

Surgical Holdings is committed to operating as a responsible, ethical and sustainable manufacturer and service provider within the healthcare sector. As a UK-based employer and supplier of reusable surgical instruments, we recognise our responsibility to patients, employees, customers, communities and the wider environment.

Environmental Responsibility & Circular Economy

We design and manufacture durable, repairable surgical instruments intended for long clinical life. Through our in-house repair and refurbishment services, we extend asset lifespan, reduce unnecessary replacement and support circular economy principles within NHS supply chains.

Our manufacturing and repair facilities operate with on-site solar generation and ongoing investment in energy-efficient machinery. We continuously review our environmental impact, reduce waste, promote responsible recycling and minimise packaging materials, prioritising FSC or PEFC-certified sources wherever practical.

We operate a structured take-back scheme enabling customers to return unwanted instruments for refurbishment, donation to medical charities such as Jacobs Well, or responsible recycling through approved UK partners.

Workforce, Equality & Skills Development

We are committed to equal opportunities and embrace diversity in recruitment, training and career progression. All employees are engaged on secure contracts and supported through structured appraisal, training and professional development programmes.

Our apprenticeship-led training model supports long-term skills transfer within UK medical manufacturing and repair disciplines. We invest in continuous development to ensure our workforce remains technically competent and aligned with regulatory and quality standards.

Health, Safety & Wellbeing

The health, safety and welfare of our employees, partners and visitors is fundamental to our operations. We comply fully with UK health and safety legislation and maintain a proactive safety culture. Risk assessments are conducted regularly, with both management and team members engaged in identifying and addressing improvements.

Community & Social Impact

We actively support our local community through engagement with Southend High School, St Thomas More and Shoeburyness High School, providing careers guidance, work experience and mentoring. Employees nominate an annual charity, and we raise funds each year for Gold Geese and other community initiatives.

Ethical Supply Chain

We extend our commitments through our participation in the Labour Standards Assurance System (LSAS), requiring suppliers to comply with recognised ethical, labour and environmental standards. We expect transparency, integrity and responsible conduct throughout our supply chain.

Through these commitments, Surgical Holdings seeks to deliver measurable social value, strengthen UK healthcare capability and operate as a conscientious member of the communities and health systems we serve.

Signed: *D. Coole*
D. Coole (Feb 10, 2026 11:54:05 GMT)

Date: 10th February 2026

Daniel Coole, Managing Director

Corporate & Social Responsibility Policy (iss 2, Feb 2026)

Final Audit Report

2026-02-10

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