

B CORP IMPACT REPORT 2025

Certified



®

Corporation

**STREETS
HEAVER**

About us

Streets Heaver is an Award-Winning, B Corp Family Business with a passion for employee development and using business as a force for good.

For over 39 years, we've developed, tested and delivered our innovative healthcare software solution, Compucare®, to hospitals of all shapes and sizes across the UK and beyond. Our focus has always been to go beyond immediate needs and concentrate on providing a future-proof solution, implementation, and first-rate support service to all our customers.

Compucare, is now arguably the most comprehensive specialist private hospital/clinic system available within the UK. It supports the ever-increasing demands of interoperability requirements for interfacing disparate systems; with the ability to talk bi-directionally with 3rd party suppliers including NHS PAS, Laboratory, PACS, Radiology and Drug Monitoring systems; and many hospital open architecture systems.

Today, we have over 100 dedicated employees at our HQ in Lincoln and continue to grow.



39+

YEARS ESTABLISHED

100+

DEDICATED EMPLOYEES

8,332+

USERS & STILL GROWING

26,320+

HOURS PRODUCT DEVELOPMENT

A message from our **Managing Director, Benedict Heaven.**



Dear Stakeholders,

It is with tremendous pride that I reflect on our accomplishments as we publish our second B Corp Impact Statement. Marking our second year as a certified B Corporation, this milestone provides an opportunity to look back at the progress we have made and the positive changes we have driven within our organisation and the wider community.

Becoming a B Corp has proven to be invaluable for our business. The B Corp Impact Assessment, alongside the SRG, now serves as our guiding light—our Northern Star—as we consider how best to develop and grow. We wholeheartedly welcome the introduction of the new standards, which promise to further raise the bar and help us become even better stewards of our staff, as well as amplifying our impact on the local community.

Despite facing both local and global challenges, we have made significant progress in strengthening our positive impact on people and the planet. Our ongoing journey through B Corp certification stands as a testament to our commitment to ethical business practices, sustainability, and social responsibility. We take pride in the advancements we have made, which include implementing new best practices and thoroughly documenting our ongoing efforts.

We have continued to improve our B Impact Assessment, working towards our three-year target of achieving a score of 101. However, with the introduction of the new certification standards, we have realigned our targets accordingly. We intend to publish a new target next year, once we have completed recertification under the updated standards.

While I am immensely proud of all that we have achieved, several highlights stand out from the past year:

We donated £12,500 to Lincoln City Football Foundation's Fighting Fit Programme. According to an independent audit by the Foundation, every £1 given produces £5 in social value, so our donation effectively generates £62,500 worth of impact. Most importantly, we take the greatest pride in the direct and positive difference this makes for the local community.

We are increasing our focus on supply chain diligence by partnering, whenever feasible, with suppliers who uphold our ethical values and are dedicated to making a positive difference for their employees and surrounding communities.

Expanding Employee Benefits: We have not only increased our employee benefits but also introduced fitness challenges that reward participation with additional time off, fostering wellbeing and engagement across the team.

As we continue to grow, our commitment to maintaining our company culture and core values remains unwavering. Effective communication and strong employee engagement will be essential to our ongoing success. To address these areas, we have already taken proactive steps, such as hiring a dedicated HR resource and rolling out new initiatives designed to support both our employees and our community.

We appreciate your ongoing support as we remain committed to effecting meaningful change globally. We are eager to build upon our achievements and continue enhancing our positive impact in the future.

