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SUSTAINABLE PROCUREMENT:

Equality, Diversity & Inclusion (ED&I) in our Supply Chain

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Overview

High-level overview of findings, insights and what they mean



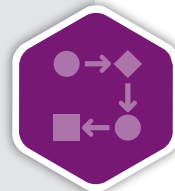
Purpose & Scope

Why the analysis was undertaken and what is included



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How supplier and workforce data was collected, weighted and validated



Supplier Workforce Diversity Profile

The demographic makeup of supplier workforces delivering Telent contracts



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Overview

This report marks our first step in understanding the people within our supply chain who deliver Telent's services, moving beyond diverse supplier spend to capture the real social impact created through our procurement.

- ▶ A voluntary diversity monitoring survey was shared with suppliers representing 80% of our UK spend in FY25. The approach was designed to be simple and inclusive, recognising that almost 70% of our suppliers are micro, small and medium-sized enterprises (MSME) and voluntary, community and social enterprises (VCSE)
- ▶ Suppliers were able to use an accessible digital tool and, where they did not already collect this information, share it directly with their workforce. This supported wider participation, improved consistency of data capture, and helped increase transparency across our supply chain
- ▶ The findings cover 6,673 people from 54 organisations, including 596 directly supporting Telent contracts. Overall representation is encouraging, with strong minority ethnic diversity, while lower female representation in technical and field roles reflects wider sector trends
- ▶ Notably, 37% of suppliers confirmed that Telent contracts have created new jobs and training opportunities across the supply chain. This baseline provides a strong foundation to track progress and strengthen the wider social and economic value generated through our procurement activities

37%

of suppliers
created **new jobs**
through Telent
contracts

Purpose & Scope

Our approach is focused on people as well as performance, aiming to leave a positive and lasting impact on the individuals and communities connected to our procurement activity.

- ▶ We invest significantly with suppliers in every UK region, including £286m of UK spend in FY25, with 55% directed to MSMEs and VCSEs, supporting local jobs, skills development and inclusive economic participation
- ▶ This diverse network of suppliers brings together different backgrounds, experiences and specialist expertise, strengthening innovation and resilience while enabling us to deliver reliable, future-ready solutions for our customers
- ▶ Our FY25 activity generated over £80m of Social and Local Economic Value, reflecting the wider social outcomes created for people and communities alongside operational delivery
- ▶ By embedding fair share, fair payment and fair terms, ESG contract requirements and targeted supplier support, we promote equitable opportunities and uphold high standards for human rights, labour practices and inclusion across our supply chain
- ▶ Starting to measure the diversity of people working within our supply chain allows us to evidence the real human impact of our spend, align with customer priorities on social value and ED&I, and identify where further engagement can enhance innovation, resilience and inclusive growth

£9.4m

spent with
diverse-owned
businesses

Purpose & Scope

A proportionate indication of workforce diversity across Telent's core supply chain.

This assessment aims to provide a proportionate indication of people diversity in our UK supply chain. It focuses on key characteristics including gender, ethnicity, disability, LGBTQ+ status, employment and training supported through Telent contracts, to better understand the social impact generated through our procurement.

Coverage

The voluntary survey targeted UK suppliers representing the top 80% of FY25 spend, with responses from 54 organisations covering over one-third of total spend and a balanced mix of supplier sizes (24% micro, 30% small, 20% medium and 26% large). While not fully representative, it provides a proportionate evidence base.

Supply Chain Scope

Responses span 32 industries across technology, engineering, professional services and infrastructure. The assessment distinguishes between overall supplier workforce and those directly supporting Telent contracts, providing a focused view of diversity, employment and skills supported through our procurement.

Boundary Exclusions

Contingent labour spend has been excluded to ensure the assessment reflects areas where suppliers have direct control and accountability for workforce diversity and long-term employment outcomes.

21%
minority-ethnic
Telent-servicing
supplier staff

Methodology

Bespoke, capability-building methodology to capture representative diversity data.



