



Sustainable Procurement: Our Approach to Sustainable & Inclusive Procurement

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telent
talent with technology

Procurement at Telent

At Telent, procurement isn't just a process - it's a commitment to excellence, sustainability, and successful partnerships.

We aim to meet our needs for goods, services, and works in a way that achieves value for money on a whole-life basis. This involves generating benefits not only for our organisation but also for society and the economy, while minimising damage to the environment.

Through a category management approach to Procurement based on whole-market consideration and supplier relationship management, we bring together the very best technology and expertise to deliver maximum value to our customers.

By aligning closely with our customers' strategies and partnering with innovative, risk and performance-managed suppliers, from MSMEs (micro, small and medium-sized enterprises) and VCSEs (voluntary, community and social enterprises) to multi-national organisations, we deliver a right-first-time, sustainable advantage.





Our strategy is to achieve maximum value for money on a whole-life basis



Social

Add community benefit through our work, while ensuring regulation for human rights, labour and diversity is adhered to and that our ethical standards are upheld



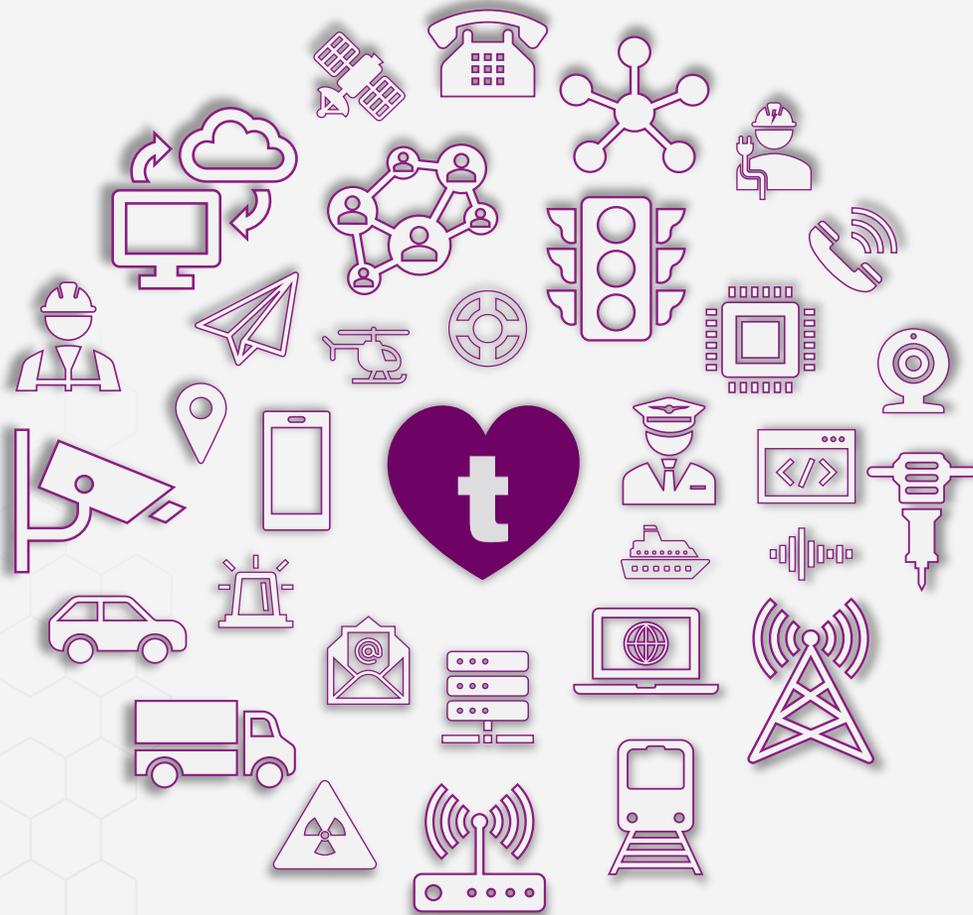
Economic

Securing economic value not only for Telent, but all our stakeholders and communities



Environmental

Supporting climate action in our value chain, including the goods and services that we purchase





FY25 Highlights: Social & Governance

55% MSME
SPEND

£80m+
SLEV

REGIONAL
IMPACT
ANALYSIS

108 HOURS
OF SUPPLIER
SUPPORT

BUY SOCIAL
INITIATIVES

SUPPLIER
ETHICAL CODE
OF CONDUCT

ESG
CONTRACT
TERMS

93%
GOVERNMENT
MSAT SCORE

100%
COMPLIANCE

SYSTEMS &
PROCESSES



Inclusive procurement:

Fair share, fair payment and fair terms

Practical actions we take to embed this in everything we do:

- ✓ Promote and track supplier diversity
- ✓ Embed diversity commitments in key contracts
- ✓ Ensure fair and timely payment terms
- ✓ Package work to widen access
- ✓ Apply proportionate, risk-based requirements
- ✓ Simplify processes

