

Social value policy

OWNER: AMRIT KHAREL, DIRECTOR, UK OPERATIONS

LAST REVIEWED: SEPTEMBER 2026

NEXT REVIEW: SEPTEMBER 2027

Purpose

This policy sets out how Kyros Software Ltd (Co. 16915277) delivers social value through our work, aligned to the government Social Value Model (2025). As a micro software company, we focus on commitments that are proportionate, measurable and genuine.

Scope

This policy applies to all company activities, with particular focus on public sector contracts where social value is evaluated as part of procurement.

Theme 1: Local skills and employment

Tackling economic inequality — create new skills and new jobs

We offer work experience and mentoring to early-career developers, particularly those from non-traditional backgrounds.

We invest in continuous professional development for our team, including funded training and certification.

Where we recruit, we advertise roles openly and consider candidates from underrepresented groups.

We contribute to open-source software used in the public sector.

Theme 2: Economic opportunity for SMEs

Tackling economic inequality — increase supply chain resilience and capacity

As a micro company, we are an SME ourselves. We understand the barriers smaller businesses face in public sector procurement.

When subcontracting, we prioritise other SMEs and micro businesses where possible.

We pay subcontractors within 30 days.

We keep procurement processes simple and proportionate when engaging suppliers.

Theme 3: Environmental sustainability

Fighting climate change — effective stewardship of the environment

We operate as a remote-first company, significantly reducing commuting and office energy use.

We choose cloud hosting providers that use renewable energy or have published carbon reduction targets.

We default to digital delivery, minimising travel and physical materials.

Our carbon reduction plan is published separately and sets out our targets and projects.

Theme 4: Equal opportunity

Equal opportunity — reduce the disability employment gap and tackle workforce inequality

We are committed to inclusive recruitment practices and do not discriminate on any protected characteristic.

We design accessible software by default, targeting WCAG 2.2 AA as a minimum.

Our flexible, remote-first working model supports people with disabilities and caring responsibilities.

Our equality and diversity policy is published separately.

Theme 5: Wellbeing

Wellbeing — improve health and wellbeing, including community integration

We promote a healthy work-life balance through flexible working arrangements.

We do not normalise excessive working hours or out-of-hours contact.

We support mental health through open conversation and access to resources.

We encourage team members to volunteer in their local communities.

Measurement

We track and report on social value commitments in our annual review. For public sector contracts, we report against the specific social value commitments made in our tender response.

Review

This policy is reviewed annually. The next review is due September 2027.