





Community support has been woven into PDMS's fabric since the company was founded in 1993. This commitment manifests in multiple ways: our team's dedicated fundraising initiatives, the time and energy generously given to support careers events, and pro bono work developing digital resources for charities.

We're particularly proud of the time our colleagues dedicate to volunteering with local organisations and charities, especially those supporting young people's development. This reflects our genuine commitment to creating opportunities for the next generation in digital careers, helping them develop both the technical expertise and professional skills they need to succeed. It's been rewarding to support students through work experience placements and witness their growing confidence as they develop new skills and gain valuable insights into the world of work.

Investing in our own team's growth and wellbeing remains central to our social value approach. Beyond providing comprehensive professional development opportunities, we also take a proactive approach to supporting our team's overall wellbeing. We do this through flexible working arrangements, mental health initiatives and resources – promoting a positive work-life balance.

Creating social value goes beyond our company values, it's embedded in the work we deliver. Many of our public sector projects directly support community wellbeing, environmental goals, and social inclusion, allowing us to contribute to positive change through our core business activities.

Through our work with public sector partners, we've had the privilege of contributing to projects that create meaningful social impact across the UK. Our collaboration with Skills England on their Occupational Maps project helps students, educators, and industry professionals navigate the technical education landscape more effectively, making career pathways clearer and more accessible. We've partnered with Transport for London to develop a digital portal that encourages sustainable and healthy travel choices among young Londoners, supporting both environmental goals and public health outcomes. Working with local authorities nationwide, we've built online portals that bridge the gap between residents and employment opportunities, making training programs and apprenticeships more discoverable and accessible to those who need them most.

This report showcases the collective social impact we've delivered during 2024/2025 through genuine partnerships with our team, communities, and clients. It highlights how our values translate into real action and measurable impact for our local communities.



In 2023 PDMS became the first company on the Isle of Man to receive the Social Value Quality Mark® (SVQM). The Bronze Award marks PDMS' commitment to tackling the gap in digital skills and supporting young people into the industry.

The Social Value Quality Mark recognises distinction in values-led business that benefits customers, communities and the planet. It is one of the most rigorously tested standards of its kind in the UK.

To achieve the Bronze Quality Mark, PDMS has made a series of commitments to create, measure and independently report on their social value. Through a series of pledges, we committed to focus on areas where both the company and our team can make the most impact. This includes a focus on supporting skills development and promoting awareness and understanding of career opportunities in the technology sector to help address the digital skills gap.

Achieving the Bronze Level Social Value mark has helped us focus on the outcomes and impacts of our various different social value activities.

What does Social Value mean to PDMS?

"The positive impact that we, as a team and individuals, create by using our time, resources, skills and expertise for good through digital delivery and community engagement."



Our areas of social value focus are:





SOCIAL VALUE PLEDGES



Leadership

Foster a culture of leadership based on trust and empowerment and join the growing group of organisations who are leading the way when it comes to creating a legacy of social value.



Health & Wellbeing

Support our people in all aspects of their physical, emotional and mental wellbeing by promoting a supportive and inclusive workplace and a healthy work life balance.



Environment

Protect our environment by minimising our impact, and taking action to measure, reduce and offset our carbon footprint to achieve our net zero commitment. This is a collective responsibility, and we will champion environmental protection within all our spheres of influence.



Education & Skills

Actively support skills development and knowledge sharing and to promote awareness and understanding of career opportunities in the technology sector to help address the digital skills gap.



Employment

Provide opportunities for young people to gain valuable work experience which supports their future employment and to create sustainable employment opportunities in PDMS.



Social & Community

Be a force for good in our local communities by investing our time, expertise and money to positively impact people and our environment.



Our social pledges have also been developed to align with the UN Sustainability Goals. We have chosen to focus on the UN goals no. 3, 5, 8, 10, 12 & 13.











SUSTAINABLE GOALS































WHAT WE'VE ACHIEVED

Opening Doors to Digital Careers

Time volunteered = 101 hours



StemFest - From First Lines of Code to Future Careers

Held over 2 days, STEMFEST 2025 was the largest educational STEM event in the Isle of Man's history, welcoming over 850 Year Five and Six primary school students from across the Isle of Man. This annual educational initiative transforms classroom learning into immersive, hands-on experiences designed to ignite students' interest in Science, Technology, Engineering, and Mathematics (STEM) careers.