Inclusive Data Collection

Telent developed a bespoke approach to capture key workforce characteristics across our supplier base. Suppliers could submit organisation-level data or, where monitoring was not in place, share a secure survey link directly with employees, enabling us to aggregate and analyse responses on their behalf. This inclusive approach supported participation from MSMEs (almost 70% of our suppliers). The survey was GDPR-compliant, device-accessible and designed to minimise administrative burden while maintaining data quality.

Capability Building and Benchmarking

Participating suppliers received aggregated, anonymised insights into their own workforce diversity, supporting improved transparency and future reporting capability. Results were reviewed against relevant UK industry benchmarks to provide context for representation levels across technical and engineering roles.

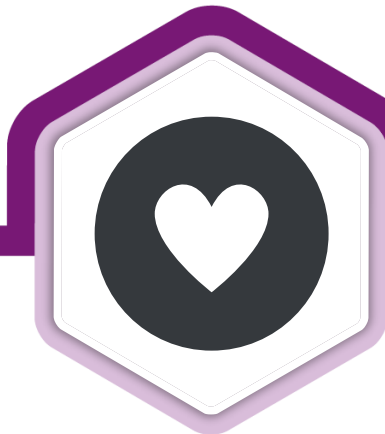
Data Consolidation

Responses were combined using a composite methodology. Organisation-level submissions formed the primary, people-weighted dataset, with individual responses used only where no organisational data was available. This ensured representative coverage while maintaining accurate metrics for both the overall supply chain and those directly supporting Telent contracts.

26%

female-leadership
roles in the supply
chain

Supplier Workforce Diversity Profile: Key Metrics



FEMALE	
Telent-servicing supplier staff	17%
Overall supplier staff	33%
Industry benchmark	17%

DISABLED	
Telent-servicing supplier staff	4%
Overall supplier staff	4%
Industry benchmark	14%

LGBTQ+	
Telent-servicing supplier staff	4%
Overall supplier staff	2%
Industry benchmark	5-10%

MINORITY ETHNIC	
Telent-servicing supplier staff	21%
Overall supplier staff	19%
Industry benchmark	14%



Based on voluntary survey responses from a representative sample of UK suppliers covering 38% of FY25 spend and 6,673 supplier employees, including those directly supporting Telent contracts. Industry references are indicative UK sector benchmarks.





GENDER

17% female supporting Telent contracts

33% in overall supplier workforce, against a 17% industry benchmark



Female representation within roles directly supporting Telent contracts stands at 17%, which is aligned with the typical level for engineering, telecoms and field-based delivery roles

- ▶ This reflects the technical and operational nature of the work delivered through the supply chain rather than contract-specific workforce decisions
- ▶ The higher overall female representation across supplier organisations (33%) indicates that women are more prevalent in corporate, professional and support functions
- ▶ Highlights an opportunity to strengthen progression and entry pathways into technical delivery roles through training and recruitment initiatives across the supply chain



GENDER

26% female leadership roles in the supply chain

Reported female leadership positions across responding suppliers

OVERALL
SUPPLY CHAIN



Female leadership roles in the overall supply chain are notably higher than operational roles directly supporting Telent contracts

- ▶ Indicates that gender diversity is stronger at senior and corporate levels than within technical and field-based delivery functions
- ▶ The figures reflect wider sector trends, where women are more represented in professional, managerial and support roles, with lower participation in engineering and site-based positions
- ▶ This highlights the importance of strengthening progression pathways and early career pipelines into technical roles to support a more balanced leadership profile over time



DISABILITY

4% disabled in Telent-servicing roles

4% in overall supplier workforce, against an industry reference range of 14%



Around 4% of individuals supporting Telent contracts identify as disabled under the Equality Act definition

- ▶ Though below the indicative benchmark, this level is broadly consistent with representation typically reported across engineering and field-based sectors, where physical role requirements and under-disclosure can influence reporting rates
- ▶ The findings highlight an opportunity to work with suppliers to improve accessibility and transparency
- ▶ This includes reasonable adjustments and inclusive recruitment practices within technical delivery roles, while also continuing to encourage voluntary disclosure to strengthen data maturity over time



LGBTQ+

4% LGBTQ+ in Telent-servicing roles

2% in overall supplier workforce, against an industry reference range of 5-10%

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OVERALL
SUPPLY CHAIN



LGBTQ+ representation is higher among individuals supporting Telent contracts, compared with the overall supply chain sample

