



MEDIGOLD
HEALTH

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) ANNUAL REPORT

CELEBRATING 25 YEARS OF SUCCESSFULLY KEEPING PEOPLE IN WORK, SAFE AND WELL

2022 - 2023

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BUILDING A UNIFIED AND SUSTAINABLE COMPANY



Following a truly transformative year for the Medigold Health Group, it is with great pride that we present our second annual ESG report.

Over the last twelve months, we have celebrated a major milestone with our 25th anniversary, and experienced significant growth following the acquisitions of Matrix Diagnostics Limited and Health Management Limited.

Whilst Medigold Health still remains a majority family-owned business, we are grateful to our investors, the BGF, who have continued to guide, support and work alongside us to help us become the UK's leading privately owned Occupational Health provider.

The process of integrating and harmonising different cultures, systems and processes into our organisation requires meticulous planning and action. I would like to acknowledge and thank our teams, both existing and new, for the contribution and dedicated effort they are making to enable this to happen.

Our ongoing achievements are reinforcing our unwavering commitment towards both our people and those we serve, as well as to sound governance practices and our environmental stewardship and social equity responsibilities. This report will take you through some of the initiatives we are currently implementing in these areas.

Whilst we remain driven by our mission to keep people in work, safe and well, building a unified and sustainable company is also an integral part of our business strategy. Our values are inherent to who we are, and as we continue to grow and evolve, our dedication to the goals identified in this report remains steadfast.

A handwritten signature in black ink, appearing to read 'Alex Goldsmith', with a stylized flourish at the end.

Alex Goldsmith
Chief Executive Officer

FOREWORD - A CHANGING WORLD



In today's world, the need for businesses to address environmental, social and governance issues is of ever more elevated importance. The story of Medigold Health's commitment to ESG is not just a corporate tale – it's an inspiring narrative of how businesses can be powerful agents of positive, sustainability-driven change in an ever-evolving commercial landscape.

The framework that guides Medigold, what is aptly termed its 'Genetic Code', is an embodiment of the business's ethical compass and purpose-driven approach. It is inspiring to see the extent to which this framework permeates through every facet of Medigold's operations, from strong and ethical leadership to its relentless pursuit of collaboration, innovation and shared sustainability goals.

Reading through the pages of this report, one will find ample evidence of Medigold's commitment to the United Nations Sustainable Development Goals (UNSDGs) as a blueprint for better and more sustainable commercial operations. Their active support and pursuit of ten of the seventeen UNSDGs demonstrates a strong dedication to making meaningful and impactful strides in their sustainability journey – a dedication which is based on genuine care and concern for the local ecological environment and the people who live and work in it.

This genuine care and concern is further evidenced in the business's commitment and dedication to achieving Net Zero by 2030. This ambitious goal is a true testament to an unwavering dedication to high standards of environmental stewardship and continuous improvement in sustainable practice that has guided Medigold over the years.

This report also highlights Medigold Health's comprehensive suite of services, which not only benefits its customers but also contributes to the wellbeing of many, thus ensuring that the business's outreach and impact extend both far and wide.

In an era defined by interconnectedness and shared global challenges, the importance of businesses and communities uniting to respond to ESG challenges cannot be overstated. ESG has evolved from being a mere buzzword to a fundamental framework that guides responsible decision-making and sustainable commercial practices. Businesses, as key economic drivers, must recognize their pivotal role in collaborating together to address shared sustainability challenges. By aligning their operations with ESG principles, businesses such as Medigold are driving meaningful change, reducing their environmental footprints, improving social inclusivity and promoting ethical governance.

This effort is not one that businesses can embark upon in isolation. Organisations, both public and private, must realise the need to work together in fostering strong partnerships which transcend difference and achieve transformational results for a more sustainable future. As the urgency of climate change deepens, collaboration becomes not only a choice but an ethical duty, one that holds the promise of a more resilient and harmonious world for generations to come.

