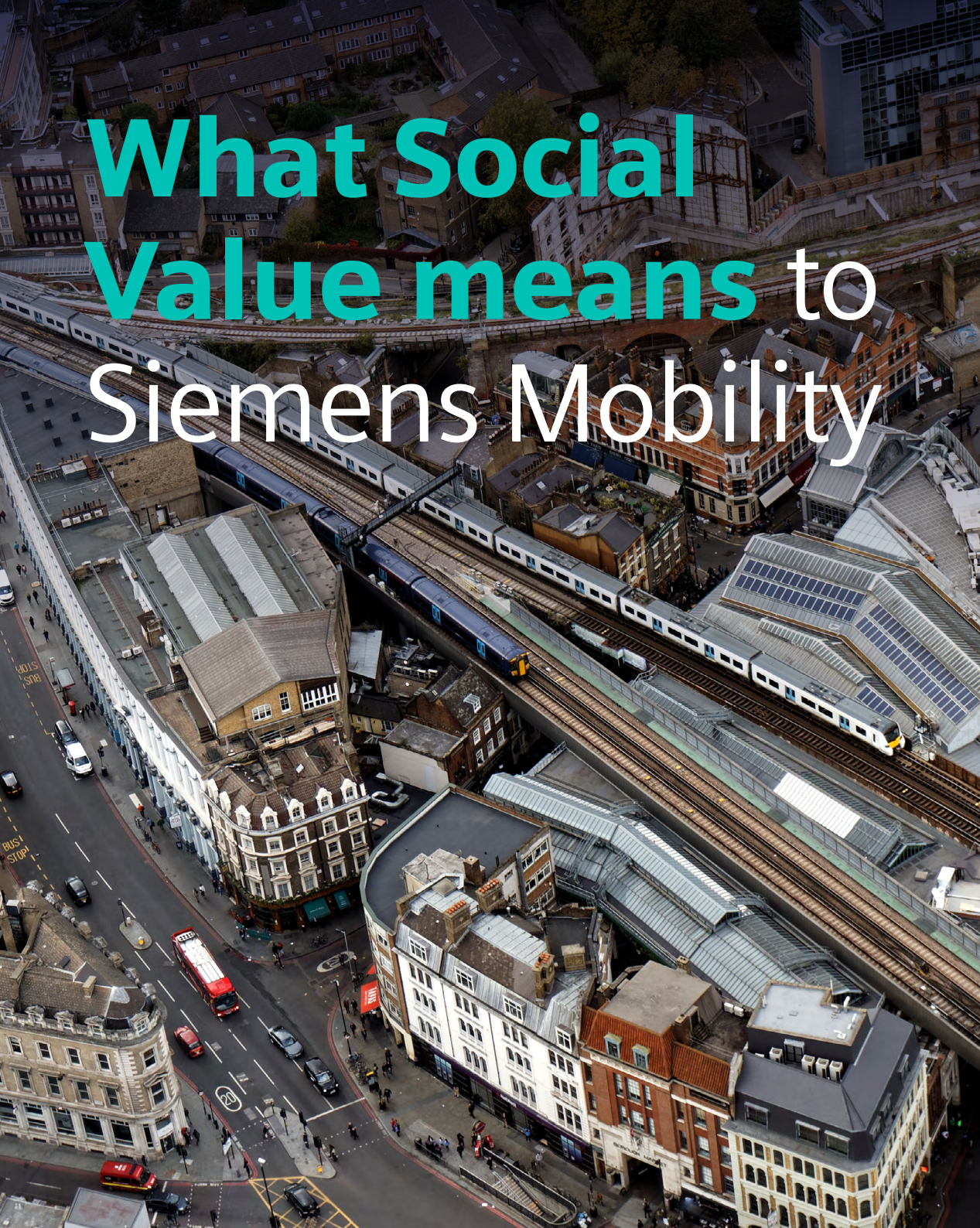


SIEMENS

SIEMENS MOBILITY UK&I

Social Value Framework





What Social Value means to Siemens Mobility

We understand social value to be the creation of long-term, positive impacts on the economic, social and environmental wellbeing of people.

We believe creating social value is about doing the right thing, shaping our business practices to create positive outcomes for communities, customers, employees and the natural environment. As social value requirements evolve, we ensure that our approach is flexible and generates lasting impact.

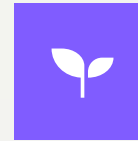
It's important to our customers, our staff, the communities where we work and the wider rail industry.

This Social Value Framework aims to:

- Make clear why social value is important to our business and stakeholders
- Outline strategic themes and goals aligned with business and rail industry priorities to create social value
- Set out our process to maximise and measure the social value Siemens Mobility creates

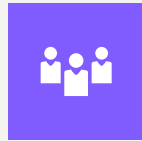
For details of the outcomes that Siemens Mobility have delivered, see our most recent annual Social Value Report.

