



# Siemens Mobility Social Value **Report**

2024

**SIEMENS**





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# Foreword

At Siemens Mobility, we deliver trains and infrastructure from Britain, for Britain. But what we achieve is so much more.

We deliver an impact in the UK, with our skilled people who transform rail travel and transport for economies, communities and wider society.

We deliver social value that is deeply rooted in our business decisions, working purposefully and integrating it into everyday operations. This supports community needs and industry goals, and we're proud that we have held this approach throughout our 170-year heritage in Britain.

In this, our first Social Value Report, you will see the results of our team's dedication to integrating social value into our business-as-usual.

The report celebrates the many ways we're making a difference across the UK and it's wonderful to see the work our colleagues are doing brought together in one place.

While this is our first report, the concept is by no means new to us. But now, we are taking the next step, focusing our efforts by connecting to the strategic goals of our new Social Value Framework, supporting our customers and the British rail industry.

While there is more to do as we mature our approach, we are excited to see what can be achieved over the coming years. Through our strategic social value approach, we will continue to positively impact society while we transform rail travel for everyone.

**Rob Morris**  
Joint CEO

**Julie Owen**  
CFO

**Sambit Banerjee**  
Joint CEO



# Our impact in Britain



**£140m**

of new investment announced for our UK sites

**3**

UK manufacturing sites

**170**

year heritage in Britain

**30+**

sites across 24 locations

**7.5%**

of employees are Entry Level Talent



**92%**

of third party spend with UK based suppliers



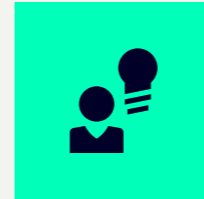
**5,500**

UK-based workers\*

**20%**

women in our workforce

# Our social value outcomes



## Employment, Skills and Education

**261**

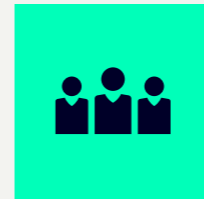
schools engaged through our STEM Programme

**94**

work experience placements

**333**

Apprentices, Graduates and Interns employed



## Wellbeing

**4,337**

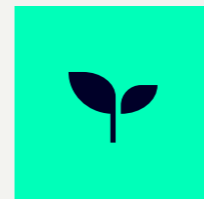
community volunteering hours

**74,264**

students reached with Rail Safe Friendly

**108**

Mental Health First Aiders



## Natural Environment

**13**

community green space activities

**67%**

of all waste recycled

**100%**

renewable electricity for all owned and managed Siemens Mobility sites



## Responsible Procurement

**41%**

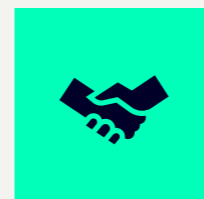
of UK spend with SMEs

**£1.4m**

spent with Voluntary, Community & Social Enterprises

**£503m**

spent with 1,919 UK based suppliers



## Diversity, Equity and Inclusion

**219**

women in Group Mentoring programme

**6**

internships for people with learning disabilities

**22%**

of employees from ethnic minority groups



# Introduction

For us, social value is the creation of long-term, positive impacts on the economic, social and environmental wellbeing of people. It's not just about doing more; it's about making social value business-as-usual. Leveraging our size and nationwide reach, we can have a significant impact through our everyday activities.

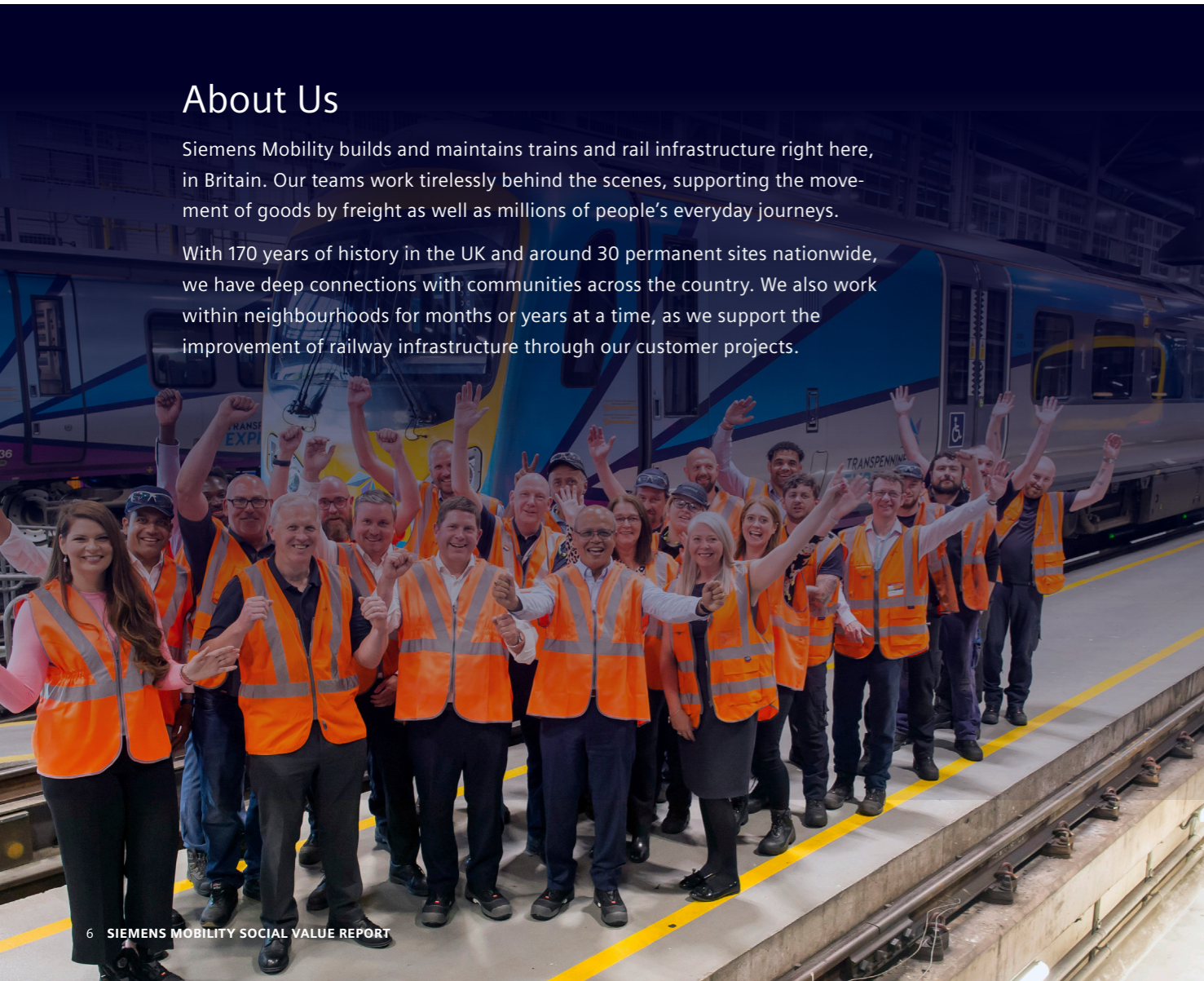
As social value is generated by responsible business practices, it is closely tied to our organisational approach to sustainability. Intertwined with the Siemens DEGREE sustainability framework and the UK rail industry's Sustainable Rail Blueprint, which we fully support, social value is integral to the way we operate.

In this report we want to celebrate the impact Siemens Mobility colleagues, alongside selected partners, are having on British society and how we are working strategically to go the extra mile. Our data, from financial year 2024 (FY24) unless otherwise stated, illustrates the scale of our impact across the UK, with a selection of case studies to bring this to life.

## About Us

Siemens Mobility builds and maintains trains and rail infrastructure right here, in Britain. Our teams work tirelessly behind the scenes, supporting the movement of goods by freight as well as millions of people's everyday journeys.