I would like to take this opportunity to congratulate everyone at Medigold Health on their inspiring sustainability journey and the efforts they have undertaken to join with others in addressing shared sustainability challenges. I urge all stakeholders to draw inspiration from Medigold's inspiring example as they move forward in their own sustainability journeys – remembering always that the path to sustainable commercial practices is a collective one, and that our children and grandchildren will remember what we have done.

Dr Ebenezer Laryea LLB, BBA, LLM, PhD

Associate Professor in International Sustainable Development Law

Chair, Centre for Sustainable Business Practices

Chair, UON Sustainability Summit 2023

Project Director



A FRAMEWORK THAT GUIDES US



In a world where success is measured not just by profit but by the impact we have on individuals, businesses and communities, our mission, vision and values - what we call our Genetic Code - and our suite of governance policies and processes provide us with a framework that guides us in taking both ethical and purposeful decisions and actions.

At Medigold Health, our core principles result in strong and positive leadership throughout our business, and we actively encourage and support collaboration, innovation and working towards common goals.

Our framework acts as a stabilising force, ensuring we remain aligned with our core identity and long-term ambitions:



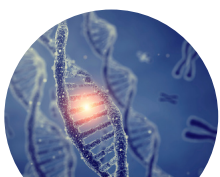
OUR VISION

‘A world where employers place the health and wellbeing of their people at the heart of everything they do.’



OUR MISSION

‘To keep people in work, safe and well.’



OUR GENETIC CODE

Brilliant & Bold
Passion & Pride

Recognition & Respect
Family & Friends

OUR ESG PILLARS

Our five pillars, shown below, provide us with a comprehensive and structured approach to our environmental, social and governance responsibilities.

- Positive People
- Stronger Communities
- Customer Responsibility
- Profit with Purpose
- A Healthier Environment

They also embrace the United Nations Sustainable Development Goals (UNSDGs) which are a collection of 17 interlinked global goals designed to be a 'blueprint to achieve a better and more sustainable future for all'. They were set up in 2015 and are intended to be achieved by 2030.



We are currently supporting

10 OF THE 17

goals where we believe we can have the most impact and help shape a more sustainable future.



MEDIGOLD HEALTH AT A GLANCE

Our services give our customers a better understanding of the health of their people and help them to make more informed decisions about their teams.



Established in 1998, Medigold Health Consultancy Limited is proud to deliver a comprehensive range of fully accredited occupational health and wellbeing solutions, including:



MANAGEMENT REFERRALS WITH OCCUPATIONAL HEALTH PHYSICIANS OR NURSES

By supporting employers to better manage employee ill health and support their people to perform more effectively at work, our management referral service helps companies to boost productivity and reduce costs associated with sickness absence and presenteeism.



ABSENTIA ABSENCE MANAGEMENT SERVICE

Our Absentia service provides companies with all the tools they need to manage employee absence more proactively from day one, while relieving the administrative burden.



WORKPLACE DRUG AND ALCOHOL TESTING AND SUPPORT SERVICES

Our drug and alcohol support services help employers to reduce the impact of substance misuse on their workplace and better protect the safety and wellbeing of their employees and the people they work with.



PLACEMENT HEALTH SCREENING

Our placement health screening services provide an efficient and cost-effective way to check whether an individual has any health problems that could be adversely affected by the work they'll be doing, or which may affect their ability to perform their role effectively.



HEALTH SURVEILLANCE

Our health surveillance services allow companies to proactively monitor and reduce health risks, prevent occupational diseases and minimise the impact of work activity on employee health.



SPECIALIST WORKPLACE MEDICALS

Our specialist workplace medicals help companies remain compliant with health and safety legislation and their duty of care obligations by ensuring that employees in safety-critical or higher-risk roles are fully fit to perform their duties.



MENTAL HEALTH SUPPORT

Our mental health support services have been designed specifically to help employers boost the wellbeing of their teams and protect them from the impact of mental health issues.