Sincerely,

Benedict Heaver

Managing Director, Streets Heaver



Microsoft
Partner



**STREETS
HEAVER**
HEALTHCARE
COMPUTING

Impact Assessment 2025

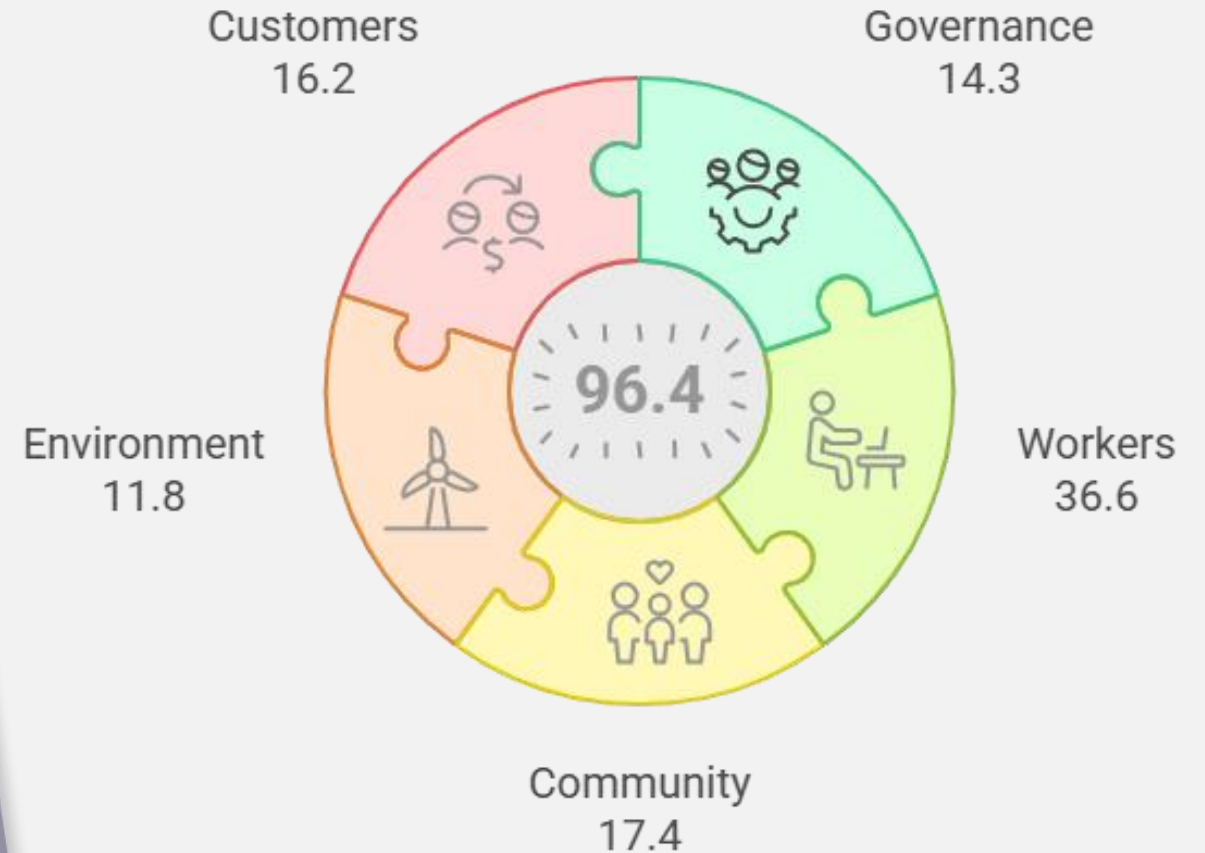
OVERALL B IMPACT SCORE:

96.4

A score of 80+ qualifies for B Corp Certification.

The median score for ordinary businesses is 50.9.

BCorp Impact Score 2025



Our journey to certification

We have always prioritised environmental friendliness at Streets Heaver, for instance, installing solar panels over a decade ago, LED lighting, and joining the bike-to-work scheme. We've also supported our community through charity events and local initiatives and focused on employee wellbeing with personal development plans and the introduction of Mental First Aiders almost 5 years ago. The decision to become a B Corp was to achieve the following:

- ✓ **Document and evidence of the practices we had in place and improve on these.**
- ✓ **Implement new best practices in the B Corp Impact Areas to ensure we can be the best version of the company and align those with our goals.**
- ✓ **Be transparent and have an easy way to convey the type of organisation we are to stakeholders.**

The process to certification took us 11 months and was mainly around gathering evidence and documenting processes that were already embedded within the ethos of the company.

We see the goal of achieving B Corp the first step on our journey and have continued to grow over the past year building on the foundations we have put in place.



