



**THE
BAM
WAY**

**BEING SOCIALLY RESPONSIBLE FOR
OUR PLANET, PEOPLE AND PLACE**

We are for more+

As a third-generation medical supply company, Bamford believes in more than business.

Our nature has always been to think bigger than ourselves, in how we treat people, the planet, and our place in this world.

And that is with active respect.

Making decisions and doing deeds that recognise their impact beyond today because, the way we see it, we are here for good.

The silver fern has become a symbol of New Zealand's national identity since the 1880s. To New Zealanders the elegant shape of its fronds represents strength and enduring power. The silver fern also symbolises our sense of attachment to our homeland. It's here where we can create a sustainable future for our planet, people and place.

+ For our planet

Making decisions for the good of the environment

SUPPLYING CONSCIOUSLY

We are, for good reason, a consumable company. That means much of what we supply needs to be single-use due to the risk of infection, cost and convenience. With this in mind, our approach to selecting and supplying medical products is to consciously accept the things we cannot change, and proactively commit to the things we can.

We have a growing range of biodegradable products, including kidney dishes, galli pots and wipes. We also supply environmentally-conscious reusable products, such as the HotDog patient warming system; a sustainable alternative to the traditional single-use option.

PACKING CONSCIOUSLY

Our customers can feel good about receiving our supplies. All our packaging products are recyclable and made of 75% recycled material. We choose honeycomb packing paper and compostable zip lock bags in place of bubble wrap and plastic, and unashamedly reuse packaging materials from our own suppliers.

Always looking for ways to reuse, reduce and recycle, our shrink wrap machine is an example of continuously improving, by using a third less waste for our palette wrapping.

BUILDING GREEN

Committed to being here for good, Bamford's head office and warehouse is moving to a purpose-made new building due for completion early 2022. Designed to be as 'green' as can be, the new premises will aim to reduce our negative impact and increase our positive impact on the planet. Elements such as recycled materials and LED lights, through to solar panels.

Green decision making equally exists in our day-to-day processes, choosing to skype rather than fly, electronically store rather than print, compost rather than waste.



+ For our people

Treating employees like they'll be with us for good

EXCEEDING LIVING WAGE

As a small family-owned business, our people mean the world to us. Looking out for our staff spans from genuinely knowing them, through to knowing they're financially cared for. That's why we pay every employee above Living Wage. And why they've chosen to stay with us for between 2 to 33 years.

ASSISTING WELLBEING

We take ethical employment beyond what we're meant to do, to what feels right to do. Recognising that life outside work is part of life at work, Bamford offers EAP (Employee Assistance Programme) Services. Staff are entitled to six sessions of mental health counselling, financial or legal advice, and career guidance.

SUPPORTING DIVERSITY

Nurturing differences creates a culture of openness and opportunity. Bamford has an atmosphere of inclusivity, with an equal balance of genders and a broad age bracket from 22 to 72. With a young third-generation leader, Bamford is as grounded in experience as it is innovative in thought.

+ For our place

Playing our part to do good locally and globally

DONATIONS

We give our medical devices and products a life beyond their shelf life. Where supplies have recently passed their expiry dates, we donate them to causes, charities and communities rather than adding to landfills.

Recipients include doctors who travel to the islands such as Friends of Fiji, research and training institutions such as Research for Life and community groups such as schools, the SPCA and Scouts.

We also answer call-outs during emergencies such as the Australian fires, Whakaari/White Island eruption and the COVID-19 pandemic.

We make financial donations to charities and foundations such as MRINZ, Research for Life and the Te Omanga Hospice.

INVESTING IN TRAINING

We like to train our staff as they grow into their roles or onto new ones. Playing our part in education, we hire on attributes rather than experience and are prepared to invest in training on the job. If employees express an interest, we nurture it. If they seek opportunities, we back them.

SUPPORTING LOCAL

Importing internationally is integral to offering hospitals the best solutions, yet as an SME with roots in the Hutt Valley for over 60 years we value supporting local. Where we can we will choose small over big, local over non, and New Zealand made where possible.