

## Sirona care & health Community Interest Company

Strategic Report, Directors' Report and Consolidated Financial Statements for the year ended 31<sup>st</sup> March 2021

### Employee Involvement

We have a large staff group who are pivotal in ensuring we provide good quality services. Sirona is a Community Interest Company which incorporates a membership group in its governance arrangements. During 2019/20 the Board agreed revised Membership Arrangements to reflect the increased size and geography of the organisation moving forward. There are 7 staff members who have a combined 24% voting right of the total membership. The staff members are drawn from services and localities across the Company.

As an organisation we are committed to ensuring high levels of staff engagement. We recognise a number of trade unions and meet regularly with trade union representatives through the monthly Joint Participation & Consultative Committee as well as weekly meetings. We have a staff engagement group 'Our Voice' which is representative of staff across the organisation who have a desire to connect with their teams and contribute to the wider engagement of Sirona. We have an OD Team who are working to help us develop a culture where everyone feels a sense of belonging. They are leading our approach to Equality, Diversity and Inclusion (EDI), wellbeing, staff engagement, retention and data, and supporting with coaching, mediation, leadership engagement and working with our colleagues in Sirona on all aspects of transformation of people. We have an Equality, Inclusion & Diversity Steering Group which provides strategic direction and regularly reviews action taken. We have produced our annual Workforce Race Equality Standard (WRES) report, and established a Global Majority Staff Network within the organisation and act on ideas and suggestion to improve experiences of BAME colleagues at work. We also now have a range of other staff networks including a LGBT+ Staff Network and Disability network.

### Energy and Carbon Report

	2021	2020
Energy consumption used to calculate emissions (kWh)	4,590,535	2,242,245
<i>Of which relates to:</i>		
Gas consumption	3,005,931	1,565,932
Purchased Electricity	1,584,604	676,313
<b>Scope 1</b> emissions in metric tonnes CO <sub>2</sub> e		
Gas consumption	553	288
<b>Scope 2</b> emissions in metric tonnes CO <sub>2</sub> e		
Purchased Electricity	369	173
<b>Scope 3</b> emissions in metric tonnes CO <sub>2</sub> e		
Business travel in employee owned vehicles	625	337
Total gross emissions in metric tonnes CO <sub>2</sub> e	1,547	798
Total gross emissions in kg CO <sub>2</sub> e per employee	463.79	557.58

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### Methodology

**Gas and Electricity:** Is calculated based on usage data provided by landlords on kWh used by our offices and converted to CO<sub>2</sub> using a conversion factor sourced from the 2021 & 2020 UK Government's Conversion Factors for Company Reporting.

**Mileage:** Is calculated using recorded business miles travelled by our staff, and converted to CO<sub>2e</sub> using a conversion factor sourced from the 2021 & 2020 UK Government's Conversion Factors for Company Reporting.

### Measures to increase energy efficiency

The Director of Finance has been designated the company's Net Zero Lead and will be establishing ways to reduce the company's carbon footprint. We recognise that due to the impact of Covid-19 energy usage and business mileage may be lower than during normal business operations. We are though committed to using the new flexible working arrangements put in place over the last year to not only support staff wellbeing but also reduce our carbon impact.

### Directors

The directors who held office during the year and up to the date of the signature of the financial statements are as follows:

Mr C Bassett – Executive

Dr B Brown Non - Executive (appointed 1<sup>st</sup> April 2021)

Mrs A Cheesley - Non Executive (Chair of Board from 1<sup>st</sup> April 2021)

Mrs L Harrison – Non Executive (+\*)(appointed 1<sup>st</sup> January 2021)

Mr S Knighton - Non-Executive Chairman (resigned 31<sup>st</sup> March 2021)

Mr S Macsorley – Non-Executive (+\*)(appointed 1<sup>st</sup> April 2020)

Clr P May – Non-Executive (\*+)

Mr D Purdon - Non-Executive (resigned 31<sup>st</sup> December 2020)

Ms J Rowse - Chief Executive

Mrs J Sharma - Executive (appointed 1<sup>st</sup> April 2020)

Mrs J Theed – Executive

The board has two main sub committees which are the Quality and Outcomes Committee (\*) and the Audit and Assurance Committee(+).

### Supplier Payment Policy

Sirona's supplier payment policy is to make payments within 30 days of the date of the invoice unless separately agreed.

In the case of each of the persons who are Directors of the Company at the date when this report was approved:

- so far as each of the Directors is aware, there is no relevant audit information (as defined in the Companies Act 2006) of which the Company's auditor is unaware; and