With 170 years of history in the UK and around 30 permanent sites nationwide, we have deep connections with communities across the country. We also work within neighbourhoods for months or years at a time, as we support the improvement of railway infrastructure through our customer projects.



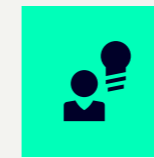
## Our approach to delivering social value

We believe social value is about doing the right thing, shaping our business practices to create positive outcomes for local communities, our customers, employees, supply chain, the natural environment and wider society.

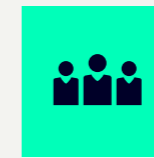
We have identified five social value themes where Siemens Mobility can deliver strong social value outcomes. These are aligned to our business strengths, rail industry priorities and stakeholder needs. They also provide the structure for our Social Value Framework and this report.

Our themes are interlinked and underpinned by focusing on local people with the greatest needs. Each theme has a set of goals linked to processes within our business to drive the delivery of outcomes.

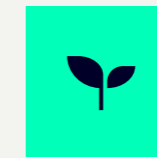
To understand more about our approach to social value, take a look at our Social Value Framework.



**Employment, Skills and Education**



**Wellbeing**



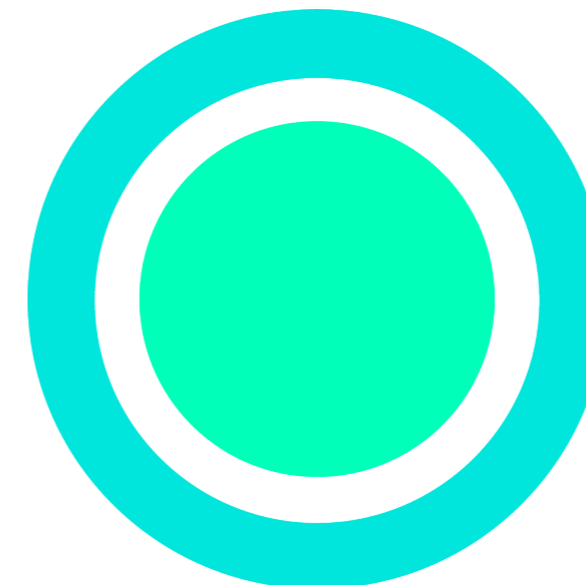
**Natural Environment**



**Responsible Procurement**



**Diversity, Equity and Inclusion**



## Measuring Impact

The Rail Social Value Tool (RSVT) has been used for select case studies to measure the impact of our outcomes.

The RSVT allows us to quantify and compare the value of certain outcomes, alongside additional information. As not all outcomes can be matched with a social value figure (£), we have selected those where our available data matches appropriate social value metrics.

Details of how we calculated all social value figures included in this report can be found at the end of this document.





# Employment, Skills and Education

We've been increasing access to employment, skills and education through our STEM, Entry Level Talent, targeted recruitment and employee development programmes.

We aim to reduce the skills gap within the rail industry, help tackle economic inequality, invest in the next generation and encourage employee learning and progression.

## At a glance

**261**

schools engaged through our STEM programme

**333**

Apprentices, Graduates and Interns employed

**94**

work experience placements

**Real Living Wage Employer**

**5% Club Gold Member**



## Boosting engagement with STEM and job opportunities in rail

Through our STEM (Science, Technology, Engineering and Maths) outreach programme, we engage with young people from all backgrounds to showcase STEM and the exciting opportunities in rail.

Our STEM Ambassadors work with education providers nationwide, engaging **261 schools** this year. Activities ranged from exciting STEM challenges for primary and secondary age children to mock interviews, careers fairs, employer workshops, career talks and more.

We've supported large national events such as the TfL STEM Conference and STEMFest, alongside smaller scale local initiatives. Our **Core Valley Lines project team** is working with five schools and over 100 children across Newport, South Wales. Engagement includes a weekly STEM club, giving pupils regular hands-on interactions.

We also supported a new mini metro play zone at Cardiff's science discovery centre, **Techniquet**, alongside partners Transport for Wales and Balfour Beatty.

The interactive space for under-7s is a great opportunity to inspire children into STEM. Children can play with a mini station café, pretend to be rail signallers, sit in the train driver's seat, and play with a miniature train set.

We make rail careers more tangible by opening our doors for site visits. For example, this year our **Northam Traincare Facility** in Southampton hosted an experience day for a group of year 9s from Hamble School. The children were introduced to roles in rail and enjoyed a depot tour, Q&A session and hands-on STEM activity.

We also promote opportunities in rail to local people through events like the Job Fair at Crawley Library, near our **Three Bridges depot**. There, our staff spent time speaking to residents about vacancies, the depot and our business.

### Case Study


#### Primary Engineer at Goole

We've been working with the Primary Engineer programme in Goole since 2021, aiming to inspire children to pursue engineering roles at an early age. This year, 15 schools in the local area received teacher training from Primary Engineer and our STEM Ambassadors, engaging 1,161 pupils with creative problem-solving STEM sessions and practical rail-based projects.

The Primary Engineer Rail Programme provides a fantastic opportunity to engage with engineering, meet engineering professionals and develop engineering skills. To conclude this year's programme, Primary Engineer hosted a Celebration Event at our Goole Rail Village. 62 pupils from participating schools attended to meet Siemens Mobility professionals, testing their engineering project against the success criteria.

Pupils and teachers enjoyed the events, and we received great feedback. One teacher from Pheasant Bank Academy said

*"I enjoyed watching one student who can struggle in the classroom environment really get in and saw the project through."*



**£155,272.14**  
social value created

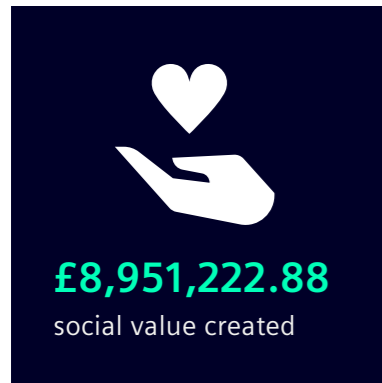




## Case Study Aglaja's story

Now Project Director for London Deep Tube in our Rolling Stock business, Aglaja Schnieder started with Siemens Mobility as a graduate. Ten years later she is overseeing the delivery of 94 brand new Piccadilly Line trains.

*"There are endless opportunities at Siemens, you can grow and will be rewarded. I have several female mentees as I believe in the power of mentorship. I had to overcome many challenges but with a high-profile career and two young daughters at home, I am keen to show other women what can be achieved through determination and focus within a company like Siemens".*



## Creating pathways to success for young people

Our Entry Level Talent (ELT) Programme generated almost £9m in social value this year. We hired 67 apprentices, 37 graduates and 34 interns alongside our existing 140 apprentices and 55 graduates. This is a total of 333 people on the Programme, representing 7.5% of our employees.

With a range of 'earn and learn' opportunities, Siemens Mobility is a Gold member of the 5% Club in recognition of our development of early careers. All our staff, including learners, are paid at least a Real Living Wage.

Every year, we open our doors for people to attend our Apprentice Insight Evenings to increase awareness of ELT job opportunities. In FY24, over 80 students and 70 guardians joined sessions at three of our key sites, hearing more about potential career paths. We hired **15 new starters** as a result of these sessions.

We also offer work experience opportunities, hosting **94 young people** across the business this year, accessing a range of activities and insights into the work we do.

Young people who begin their careers at Siemens Mobility are supported throughout the ELT Programme, including being matched with mentors to help their transition into work. Placements are available across the business to support broad skill development and understanding of the rail industry.

