

Delivering Impact, Shaping Futures

Our social value framework



Our Social Purpose

Every day we send over a thousand operatives out to work on roads across the United Kingdom to deliver our operations. We also rely on other companies, both local and global, to provide us with the products and services we require to deliver our works safely and efficiently. Without their support, our business would not exist.

We know that businesses do not exist in a vacuum; our company demands time and energy from people across the world. In return, our employees, supply chain partners, clients and local communities expect that we operate responsibility. Through fostering mutual respect and trust, being a responsible business partner, and keeping our promises, we receive our Social Licence to Operate (SLO).

Social value begins with understanding our purpose. It challenges a business to look

beyond its own activities; it is aspirational and belief-driven, an ongoing quest that is forever pursued but never reached.

Our social value framework and strategy, first established in 2023, have helped us create lasting impact at local level across our locations, engaging colleagues and communities in volunteering initiatives, and providing a structured and supportive pathway back into the workplace for individuals that face barriers to employment.

We are proud of our social value achievements secured to date but recognise that there is a need to be even more ambitious, with an even more targeted and localised approach, to ensure we are investing back into our local communities in ways that benefit the individuals that live there, as well as society as a whole.

This revised framework sets out the mission-driven priorities for action at a local level that have been identified and form the bedrock of our approach to social value, guiding the way to building a better world.

Our mission is to get people home safely every day. To do this, we rely on our people to deliver on this promise to our customers, clients and communities.



Social impact guided by local insight

Working on local roads across the UK, our operations directly impact many different communities, and so social value sits at the heart of how we operate. It's not a standalone programme or a box to be ticked — it's part of how we do business. Our approach is based on understanding the places where we work, listening to local people and using evidence to guide what we do.

Understanding Local Needs

Social value priorities for the North of England will be very different to those for the Oxfordshire countryside. To ensure we are mindful of these regional differences, we use local socio-economic data and community insight to understand the issues that matter most in each area. This helps us focus our time and resources where they can make the greatest difference, whilst also ensuring that we support with the levelling up agenda.

National Framework, Local Delivery

Our framework connects national priorities with local delivery. Nationally, we have clear policies, partnerships and reporting structures that set the direction for the Group and deliver value for our clients. These are aligned with the UK Government's Social Value Model and the UN Sustainable Development Goals, ensuring we contribute to shared priorities.

Locally, each depot develops its own plan shaped by regional data and community priorities. Employees are actively involved in choosing the charities and initiatives we

support, helping to make sure our efforts are relevant and rooted in local reality, as well as being entitled to take paid volunteering leave and apply for charitable match funding.

Measuring and Improving Impact

We track our progress through our social value reporting software, which allows us to monitor our performance, learn from experience and keep improving the way we deliver social value.

By combining national consistency with local insight, we've built a practical and accountable approach to social impact that supports our people, our clients and the communities we work in.



2025

Our social impact in numbers

£6.8m social value generated



21 apprenticeship opportunities supported



30 ex-military veterans working with us



644 apprenticeship weeks delivered



25 prison leavers recruited and supported



1,206 hours volunteered in the community



£40k spent with voluntary, charitable and social enterprises (VCSEs)



£87k donated to charities and community initiatives



Local impact with global reach – aligning our social impact with the UN SDGs

8 DECENT WORK AND ECONOMIC GROWTH



£5.95m

4 QUALITY EDUCATION



£584k

11 SUSTAINABLE CITIES AND COMMUNITIES



£185k

3 GOOD HEALTH AND WELL-BEING



£56k

Our Priorities, Ambitions and Goals

Using the UK Government Social Value Model and the United Nations Sustainable Development Goals, we have identified four key social value pillars that form the basis of our framework. Each pillar addresses different stakeholders and has its own purpose, impact aim and key focus areas.

Thriving Local Economies

For our communities & partners

8 DECENT WORK AND ECONOMIC GROWTH



9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



We create quality jobs, support small enterprises and VCSEs and build long-term local prosperity and resilience

Local job creation; sustainable procurement; prioritised spend with SMEs and VCSEs; supplier capacity and resilience

Fair Access to Opportunity

For our people & future workforce

4 QUALITY EDUCATION



5 GENDER EQUALITY



10 REDUCED INEQUALITIES



We remove barriers so everyone – regardless of their background – can learn, work and progress in our industry

Training; apprenticeships and upskilling; targeted support for under-represented groups; progression pathways

Healthy, Connected Places

For our people & communities

3 GOOD HEALTH AND WELL-BEING



11 SUSTAINABLE CITIES AND COMMUNITIES



We promote good wellbeing, mental health and safe, vibrant and cohesive communities

Community safety initiatives; employee wellbeing programmes; volunteering and community support

Planet-positive Growth

For our environment & supply chain

13 CLIMATE ACTION



15 LIFE ON LAND



We reduce carbon emissions, conserve resources and protect biodiversity, partnering with suppliers and investing in technologies to embed sustainability

Emissions reduction; low carbon innovation; circular economy and resource efficiency; biodiversity & nature protection.

Donating our professional services with DIY SOS

Our low-speed traffic management teams in Chevron TM and Class One Traffic Management volunteered their professional services to support projects across the UK.

Temporary traffic management is often needed to ensure the site safety of different projects and events, and we recognise that our operational teams are in a great position to volunteer their time, expertise and professional skills to support charitable events wherever possible.

Over the course of 2025 we have partnered with DIY SOS on six projects across the UK. DIY SOS is a television programme that aims to improve the lives of incredible people in communities across the country by renovating their homes, supported by donations from local tradespeople and businesses.

