

# avoira

## Social Values



### Employment & Skills

- 150+ skilled professionals
- Specialist expertise across IT, Audio-Visual, Communications, Radio, Xperience & Devices
- Ongoing training, leadership development & upskilling
- Internal progression, mentoring & early-career pathways

### Supporting the Local Economy

- Long-standing roots in Greater Manchester
- Supporting 300+ public-sector organisations
- Trusted by thousands of UK businesses
- Buy-back & refurbishment supporting the circular economy
- Strengthening productivity, resilience & digital capability nationally



### Environmental Sustainability

- ISO 14001 accredited
- Target to be carbon neutral by 2050
- Hybrid working & digital-first operations
- Recycling, refurb & battery recovery programmes
- Low-emission fleet transition
- Responsible waste management

### Equality, Diversity & Inclusion

- Values-led, people-first culture
- Hybrid & flexible working
- Equal opportunity & inclusive progression
- Collaboration, transparency & respect



### Community Support & Wellbeing

- Technology donations reducing digital isolation
- Communications support for charities & community groups
- Staff volunteering & local environmental initiatives
- Improving digital inclusion & community safety

### Health & Wellbeing

#### Internal

- Hybrid working for work-life balance
- Mental Health, First Aid & safety training
- ISO 45001 occupational health & safety

#### External

- Technology improving connectivity & wellbeing
- Support for community events & charities



### Ethical & Responsible Business

- Values-driven governance
- ISO 9001 (Quality Management)
- ISO 27001 (Information Security)
- Responsible supply chain practices
- Safe, compliant & transparent operations

### Innovation & Social Impact

- 50+ years of innovation
- "One Avoira" integrated delivery model
- Mission-critical digital & communication solutions
- Enhancing public safety, resilience & inclusion
- Positive impact across public, private & community sectors