Jade Anderton, Manufacturing Engineer Apprentice, said *"The ELT programme has been an incredible learning experience. Siemens has supported me every step of the way, providing valuable mentorship and opportunities to apply what I've learned in real-world projects."*

## Our National Training Academy for Rail

Our National Training Academy for Rail (NTAR), based at our Northampton state-of-the-art facility, makes a considerable investment in skills each year for the benefit of the wider rail industry. NTAR is deeply involved in the daily operation of the UK rail network. Everyone who comes benefits from a hands-on learning environment with experienced tutors. By addressing the skills gap now, we ensure that the UK can draw upon a highly-skilled rail talent pool in the future.

NTAR creates significant social value through upskilling and apprenticeships for people from organisations across the industry, supporting a range of individual needs and backgrounds to make a career in rail accessible to all. This year, for example, we supported 79 SEND learners to get the most out of their training.





# Removing barriers to work

Rail is a great industry to work in, and we want more people to benefit from it. To do this, we aim to remove barriers to work that people may face, fitting around their circumstances.

We also run targeted recruitment schemes, with bespoke programmes to meet the needs of specific groups such as people with learning disabilities and ex-military personnel.

From flexible working and wellbeing support to our new maternity policy offering full access to maternity pay from your start date, we have a range of ways to support people into work.



## Case Study Veterans supported into work through our Military2Rail Programme

Siemens Mobility has a proud history of supporting veterans. Our Military2Rail Programme was set up in 2017, recognising the transferable skills from ex-military personnel, alongside the needs of this group for help with a smooth transition to civilian life.

We work with veteran charities to share job opportunities, offering a variety of roles. Successful applicants attend a six-week training course, covering a range of rail-related topics to prepare them for work. Once in post, additional wellbeing services are offered to help recruits adjust and succeed in their roles.

We've welcomed 44 ex-service personnel into permanent employment with Siemens Mobility through the programme so far, generating a total £2,540,734.68 of social value.

### Clint's story

Clint Williams works as an EHS Specialist within our Rail Infrastructure business.

*"I spent 8 years in the Royal Artillery. I was medically discharged, for [a while] after, I was experiencing Post-Traumatic Stress Disorder (PTSD) and struggling with my confidence and mental health. Tasks like visiting the supermarket were really difficult.*

*To help with my transition to civilian life I completed an engineering diploma and joined Help for Heroes that supports veterans into work.*

*An opportunity to interview at Siemens as part of the Military2Rail Programme was offered to me. I was nervous, but everyone on the panel were really supportive. I was delighted to be successful. Now, looking back at where I started to where I am now, I can see a huge change in myself. I am grateful for the opportunity to work for a company that has given me so much support and the opportunity to succeed".*

# Continuous development of people

Continuous investment in our people's knowledge, skills and career progression is part of our business-as-usual.

Employees are supported with professional development and encouraged to complete at least 24 hours of digital learning every year. **Tens of thousands of hours** of employee learning have been logged this year.

We also run targeted career development programmes for specific groups, such as our Inspire and Seven Pillars programmes for women, and for the first time this year, AcceleRace for people from ethnic minority backgrounds.



## Case Study Career Foundation Programme

Our 6-month Career Foundation Programme (CFP) is targeted at giving future leaders of Siemens Mobility, across all levels of experience, access to the foundations we consider critical for career acceleration. The programme provides the chance for site visits and training, shadowing in different parts of the business and relationship building with senior leaders. This year, 29 employees took part in the CFP generating a total of **£191,585** of social value, and we are already gearing up for the next cohort.

Ed Burgess, Design Engineer, said, "I'm now able to guide and am approached for advice [in my field] from across the company, including Norway. That can only have come from my growth in professional image and self-belief from the CFP, as it wouldn't have happened before".







# Spotlight on Chippenham

Chippenham is at the heart of our Rail Infrastructure business, building the next generation of rail signalling and control systems for Britain.

Our journey is deeply connected with the town's 170-year rail history and its people, including our 800 team members who work here.

## Three generations at Chippenham



*I started working [here] while in university. My mother and sister both work in the factory. Even my grandparents had ties to Siemens. My grandmother worked at the factory when it was still known as Westinghouse, and my grandfather used to make test sets for relays".*

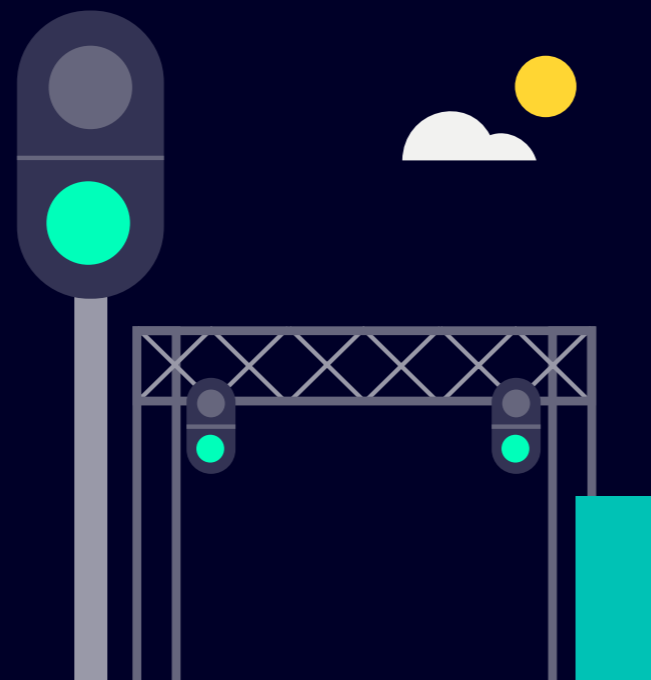
**Yasmin Rawle, Strategy Analyst**

**Up to £100m**

investment in new site

**Hosted Network Rail degree**

apprentices for insight day



**Planted a Tiny Forest**  
in 2022



Wood waste collected by social enterprise

**Community Wood Recycling**

A presence in Chippenham

**since 1897**

**84**

Entry Level Talent hired and retained on-site this year



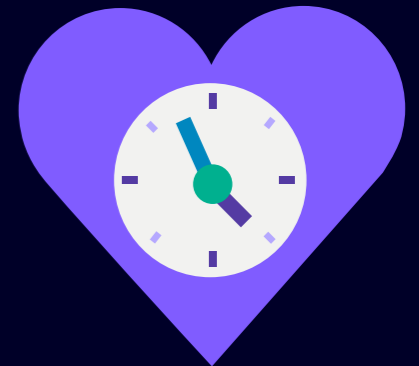
**12**

work experience students hosted

Factory exports to

**95 countries**

**920**  
community volunteering hours



Working closely with local Community Rail Partnership,

**TransWilts**



Sponsored Chippenham

**Pride event**

**8**

local schools engaged with STEM activities



Regular donations of

**STEM toys**

to local disadvantaged children





# Wellbeing

We have been supporting improvements in the quality of life of people and communities, by working with relevant partners to understand and support local needs.

This has ranged from strategic volunteering with community organisations, to supporting public safety on the railway, to providing a comprehensive health and wellbeing programme for our employees.

## At a glance

**£66k**

donated to charities

**4,337**

community volunteering hours

**82**

organisations benefitted

**74,264**

students reached with Rail Safe Friendly

**108**

Mental Health First Aiders



## Long-term support for Community Rail

The Community Rail Network has been a strategic partner of Siemens Mobility since 2017. This relationship is a vital piece of our social value approach. It enables us to connect with community rail and station adoption groups nationwide, creating benefits by meeting local needs relevant to our business, and empowering our employees to support community-driven railway initiatives.

We have taken another step closer together this year, as one of our employees, Sustainability Advisor Liz Chawner, now represents Siemens Mobility as a Board member for Chippenham's local Community Rail Partnership (CRP), TransWilts. Chippenham staff have also undertaken 4 team volunteering days with TransWilts this year.

