare cover for dependants, and flexible working pilots such as reduced hours within our factory. These initiatives strengthen employee engagement, retention, and wellbeing.



People. Community support and charitable giving.

SDS takes pride in giving back to the communities in which we operate. Over the past year, our employees have participated in a range of charitable events, from skydives and endurance challenges to team fundraising activities. These efforts have raised funds for organisations such as Thames Hospice, Youth Options, and Movember, supporting causes that resonate with our people and the wider community. SDS further enhances any employee fundraising initiatives by matching any donations.

We also make regular contributions to the Bordon Food Bank, helping to address food poverty and support families in need. Looking ahead, we are expanding our commitment to charitable engagement, with planned initiatives including the 'Right Grand Tour' for Happy Days UK, a Yorkshire Three Peaks Challenge for Overgate Hospice, and an awareness campaign for the Fortune Centre of Riding Therapy.

Through these efforts, SDS demonstrates that social value is not just about what we do within our business, but also how we contribute positively to society at large.





50% of SDS workforce live within 10 miles.

All roles meet or exceed the Real Living Wage.



SDS Employee Forum ensures all employees have a voice.

24/7 GP and mental health helplines.



Benefits include Cycle2Work scheme.

Ongoing contributions and plans to support local charities.



People. Summary.

Employment and skills:

- Over **50% of SDS workforce live within 10 miles** of our Bordon headquarters. A further 41% live within 40 miles.
- We provide structured short-term work experience placements for students and young people.
- All roles exceed the Real Living Wage.**
- We promote **internal progression**, supporting career growth, retention, and a positive company culture.

Employee engagement and wellbeing:

- SDS Employee Forum** to ensure all colleagues have a voice.
- Health & Wellbeing benefits for employees and their families** with access to **24/7 GP mental health helplines**.
- Mental Health First Aiders** provide peer-to-peer support.
- Benefits include **Cycle2Work scheme, bonus scheme, flexible working**, and teambuilding company events.

Community support and charitable giving:

- SDS employees raised funds for charities including **Thames Hospice, Youth Options, and Movember** through events such as skydives, 100km walk challenges, and Tough Mudder participation.
- Ongoing contributions to **Bordon Food Bank**.
- Future plans include supporting **Happy Days UK** via the 'Right Grand Tour', **Yorkshire 3 Peaks Challenge** for Overgate Hospice and awareness campaign for the **Fortune Centre of Riding Therapy**.



Product. Responsible sourcing.

SDS sources 100% of its materials from UK-based suppliers, reinforcing our commitment to supporting local economies while reducing our environmental impact through shorter supply chains. By building strong relationships with our partners, we ensure that supply remains reliable, responsive, and aligned with our sustainability objectives.

We are also driving progress in logistics by expanding the use of electric vehicles and collaborating with delivery partners to explore new low-carbon haulage solutions.

Product. Product durability and innovation.

Our doorsets are designed to perform in some of the most demanding environments: healthcare estates. By engineering products for durability and longevity, we help hospitals and healthcare providers reduce lifecycle costs, maintenance requirements, and environmental waste.

SDS is committed to transparency in performance and environmental impact. We will provide Environmental Product Declarations (EPDs), giving architects and healthcare clients clear data on product-level carbon impact. This allows customers to make informed decisions that balance clinical needs, compliance, and sustainability.

We also share knowledge widely through CPD sessions and technical training, helping stakeholders understand the role of certified, compliant products in creating safer hospital environments.





Product. Compliance and transparency.

As a manufacturer in a critical safety sector, we place transparency and compliance at the centre of our operations. Our products are backed by third-party certifications, including BM Trada Fire Certification, ensuring they meet the highest standards of safety and performance.

SDS also aligns with the NHS Evergreen Supplier Assessment and the New Hospital Programme, reflecting our commitment to supporting the delivery of future-ready healthcare infrastructure. Our ISO 9001-certified systems ensure that quality and social value are embedded in everything we deliver.

Product. Summary.

Responsible sourcing:

- ✓ **100% UK-based suppliers**, reducing transportation impact and supporting local economies.
- ✓ Strong, collaborative supplier relationships ensure responsive delivery and lower-carbon logistic.