Impact score 2023 to 2025

Governance: +0.4

Workers: +5.8

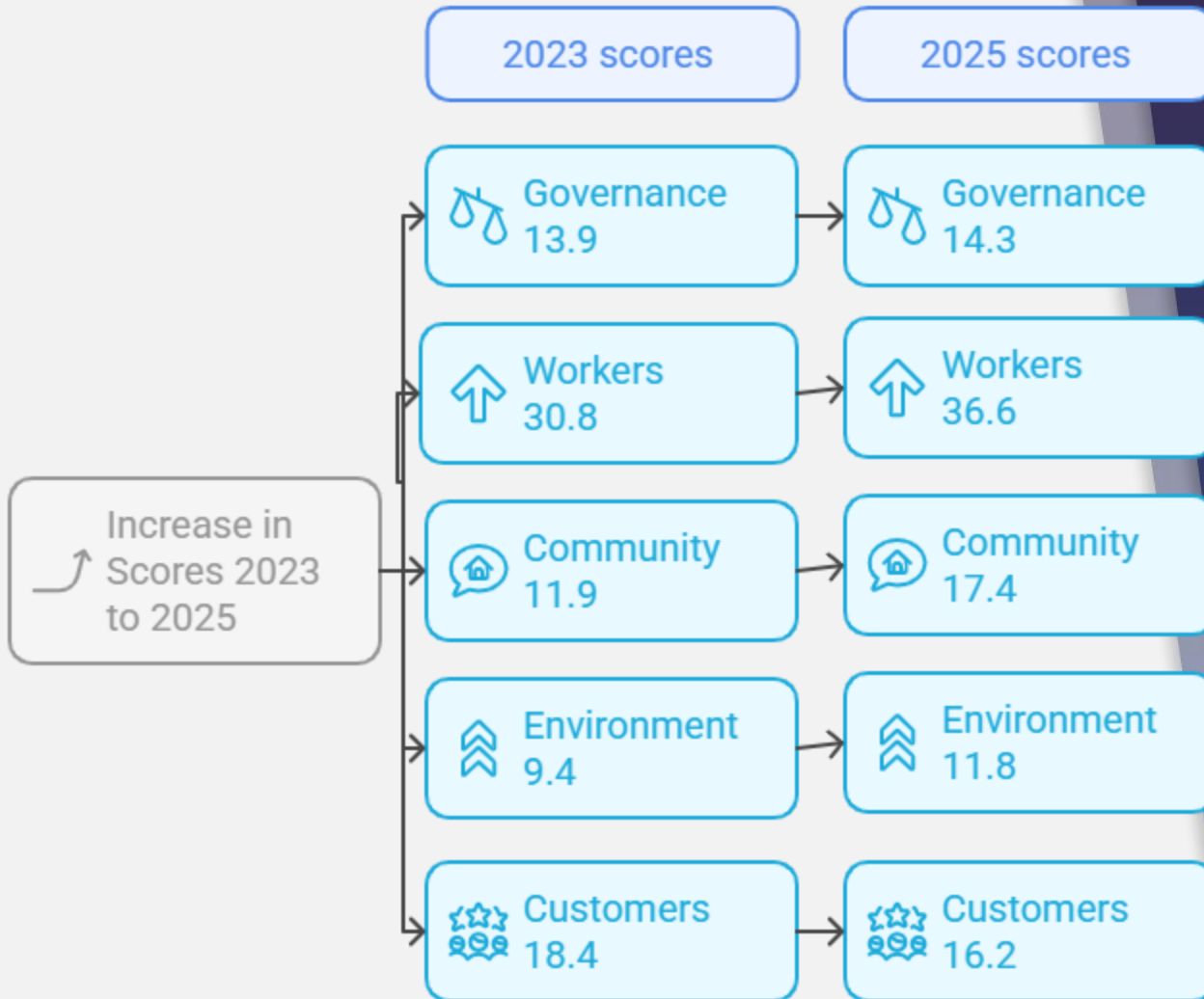
Community: +5.4

Environment: +2.4

Customers: -2.2

2025 B IMPACT SCORE:

98.4



B Corp Recertification Goal Progress

The original goal set in 2023 was to be recertified in September 2026 at 100 points, representing an improvement of 15.6 points. By 2024, we had already achieved a score of 98.6, an increase of 13.9 points, bringing us very close to that target.