### Hazel Lavery from the Community Rail Network said

*"It's an absolute pleasure working with the team to develop Siemens Mobility's social value impact within community rail, bringing mutual benefit all round. The partnership just goes from strength to strength, achieving outcomes such as multiple volunteering days across the country, and on a strategic level, a member of Siemens Mobility team now sits on the board of TransWilts CRP, a first within our corporate partnership scheme and which we are very pleased about."*

### Case Study

## Community Rail "All Aboarders"

In March, three Siemens Mobility staff, alongside four colleagues from the East Coast Digital Programme and other supporters, volunteered with Welwyn Garden City Station Adoption Group "All Aboarders". The group wanted to enhance the station's green space and increase engagement with users. The day involved the installation of three new heritage posters, and weeding, digging and planting a new sensory garden, funded by a £2,841 donation from Siemens Mobility.

The plants were specifically chosen to stimulate all human senses - sight, smell, sound, taste and touch - making their experience accessible to people with different needs.

### Our volunteer Kayleigh Pomfret said:

"This was a great initiative to be part of, from the very start to seeing it delivered on the day. It will help to make the railway a great experience for passengers and the community, as well as highlighting local rail heritage".





**WELLBEING**

## Social impact through community volunteering

All Siemens employees are entitled to 2 paid days every year to volunteer in their communities. This year, our staff logged over **4,300 hours** in our Volunteering Tool. Employees are encouraged to follow our strategic themes and guidance when volunteering to maximise the impact of their activities, which includes supporting disadvantaged and underrepresented groups.

### Two Rivers Community Pantry

Over the last 6 years, Goole Rail Village has built deep relationships with local organisations, playing an active role in the community. One key partner is Two Rivers Community Pantry, a 'social supermarket' and food bank. The pantry was set up in the wake of Covid-19 as demand for help rose. Our support this year has included:

- 76 hours of volunteering to pack food hampers and distribute essentials at the pantry
- £5,000 donated at Christmas to buy toys, chocolates and Christmas crackers for underprivileged children and families, for the 5th year running
- 28 Siemens Mobility volunteers supported improvements to give the building a new lease of life.

### Skills-based volunteering

Skills-based volunteering gives non-profits access to our employees' professional skills to help them better serve the people who rely on them. It's an area we want to support our employees in doing more.

In one example from this year, our Communications Team welcomed a group of trainees from the Taylor Benett Foundation to our head office in London for a corporate PR masterclass.

The Taylor Bennett Foundation supports individuals from ethnic minority backgrounds to pursue a career in public relations and communications. The masterclass covered what it's like working as an in-house communication team, a simulated crisis scenario and tips on how to get started in the industry.



### Supporting disabled people on the south coast

#### Chris's Story

Chris Harris, Senior Engineer in our Rail Infrastructure business, is leading Siemens Mobility's engagement with Diverse Abilities, near our Poole site. Diverse Abilities enables children and adults with disabilities to achieve their full potential by providing a lifetime of sustainable support and educational services.

*"My daughter is autistic and has a number of sensory, learning and care needs. Diverse Abilities run one of the few regular groups we can attend as a family to get support. Due to increasing demand, Diverse Abilities have moved to a new site to increase their capacity. Named 'The Treehouse', the location offers various spaces including a sensory room, soft play area and games room.*

*To support the charity, I've organised multiple employee volunteering days. £2,000 was donated by Siemens Mobility to fund painting and decorating completed by colleagues, and to date 361 hours of volunteering has been completed with them this year. I will run the Bournemouth Half Marathon on behalf of Diverse Abilities in October, and request a donation to be matched by the company."*

## Corporate donations and boosting staff fundraising activities

We make financial donations to a range of charitable causes, often to support outcomes from volunteering activities, or to contribute to staff-led fundraising activities. This year, we donated a total of **£66,258**.

Many activities have been organised and supported across the business this year, including:

**A 25km hike in the Peak District** for the Alzheimer's Society by 40 employees from our Manchester, Birmingham and Crewe offices, to which Siemens Mobility donated £2,000.

**St Catherine's Hospice Dragon Boat Race**, Crawley. Siemens Mobility donated £500 with further funds raised by employees to help those facing terminal illnesses and end of life challenges alongside their family members.

£7,950 was donated to **Wellchild**, following volunteering delivered last financial year. Staff from Shields depot in Glasgow transformed the garden of a young girl suffering from Trichothiodystrophy to make it safe and accessible for her.







**WELLBEING**

## Helping to keep **young people safe**

Educating young people about the dangers of trespassing on the railway is critical to preventing injuries and saving lives in communities across the country.

The **Rail Safe Friendly** initiative addresses this issue by delivering virtual learning in schools. The interactive sessions provide safety lessons tailored from ages 3 to 16 to engage pupils effectively. Content from Network Rail’s Switched On Rail Safety website, targeted films, interactive games and classroom activities, are used to teach pupils to be aware of risky behaviour and develop hazard-spotting skills.

Siemens Mobility became a Gold member of Rail Safe Friendly in February 2024, linking 150 schools across the UK into the programme.

We selected the schools based on pre-existing relationships and proximity to our works locations, focusing on those in disadvantaged areas. In FY24, 74,264 young people at 101 schools nationwide engaged through our partnership, generating £1,655,344 of social value.

We are proud to be part of this initiative bringing the rail industry together to combat this serious issue.

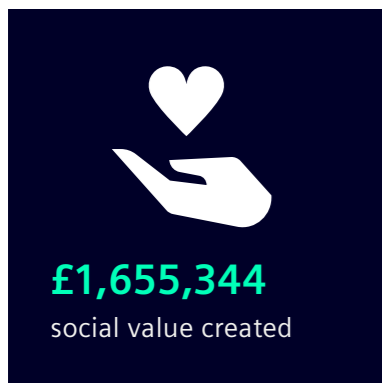
Boothferry Primary School said “[It] was very informative and included everything for the age group.

The video of the boy who died retrieving the football had an impact like it was designed to and the children are definitely more aware of how dangerous it is to go near any track.”

We look forward to building on this partnership and working more closely with the schools over the next 12 months.

*“We are delighted to be working with Siemens Mobility. Through their support we have been able to reach even more young people with vital rail safety awareness.”*

**Stuart Heaton**  
Managing Director of Rail Safe Friendly



## Enabling our employees **to work and keep well**

Our aim is for our staff to prevent ill health, maintain good health, have productive working lives and be able to enjoy retirement through our comprehensive Health and Wellbeing programme. We have a range of resources in place to support our people, including in-house support with our health and wellbeing team, and a full occupational health and wellbeing service that is managed by our team and provided through an external service.

All employees of Siemens Mobility (and their immediate family) have access to free professional counselling through our Employee Assistance Programme. Employees can also speak to one of our **108 Mental Health First Aiders** or 82 Wellbeing Champions, with specialist support available through our health and wellbeing team.

**Scott’s Story**

When Scott Gourlay, EHS Advisor in our **Customer Service** business, found out that the pins and needles in his left toes would lead to his leg being amputated, worries about his finances, future and ability to carry on with the job he loves at our Bogie Service Centre in Lincolnshire all ran through his mind.

*“I had many concerns, including fears about my future employment prospects, but the support from Siemens Mobility, my managers and members of my team have all been exemplary.*

*While I was having physiotherapy, I was able to join the online team meetings and I had regular one-to-ones with my line manager. I got my first prosthetic in 2023. Last year I had my first assessments with Occupational Health and began working at home part time while doing my physio.*



*Risk assessments looked at what I needed and could cope with. I was given tasks that could be done remotely until I became more mobile. Reasonable adjustments were made to the workplace – for example, I now park my car closer to the building. I started at 20 hours a week and this year I’ve gone back to full-time. There was never any pressure and it was clear there were options available.*

*I genuinely don’t think any other employer would have made the effort Siemens Mobility has.”*





# Natural Environment

Recognising the benefits for local communities and wider society, we aim to protect and enhance the natural environment in the areas where we operate.

We are also reducing our carbon footprint, supporting the decarbonisation of the rail industry through our technology and reducing demand on natural resources.