PDMS was proud to take part in the Technology & Maths Zone, where we hosted an interactive stand featuring an online coding activity designed to cater to all levels of experience. For some students, it offered an engaging introduction to coding fundamentals and sequencing; for others, it provided more advanced challenges to stretch their existing skills. It was especially encouraging to see so many young participants not only take on the task with enthusiasm but excel at it, some even commented that they found it easier than coding in Python, which they do in their spare time! Witnessing such confidence and capability at an early age was both inspiring and reassuring. With talent like this emerging, the future of our industry is certainly in capable hands.

Employment & Skills and Graduate & Young Professional Fairs

We met a lot of enthusiastic young people with a passion for technology and a curiosity about careers in the industry, at both the Isle of Man Employment and Skills Fair and the Graduate and Young Professional Fair.

The PDMS team was on hand at both events to showcase the wide range of career opportunities available within the technology sector from business analysis and software development to testing, UX design, and project management. Visitors to our stands were keen to hear first-hand insights from our team, gaining valuable advice on potential career paths and what it's really like to work in the tech industry.



Connecting Classrooms with Real-World Tech Careers

As part of the Digital Critical Friends programme, an initiative that connects industry professionals with computing science teachers in Scottish secondary schools, **Fiona**, one of our Glasgowbased Project Managers, visited Castle High School in May to speak with a group of S3 pupils. The goal was to introduce students to the realities of working in the tech sector, demystify the industry, and showcase the wide range of career opportunities it offers.

To kick things off, Fiona asked the class how many were considering a future in IT. Just one hand went up. This set the stage for her to broaden their understanding of the industry and the roles within it. She explained what PDMS does - how we build and support software solutions for a wide variety of clients, including some well-known organisations. She also highlighted how the tech industry isn't one-size-fits-all: while some companies, like large gaming studios, may have teams focused on the same project for years, businesses like PDMS offer a dynamic environment where teams work with different clients and challenges every day.

Fiona walked the students through the range of roles in our company from designers and developers to business analysts, testers, infrastructure engineers, and project managers, emphasising how different strengths and subject choices can align with each path. To bring the working environment to life, she also shared photos from PDMS social events, showing that while we take our work seriously, we also value fun and team spirit.

By participating in programmes like this, we're proud to play a role in bridging the gap between education and industry, helping young people make more informed decisions about their futures in technology.

"Overall, it was a good session, and I hope I was able to inspire some students to explore IT as a career path. When I asked again who might now consider a career in IT, around 20 hands went up—which was amazing to see."



Fiona Anderson Project Manager

Bridging the Gap between Education and the Workplace

Our team often provide one to one mentoring for students who need CV advice or interview practice. We've received positive feedback from the students involved who have all embraced the opportunity to sharpen up their interview technique and to uncover and showcase some of their skills on their CVs.

We've also supported Junior Achievement's Get a Job programme which helps young people successfully make the transition from education to employment by providing practical advice and support as they prepare for their first full-time job.

SUPPORTING FUTURE TALENT: OUR WORK EXPERIENCE PROGRAMME



At PDMS, we're passionate about nurturing the next generation of tech talent through our comprehensive work experience programme. Each year, we open our doors to enthusiastic students, offering them genuine insight into the dynamic world of technology across multiple disciplines, from software development and UX design to digital marketing and business analysis.

More Than Just Observation

Our approach goes far beyond traditional work shadowing. We've created a structured programme that immerses students in real work environments where they can:

- Collaborate with experienced professionals across different teams
- Participate in development sprints, strategy sessions, and creative workshops
- Explore diverse career pathways within the technology sector
- Develop both technical skills and professional confidence

Beyond technical knowledge, our work experience programme places strong emphasis on developing the soft skills that are vital for success in any career. Students gain practical experience in communicating effectively, working collaboratively across teams, thinking critically to solve real-world challenges, and managing their time and tasks in a professional setting. They build confidence through meaningful contributions, adapt to new tools and feedback, and often take initiative that demonstrates early leadership potential. These transferable skills give students a competitive edge, and many tell

us that this personal growth is one of the most transformative aspects of their time with us.

These placements create value that flows both ways. While students gain practical experience and clarity about their future careers, we benefit from fresh perspectives and maintain vital connections with emerging talent. This exchange helps us stay attuned to the aspirations and expectations of the future workforce, ensuring we remain an employer of choice for the brightest minds.

We're particularly proud that many participants leave our programme with renewed enthusiasm for technology careers and a clearer vision of their professional future. By supporting young people at this crucial stage in their career development, we're helping to build a more diverse, capable, and innovative tech sector for everyone.

Feedback from our Work Experience Students



Dominic Hubble

Dominic was a first- year Computer Science student at Loughborough University who joined us to help apply what he'd learned in the classroom in a professional setting.