£286m
SPENT

1,085
MSME
SUPPLIERS

£286m
UK SUPPLIER
SPEND

35
VCSE
SUPPLIERS



Inclusive Procurement: Fair share, fair payment and fair terms

Our FY25 UK supplier spend of **£286m** generated over **£80m** of Social & Local Economic Value (SLEV)

- ▶ Average regional impact of **£6.7m**
- ▶ **55%** spend with MSMEs against the Government's 33% target
- ▶ Supplier guidance, payment advice, registration and our Supplier Ethical Code of Conduct are available at telent.com
- ▶ Onboarded over 50 new suppliers

1,389
UK SUPPLIERS

£159m
MSME SPEND

55%
MSME SPEND

90%
30-DAY TERMS





Buy Social

In FY25, we spent over £218k with Voluntary, Community & Social Enterprises (VCSEs)

Through our “Buy Social” strategy, we are looking to increase expenditure with trading VCSEs for:

- ▶ Meeting and conference facilities
- ▶ Accommodation and subsistence
- ▶ Catering
- ▶ Storage

Recent commitments include buying sundries from Fruitful Office and arranging a conference at the Signing Tree



**FRUITFUL
OFFICE**

Fruitful Office is a social enterprise, providing fresh UK fruit and sundries. Fruit is sourced as locally as possible from responsible suppliers. They are a circular economy advocate, also planting 1 tree for every box of fruit sold and donate all surplus fruit to UK charities



**signingtree
venue**

The Signing Tree Venue is a conference centre in Birmingham. As a social enterprise ran by the Deaf Institute, it supports people with a sensory loss. Proceeds help to deliver vital services to vulnerable and disadvantaged people



Alstom Supplier CSR Awards: We are a winner!



- ▶ Telent selected as the winner of the “Tackling Economic Inequality” Award (Large Company category) at Alstom’s inaugural UK and Ireland Supplier CSR Awards
- ▶ This recognises our work on supplier diversity and contribution to local economic impact
- ▶ As a global leader in sustainable mobility, Alstom have launched the awards to celebrate their suppliers' achievements in this area and how well they support Alstom's agenda

ALSTOM

• mobility by nature •





CDP 2024: Supplier Engagement Leader



- ▶ Recognised on the CDP A List in 2024 for excellence in supplier engagement and transparency on Scope 3 emissions
- ▶ Puts Telent in the top-tier of organisations globally – top 2% of 23,000 organisations
- ▶ Demonstrated robust supplier engagement strategies to drive emissions reductions across the value chain
- ▶ Achieved leadership status through comprehensive disclosure, target setting, and value chain collaboration

Supplier
Engagement
Leader



2024

Procurement ESG: Social KPIs



OBJECTIVE

Drive measurable Social and Local Economic Value (SLEV) through supplier diversity and development

Corporate

Customer



KPIs & Targets		FY24	FY25		FY26	
	% UK spend with Micro, Small & Medium Sized Enterprise (MSME) suppliers	Continue to exceed the 33% Government/customer target for MSME spend	56%	50%	55% -	33%
	Local community/economic value created by our diverse UK supplier spend	Measured using Social Value Framework	£80m	£76m	£80m -	TBC
	Procurement hours dedicated to supplier development and customer SV commitments	100 hours p/a shared across customer contracts	105	100 -	108 ▲	110



▲ ▼ – Positive or neutral trend
▲ ▼ – Negative or neutral trend

*Figures based on using the regional GVA Multipliers in the National Themes, Outcomes and Measurements (TOMs) Framework 2022 for NT18 - Total amount (£) spent in local supply chain through the contract and NT19 - Total amount (£) spent through contract with local micro, small and medium enterprises (MSMEs) for Telecommunications services





Building supplier capacity for sustainability and social value

We commit **110** hours annually to collaboration projects that promote social value and development

- ▶ Support includes expert advice, training, practical help, and best practice sharing to keep suppliers 'contract ready'
- ▶ Available to suppliers and any VCSE in our contract areas
- ▶ Contributes to bid and customer-specific social value commitments
- ▶ Over **15** unique case studies in FY25, including recent Supplier Engagement Event

CARBON REDUCTION

ED&I

SOCIAL VALUE

MODERN SLAVERY

UK GDPR

STEM EDUCATION

FORS ACCREDITATION

MANAGEMENT SYSTEMS

CYBER SECURITY



Stakeholder Engagement

Engaging with suppliers, customers, industry partners and internal teams to drive collaboration and deliver measurable sustainability outcomes

- ▶ Hosted annual supplier event with 150+ participants to drive performance around sustainability priorities including diversity, carbon, waste, and cyber security
- ▶ Engaged with customers, teams, and industry partners at 20+ events and forums
- ▶ Showcased ESG procurement capabilities to major customers and potential customers (DfT, TfL, National Highways, Network Rail, Openreach, MSFRS, MoD)
- ▶ Raised the profile of Telent's ESG leadership





Supplier Collaboration: Engagement Events

- ▶ We host annual supplier webinars to provide updates on business performance, sustainability strategy and key priorities including carbon management, waste and cyber security
- ▶ Features contributions from our expert partners
- ▶ Event in May had over 150 participants including suppliers and customers
- ▶ Planning to have two events in FY26