Siemens Mobility's approach to social value seeks to **maximise impact by**



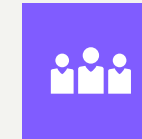
Measuring

Visibility of social value generation supports opportunities for continual improvement.



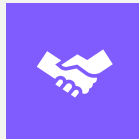
Collaboration

Collaboration with community organisations and rail industry partners to increase the reach and impact of initiatives.



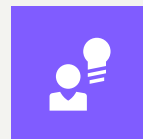
Aligning with industry

Supporting the aims of the British rail industry and aligning with relevant legislation* from across the UK.



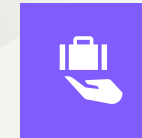
Understanding local needs

Engaging with communities and customers to understand what would benefit them most.



Being flexible

Adapting to evolving socioeconomic requirements and best practice.



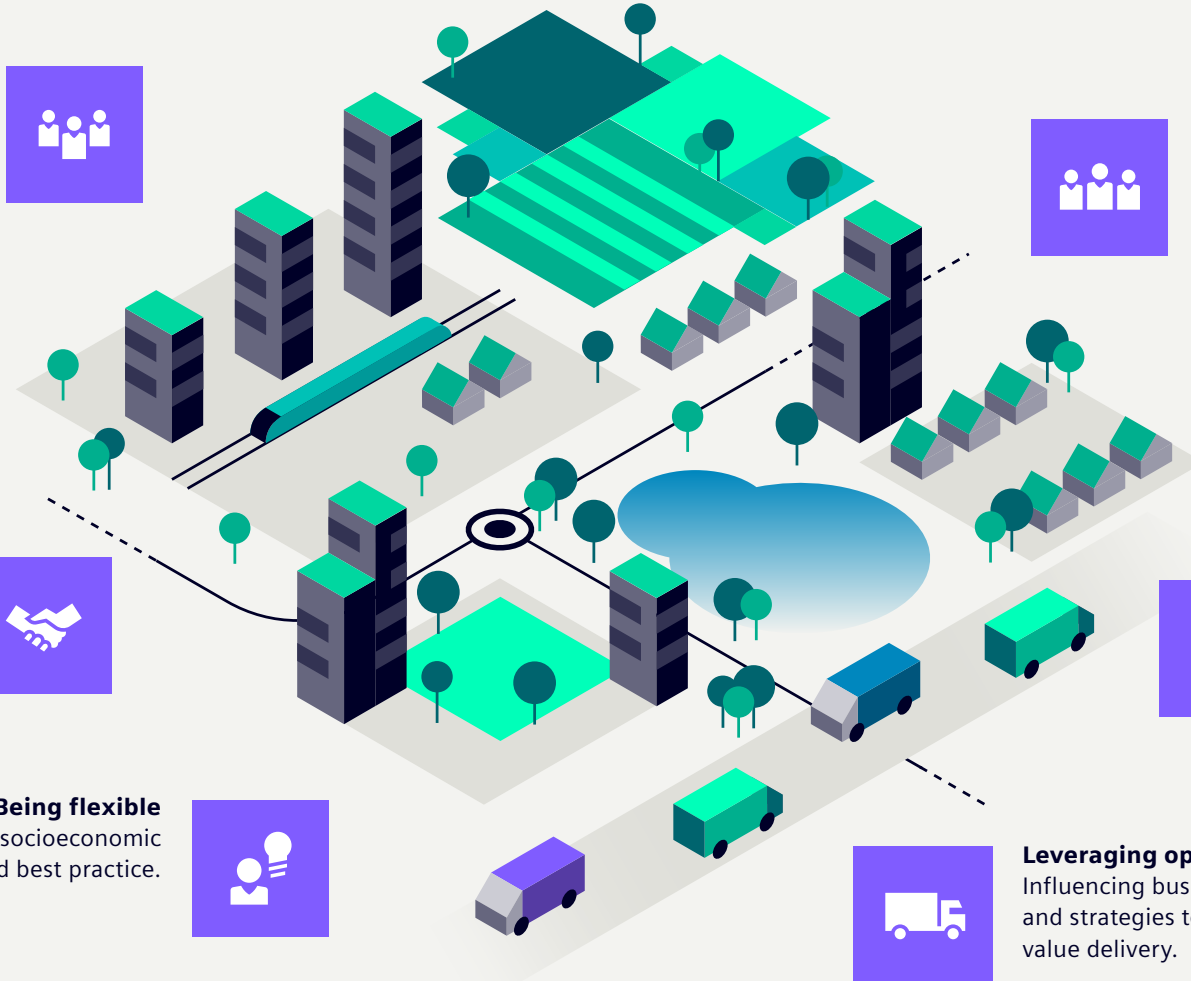
Supporting Social Mobility

Directing our activities to supporting underrepresented and disadvantaged groups.