"With summer freeing me from university commitments, my time at PDMS has been a crucial period of growth. The hands-on experience has solidified my understanding of essential industry skills and qualifications, bridging the gap between academic knowledge and real-world application. The skills and insights gained at PDMS will significantly impact my future studies and career aspirations. I'm excited to apply what I've learned to upcoming university projects and look forward to building on this foundation in my professional journey."



Zoe Duncan

Zoe joined us from a local high school where she was studying for her A Levels. With a passion for art, Zoe put her creative skills to good use by working with our marketing and UX teams.

"Overall, I've had a wonderful experience at PDMS. The tasks I was given were very engaging and the team I worked with were lovely and made me feel as if I were a part of the team. I would highly recommend PDMS for work experience as the company offers a wide range of services, meaning there is a diverse range of jobs to experience. There are opportunities for those that are creative, like me, as well as for those who are more technically minded and everything in between."



Dagan Harris



Dagan was in the lower sixth form when he joined us for a week's work experience. With a passion for development, Dagan spent time with our development, infrastructure, business analyst, testing and marketing team.

"I have learnt so much during my time here this week and cannot thank the team enough for being so welcoming and accommodating. It has been valuable to my future career in ways I am sure I do not fully understand yet. I've had an amazing look into some technologies which have hooked my interest very well, and which I will continue to learn about in my own time." between."

SUPPORTING THE NEXT GENERATION OF ENTREPRENEURS

177 Hours volunteered to Junior Achivement

PDMS is a proud and long-standing supporter of Junior Achievement Isle of Man, a charity that delivers vital education in financial literacy, employability, and entrepreneurship to students across the island. Reaching over 5,000 young people annually, Junior Achievement works with every primary and secondary school on the Isle of Man to help equip students with the skills and confidence they need to succeed in the world of work.



Empowering Students Through the Company Programme

One of the flagship initiatives we actively support is the Company Programme, a transformative experience that gives senior school students the opportunity to set up and run their own business over the course of an academic year. With guidance from volunteer business mentors, students take on real-world roles, from managing finances and developing products to marketing and customer service. The programme not only builds practical skills but also fosters teamwork, resilience, and entrepreneurial thinking.

PDMS Staff Making a Difference

PDMS team members contribute to the programme in a variety of meaningful ways. This year Hannah Williams from the marketing team and Georgia Vernon from the UX team were business mentors, working closely with student companies ArthEsy and Dynamis respectively to provide advice, encouragement, and industry insight. Whilst Nick Collins, our Senior Front End Developer, and Joanne Pontee, our Head of Marketing, were both judges in the annual Company Programme Competition, where the student-run businesses pitch their ideas and present their progress. This highly anticipated event takes place each March, with the winning team earning the chance to represent the Isle of Man in the Junior Achievement European Final.

Celebrating Success on a European Stage

This year, ArthEsy won the Company Programme and had the amazing experience of taking part in the Gen-E European Finals in Athens in July accompanied by their mentor Hannah.

By supporting Junior Achievement, PDMS helps create opportunities for young people to gain real-world experience, develop essential skills, and broaden their career horizons. It's a rewarding way for our staff to give back, and an important part of our wider commitment to nurturing future talent in the local community.

"I've seen five students go from a concept on paper to building a real business with purpose, and their confidence, collaboration and problemsolving skills have flourished in ways that can't be taught in a classroom. Throughout my mentoring journey, I've learned it's not about having all the answers. It's about supporting, encouraging and building an environment where young people can explore their ideas and grow as individuals."



Hannah Williams Senior Marketing Executive

SUPPORTING OUR PEOPLE

In January 2025, we signed the Mental Health at Work Commitment, reinforcing our dedication to improving and supporting the mental health of our staff. Developed through collaboration between mental health charities, leading employers and membership bodies, the Mental Health at Work Commitment offers a clear and practical framework for organisations that understand the vital role of mental health in the workplace. The Commitment framework sets out six evidence-based standards designed to help employers cultivate an environment where they can make a meaningful difference and people can truly thrive.

Mental Health First Aiders

We've also pledged to ensure that we have a ratio of 1:10 mental health first aiders in line with the MHFA England's guidance and that they receive regular specialist training.

Headspace

To support our staff's mental health all year round, we provide free access to Headspace for our employees and their families. Mindful living means different things to different people, so we selected Headspace as it has a wide range of tools to help staff live more mindfully from focusing on work and reducing stress to exercise and getting more restful sleep.