- ▶ While representation within Telent-servicing roles is higher than the broader supplier workforce, it remains below the indicative industry reference range of 5–10%
- ▶ LGBTQ+ disclosure rates are typically low across engineering, infrastructure and construction supply chains, meaning reported figures may understate actual representation industry-wide
- ▶ As with other diversity characteristics, disclosure is voluntary and may be influenced by workforce demographics, site-based roles and differing levels of confidence in self-identification
- ▶ This highlights the importance of promoting inclusive environments that support open disclosure and improved representation over time

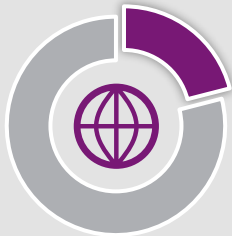


ETHNICITY

21% minority ethnic in Telent-servicing roles

19% in overall supplier workforce, against an industry reference of 14%

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OVERALL
SUPPLY CHAIN



Minority ethnic representation stands at 21% among individuals supporting Telent contracts, compared with 19% across the overall supply chain sample

- ▶ This is ahead of indicative industry rates, reflecting the diverse workforce contributing to our projects
- ▶ This positive position demonstrates the value of engaging a broad, multi-disciplinary supply chain
- ▶ Continued focus on inclusive recruitment, progression and skills development within technical roles will help sustain and further strengthen this representation over time



AGE

Balanced age profile across the supply chain

58% aged 30–49 in Telent-servicing roles and 55% across the overall supplier workforce

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CONTRACTS



OVERALL
SUPPLY CHAIN



The supplier workforce shows a well-balanced age profile, with a strong mid-career core supported by both early-career and experienced employees delivering Telent work

Distribution	19 or under	20–29	30–39	40–49	50–59	60–69	70+
Telent-servicing	1%	19%	32%	26%	16%	5%	1%
Overall	3%	21%	32%	23%	15%	5%	1%

- ▶ This balanced distribution reflects wider engineering and telecoms labour market patterns and supports long-term capability through a blend of emerging talent and experienced practitioners
- ▶ MSMEs in the sample tend to have younger workforces than large suppliers, with a relatively higher proportion of employees under 35, likely due to the nature of civils, fibre and field services roles



TRAINING

103 trainees in the supply chain

17% of overall supplier employees are apprentices (16%) or graduate trainees (1%)

Suppliers reported 103 apprentices and graduates across their organisations

- ▶ This is an important early-career pipeline, especially for technical and field-based roles and shows how Telent's supply chain spend supports skills development
- ▶ Given that the composite supplier workforce is 55% aged 30-49, apprenticeships provide the main source of under-25 talent and form a critical part of future skills capability
- ▶ Smaller suppliers, particularly those in fibre, civils, telecoms build and engineering support reported a higher concentration of apprentices than large suppliers, relative to the size of their workforce, making them a strategic talent lever for MSMEs who cannot easily compete on senior hiring

OVERALL
SUPPLY CHAIN





OWNERSHIP

£9.4m spent with diverse-owned businesses

9% of the responding supplier organisations identified as being diverse-owned



Diverse business ownership in our supply chain spans a range of types under the Equality Act 2010 including minority ethnic, female, disability and veteran-owned businesses

- ▶ We spent £9.4m with these suppliers in FY25, positively demonstrating diversity at ownership and control level
- ▶ The presence of these businesses within the core supplier sample reinforces Telent's strong performance in engaging diverse suppliers across all UK regions, with a broad range of perspectives
- ▶ Supplier diversity supports equitable access to commercial opportunities while contributing to a more inclusive and representative supply chain



GROWTH

37% of suppliers created new jobs through Telent contracts

Based on organisational-level responses

OVERALL
SUPPLY CHAIN



Telent contracts have directly created new employment opportunities in our supply chain

- ▶ This indicates that Telent's procurement strategy is supporting business growth
- ▶ The findings also distinguish between employment supported (roles working on Telent delivery) and employment created (net new jobs attributable to Telent contracts), reinforcing the wider economic and social value generated through our procurement
- ▶ Notably, all suppliers reporting new employment are MSMEs, underlining the positive impact of our procurement approach on smaller businesses and the importance of inclusive procurement

Supplier Workforce Diversity Profile: Next Steps

Building transparency and continuous improvement across our supply chain workforce.