EAP AND COUNSELLING

Our EAP and counselling services provide employees with access to free, confidential health and wellbeing advice and structured, short-term counselling support as a cost-effective way of improving mental health in the workplace.



VACCINES AND IMMUNISATIONS

Our comprehensive vaccination and immunisation services include: new starter screening and vaccinations, exposure incident support and management, travel health advice and vaccinations, flu vaccinations, occupational vaccinations and blood tests.



WORKPLACE WELLBEING

Our wellbeing services allow companies to take a more holistic approach to enhancing the health and wellbeing of their people, providing a wealth of online resources as well as expert consultancy, employee and manager training and tailored advice and support to ensure that every employee is enabled to thrive.



PHYSIOTHERAPY AND ERGONOMICS

We provide a full range of physiotherapy solutions, including assessment and treatment pathways to meet all organisational and employee needs.



ILL HEALTH RETIREMENT ASSESSMENTS

Our experienced Occupational Health Physicians are experts in conducting pension reviews and independent assessments for both active and deferred applicants on both private and public service pension schemes.

We're proud to work with our

5,000

customers, supporting the health of over

4 million

individual employees.

With our team of over

450

occupational health clinicians,


65 clinics
and 60 mobile
screening units,

we provide employers nationwide with better access to our essential OH services.



OUR ENVIRONMENTAL IMPACT

Since our last report, we are proud of how our impact in all areas of sustainability is evolving, especially in view of the significant changes that have happened in our business over the last year.

Sponsored by the **BGF**, we have been working with  to understand our carbon baseline.

ENVIRONMENTAL STANDARDS

We know that our customers, suppliers and all stakeholders expect us to actively share what we are doing and demonstrate the actions we are taking to contribute to a better world. We also have a responsibility to influence others' environmental sustainability, and because of this we have set ourselves challenging environmental ambitions which will result in lasting change. This includes achieving Net Zero by 2030.

In October 2022, we achieved ISO 14001 (Environmental Standards), which confirms our commitment to environmental stewardship, regulatory compliance and continuous improvement.



Certificate Number 11467
ISO 14001

MONITORING OUR CO2 IMPACT

As a responsible business, we have started to monitor our carbon emissions actively and to seek ways to reduce our environmental footprint. We have now conducted a carbon footprint baseline assessment for Scopes 1 and 2, and a partial assessment for Scope 3.

Our carbon accounting methodology is based on the Greenhouse Gas (GHG) Protocol, which is a scientifically acknowledged and internationally recognised carbon emissions calculation standard.

The baseline emissions are for the period October 2021 – September 2022.

Greenhouse gas protocol defines Scopes 1, 2 & 3 as the following:



SCOPE 1
Direct emissions from owned or controlled sources



SCOPE 2
Indirect emissions from the generation of purchased energy



SCOPE 3
All indirect emissions (not included in scope 2) that occur in the value chain of the reporting company, including both upstream and downstream emissions

For Medigold Health, the scopes include, for example:

Our operations:

Fuels consumed onsite for stationary combustion (domestic fuel, natural gas, LPG)

Fuels consumed by owned fleet (diesel, gasoline, LPG used by our mobile unit and company car fleet)

Upstream:

Purchased electricity
Purchased heat

Upstream emissions:

- Purchased goods and services*
- Capital goods
- Fuel and energy related activities (not included in Scope 1 or Scope 2)*
- Upstream transportation and distribution
- Waste generated in operations*
- Business travel undertaken in vehicles not owned by Medigold*
- Employee commuting*
- Upstream leased assets

Downstream emissions

- Downstream transportation and distribution
- Processing of sold products*
- Use of sold products
- End of life treatment of sold products

Baseline tCO₂e (tonnes) for the period 10/2021 – 09/2022

265.12 tonnes

125.06 tonnes

1,027.89 tonnes

* Categories currently calculated

*tCO₂e stands for tonnes of carbon dioxide (CO₂) equivalent. There are seven greenhouse gases in all, each with a different global warming potential (GWP), but to simplify matters their emissions are normalised to the GWP of the main greenhouse gas CO₂ so they can be added together into a single number.