Wellbeing Talks

Our Wellbeing group organise activities and send regular emails with hints and tips to help our staff focus on their mental, physical and emotional health. This includes talks from external experts and in January we were visited by Isle of Man Anti-Cancer Association and a clinical expert to talk about Cancer Awareness. The group organised a May Movement challenge to encourage us all to get out and about and we enjoyed sharing photos of our walks on our wellbeing Teams channel. We've also had the chance to participate in different wellbeing focused events including pumpkin carving and the Relay for Life.

Initiatives

To mark Global Accessibility Awareness Day, **Jim Rawson**, our Head of UX & Design, held an informal talk on how we can identify practical ways to bring inclusive and accessible practices to organisations large and small. Jim shared practical techniques to overcome challenges and barriers to inclusion, and in doing so, demonstrated how you can increase your customer base and the longevity of your business. We get feedback on how well we are performing in relation to wellbeing, through our regular staff engagement surveys.



Investing in our people



4,700

hours spent on professional development



15

new qualifications gained



13

promotions



12

long services awards 5-30 years

BUILDING STRONG SOCIAL CONNECTIONS



We know how important it is to bring people together outside of the usual office routine. Building stronger personal connections doesn't just make us better at working as a team and achieving our goal. It also makes a real difference to everyone's wellbeing and mental health. We have a subsidised Social Club that has arranged a wide range of activities over the year including:

- A Night at the Theatre We enjoyed dinner followed by a trip to see Chicago, proudly cheering on one of our own team members, Hannah Williams, performing on stage.
- Pizza & Pottery Creativity and carbs combined as team members crafted their own pottery pieces over pizza and laughter at a local pottery painting session.
- Treetop Adventures For the adventurous among us, we took on one of the UK's tallest rope courses, featuring a 50ft climb, sky barrels, leaps of faith, and a thrilling zipline.
- A Taste of France We gathered at a local French restaurant to enjoy great conversation, flowing wine, and of course, the signature French onion soup.
- Loch Lomond Getaway Our Scotland-based team soaked up the sunshine on a speedboat tour of beautiful Loch Lomond, followed by a relaxing evening meal to round off the day.
- Beachside Watersports We headed to the coast for an afternoon of paddleboarding, aqua biking, and seaside fun, topped off with cocktails and dinner as the sun went down.

These activities are more than just social events, They're part of our commitment to staff wellbeing, team spirit, and creating a positive workplace culture where people can thrive both personally and professionally.



CONTRIBUTING TO COMMUNITY CAUSES

At PDMS, we're proud to support a wide range of community initiatives, charities, and individuals making a difference. Here are just a few of the ways we've contributed this year:

Backing Local Sport

As long-term sponsors of PDMS Southern Nomads RUFC, we were delighted to support the team with a brand-new IXV kit, continuing our commitment to grassroots sport on the Isle of Man.

Raising Funds for Victim Support

We wore yellow and held a workplace raffle in aid of **Victim Support Isle of Man**, raising funds to support their vital work in the community.

Relay for Life

A dedicated PDMS team braved torrential rain to take part in the Isle of Man Relay for Life, a 24-hour fundraising event in support of Cancer Research UK. Despite the rainfall and squelching trainers, the team completed the relay in great spirits.



Supporting Charities

Supported charities who tackle homelessness with donations at Christmas. SocialBite and HousingMatters are both charities local to our two offices in Glasgow and the Isle of Man who support homeless people.

Dodgeball Championships

The braver members of our team joined the first Isle of Man Dodgeball Championship in support of Isle Listen. While we won our first few games and reached the quarterfinals, we faced tough competition and were knocked out by the eventual championship winners.

Support an Epic Tandem Challenge

We proudly donated to Archie and Gareth's 100-mile tandem bike challenge in aid of Alder Hey Children's Hospital. Archie, the son of PDMS team member **Lewis Veale**, is celebrating 10 years since recovering from sepsis thanks to the care he received at Alder Hey.

Championing Local Talent

We're delighted to support Stephen Falconer on his footballing journey as he represents the England Walking Football Community Over 60s team. A fantastic ambassador for the Isle of Man, we're proud to cheer him on as he competes internationally.

These contributions reflect our ongoing commitment to supporting the people, causes, and communities that matter to our team.



OUR COMMITMENT TO SUSTAINABILITY AND THE ENVIRONMENT

At PDMS we are going beyond carbon offsetting and are aiming to be carbon neutral by 2030. Our carbon reduction plan is published on our website here. We track our carbon consumption through a third-party portal to ensure that we are accurately measuring our carbon footprint. This year, we offset the carbon we generated by purchasing carbon credits for the amount of carbon we created – 200 tonnes which is roughly the equivalent CO_2 removal of planting 8642 trees. Over the last 6 years we have offset over 806 tonnes of carbon.