## At a glance

**13**

community green space activities

**61%**

of our company car fleet is EV

**67%**

of all waste recycled

**3**

Heritage projects supported

**100%**

renewable electricity for all owned and managed Siemens Mobility sites



## Enhancing urban green spaces within the communities we serve

This year, Siemens Mobility has established a strategic relationship with The Conservation Volunteers (TCV) to enhance green spaces for the benefit of local people and nature.

The positive impacts are wide-ranging: increased biodiversity, greener and more accessible public spaces, improved community cohesion, and the development of skills, health and wellbeing for both users of the space and volunteers.

The partnership with TCV and similar initiatives we support are focused in areas around our work sites, often in urban environments, targeting more deprived communities wherever possible. This year, we delivered **13 community green space** initiatives.

### Case Study

#### Waterlow Park, 'A Garden for the Gardenless'

To mark World Environment Day, a group of Siemens Mobility employees from our **Customer Service** business invited Cross London Trains staff to a collaborative volunteering day at Waterlow Park, North London. The Park land was originally gifted as a 'garden for the gardenless' in a very built-up area, opening in 1891 and still widely used by the community today.

TCV arrange regular volunteering days at the Camden Green Gym to undertake habitat improvement for the space that encourages exercise in nature. Our team spent the day with them, restoring the composting area and making a bug hotel to support a declining beetle population in the area.







## Managing the impacts of our work on our neighbours and local wildlife

The environment and communities around our sites are our neighbours.

So, we go beyond compliance to manage noise, vibration, fumes, light and dust emissions from both permanent and temporary work sites wherever possible.

### Case Study

#### Responding to local needs at Welwyn North

After taking occupancy of a satellite depot at Welwyn North as part of the **East Coast Digital Programme**, our project team invited residents to an event to discuss concerns about how our presence could impact the local area. As a result, the team were able to address individual points and quickly install noise duvets, relocate generators, and add attenuators to mitigate residual noise and vibration.

As we are to be a long-term member of the community, the project team wanted to go further and installed monitoring equipment to identify further opportunities, such as reducing generator use during unsociable hours.

#### The team also:

- Moved the positioning of lighting and added guards to reduce directional glare.

- Swapped HVO generators for solar hybrids, decreasing emissions to air and noise.
- Arranged to donate 6 trees to create a habitat corridor.
- Commissioned a village sign, a long aspiration of the Digsweil Village Association, to celebrate the area's rich rail heritage.

"We're organising more activities to bring 'added value' to the community. This includes donating trees to the community orchard, which is open to schoolchildren and the public; the local council is planning to improve biodiversity and provide visitor seating, which we are keen to get involved in."

**Jessica Williams-Boot, Environment & Sustainability Manager, Rail Infrastructure**



## Supporting biodiversity

We aim to protect and enhance biodiversity on our own sites and in the surrounding areas, for the benefit of people and the environment. This year, our Customer Services business created a network of Environment Champions who have been undertaking various initiatives on site.

Bug hotels were introduced at **King's Heath** and **Northam** depots, with some pond restoration activity at Northam too. Staff at **Three Bridges** have been litter picking and making improvements to the site's outside space.

We also set aside areas for biodiversity at several of our Rail Infrastructure depots, including **Fullerton Drive**, Glasgow. These were seeded with wildflowers, with various levels of success. This will be repeated next year to encourage growth.

Also this year, we've committed to unsealing ground on our sites where possible. This makes more space for flora and fauna, supports healthy soils and increases climate resilience through better drainage.



### Case Study

#### Chippenham's first Tiny Forest

Siemens Mobility funded Chippenham's first Tiny Forest in 2022. The space provides dense, fast-growing native woodland that supports local wildlife to thrive. The Tiny Forest is also used as an outdoor learning area for young people to develop their understanding of nature in an engaging environment and a space for local people to connect with nature.

The Tiny Forest was planted in partnership with Chippenham Town Council, Earthwatch, Monkton Park Primary School, and Siemens Mobility volunteers. Our staff have been back using their volunteering days this year to do some maintenance, clearing weeds from the space to allow the diverse plants to thrive. We will regularly be providing volunteers to look after this wonderful community asset over the years to come.



## Conserving the historic environment and **rail heritage**

The historic environment shapes large areas of the British landscape. Our teams regularly support organisations responsible for conservation efforts, particularly related to rail heritage.

This year, we have spent 361 volunteering hours supporting 3 heritage-related projects in Scotland and Wales.

Eight Siemens Mobility volunteers collaborated with Network Rail to volunteer at Summerlee Museum, North Lanarkshire. The volunteering supported the museum to continue to promote education and the history of heritage trams. A large group from our P&O team also spent time supporting Brymbo Heritage Trust.



## Working towards **Net Zero**

Siemens Mobility is committed to effective stewardship of the environment. This includes bold targets within our DEGREE framework for the decarbonisation of our own operations and supply chain, alongside supporting the ambitions of our customers and the wider rail industry through our technology.

This year we have focused on improving our data quality and availability so we can accurately measure and report our progress. This has involved creating digital dashboards which will automate our reporting and allow us to track progress more frequently.

We have also worked with carbon consultants to calculate our full Scope 3 emissions inventory, allowing us to identify carbon hotspots and data improvement opportunities.

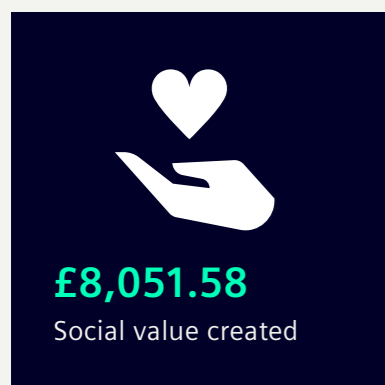
Our Procurement Team have been working closely with our supply chain, especially our top 20 suppliers, to support their decarbonisation efforts and to share learning and best practice.

We've been electrifying our fleet and installing EV charging points at many of our depots and offices. We are also investing in transition fuels like HVO for our plant and equipment.

We have been replacing diesel powered generators and welfare units with electric and renewable-powered setups and have installed solar panels at our Goole Manufacturing Plant to generate our own energy. Where we can't generate our own power, we purchase 100% renewable electricity.

Our Real Estate Team have been implementing the Green Lease Strategy, focusing on upgrading or relocating our managed sites to meet EPC C or above by 2030. We have been removing gas heating systems and replacing them with air source heat pumps, upgrading lighting and boilers to more modern efficient versions, and improving roofing and insulation to prevent heat loss.

Check out our latest **Carbon Reduction Plan** for more information about our decarbonisation efforts.



### Case Study

## Llanelli Heritage Railway Goods Shed Trust

In August, the Port Talbot West 2 project team in our Rail Infrastructure business spent a day at the Llanelli Heritage Railway Goods Shed Yard, right beside one of our depots.

The Goods Shed is in Llanelli's Tyisha ward, one of the most deprived wards in Wales, and the Llanelli Railway Goods Shed Trust is the volunteer-group of people committed to preserving Llanelli's industrial heritage.

The Trust's vision is to transform the Shed into a hub for cultural, heritage, community and enterprise activities. To support their mission, our six Siemens Mobility volunteers undertook a range of tasks including:

- Clearing 4 bays of debris and dust
- Removing rubbish and organising into correct skips
- Collecting excess pallets
- Erecting Heras fencing around an out-of-use rail carriage
- Removing old steel pipes that could have posed a danger to people

The team are looking forward to returning soon to install benches and picnic areas around the site.

### Case Study

## Glasgow office move

As part of our EP100 commitment, this year we celebrated the opening of our new offices at Atlantic Square, Glasgow. Moving to a more energy efficient building and reducing the amount of office space will save an estimated **50.4 tCO2e** every year – a 70% reduction compared to our previous location.

It's well connected to public transport, just a 3-minute walk to Glasgow Central Station and has secure bike storage, promoting sustainable travel.