Product durability and innovation:

- ✓ Doorsets are engineered for **longevity and resilience**, reducing lifecycle costs and environmental waste in healthcare estates.
- ✓ We will provide **Environmental Product Declarations (EPDs)**, giving clients transparent product-level carbon data.
- ✓ Regular CPDs and knowledge sharing with healthcare stakeholders to promote safe, compliant environments.

Compliance and transparency:

- ✓ Commitment to **3rd party certifications**, including **BM Trada Fire Certification**.
- ✓ Alignment with the **NHS Evergreen Supplier Assessment** and the **New Hospital Programme (Hospital 2.0)**.
- ✓ ISO 9001-certified quality management systems ensure measurable, transparent delivery of social value.

PRODUCT



100% UK-based suppliers.

Doorsets engineered for longevity and resilience.



We provide Environmental Product Declarations.

Regular CPDs and knowledge sharing.



3rd party certifications, such as BM Trada Fire Certification.

Alignment with NHS Evergreen Supplier Agreement.





Planet. Energy and carbon reduction.

SDS is committed to reducing its carbon footprint in line with the NHS Net Zero 2045 ambition. Our factory is powered entirely by zero-carbon electricity, and we are transitioning away from oil-fired heating towards more sustainable energy systems. We have also installed electric vehicle charging points to support the shift towards greener transport for both staff and logistics.

To underpin these commitments, we engaged with a 3rd party Consultancy on the production of a verified Carbon Baseline Report and Reduction Plan, aligned with the Science-Based Targets initiative (SBTi). This provides measurable targets and accountability for our carbon reduction journey.





Planet. Sustainable supply chain.

Our sustainability ambitions extend to our suppliers and logistics partners. We work exclusively with UK-based suppliers to reduce transportation distances and support local economies.

In logistics, we are adopting more low-carbon transport solutions, with increased use of electric vehicles and collaborative trials of greener haulage technologies. These steps are helping us reduce emissions across our entire supply chain and deliver lower-carbon solutions for our customers.

Planet. Waste and circular economy.

We operate a strict 'no waste to landfill' policy, ensuring that all production waste is either recycled or repurposed. Our lean manufacturing processes minimise offcuts and reduce material usage, while ongoing innovations in design allow us to cut waste at source.

By continuously refining how we use resources, SDS helps reduce the environmental footprint of healthcare construction projects and supports the circular economy.





Zero-carbon
electricity.

Carbon
Baseline &
Reduction
Plan (SBTi).



No waste to
landfill policy.

Continuous
optimisation of
material use.



Focused on
lower-carbon
logistics.

Partnering on
low-carbon
haulage
solutions.



Planet. Summary.

Energy and carbon reduction:

- ✓ Factory powered by **zero-carbon electricity**.
- ✓ Transitioning from oil-fired heating to low-carbon alternatives.
- ✓ Installation of **electric vehicle charging points** to support green logistics.
- ✓ Creating a **Carbon Baseline Report & Reduction Plan** aligned with **Science-Based Targets initiative (SBTi)**.

Waste and circular economy:

- ✓ **No waste to landfill** policy.
- ✓ Continuous optimisation of material use, including **reduction in material sizes** to minimise waste.
- ✓ Waste partners ensure recycling and repurposing wherever possible.

Sustainable supply chain:

- ✓ Focused on **lower-carbon logistics**, including increased use of **electric vehicles** for deliveries.
- ✓ Collaborative work with supply partners to trial and adopt **new low-carbon haulage solutions**.

Looking ahead.

As we look to the future, SDS is committed to strengthening its role as a responsible manufacturer and trusted partner in the healthcare sector.

Our focus will remain on:

- ✓ Expanding training and development opportunities for employees and apprentices.
- ✓ Enhancing transparency by publishing measurable ESG data and progress.
- ✓ Growing our programme of community and charitable engagement.
- ✓ Continuing our journey towards Net Zero in line with NHS ambitions.

At SDS, we are more than a doorset manufacturer. We are a partner in building healthier, safer, and more sustainable environments – for people, for products, and for the planet.





THE HEALTHCARE DOOR SPECIALIST

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