The baseline calculations represent Medigold Health and Hampton Knight emissions for the period from October 2021 to September 2022.

We are still in the process of identifying our emission categories throughout our entire value chain within Scope 3. Once achieved, we will then be setting short-term and long-term carbon emissions reductions targets. In the meantime, areas that we are focusing on to support our ambitions include:



ANALYSING TRAVEL UNDERTAKEN ACROSS THE BUSINESS, INCLUDING OPTIONS FOR FLEET ELECTRIFICATION



REVIEWING PROCUREMENT PRACTICES TO SUPPORT REDUCTIONS IN ENVIRONMENTAL IMPACT AS WELL AS STRENGTHENING SOCIAL RESPONSIBILITY PRACTICES



UPDATING OUR WASTE REDUCTION PROGRAMME

In a recent survey:



92% of our staff who responded said that **sustainability is important** to them in their homelife, and **78%** said that they would change their behaviour at work to **support sustainability in the workplace**.

88% said that it is **important for them to work in a place that takes sustainability seriously**.

In 2023/24 we will review our ESG strategy and provide updated awareness sessions across the whole of our workforce. This is particularly important given the significant acquisition growth-related changes that have happened in our company over the last 12 months.



SUPPORTING BIODIVERSITY, NATURE AND PEOPLE

We work with **Trees4Travel** to offset the carbon emissions of our accommodation, flight and rail travel bookings. Last year, this amounted to **32.6 tonnes of CO₂e**.

Our investment currently supports indigenous communities and reforestation projects in Haiti, Nepal and Indonesia through the

200 TREES

we sponsored last year.

For our 25th anniversary, we donated

25 TREES



to The Queen's Green Canopy to honour Her Late Majesty's long service and legacy.

OUR PEOPLE

The Medigold Health team are the core of our business and are integral to everything we achieve. It is important to us that our people feel valued and listened to and that we provide working environments where they can thrive, grow and develop.

BRINGING PEOPLE TOGETHER

We recruited 225 new colleagues into our business last year, and by the end of March 2023, our team had increased to 1,150 following the acquisitions of Matrix Diagnostics and Health Management Limited. These changes have given us opportunities to embrace different cultures, share expertise and learn from each other. Connecting our services to enhance the overall customer service experience is amongst our business priorities.



CELEBRATING ACHIEVEMENT

We celebrate and recognise the contributions our people make, whether that's within or outside of work. We do this primarily through our main intranet communication channel,



Last year:



131 colleagues achieved promotion within our business



There were **2,588** recognition messages sent between colleagues



Over **51%** of our staff received a direct message of acknowledgement



We received over **100** nominations for our **12 monthly Code Champions**. These are colleagues who go the extra mile and are recognised for the contributions they make to our business



We also cheered on ten colleagues who between them raised over **£5,000** for their individual chosen charities, through activities including walking and running marathons, picking up litter and taking on cold water challenges



Many of our colleagues joined in with the annual charity events we support, which last year included Christmas Jumper Day for Save the Children, Breast Cancer Awareness and the Macmillan Coffee Morning



These achievements were prior to the acquisition of Health Management Limited

ENGAGING WITH OUR PEOPLE

Last year we created a new **Head of Engagement** role to support our communication strategies and organisational change and to strengthen collaboration at all levels of our business in line with our goals, culture and values.



GEMMA ELY
HEAD OF ENGAGEMENT

Over the last twelve months, our People Team implemented **Cascade**, our new HR system, across the business. This has enabled us to overhaul our induction process and significantly improve the recruitment journey for all candidates and new starters. Our managers have been key to the successful rollout of Cascade and all received full training on the new system



As part of our commitment to building a diverse and inclusive workplace, in April 2022 we were re-accredited as a **Disability Confident Employer** for a further three years. Valuing everyone within our workforce means we can broaden our talent pool and foster innovation and resilience, as well as developing a more comprehensive understanding of our customers' needs.