Leveraging operations

Influencing business activities and strategies to embed social value delivery.



* Includes but is not limited to: the Public Services (Social Value) Act 2012, PPN 002, Procurement Reform (Scotland) Act 2014, SPPN 10/2020, Wellbeing of Future Generations (Wales) Act 2015, Social Partnership and Public Procurement Act Wales, PPN 01/21 Northern Ireland



Sustainability and Social Value

As social value is generated by sustainable business practices, it is closely tied to our organisational approach to sustainability.

Sustainability at Siemens Mobility covers environmental, social and governance topics; it is an integral part of what we do and relevant to every part of our organisation. The DEGREE framework sets out the sustainability priorities for Siemens globally, with clear and measurable ambitions driving positive impacts within our operations and value chain.

All aspects of DEGREE generate social value, particularly the impact area of 'People Centricity and Society'. This Social Value Framework supports and builds on DEGREE to shape the way we do things in the UK, enhancing social value creation by understanding and meeting local needs.

As a member of the British rail industry, our sustainability approach also aligns with the strategic aims of the Sustainable Rail Blueprint, which include maximising social value.

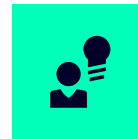


Overview of **Social Value Themes, Goals and Key Actions**

Our social value themes outline five areas where Siemens Mobility is able to deliver strong social value outcomes. The goals demonstrate **what** we are working towards, and the key actions outline the **how**.

Our comprehensive approach is flexible and allows us to adapt to local needs and customer requirements.

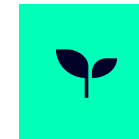
The themes outlined are heavily interlinked. Each theme plays a part in supporting the goals of other themes.



**Employment,
Skills and
Education**



Wellbeing



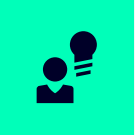
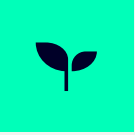
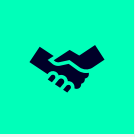
**Natural
Environment**

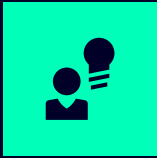


**Responsible
Procurement**



**Diversity,
Equity and
Inclusion**

	Themes	Goals	Summary of key actions
	Employment, Skills and Education	Invest in the next generation	• Deliver our STEM outreach programme • Provide a high quality Entry Level Talent programme into rail (graduates, apprentices and interns)
		Create accessible opportunities for future talent	• Deliver supported recruitment programmes for those facing barriers to employment • Run specialised hiring events and remove barriers in recruitment processes
		Offer great working conditions to recruit and retain individuals	• Continue to be a Real Living Wage Employer • Offer flexible working arrangements and great employee benefits
		Invest in learning and development of our workforce and the wider industry	• Support industry learning via our National Training Academy for Rail • Promote employee-led learning through internal training and external professional development • Deliver career development programmes
	Wellbeing	Support the needs of local communities	• Donating, volunteering and sharing skills initiatives led by local need
		Contribute to the physical and mental wellbeing of the public around the railway	• Support rail safety and suicide prevention initiatives
		Proactively protect and improve physical and mental wellbeing of workers	• Understand and address the persisting wellbeing challenges faced by employees • Provide effective wellbeing services that deliver sustained benefits to employees' lives
	Natural Environment	Protect and enhance the natural environment for local communities and nature	• Reduce negative impacts on our neighbours and the environment by managing air, noise and light emissions • Enhance green spaces within the communities we serve
		Conserve the historic environment and landscape	• Support organisations responsible for conservation efforts including those related to rail heritage
		Reduce our environmental impact and support the decarbonisation of the rail industry	• Reduce our scope 1, 2 and 3 emissions and support customers with their decarbonisation goals through our technology • Promote environmental sustainability initiatives including resource efficiency and circularity
	Responsible Procurement	Provide economic benefits to the UK, working with a local, diverse and resilient supply chain	• Focus on national, regional and local spend opportunities • Spend with and support SMEs and VCSEs
		Strengthen social Value creation in the supply chain	• Enhance understanding of social value in the supply chain • Capture social value outcomes from the supply chain • Collaborate to address shared social value risks and opportunities
		Work with suppliers to embed ethical and responsible practices	• Facilitate responsible practices within our supply chain, products and services to deliver social and environmental benefits • Reinforce ethical procurement practices
	Diversity, Equity and Inclusion	Support underrepresented and disadvantaged groups in our communities	• Support disadvantaged groups via our STEM, careers and volunteering programmes
		Contribute to an inclusive and accessible railway that welcomes everyone	• Consider DEI and accessibility in our products and services
		Establish diverse teams and inclusive workplaces where everyone feels they belong	• Promote and support the work of our employee networks • Apply best practice to be an inclusive employer through recognised accreditations • Provide training and education programmes to embed inclusive behaviour



Employment, Skills and Education

This theme focuses on increasing access to employment, skills and education for all, supporting opportunities to improve social mobility.