This first baseline provides a strong foundation to deepen our understanding of the people delivering Telent's services and to strengthen the positive social and economic impact of our procurement.

Based on current coverage, we estimate this represents between 1,550-1,700 supplier employees supporting our contracts.

Our focus will now be on expanding coverage, improving data quality and supporting suppliers to build their own capability and transparency:

- ▶ Include a greater proportion of spend and increase response rates year on year
- ▶ Track trends over time to measure progress across key characteristics
- ▶ Embed diversity monitoring into standard supplier onboarding and periodic assurance
- ▶ Work with MSMEs to build capability in collecting and reporting diversity data
- ▶ Use insights to inform social value, skills and employment initiatives
- ▶ Integrate findings into wider Supply Chain ESG reporting to evidence positive social and economic impact

Appendix: Technical Summary

Data Sources

- 54 suppliers participated in voluntary diversity survey
- 35 organisation-level submissions: full-time equivalent (FTE), Telent-servicing FTE, leadership, age, apprenticeships, demographics, growth and ownership
- 51 individual responses to fill gaps for MSMEs
- FY25 Telent Supplier Spend dataset with recorded organisation sizes

Composite Method

- Organisation-level data weighted using FTE (overall) and Telent-servicing FTE
- Supplier-reported percentages were converted back into counts using these bases
- Individual responses included only where no org-level submission existed; each person contributes +1 to overall, and +1 to Telent-servicing if they support Telent
- Telent-servicing counts were apportioned using: $\text{On-Telent FTE} \div \text{Total FTE}$ (capped at 100%)

Population Bases

- Overall composite workforce: 6,673
- Telent-servicing workforce: 596

Age

- Age provided as % or counts; converted to FTE-weighted counts
- Individuals mapped to the standard age bands
- “Prefer Not to Say” excluded from percentage denominators

Apprenticeships

- 103 apprentices reported at organisation level

Leadership Diversity

- Only organisation-level data used
- Leadership defined as manager level and above
- FTE-weighted representation; individual responses excluded

Employment Supported and Created

- Telent-servicing FTE + eligible individuals → 596 roles

- New jobs attributable to Telent demand captured through the survey question (org-level responses only)
- Estimated 1,550–1,700 supplier employees supported across our contracts based on proportional extrapolation reflecting variability in labour intensity across suppliers

