



mtechsystems 

SOCIAL VALUE PLAN

DECEMBER 2022

M-Tech Systems Ltd

www.mtechsystems.co.uk

Modern Slavery

M-Tech Systems Ltd has undertaken the governments Modern Slavery Assessment and has implemented all of the highlighted recommendations to improve our policies and procedures relating to mitigating modern slavery. Reviewing and improving aspects of this are now part of M-Tech's ISO management procedures.

Tackling Economic Inequality

M-Tech addresses staff skills-gaps with ongoing professional development, providing each staff member with a pathway to increased economic value and greater qualifications, empowering their career both at M-Tech and beyond.

Through its ISO processes M-Tech continually assesses its supply chain to ensure that, where possible, it can influence improvements in supplier diversity and inclusion.

COVID-19 Recovery

M-Tech's IT solutions create opportunities for entrepreneurship and help new, small organisations to grow, supporting economic growth and business creation by enabling a full IT functioning office with little to no capital outlay; offering scalability and flexibility and no minimum user requirements.

This is particularly relevant throughout the recovery from COVID-19, where many organisations need flexibility to work remotely or from home or the office, with the lowest possible cost, and need new ways of working to deliver their services.

M-Tech also engages an in-house Staff Liaison Officer, to handle mental health or social challenges faced by staff, both through the impacts of COVID-19 and other social or environmental challenges.

Our Cloud offering will allow customers to have entry level support with the opportunity to scale up as and when required.

Fighting Climate Change

M-Tech is committed to fighting climate change and has engaged in a Carbon Net Zero Plan, where it aims to be at CNZ by 2050

Other Social Value Considerations

M-Tech takes action to identify and manage its cyber security risks in the delivery of its contractual obligations, including within its supply chain.

M-Tech is Cyber Essentials Certified and also offers its customers a service to enable their certification with Cyber Essentials.

Equal Opportunity

Employment opportunities are created by M-Tech, particularly for those who face barriers to employment, as we recruit support staff from deprived areas in the South East of England, in East Sussex.

M-Tech advertises vacancies on its website and online job boards, to promote its job opportunities in order to support the demands of increasing workloads. Being easily accessible for all, with train and bus routes close by, M-Tech can attract candidates residing both along the South coast and inland rural areas.

M-Tech has a number of contracts with new and developing businesses, driving new technologies to support our customers. This creates opportunities for entrepreneurship and helps new, small organisations to develop, supporting economic growth and business creation. We make a conscious effort to support innovative new businesses based in the UK where this is practical.

All M-Tech employees undertake extensive training, and M-Tech is committed to developing its staff to perform their duties to the highest standards.

M-Tech creates employment and training opportunities, particularly for people in industries with known skills shortages or in high growth sectors.

M-Tech engages in both Trainee and industry related Apprenticeship recruitment and maintains an annual intake of trainees to join the business.

The job opportunities range from Trainee Technical Service Analysts through to Business Coordinators and Accountancy staff. Structured training is delivered via an external ICT L3 training provider, online/portal training bespoke to each individual and also direct through line managers.

Product training is sourced regularly from our suppliers for the technical employees.

M-Tech also works with local colleges and Universities to promote their job opportunities.

M-Tech reviews its supply chain annually as part of its ISO certification, to ensure it is inclusive of new businesses and supports entrepreneurs, start-ups, SMEs, VCSEs and mutuals.

This process also helps to ensure that M-Tech works with suppliers with strong social and economic value principles.