Our Objectives & Plans: FY26 Targets



Our Social Values:

Add community benefit through our supply chain, while ensuring regulation for human rights, labour and diversity is adhered to and that our ethical standards are upheld



Compliance

Customer

3

Legal

1

Focus & Indicators



- ✓ Prioritise socially responsible businesses in procurement
- ✓ Ensure supplier compliance with human rights and labour standards
- ✓ Encourage community benefit through local employment and skills initiatives
- ✓ Support non-trading VCSEs with capacity-building and partnership opportunities
- ✓ Embed social value KPIs into supplier scorecards
- ✓ Incorporate social value outcomes into contracts where possible
- ✓ Provide team training on social value, ethics & sustainability
- ✓ Measure impact using the National TOMs Framework

FY26 Targets



- ▶ **Dedicate at least 110 hours a year to supplier collaboration and capacity building**
- ▶ **Maintain 100% team training completion and zero non-conformances against the supplier ethical code of conduct**
- ▶ **Create two supply chain sustainability case studies, including VCSE engagement**
- ▶ **Issue supply chain diversity questionnaire (top 20% spend)**

Our Objectives & Plans: FY26 Targets



Our Economic Values:

Securing economic value not only for Telent, but all our stakeholders and communities

Compliance

Customer

1

Legal

4



Focus & Indicators



- ✓ Drive regional growth by engaging and investing in MSMEs and VCSEs
- ✓ Promote fair payment practices
- ✓ Enable supplier diversity by removing barriers
- ✓ Champion ED&I across procurement and the supply chain
- ✓ Develop tools to support MSMEs, VCSEs and strengthen compliance
- ✓ Strengthen supplier relationships through direct engagement and events
- ✓ Promote integrity with anti-corruption and bribery training
- ✓ Enhance supply chain transparency

FY26 Targets



- ▶ Publish supply chain regional impact analysis, with MSME and VCSE KPIs
- ▶ Drill down and report MSME spend and payment performance by size
- ▶ Maintain at least 25% social value add (SVA) through spend profile
- ▶ Host one Meet the Buyer event
- ▶ Maintain 100% compliance with anti-slavery training, KPIs and audits

Procurement ESG: Governance KPIs



OBJECTIVE

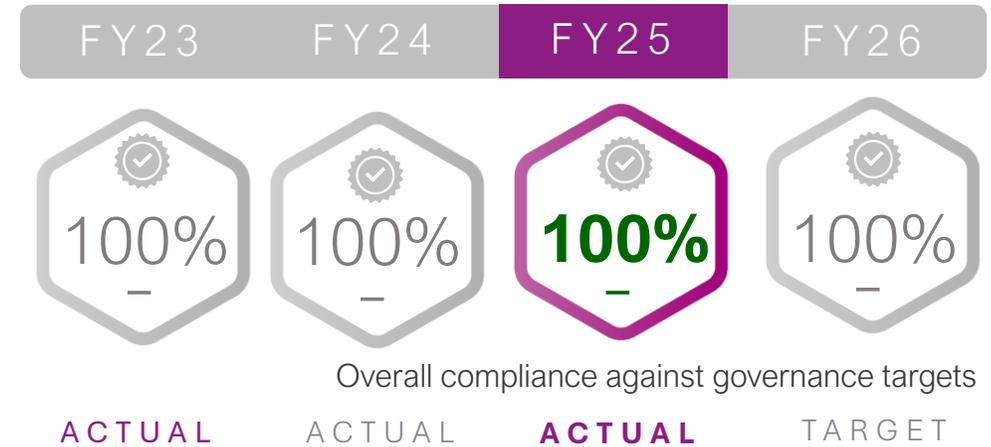
100% compliance, ensuring ethical standards are upheld throughout the supply chain

Customer

9

Legal

14



KPIs & Targets		FY23	FY24	FY25	FY26
	% of suppliers compliant with our Supplier Ethical Code of Conduct	Covering all Telent ethical policies		100% —	100%
	No of internal Modern Slavery & Human Rights compliance audits	Bi-annual compliance reviews against corporate KPIs for external reporting		2 —	2
	Compliance with all customer, legal & industry reporting frameworks	External reporting for Carbon, Social Value, Modern Slavery, Batteries & Accumulators, WEEE, Plastic Packaging Tax (PPT)		100% —	100%
	% of Procurement team receiving annual Ethical Probity training	Through ESG Briefing & e-learning programme		100% —	100%



For more information, visit telent.com/about-us/procurement or email procurement@telent.com

[Click here](#) to view our Supplier Ethical Code of Conduct online

This report has been prepared for information purposes only. Whilst care has been taken to ensure the accuracy of the data and examples presented, the information is provided on an illustrative basis and should not be regarded as exhaustive. References to organisations and community initiatives reflect engagement activities undertaken and are not intended as endorsements of specific organisations. Telent accepts no liability for any reliance placed on this report beyond its intended purpose of providing insight into our approach and impact.

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