And it's set up with staff wellbeing in mind, with break-out spaces and gym-style showers.



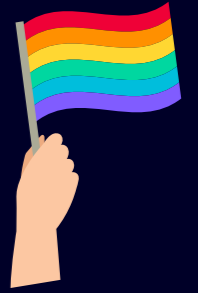




**Net Zero site**  
as of 2024



2 years sponsoring **Goole Pride**



**35 Entry Level Talent**

hired and retained on-site this year

**£24,000**

fundraised for 5 local charities at our annual Cricket Day

**6 SEND Internships**

offered to local people with learning disabilities

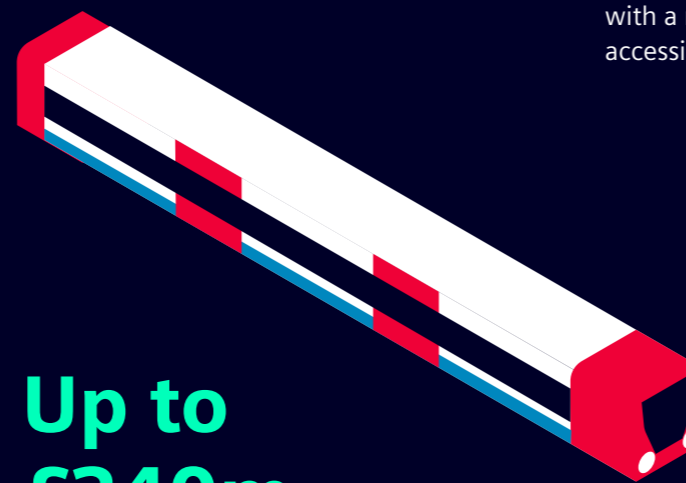
## Spotlight on Goole

Since 2018, we've been investing to create a state-of-the-art Rail Village in Goole. The facility will build trains for the UK, starting with the new Piccadilly Line tube trains.

We've been developing strong ties with the local community right from the start, creating a site with social value and sustainability at its heart.

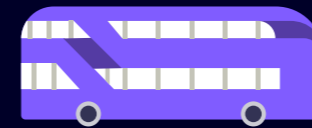
**||** *Siemens Mobility you really are an outstanding company and on behalf of the people of Goole, thank you for choosing our town and putting us, not only the national map, but also the international map"*

**Cllr Anne Handley,  
East Riding of Yorkshire Council**



**Up to £240m**

investment in new site



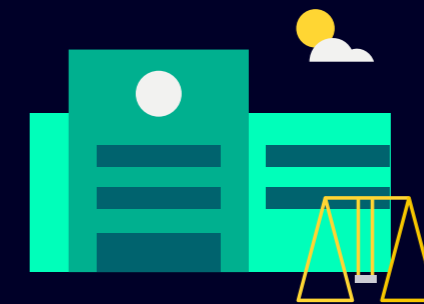
**Supporting the Goole Town Deal**

with a new Bus Route to improve accessibility to our site

**Working with local suppliers** such as Clay10 and GMI Construction

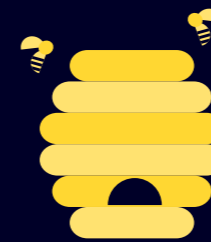


**40 young people** receiving a new book every month in partnership with Imagination Library



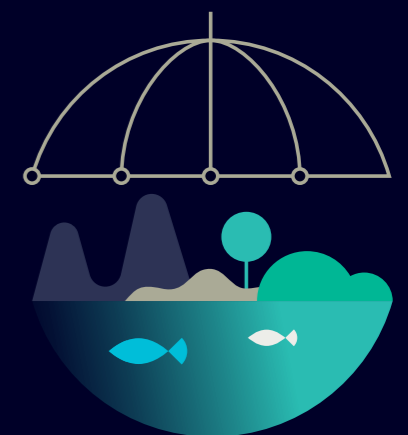
**27 schools** engaged with Primary Engineer since 2021

**Onsite apiary** for bees



**Six-year relationship** with Two Rivers Community Pantry

**£12,000 raised** for Railway Children through onsite sleepout



**£150,000**

donated in 2021 to the local Oakhill Nature Reserve





# Responsible Procurement

Supporting our ambition to align with ISO 20400 Sustainable Procurement, we've been buying British, working with SMEs and VCSEs, refreshing our Modern Slavery approach and harnessing our supply chain to unlock social value.



## Spending **locally**

We understand that spending money locally holds power to support UK economic growth, jobs, skills and more. 92% of our total third-party spend this year was with 1,919 UK-based suppliers, but beyond that, our teams work hard to procure goods and service within the regions we are operating in.

These companies are often identified by understanding suppliers in the area and where necessary, supporting them to access our opportunities.

### Case Study

#### Building a long-term relationship with a local company

Yorkshire-based GMI Construction were selected to build the Siemens Rail Village at Goole. One of the aims of directing this spend into a local business was to further the social value generated in the area. This localised approach also supported Siemens Mobility to get even more involved in the local community as the site grew. In addition to this, GMI Construction developed social value plans to further their impact locally.



## At a glance

**£503m**

spent with UK based suppliers

**64%**

of our suppliers are SMEs

**34**

VCSE suppliers

**71**

key suppliers received sustainability training

**85%**

score on Modern Slavery Assessment Tool

### Lee Powell, CEO at GMI Construction

*"We are fully committed to the local area, just as Siemens Mobility are. We have a very strong local supply chain and everyone who is involved in this project from GMI Construction lives within a 25-mile radius of the site. We have an Employment and Skills Plan including creating apprenticeships and employing those who have previously been unemployed and we engaged with local educational establishments and charities."*





## VCSEs in our supply chain

We look for opportunities to work with Voluntary, Community or Social Enterprise (VCSE) organisations, to spend our money in a way that creates more social value. Our partnership with **Social Enterprise UK** supports our procurement team to find new opportunities.

Due to the nature of our business, most VCSEs are Siemens indirect suppliers. Where possible we identify organisations to directly support our works. Examples include Royal British Legion Industries for rail-specific signage and Community Wood Recycling at our Chippenham site.

This year we spent **£1.4m with 34 VCSEs**. Examples of long-term relationships with VCSE partners include:

**Wildhearts**, an office supplies social enterprise based in the UK with which we spent over £300,000 this year, transforming an everyday overhead into social impact. Wildhearts channels their profits towards a variety of social and environmental projects.

**Fruitful Office** supplies fruit for our staff, planting one tree for every fruit basket purchased. This year Siemens Mobility spent over £200,000 with them. Fruit is sourced from the UK and western Europe to support local producers, and surplus is donated to charities to reduce food waste.

## Spending with Small, Medium sized Enterprises (SMEs)

Spending with SMEs is vital for the economy and brings additional benefits to the local communities in which they operate. This year, 41% of our total UK spend was with SMEs, who make up 64% of our supply chain.



### Case Study

#### Local SME spend on our Core Valley Lines project

Since our work on the Core Valley Lines transformation began in 2019, we have, aligned with Transport for Wales priorities, focused on and tracked spend with suppliers in Wales. To achieve this, a spend heatmapping exercise was conducted at the start of the project to identify potential new SME suppliers who would be able to support our requirements. We then diversified from existing frameworks and agreements to drive local spending.

5 years on, we continue to spend locally and look for new opportunities where we can. In the past year, over £500,000 was spent with three local SME suppliers alone. This includes Robert Price Building Merchants, a family run business who have worked in the South Wales area since 1847.



## Committed to reducing the risk of Modern Slavery

Siemens suppliers must commit to our Supplier Code of Conduct, which includes but is not limited to fair work conditions and prohibition of forced labour. Globally, Siemens takes a risk-based approach to identify potential risks in our supply chain. This includes supplier Corporate Responsibility Self-Assessments and external sustainability audits. Where suitable, we work with suppliers on lasting corrective actions to be taken within reasonable timeframes.