Industry Reference Ranges

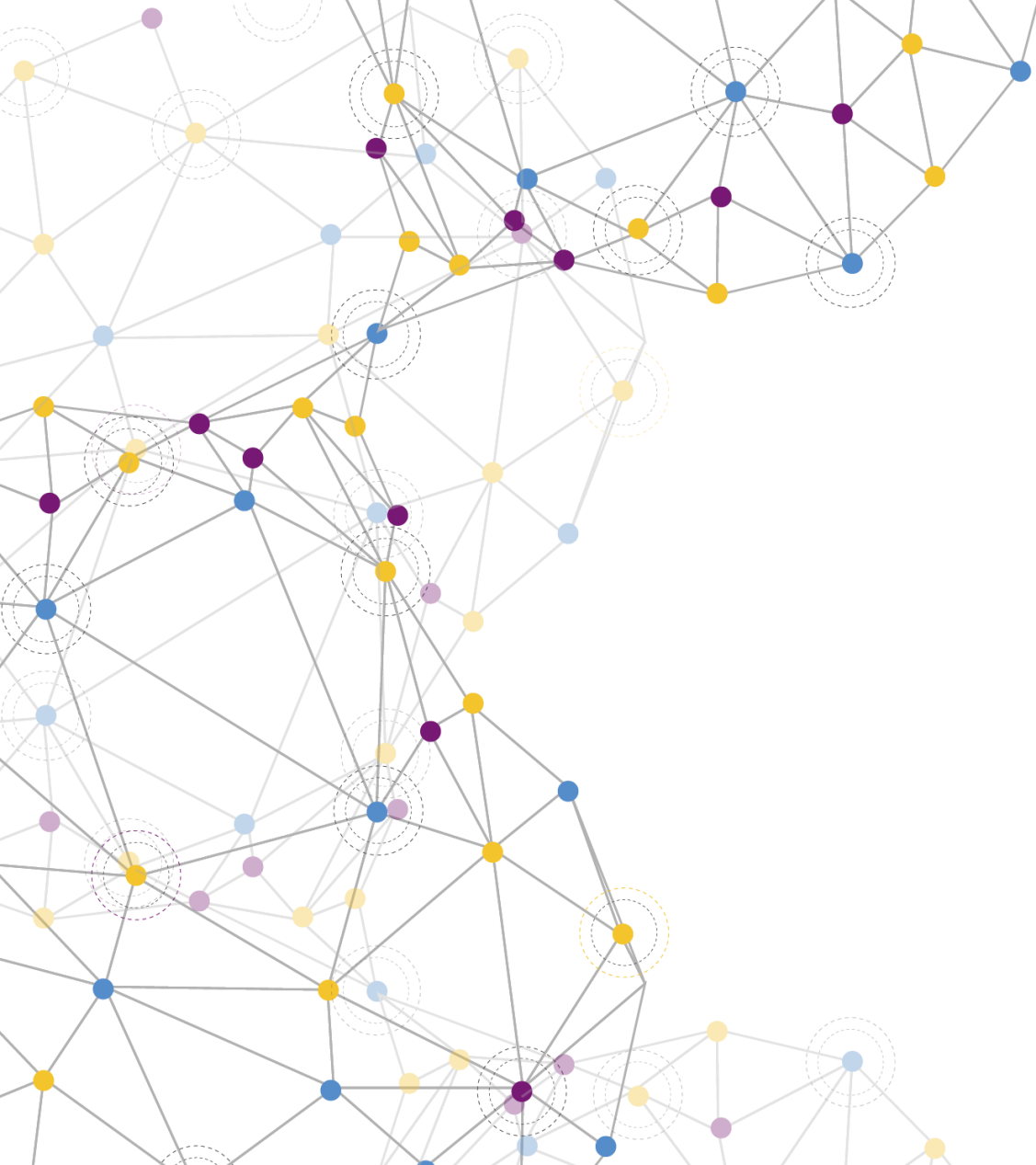
- Female, Disabled and Minority Ethnic benchmarks taken from EngineeringUK’s Engineering and technology workforce data – May 2025 Update
- In the absence of sector-specific engineering/telecoms data for LGBTQ+ representation, we have adopted a 5–10% LGBTQ+ reference range based on published UK employer workforce statistics. Organisations such as the Home Office report approximately 5% representation, while others including the Intellectual Property Office report 8%+ where declaration rates are strong. 5–10% represents a reasonable, evidence-based UK workforce comparator range for benchmarking purposes

Data Quality & Treatment of Missing Data

- Several MSMEs provided data for the first time
- ‘Prefer Not to Say’ responses are excluded from % calculations to avoid distorting representation
- No imputation was applied and all figures reflect actual submitted data
- All weighted conversions audited using the composite FTE methodology
- All data is based on supplier self-disclosure and has been accepted in good faith as an accurate reflection of the information provided at the point of submission

Limitations & Next Steps

- Variation in supplier reporting maturity
- Limited leadership and role-type data from some suppliers
- Relatively small and uneven sample size in certain categories, limiting statistical reliability and year-on-year comparability
- Data is based on voluntary self-disclosure and may be subject to interpretation or inconsistency across suppliers
- Initial baseline year, with improvements in coverage and quality expected as engagement and guidance mature



For more information, contact:
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This report has been prepared using information provided directly by participating suppliers. While reasonable care has been taken to collate and present the data accurately, Telent makes no representations or warranties regarding the completeness, reliability or accuracy of supplier-submitted information. All findings, interpretations and insights are indicative only and should not be relied upon as definitive evidence of organisational performance. Telent accepts no liability for any decisions, actions or outcomes arising from the use of this report or its contents.