In 2025, we have stopped focusing on improving our score and are now working towards meeting the new B Corp standards.



Governance

As an organisation we are committed to the company's overall mission and engagement around social and environmental impact ethics and transparency.

LAST SCORE: 14.2

AREAS WE SAID WE'D LOOK AT:

- Job descriptions to include commitment to social and environmental performance
- Create company goals for social and environmental issues

WHAT WE DID IN 2025

- Every job description now includes a duty to promote sustainable practices to minimise the company's carbon footprint and waste
- Carbon reduction plan states the organisations efforts to reduce environmental impact

Our plan for the next 12 months



Governance

Workers

As an organisation our workers are at the forefront of business operations.

LAST SCORE: 36.6

AREAS WE SAID WE'D LOOK AT:

- Run more external finance webinars
- Roll out Viva Glint

WHAT WE DID IN 2025

- Ran more in-depth external finance webinars tailored to employee's preference.
- Completed annual employee forums to allow employees to voice their opinions and to benchmark employee engagement.
- Enhanced our maternity and paternity leave benefits.
- Integrated mental health check in questions into our bi-annual coaching conversations
- All senior leadership team and team leads have completed mental health first aid training

Our plan for the next 12 months

Continue to
incorporate
more
discussions
around mental
health and
wellbeing



Look to
benchmark
employee
engagement

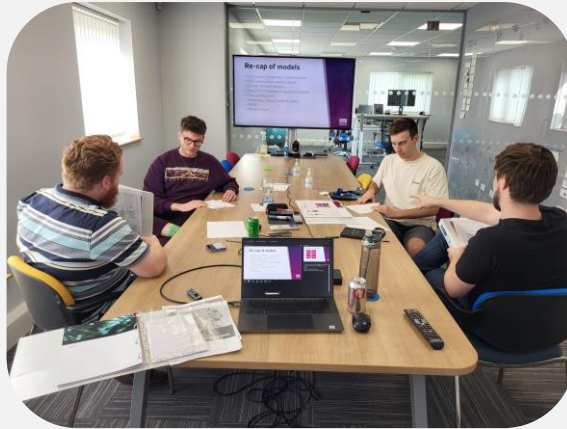


Increase
opportunities for
employee
feedback and
engagement
monitoring

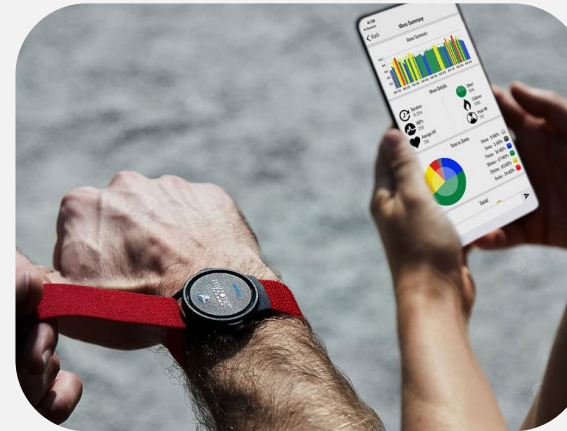


Workers

Employee wellness & engagement



Collaboration spaces with the latest technology



Activity trackers linked to challenges and rewards



Company Tribes for team building and cross-department collaboration



Dedicated personal development time



Qualified Mental Health First Aiders & wellbeing community channel

Community

We have always been an organisation that gives back to the local community.