In the UK, Siemens Mobility is building on this approach through our cross-function **Modern Slavery Working Group**. We have developed a new policy and enhanced training for staff to be delivered in FY25. We have also conducted another level of risk assessment for Modern Slavery in our supply chain, creating a heatmap to focus our efforts. This exercise triggered a new external sustainability audit for one supplier.

The Modern Slavery Assessment Tool (MSAT) was designed for the UK Government to evaluate public sector suppliers' compliance and identify areas for improvement. Our score of 85% reflects our efforts to reduce the risk of worker exploitation in our supply chain.





## Supporting sustainability understanding of **over 70 suppliers**

We delivered a variety of activities and events this year to encourage our supply chain to embed sustainable practices within their operations.

These events aim to support suppliers to adapt to changing sustainability requirements and provide an opportunity to share relevant information. This year we had:

- 23 suppliers attend a Social Value Workshop, in collaboration with the Supply Chain Sustainability School (SCSS). The session outlined what social value is and the steps suppliers can take to increase the social value they generate.
- 70 suppliers attend our Rail Infrastructure Supplier Day, in collaboration with SCSS, to share key messages and further supplier understanding on how to integrate sustainable practices into their operations.

Our approach includes directing suppliers towards resources available via the Supply Chain Sustainability School.

As a Partner, we support the strategic direction of the School, have access to specialised training to develop the skills of our workforce and supply chain, and can identify supply chain hotspots for knowledge development.

### Case Study **Customer Service Supplier Sustainability Workshop**

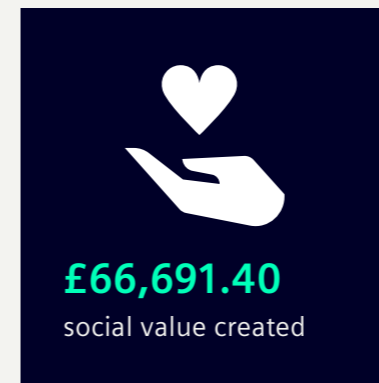
11 of our key suppliers attended our Customer Service Sustainability Supplier Workshop in Goole.

We shared comprehensive insights into Siemens' sustainability priorities, demonstrating practical examples of how sustainable practices are being delivered.

Collaborative group sessions were held focusing on specific sustainability topics, including social value, to gain a deeper understanding of what our suppliers are currently doing and the challenges they are facing.

Siemens Mobility representatives were part of each group to listen and provide insights into improving sustainability efforts.

Together with our suppliers, sustainability targets were established. These targets are designed to be ambitious yet achievable, encouraging suppliers to commit to continuous improvement and to share the sustainability outcomes they are delivering.



## Collaborating with our supply chain to **support people into work on our sites**

At our **Lincoln Bogie Service Centre**, specialist recruitment agency Rullion, the employment charity Shaw Trust and Siemens Mobility supported 7 people into work this year.

Shaw Trust helps people facing barriers to employment find and keep meaningful jobs. In this initiative, the three organisations worked together to identify reasonable adjustments that were necessary. During the implementation phase, Rullion worked with Shaw Trust to support candidates through the application process to ensure they were suited for the roles. Those that were unsuccessful were given constructive feedback to support other applications. Siemens Mobility is supporting the new recruits on site.

Following the success of this initiative, we hope to expand to other operational locations. We are also working with Shaw Trust to make training available to prospective candidates, with plans to partner Lincoln College with the Bogie Centre to expand the pathway into rail for the local area.

### **Anthony's Story**

Anthony, who previously worked in engineering, had been out of work for nearly a year. He found his previous role overwhelming so decided to take a short career break, after which he struggled to secure work. Anthony engaged with Shaw Trust due to the challenges he was facing. Confident of his transferrable skills and aptitude, he was put forward for a role at Siemens Mobility through Rullion. Within two weeks, he was offered the job and began his six-month assignment.

*"At Siemens everybody is really nice, I like learning and everybody is open to teaching me and answering questions. I went out for lunch with a couple of the guys from shift and am fitting in well."*

**Anthony Watson, Entry Level Technician**





# Diversity, Equity and Inclusion

DEI underpins every other theme within this report but is also a topic in its own right.

We've been supporting underrepresented and disadvantaged groups to help maximise the positive impact rail has on the lives of our people and the communities we work in.

## At a glance

**3**

Pride events sponsored

**20%**

women in our workforce

**22%**

colleagues from minority ethnic groups in our workforce

**Disability Confident Employer**

**219**

women in Group Mentoring Programme

**6 intern**

positions for people with learning disabilities at Goole Rail Village

## Supporting disadvantaged and underrepresented groups in our communities

DEI is a key element in our interactions with communities across the UK. It influences the organisations we volunteer with and donate to, as we support a range of groups in society.

It is also a key consideration in what and where we deliver targeted initiatives, such as STEM sessions and green space activities in largely deprived areas.

### Case study

#### Celebrating community Pride across the country

Led by our employee Pride Network, Siemens Mobility sponsored three community Pride events this year in Chippenham, Goole and Ashby.

The **Communications and Information Systems (CIS)** team were proud to represent Siemens Mobility at Ashby's second Pride event. The group of 15 volunteers prepared for over 3,000 people from Ashby and the surroundings area at our stand with an exciting kids' zone, pinata fun and STEM activities such as "Design your own Railway" using K'nex. Smaller visitors dressed up in high-vis vests and donned a hard hat, whilst colouring our latest Desiro City Class 700 train.

It was a pleasure to welcome so many members of the Ashby community to the stand with our volunteers also venturing out into the crowd to show their support for the event. Our Operations Director, Colin Rowcliffe, also delivered a speech with the event organisers on the day.







**DIVERSITY, EQUITY AND INCLUSION**

## Reflecting the society **we serve**

A key objective within our global DEI strategy is to strive to reflect the diversity of the communities in which we operate. We are working to achieve this by:

- This year we introduced **Day One Maternity Rights**, with enhanced maternity pay offering 26 weeks' full salary with no qualifying employment period
- We run annual **women-only** graduate events and Women in STEM sessions to support a diverse talent pipeline

- As a **Disability Confident Employer**, we manage and review our recruitment processes to employ more disabled people and provide support to retain them in our business
- **Targeted recruitment schemes** such as our Military2Rail programme and SEND Internships meet the needs of specific groups to support them into work.

### Supporting disadvantaged and underrepresented groups in our workforce

We want all our people to feel a strong sense of belonging, regardless of what group they identify with. When we belong, we bring our true and best selves to work.

Our active, employee-led DEI Networks are safe spaces that allow people, including allies, to gain insights into the challenges and opportunities faced by their peers, and how they can be addressed. The Networks are also hugely valuable for hearing the voices of all our people, helping to shape and implement our DEI strategy.

The Networks run a wide range of engaging activities for staff, including education, awareness and celebrations for events such as Global Accessibility Awareness Day, Black History Month, International Women's Day and Pride Month.

### Case study South Asian Heritage Month 2024

South Asian Heritage Month was widely celebrated and well received across our business.

From exploring Sikh & Punjab history, to food and culture events across 4 sites, to online introductions to Vedic Astrology and India & Iran Food and Poetry, to an interview with Joint CEO Sambit Banerjee and an EmBRACE and Pride "Free to be Me" fireside chat, employees from all backgrounds got involved in the celebrations.

### Employee Networks



**The Disability Network** exists to support all our colleagues, particularly those with disabilities or impairments, whether visible or hidden.



**The EmBRACE Network** aims to create a community where everyone belongs by educating peers, celebrating all cultures and making a difference.



**The Pride Network** aims to build an equal, fair and thriving workplace for our LGBTQ+ community to embrace their authentic selves without fear of judgment or discrimination.



**The Women's Network** vision is to ensure equality is at the core of Siemens Mobility, fostering diversity of thought and enabling every one of our women to reach their full potential.