Our support has consisted of temporary traffic management installation, maintenance, removal, along with equipment rental, such as signage and cones, and operative shifts.

Across the four projects we have donated over £60k worth of professional services and 1156 operative hours, translating to £122k social value overall.



Key Statistics

6

Projects supported in Leicester,
Southampton, Preston, Beverley, Honiton
& Glasgow

£60k

Professional services
donated

1156

Hours volunteered

£122k

Social value generated

Empowering fresh starts with #Evolve

As part of our approach to social impact, our award winning #Evolve Returning Citizens Programme demonstrates the commitment we uphold to creating inclusive employment pathways for people leaving the prison system. Working in partnership with Daruma Training and the prison service, we help individuals gain the skills, qualifications, and confidence to start meaningful careers in traffic management.

Over the past two years, **we have visited more than 25 prisons across the UK and engaged with over 900 prisoners through presentations, interviews, and**

employability sessions. Through these visits, we identify motivated candidates, offer guidance on career opportunities, and deliver training such as the Temporary Traffic Management Basic Course (TTMBC) and T1/T2 qualifications within selected prisons.

To date, **over 200 prisoners have been interviewed, and more than 25 have secured employment within Ramudden UK and our wider group.** These individuals receive continued support through mentorship, travel assistance, and structured onboarding to help them reintegrate successfully.

Our programme not only provides returning citizens with a second chance but also strengthens our workforce with skilled, dedicated employees. By combining practical training, compassionate management, and strategic partnerships with prisons such as HMP Stocken, HMP Sudbury, and HMP Stoke Heath, we deliver measurable social value — reducing reoffending, improving lives, and building stronger communities.





900 individuals engaged with in UK prisons

200 participants interviewed

25 returning citizens recruited

Working together to maximise impact

Social value is most effective when it's shared. We recognise that lasting impact can only be achieved through collaboration – with our clients, supply chain partners and the communities where we work.

We take an open and inclusive approach to social value. Volunteering opportunities, community projects and skills initiatives are shared across our partners so that everyone has the chance to contribute. By working together, we can deliver greater reach and more meaningful outcomes than any one organisation could achieve alone.

Collaboration starts early in our projects. We support our clients to identify and deliver initiatives in the communities closest to our works, ensuring that benefits are visible and relevant to local people. We also participate in social value working groups and industry networks, using platforms to share ideas, align priorities and coordinate activity across multiple organisations.

Our partnerships with training providers, prisons and charities are another example of this collaborative approach. Where we identify individuals in prison who are suitable for work in our industry, we share these details with trusted partners if we are unable to offer a role directly. This ensures that potential talent is not



lost, and that opportunities remain open across the wider sector.

Through this joined-up way of working, we build stronger relationships, create shared value and maximise the positive impact we can make together.

“By working together, we can deliver greater reach and more meaningful outcomes than any one organisation could achieve alone”

“My apprenticeship has helped me grow both professionally and personally. The support and encouragement I’ve received has been incredible.” –
Apprentice feedback

“Our apprentices are part of the team from day one. Seeing them progress and take ownership of their work is something we’re all proud of.” –
Mentor



Apprenticeships

Shaping the future of our workforce

At a time when the UK construction industry faces one of the highest skills shortages of any sector, apprenticeships have never been more important. Government research shows that more than half of construction vacancies are difficult to fill due to a lack of qualified workers, making apprenticeships vital to closing this gap and ensuring a sustainable pipeline of skilled professionals for the future.

Apprenticeships are a vital part of how we build for the future. Investing in the next generation isn't just a commitment — it's something we take real pride in. Our apprentices bring new perspectives, fresh ideas and genuine enthusiasm to our business, helping to strengthen our teams and drive innovation across the Group.

From design and engineering to traffic management, bid writing to sustainability, our apprenticeship programmes offer meaningful, hands-on experience supported by expert mentoring and clear career pathways. Apprentices learn from real projects, gaining the technical knowledge and confidence they need to succeed.

Our design consultancy, Consilium Technical Services, has played a leading role in this journey, going from recruiting their first apprentice to being ranked 39th in the Department for Education's Top 100 Apprenticeship Employers 2025 – not just in the SME category, but across all UK employers. This achievement reflects Consilium's commitment to quality training, diversity and outstanding learner outcomes.

21

**apprentices
supported**

644

**apprenticeship
weeks delivered**

£470k

**social value
generated through
apprenticeships**



The road ahead — strengthening our impact together

The past few years, we've made real progress in embedding social value into the way we work. Our framework, partnerships and local action plans have created a strong foundation — but we know there's always more we can do. The next stage of our journey is about strengthening that impact through collaboration, consistency and long-term commitment.

In the year ahead, we will:

1. Grow the partnerships we have

with organisations that help people facing barriers to employment, as well as identifying and supporting new organisations that align with our values

2. Continue to support our clients and supply chain partners

to improve community wellbeing by volunteering our time and donating our professional skills

3. Encourage and support our colleagues

to make use of their volunteering leave and match funding for fundraising activities that align with our social value policy

4. Foster stronger local relationships

by identifying one community initiative in each region to support long term, helping to build meaningful and lasting legacies

5. Invest in our people

through internal training, apprenticeships and career progression opportunities

6. Align project spending

where possible to benefit local business and voluntary, community and social enterprises (VCSEs)

7. Reduce carbon across our operations and supply chain

by using our PAS 2080 certified carbon management system to guide decisions and support our transition from diesel to zero-emissions vehicles (ZEVs)

8. Strengthen our reporting

by improving the consistency and quality of internal and external social value data