- We have held the ISO 14001 Environmental accreditation since 2012
- We are aiming to achieve Net Zero by 2050
- Our solar panels on our Head Office generated approximately 35% of the electricity we consumed in the Isle of Man
- We replaced our boiler at our Head Office with a more efficient model and installed a smart thermostat system
- We have partnered with local provider Recycle Collect to streamline and improve our internal waste management in the Isle of Man office

Supporting Biodiversity and the Isle of Man's First Carbon Credit Project

PDMS joined forces with the Manx Wildlife Trust (MWT) and other local businesses to purchase land to enable the establishment of the Isle of Man's first carbon credit project. The project aims to establish and nurture native woodland, serving dual purposes of carbon sequestration and biodiversity enhancement. With a long-term vision, the initiative targets the sequestration of over 3,000 tonnes of carbon by 2074, marking a significant contribution to combating climate change.

Our Commitment to sustainability and the environment (continued)

Planning Our Journey to Net Zero with Sustainable Mann

We achieved the Sustainable Mann accreditation from Earthscope Isle of Man in partnership with Biosphere Isle of Man, following a programme of seven workshops aiming to equip businesses with the knowledge and skills they need to become more sustainable. The sessions gave practical insights and innovative ideas across seven key areas: Innovation, Nature, Green Marketing, Waste, Circular Economy, Climate & Energy, and Legal & Fiduciary.

From Steps to Saplings

First introduced during Mental Health Awareness Week 2023, our employees have embraced Treekly, a platform that plants trees for every day they achieve over 5,000 steps, effectively "turning footsteps into forests." This initiative not only promotes reforestation but also enhances both mental and physical wellbeing among our staff. Encouraging team members to prioritise walking for their health, Treekly enables them to make a meaningful impact on the environment. Since its launch in May 2023, we have collectively planted over 659 trees!





DIGITAL PROJECTS THAT MAKE A DIFFERENCE

Through our work providing digital solutions and software engineering expertise, we've had the privilege of contributing to projects that create meaningful social impact across the UK.

Partnering with Transport for London to support a brighter, safer and more sustainable future

This year we were proud to collaborate with Transport for London (TfL) to support the delivery of their Travel for Life Programme, TfL's flagship school accreditation initiative aimed at promoting sustainable, active, responsible and safe travel among children aged 3 to 17 across London. It encourages walking, cycling, scooting and public transport use for school journeys, replacing car trips with healthier alternatives.

PDMS developed a new digital portal which enables schools to track progress, upload evidence and achieve Bronze, Silver or Gold accreditation based on their engagement. Since its inception in 2007, TfL's programme has replaced over 22 million kilometres of car journeys with active travel and improved air quality around schools whilst also improving the physical fitness and wellbeing of children in London.

Making Career Pathways Clear for Everyone

PDMS has continued its partnership with Skills England to support the technology behind the trail-blazing Occupational Maps project. The Occupational Maps, originally developed for the Institute for Apprenticeships and Technical Education (now part of Skills England), is a landmark initiative that brings clarity to the often complex technical education landscape in England. By uniting apprenticeships,

T Levels, and higher technical qualifications into a single, coherent framework, the project helps individuals, educators, and employers understand how different roles and learning pathways connect opening up new possibilities for career progression.

By placing employer priorities at the centre and making technical education more transparent and accessible, the Occupational Maps project drives real social impact. It supports wider participation, promotes skills-based learning, and helps to create more inclusive, opportunity-rich communities, making a lasting contribution to the UK's skills agenda and economic resilience.

Empowering Communities with Smarter Access to Jobs and Skills

SignedUp Skills is our employment and skills platform designed to empower citizens with real-time access to local jobs, apprenticeships, courses, and labour market information. Developed by PDMS, the platform is used by local authorities to curate and present opportunities aligned with their strategic priorities. By filtering out the noise of online information, SignedUp Skills enables users to make informed career decisions.

It supports local authorities in their work to tackle economic inequality and support different initiatives. For example, it has been used to support re-skilling and return to work initiatives and to raise awareness of high growth sectors among young people.





PDMS is proud to be an accredited Living Wage Employer

This means that everyone who works for us, whether directly employed or through a third-party contractor, receives at least the real Living Wage.

Unlike the government's minimum or National Living Wage, the real Living Wage is independently calculated based on the actual cost of living. It is updated annually and announced by the Living Wage Foundation during Living Wage Week.

By voluntarily committing to this standard, PDMS joins thousands of other organisations who believe that a fair day's work deserves a fair day's pay. The Living Wage movement has made a meaningful difference to the lives of hundreds of thousands of families, helping to ensure that wages are enough to meet everyday needs.



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