## Pilot program for **minority employee development**

This year, we piloted our AcceleRace programme with four Siemens Mobility employees.

The initiative is designed to empower and support junior to mid-level racially diverse talent to accelerate their next step towards management, increasing representation at senior levels.

AcceleRace offers a series of coaching and development sessions, a business challenge and the chance to build a supportive network.

This is alongside workshop content exploring the unique challenges faced by ethnically diverse people, offering ways to overcome these and succeed.

Over the programme, participants can share and learn from colleagues in a safe space. By the end of the programme they are equipped with strategies to cope with difficult situations, improve their confidence and self-belief and push forward with their career development. Feedback from the programme has been very positive.



### Emylia's story

Emylia Kamaruzaman, a Lead Systems Engineer within our Rail Infrastructure business, took part in AcceleRace this year.

*"My participation in the AcceleRace programme has significantly improved my ability to present myself confidently and effectively, allowing me to better engage with colleagues and increase my visibility within Siemens. It has also provided invaluable tools for personal and professional development, such as managing workplace challenges and establishing ambitious career goals."*





## Reducing barriers for women at Siemens and in rail

Historically the rail industry has been heavily male dominated. We are proud to have women make up **20% of our workforce**, which is above the industry average, but there is still more to be done.

Our award-winning Women at Mobility programme delivers development opportunities for women across our business and beyond.

We have continued our two career development programmes, **Inspire** and **7 Pillars of Business Confidence**, for women at different points in their career. Since these began in 2022, 13 of the 42 women on Inspire and 31 of the 85 women on 7 Pillars have been promoted.

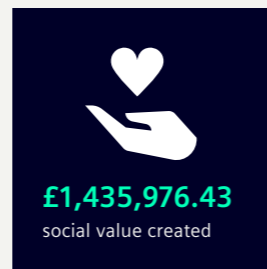
Supported by the Women's Network, this year we have delivered a range of activities to be visible, approachable, and proactive in supporting and championing the women in our business.

This included:

- A competition for International Women in Engineering Day (INWED)
- Three networking events around the country
- A virtual session on "Developing Your Brand"
- A Group Mentoring Programme

Our activity also extends into the wider rail industry. For example, in collaboration with Govia Thameslink Railway, Siemens Mobility hosted 18 Women in Rail members at our Customer Service train maintenance depot in Hornsey.

Attendees represented various organisations and roles, from graduates to leaders in front-line roles, broadening their understanding of the range work being delivered in rail.



### Case study Women's Group Mentoring Programme

This year we launched a Group Mentoring Programme for our women, creating a community capable of supporting colleagues to excel in their careers and tackle workplace issues relevant to them.

219 women participated in the programme, with a "Pay it Forwards" approach. Senior managers started as mentors, and their mentees in turn became a mentor. Each group of around 5 women had at least 3 sessions over 4 months.

## Expanding Neurodiversity support

This year we launched a pilot, working with Cognassist, aiming to increase neuro-inclusion in the workplace.

The initiative involved 80 of our employees, helping to drive an inclusive employment experience for all staff. The work included use of a mapping tool to identify cognitive differences and offer personalised ways to integrate reasonable adjustments into employees' lives, at work and beyond.

For the employees and managers involved in the pilot, neurodiversity training is provided. The training offers a foundation of knowledge to ensure neurodiverse individuals are correctly supported.

*"Cognassist allowed me to understand more about my own learning style. It highlighted for me where I struggle, and the learning or work styles I have now implemented [that] help me overcome challenges and reach my highest potential."*

**Milly Johnston, STEM and ELT Programmes Professional**

Our Disability Network also ran a learning session for staff during Neurodiversity Awareness Week. Hosted by Sustainability Advisor George Woods, the session was attended by over 60 employees and received great feedback.



### Case study

#### Supported internships for young adults with learning disabilities

In collaboration with Selby College, part of Heart of Yorkshire Education Group, Goole Rail Village joined the DFN Project SEARCH internship scheme this year. This is a work programme aimed at transforming the lives of young adults with a learning disability, autism, or both. Only 4.8% of people with these conditions in England are in full-time paid employment, compared to 80% of their peers.

Our first intake of 6 interns started in September 2024. Throughout the programme, they are getting hands-on practical experience, working with a tutor and job coach. They will be rotating areas of the Rail Village alongside their college courses.

Sam Wright, Principal and Chief Executive at Heart of Yorkshire Education Group, said:

*"This will ensure that those with learning difficulties in our communities have a path of progression where they are able to raise their aspirations and feel confident in transitioning into full-time, paid employment."*







## Next Steps



### Sian Lloyd, Head of Sustainability

Siemens Mobility has been delivering social value outcomes for a long time, driven by our business values and underpinned by our commitment to sustainability. Developing our Social Value Framework has allowed us to take the next step, focusing our efforts to increase our impact this financial year, in line with our strengths and rail industry priorities outlined in the Sustainable Rail Blueprint.

I am proud of what we have achieved so far, and we are committed to continue maturing our approach, further embedding social value into business-as-usual. Our focus areas going forward include:

**Continuing to review and refine our core reporting metrics**, aligning with the current industry project to create a common set of social value indicators for the British rail industry. We will support the aim to find a consistent way of articulating social value in rail and setting clear expectations for all stakeholders.

**Quantitative and qualitative data improvements** to better evidence the outcomes that are being delivered. This will allow us to build a full picture of the value being created, to understand where improvements can be made and to accurately represent our impact when reporting our social value activities.

**Seeking opportunities to collaborate with customers, supply chain and the wider industry.** Harnessing the collective force of the rail industry and sharing best practice to increase the value of outcomes delivered.

**Building on partnerships** to deliver long-term impact within the areas we work. These relationships also provide us with opportunities to seek feedback from stakeholders, to inform our ongoing improvement efforts.

## Social Value Calculations

Details of how we have calculated any social value figures included in this report, using the Rail Social Value Tool (RSVT), can be found in the table below.

We have calculated social value (£) for outcomes where there are suitable metrics and calculations available to represent the activities delivered.

All data within this report, unless otherwise stated, was delivered between 1st October 2023 and 30th September 2024.

### Social value data

Section	Item	Raw Data	Units	RSVT metric	Total social value figure
Employment, Skills & Education	Primary Engineer	6966	Hours	STEM training (RSVT26)	£155,272.14
	Level 4+ Apprentices	58	Full-Time Equivalents	Apprenticeships Level 4+ (A6)	£2,633,322.37
	Level 3 Apprentices	87	Full-Time Equivalents	Apprenticeships Level 3 (A5)	£4,507,165.70
	Graduates	58	Full-Time Equivalents	Graduates (RSVT44)	£1,141,550.21
	Interns	34	Full-Time Equivalents	Internships (RSVT48)	£669,184.60
	Military to Rail (Delivered from 2017-2024)	44	No. of participants	Jobs (A1), individual level interventions (B96) and Training Hourly (B8)	£2,540,734.68
	Career Foundation Programme	29	No. of participants	Mentoring Relationship (B4) & Careers Advice or Guidance (B2)	£191,585.31
Wellbeing	Rail Safe Friendly	74,264	No. of pupils engaged	Safety talks (RSVT28), Individual level interventions (B96) & Training Hourly (B8)	£1,655,344
Natural Environment	Rail Heritage Volunteering	369	Hours	Volunteering (D2)	£8,051.58
Responsible Procurement	Rullion Support into Employment	3.07	Full-Time Equivalent	Jobs (A1) Hired in last 6 months (previously unemployed)	£66,691.40
Diversity, Equity & Inclusion	Women's Mentoring Programme	219	No. of participants	Mentoring Relationship (B4)	£ 1,435,976.43

Note: Gross operating surplus (A2) generated from A6, A5, RSVT44, RSVT38 and A1 is included within each line of data.