APPRENTICESHIP SCHEME

Our **Apprenticeship Scheme** has also expanded in the last year through our acquisitions of Health Management Limited and Matrix Diagnostics. We are proud of the six apprentices who have received mentoring and training from our qualified and experienced professionals and gained real-world experience and expertise in their chosen area of work. This scheme enables organic workforce growth, which contributes to the industry's development and sustainability.

PRIORITISING WELLBEING

As a leading occupational health company, the health and wellbeing of our people is a priority. We offer a comprehensive package of wellness initiatives including regular free mental health support courses, alongside our

24/7 EMPLOYEE ASSISTANCE PROGRAMME.

Since Covid, we have changed the way many of our services are delivered and how our people can work. Last year, around 50% of our employees were either

HOMEBASED OR HYBRID WORKING, and our recruitment campaigns continue to reflect this flexibility in many of our job roles.

Throughout the winter months, and to counter, in a small way, the cost-of-living challenges, we ran a

FOOD CUPBOARD SCHEME

available to all employees. This well-received initiative brought people into the office who would normally work from home, giving them the opportunity to meet more often with colleagues and have a free lunch on us.



POSITIVE LEADERSHIP



Throughout the year, we continued to present our quarterly **Question Time with the Board** sessions, where our Chief Executive and other Board members hold a live open forum for our colleagues to receive regular business updates and direct responses to any questions or concerns. These well attended events bring our colleagues together virtually from across the whole of the UK.

OUR COMMUNITY

Medigold Health is firmly committed to making a lasting impact within the communities in which we operate. Our ongoing priority is to cultivate positive relationships and actively engage with and participate in these communities to explore ways in which we can contribute and create positive change.

CONNECTING OUR COMMUNITIES

During 2022/2023, we distributed individual grants totalling **£25,000**, supporting many charities and good causes across the country.

Our sponsorships in the last year included helping local sports teams in football, gymnastics, rugby and cricket, as well as the paralympic swimmer, Maisie Summers-Newton.

We also welcomed requests from employees inviting us to contribute to charitable campaigns and events, and we were pleased to support important community initiatives in the areas of mental health, wellbeing, trauma recovery, knife crime prevention and hospice care.



In July 2022, we donated 10 computers no longer required in our business to **ROCK PROJECTS UGANDA**, a charity which focuses on the care of under-privileged and orphan children.

We continued to build positive relationships and connections with Northampton University and the Institute of Corporate Responsibility and Sustainability (ICRS), with our Head of ESG sitting on the ICRS Northamptonshire Hub's Steering Committee.



Next year we will be launching a new **Community Impact Programme**, which reflects our core values and our ongoing commitment to have a positive impact on our people, our communities, our customers and our planet.



COMMUNITY AMBASSADOR

Former Northampton Saints and England hooker Steve Thompson MBE, who was part of the Rugby World Cup winning team of 2003, joined us in a new role as Health Awareness Campaigner, helping employers understand the importance of protecting the health and wellbeing of their people.

Steve has suffered long-term health issues following his rugby career, including early onset dementia, and Medigold Health felt he was the perfect fit for sharing the occupational health message across our communities.



WORK EXPERIENCE PROGRAMME

Our annual Work Experience Programme in July supported another seven young people and gave them valuable insight into the occupational health field. This initiative gives participants time to meet with colleagues from across the business about our working practices and how we operate and deliver our services.

It also provides opportunities for skills development, hands-on experience and exposure to a professional workplace. We find that young people also gain confidence and personal growth during their time with us. This programme can provide a valuable way to bridge the gap between education and the workplace, and it benefits both the individuals and our organisation.



SUPPORTING EACH OTHER

During the year, we tackled many complex issues and applauded the courage and bravery of several of our colleagues, who were willing to share their personal stories to raise awareness and help others.

