



Social Value Policy

Telent Technology Services Ltd

Telent is a leading technology company and specialist in the design, build, support and management of the UK's critical digital infrastructure. We enable our customers to create, improve and operate the ICT and networks that their businesses and operations depend on. Our customers are many of the UK's and Ireland's best-known organisations, with a strong focus on mission critical communications and technology for transport, emergency services, network providers and the public sector.

Telent is a values-based organisation that is committed to managing our overall impact on society, creating a sustainable inclusive and positive effect through the way we manage our operations and contribute to changing for the better, the lives of the local communities we work in. This includes the direct impact of our operations and the inherent social value of the services we provide, the wider embedded social value impact across the value chain, from suppliers to customers and consumers; and the added social value through the voluntary contributions we make and how we use our position to help the communities of which we are a part.

For Our Business

- Provide value and support to our customers in addressing their social value, sustainability, and climate action requirements by building these into our solutions and the way we deliver projects;
- Enable sustainable and ethical procurement decisions for the goods and services used in our operations;
- Identify opportunities for working with local SME's and VCSE's in the delivery of our commitments;
- Develop appropriate proactive partnerships both locally and nationally that benefit identified community strategies; and
- Actively seek opportunities to innovate to drive our Green Agenda.

For Our People

- Develop and maintain an inclusive, engaged, informed and collaborative culture within Telent;
- Drive inclusivity and an investment in local communities through our employment, recruitment and onboarding policies and decisions;
- Ensure education, training, support and mentoring are available to all employees on EDI, Social Value, Wellbeing and Sustainability issues relevant to the business and their roles; and
- Connect and inspire our current and future employees by supporting their values and aspirations for contribution.

For Our Environment

- Actively review and innovate to address our climate change actions, opportunities and risks;
- Seek to prevent and minimise air pollution within the scope of our activities;
- Use resources efficiently and minimise waste;
- Seek opportunities for local circular economy; and
- Proactively reduce carbon emissions in our operations in line with our sustainability strategy.

For Our Communities

- Develop and maintain partnerships that enable the exchange of ideas and the promotion of Social Value leadership;
- Develop and maintain strong relationships with educational organisations and schools that support and inspire young people to explore their future opportunities;
- Maintain and promote our charitable fund raising and corporate charity arrangements, including staff voluntary hours; and
- Make a positive difference through relevant local community projects within the communities affected by our work.

Everyone at Telent is responsible for ensuring this policy is adhered to in accordance with our shared values and processes. Some aspects of this Policy are covered by additional dedicated HR policies and our Environment and Sustainability Policy. As a minimum this policy, and our performance in meeting its requirements, will be monitored, and reviewed annually by the Telent Senior Management Team.

Signed by:



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Georgia Grimes

Managing Director – Technology

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