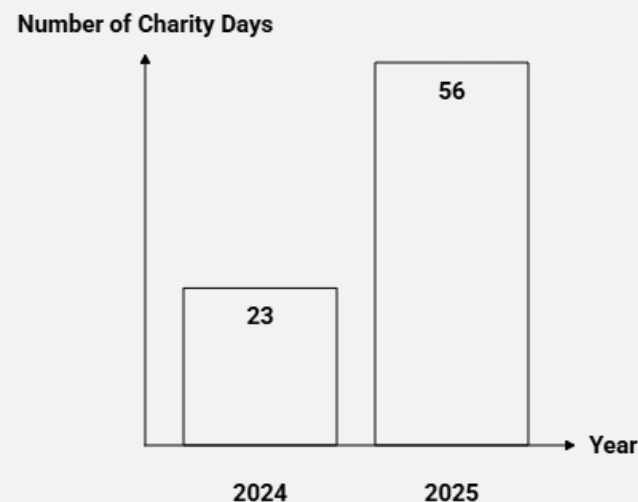
LAST SCORE: 17.3

AREAS WE SAID WE'D LOOK AT:

- Increase the amount of people taking charity/volunteering days by including this in performance management reviews
- Ensure language within job descriptions are inclusive and equitable

WHAT WE DID IN 2025

- Incorporated charity day review in 6 monthly performance management reviews
- Increased charity/volunteering days by 143.48%. 55% of the company have taken a charity/volunteering day.
- Become more present with local B Corps – held a B Corp event
- Reviewed all job descriptions to ensure language was inclusive and equitable. Ensure any new job descriptions also follow this format



Charity Days Taken in 2024 and 2025

Our plan for the next 12 months

Increase amount of
volunteering/charity
days even further



Continue to
raise funds for
the companies
'Charity of the
Year'



Strengthen our
presence in the
local community
and actively
promote B Corp
values



Community

Fundraising & Volunteering



In June and September, 31 employees (30% of the company) took part in a local litter pick to 'clean LN6'. We also raised an extra £240 for charity.



In October, 14 employees volunteered at Hope Meadows. A local nonprofit CIC who offer free/affordable counselling to adults and children using horses.



Throughout the year there has also been multiple charity events to raise money.



St Barnabas
Hospice · Care · Support

Our chosen charity of the year 2025

115.4%
of target!

£2,308
raised in TOTAL
for 2025



Environment

As a company we are committed to reducing our carbon footprint by 2040.

LAST SCORE: 11.7

AREAS WE SAID WE'D LOOK AT:

- Job descriptions to hold people accountable for social and environmental performance

WHAT WE DID IN 2025

- There has been a marked uptake in workers using electric, hybrid or non-polluting methods of transport for commuting into the office. 16% increase in uptake for electric and hybrid and 62% for non polluting or public transport.
- We have changed our commitment to achieving net zero by 2040 rather than 2050.
- Despite increasing our employee numbers by 34% since our base year of 2021 we have reduced our total emissions by 10% or 2.6tCO₂e

Our plan for the next 12 months

Assess the
companies
potential
negative
environmental
impacts



Align with the
new legislation
of ECGT



Assess
procurement
process and
the potential
environmental
impacts within
the process



Environment

Customers

As an organisation we have a strong commitment to client support and collaboration with our customers.

LAST SCORE: 18.4

AREAS WE SAID WE'D LOOK AT:

- Marketing and advertising around our new initiative we are working on with Lincoln City Foundation
- More transparency and targets around customer satisfaction with analysis on meeting them

WHAT WE DID IN 2025

- Streets Heaver became a Friend of the Foundation Partner at Lincoln City Foundation. Specifically funding the fighting fit campaign to support those living with and recovering from cancer in Lincolnshire.



Our plan for the next 12 months

Assess the potential human rights impacts related to potential clients and projects



More transparency and targets around customer satisfaction with analysis on meeting them



Customers

Our plan for the next 12 months based on the new 7 keys areas

Climate Action:

- Find a third party to verify our Scope 1, 2 and 3 Carbon Footprint
- Increase environmental awareness by sharing tips and identify specific says (i.e. Earth day).
- Look at conducting social and environmental sustainability training for all employees and new starters

Government Affairs & Collective Action:

- Create a public policy on responsible lobbying and the company's stance

Environmental Stewardship & Circularity:

- Assess the company's potential negative environmental impacts related to potential clients, investments and during the procurement process.

Fair Work:

- Look at ways to be more transparent with employee wages and how they are determined
- Look at more ways to include employees in decisions that affect them

Justice, Equality, Diversity & Inclusion:

- Review our current JEDI practices and look to develop these to reflect the new standard.

Thank you



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