In August, our General Counsel, Sebastian Goldsmith, appeared as a guest on a legal industry podcast to talk about his experience of dyslexia and **why neurodiversity in the workplace is so important**, an appearance which we promoted on our social media channels and company intranet.

In September, on **World Suicide Prevention Day**, we learned from another colleague about their personal experience.

During **Dyspraxia** week in October, a colleague shared how they manage their condition at work, having been diagnosed as a young child.

We also turned pink (from our normal green and gold) for **Breast Cancer Awareness** and ran a campaign during **Mental Health Awareness Week** promoting how to tackle loneliness.



OUR CUSTOMERS

As an occupational health business with a focus on strong values, we prioritise the wellbeing of our customers and the broader community in the following ways:



HOLISTIC HEALTH SOLUTIONS

Our comprehensive occupational health solutions encompass physical, mental and social wellbeing, ensuring a 360-degree approach to employee health.



EMPLOYEE ENGAGEMENT

Our programmes promote employee engagement by fostering a healthy and safe workplace, leading to higher levels of job satisfaction and productivity.



DIVERSITY AND INCLUSION

We promote diverse and inclusive workplaces by providing equitable health services and addressing the unique needs of all employees.



SUSTAINABILITY

Our ESG strategy promotes sustainable health management, reducing the environmental footprint across our business and the services we deliver.



TRANSPARENCY

We maintain transparency in our services, ensuring that our customers have access to clear and honest information about their employees' health and wellbeing.



COMMUNITY ENGAGEMENT

We engage and support the communities we are part of through our community impact initiatives with donations to charities and good causes.



EMPLOYEE DEVELOPMENT

Our services support the professional development of employees by addressing health-related challenges that may hinder their career growth.



SAFETY CULTURE

We help create a culture of safety within organisations, reducing workplace accidents and incidents through proactive health initiatives.



ETHICAL STANDARDS

We uphold high ethical standards in all aspects of our business, ensuring that our customers receive services aligned with both ours and their values and ethics.



CONTINUOUS IMPROVEMENT

We are committed to ongoing improvement in our services and processes, regularly assessing and improving our occupational health solutions to meet evolving customer needs whilst minimising negative impacts on society and the environment.

By focusing on our values, we aim to provide our customers with comprehensive occupational health support that not only enhances their employees' wellbeing but also contributes to a more sustainable and responsible business eco-system.

COMMUNICATING WITH CUSTOMERS

Keeping those we serve up to date on how we are doing remains a priority. Last year, we held two **Client Update Webinars**, in August 2022 and March 2023. These events were attended by over **500 customers** and gave them the opportunity to hear directly from Alex Goldsmith, our CEO, as well as ask questions about our business and services.

We also had over 2,500 registrations for free webinars we hosted for our customers and social media audiences on a wide range of health-related topics, feedback from which has been excellent.

- **Substance Misuse**
- **Changing the Narrative on Men's Health**
- **Let's Talk Menopause**
- **Making Fit Notes More Fit for Purpose**

We will continue to deliver webinars on other topics during 2023/24.

CUSTOMER FEEDBACK

Ongoing feedback from customers is incredibly important to us so that we can continually learn and improve and also celebrate the support we provide.

★★★★★
“
We have never had Occupational Health before, so the Protect service has been fantastic! I have been getting really great feedback from the team, especially about how helpful the webinars have been.
”
Britta Wicks,
Head Of HR
Ecosulis.

★★★★★
“
We couldn't be happier with Protect and the additional resources that are available - such as the Thrive app and the monthly webinars!
”
Lydia Armes,
The Rosalind Franklin Institute

★★★★★
“
The Protect service offers wellbeing videos as well as a variety of information on wellbeing which I believe is beneficial for our employees
”
Ademi Ogbomo,
HR Advisor
Rite-Hite UK.

★★★★★
“
Our employees benefit greatly from the Protect service. Knowing that they have a confidential wellbeing support infrastructure available to them has proven to be very popular.
”
Stephen Clark,
Operations Manager
Colcrete Limited.

