



YHEC: Corporate Social Responsibility Statement

YHEC undertakes health economics research with the aim of helping decision makers to improve population health and health-related social wellbeing. We are a subsidiary company of the University of York. All our profits go back into the University (a registered charity), funding developments in facilities, research and education. This statement summarises our approach to social responsibility within our company.

We want our staff to be happy to come to work and to enjoy the work that they do. Putting our people first is a core part of our culture. We have shaped our values around our staff because we believe that this is the best way to drive our business forward.

All YHEC staff are included in setting our business objectives. We invest in staff training and we encourage a two-way dialogue through an open-door culture. We provide opportunities for people with potential to join YHEC, to develop their careers and, as our existing team will tell you, we also seek to promote from within where appropriate because we value the knowledge and expertise of existing staff.

Equality and Diversity

As a subsidiary of the University of York, YHEC is aligned with the University's equality and diversity policies: <https://www.york.ac.uk/about/equality/policy-guidance/policies/>

The University of York works to create a working, learning, social and living environment which is safe, inclusive and welcoming for everyone. We are also fully committed to this aim and all members of our team have the right to a fair, welcoming and inclusive environment that is free from all forms of harassment and bullying. Dignity and respect are at the heart of the way we work at YHEC. Our policies and practices recognise and value difference, and all staff undergo training to ensure they understand legal requirements and best practice.

Health and Wellbeing

YHEC recognises the importance of mental health support for staff; we have three trained mental health first aiders and all staff have access to training on resilience and mental health. Staff also have access to confidential care support lines and we have a comprehensive health and wellbeing strategy, co-designed and co-delivered by staff. Our policies offer a range of flexibilities that enable us to support staff in the context of their individual circumstances.

Charity Fundraising

Every year YHEC's staff nominate and select a charity to support. We then carry out a wide range of activities to help raise money for the chosen charity. In the past year, activities have included: cake sales, quizzes, Easter egg hunt, Great British Bake Off sweepstake and sponsored sporting events.

YHEC matches staff fundraising efforts for the chosen annual charity up to £5,000, so for every £1 raised by YHEC staff, YHEC will give a further £1 to the chosen charity.

Charity Giving

YHEC staff are able to donate to charity via payroll giving; this is a way of giving money to charity without paying tax on it, meaning greater benefit to the charity.

Volunteer Days

YHEC supports voluntary / charitable activities and staff may set aside up to two days per year (in work time) to undertake such activities. This provides both an opportunity for YHEC to benefit the wider community, and contributes to staff wellbeing and happiness. Staff can choose to do the voluntary work individually or as a group activity, and participation is entirely optional.

Procurement

As a subsidiary of the University of York, our purchasing follows the University procurement guidelines and we benefit from the sustainability principles they follow. The procurement department recognises the need to be responsible in the choice of suppliers and understands the life cycle of what the University buys. The principles behind the procurement policies aim to:

- Appoint environmentally responsible suppliers where practical.
- Take a long-term partnership approach with key suppliers to reduce our joint environmental impact.
- Endeavour to purchase goods and services with the least environmental impact during their life cycle.
- Reduce paper-based transactions within the purchase cycle.
- Support local businesses and the economy wherever possible.

Further details are available at: <https://www.york.ac.uk/about/sustainability/what-we-are-doing/procurement/>

Slavery and Human Trafficking

YHEC also follows guidance from the University of York in acknowledgement of Section 54 (1) part 6 of the Modern Slavery Act 2015 to ensure that slavery and human trafficking are not taking place in our supply chains or in any part of YHEC activities. Further details are available at: <https://www.york.ac.uk/about/sustainability/strategy/slavery-human-trafficking/>

Energy Efficiency/Environmental Awareness

YHEC leases office space on York Science Park (YSP). The facilities management team at YSP oversees our building and undertakes green energy assessments of the building. YHEC also has access to resources on sustainability that the University of York has developed:

<https://www.york.ac.uk/about/sustainability/>

Recycling

YHEC provides recycling facilities to enable staff to recycle (e.g. paper, cardboard, plastic, crisp packets). Although a fully paperless office is not practical, staff are encouraged to avoid printing unnecessarily.