OUR GOVERNANCE

Governance is of paramount importance in our business, and this aligns with the B Corp principles that we continue to use as a positive framework to guide our ESG strategy and our responsible and ethical corporate behaviour.

Upholding strong governance practices ensures that we maintain transparency, accountability and integrity in all our operations. This commitment extends to how we manage and safeguard the health and wellbeing of employees, customers and the wider community.

By adhering to rigorous governance standards, we ensure that the services we deliver are developed and executed with the utmost professionalism, in compliance with regulations and always with ethical considerations in mind. This approach not only helps us to deliver high-quality services but also fosters trust among our stakeholders, reinforcing our dedication to the B Corp framework principles and our own mission to make a positive impact on both people and the planet.

OUR MEDIGOLD HEALTH GROUP ACCREDITATIONS



Certificate Number 11467

- ISO 9001
- ISO 14001
- ISO 22301
- ISO 27001
- ISO 45001



Certificate Number 11922

- ISO 9001
- ISO 14001
- ISO 27001



EVALUATING AND IMPROVING OUR SERVICES

We are continuously evaluating how we can improve our services, and in the last 12 months we have invested in a new **Governance, Risk and Compliance** platform to strengthen our current reporting processes and ensure that we continue to adhere to the highest standards of quality and ethical conduct.

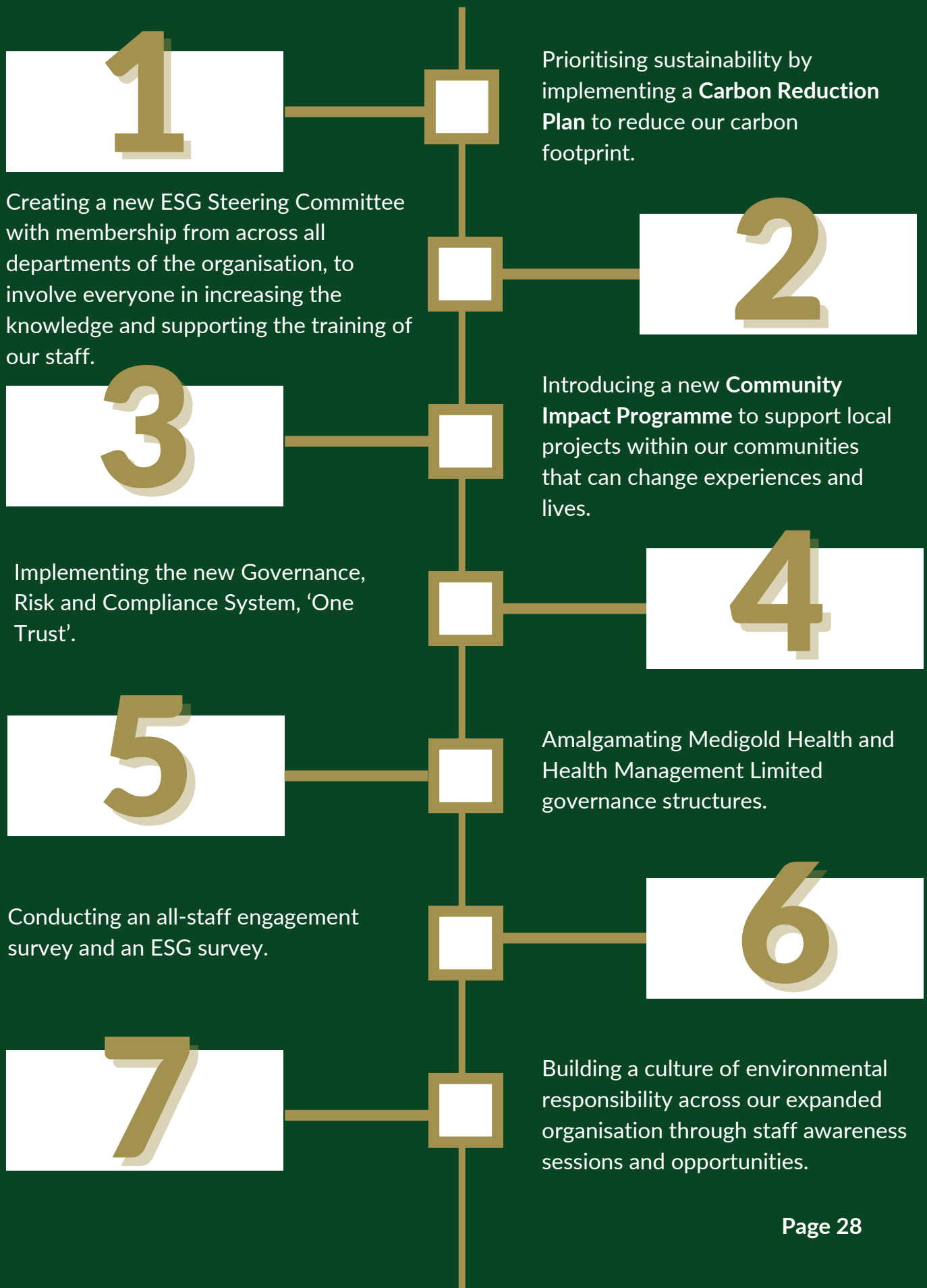


DURING 2022/2023:



- ✓ We actioned **1,038 data rights requests** in accordance with our obligations under the Data Protection Act 2018.
- ✓ **100% of data incidents** reported were risk assessed for regulatory notification within the required 72 hours.
- ✓ We achieved **100% training compliance** with the newly revised Data Security, Protection and Confidentiality training standards.
- ✓ **All departments** received 'lessons learnt' sessions to ensure that our people refreshed and updated their knowledge and understanding of data security and data protection reporting, to reduce potential data incidents in the future.
- ✓ We refreshed our **Data Protection Impact Assessment (DPIA)**, ensuring that data privacy by design and default is at the heart of all new projects.
- ✓ We maintained **compliance** with all of our existing Medigold Health external ISO accreditations following assessment during the year.

OUR PLANS FOR 2023/24



SUMMARY



Having a meaningful strategic purpose is the link we believe will bind us and everyone who chooses to work and connect with Medigold Health. We want to be a workplace that provides not only great quality services but also has a higher social purpose.

Over the last year, we have grown significantly in both the services we provide and the knowledge and expertise we have gained. Successfully managing our transition has involved clear communication, strong leadership and a well-defined integration plan that prioritises the alignment of our mission, vision and values throughout the process.

The infusion of fresh talent and diverse perspectives will only enrich our organisation and foster a culture of continuous improvement and creative problem-solving. Importantly, this integration will enable us to reinforce our commitment to our Genetic Code, together with our ESG ambitions, and to continue to operate with ethical and sustainable objectives at the heart of everything we do.

Joanne Packer
Chief Operating Officer

'Aspiring to leave our world in a better place.'



THE MEDIGOLD HEALTH TIMELINE...

...GROWTH

1998

Founded by Dr
Mike Goldsmith

Business started with just

5

employees

1

clinic

2014

Alex Goldsmith succeeds
his father as CEO

...EXPANSION

2014

Acquired MDG, Health
at Work, Capita
Organisational Health,
DHS, OHSS

2017

Secured investment from
Business Growth Fund

BGF

Acquired
IMASS,
Ablemed and
Hampton
Knight

2022

Acquired Matrix
Diagnostics (laboratory
services)

...SUSTAINABILITY

Named one of

1000
COMPANIES TO INSPIRE
BRITAIN

for three consecutive
years
2017-2019

2023

hm

Acquired Health
Management
Limited,
becoming the UK's
largest independent
occupational health
provider

Business grows to over

1150

employees

65

clinics

We celebrate our

25th
anniversary