This involves developing career skills in local communities, promoting job opportunities in rail and encouraging young people to pursue STEM. Inclusive recruitment practices, investing in the next generation, encouraging staff learning and development, and making Siemens Mobility a great place to work are also key aspects.

Employment, Skills and Education goals

Invest in the next generation

We open opportunities to work by building career skills in local people including offering work experience, providing high-quality entry level talent roles, and encouraging young people to choose a career in rail through our national STEM Programme.

Create accessible opportunities for future talent

Our recruitment processes aim to ensure opportunities are accessible to individuals from all background. Specialised hiring events, including Apprentice Insight Evenings and targeted recruitment programmes are delivered to reduce barriers, supporting people into Siemens Mobility roles.

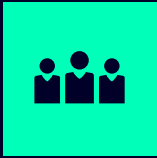
Offer great working conditions to recruit and retain individuals

To attract and retain talent, we strive to create a great work environment that meets the needs of our employees. We pay the Real Living Wage as a minimum with flexible working, job sharing and part time roles that enable people to succeed.

Invest in learning and development of our workforce and the wider industry

Our National Training Academy for Rail (NTAR) supports the industry by upskilling people for careers in rail, helping expand employee knowledge to meet evolving need. Employees benefit from an internal learning platform with individual learning-hour targets, access to career development programmes and mentoring.





Wellbeing

The Wellbeing theme supports the physical, mental and emotional wellbeing of people – of our staff, the travelling public, communities in which we work and the wider industry.

Playing our part, we promote safety around the railway, support local people by working with community organisations through volunteering and donations, and work to create an inclusive workplace with wellbeing support for our employees.

Wellbeing goals

Support the needs of local communities

We aim to make a difference by building meaningful relationships with community organisations to support local needs, particularly those related to rail. Employees are involved through their two annual volunteering days, which we enhance with corporate donations.

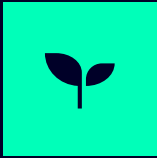
Contribute to the physical and mental wellbeing of the public around the railway

We champion rail safety, working with partners to deliver virtual and in-person sessions to children and young people. We support staff by increasing suicide awareness, equipping them to help vulnerable members of the public they encounter on the railway – and beyond.

Proactively protect and improve physical and mental wellbeing of workers

Wellbeing programmes help employees manage and improve their health, while our 4 Steps to Zero Harm approach puts safety first. Mental Health First Aiders and Wellbeing Champions are positioned across sites, with internal and industry campaigns focusing on relevant wellbeing challenges.





Natural Environment

This theme recognises the benefits that environmental protection and enhancement activities provide to society, particularly the physical and mental wellbeing in communities.

Siemens Mobility's strong environmental ambitions and targets are driven by our commitment to sustainability, with many benefits delivered at and around the sites where we operate.

Natural Environment goals

Protect and enhance the natural environment for local communities

We guard the environmental wellbeing of our neighbours by managing air, noise, and light emissions from our sites. By taking targeted action, we enhance biodiversity and local green spaces through volunteering and community engagement.

Conserve the historic environment and landscape

We collaborate with heritage organisations to celebrate and preserve history, particularly related to rail, through community-led initiatives across the country.

Reduce our environmental impact and support the decarbonisation of the rail industry

Climate change is a crisis for everyone but disproportionately affects the poorest and most vulnerable. We are actively decarbonising our operations and supply chain, while empowering our customers and the wider rail industry through our products and services.





Responsible Procurement

Siemens Mobility is committed to embedding responsible and ethical procurement activities across our business.

We work with thousands of suppliers, the majority within the UK and many of them Small and Medium-sized Enterprises (SMEs). The money we spend supports economic and social value generation across the country, implementing the ISO20400 guidance standard in our approach. Collaborating with and supporting our suppliers to maximise social value is essential to extending the positive impact of the rail industry.

Responsible Procurement goals

Provide economic benefits to the UK, working with a local, diverse and resilient supply chain

Siemens Mobility's strong UK supply chain enables us to engage local suppliers when working at different locations. We maintain a large SME supplier base and are actively exploring ways to increase Voluntary, Community and Social Enterprise (VCSE) spend.

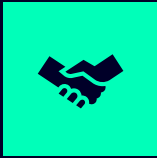
Strengthen social value creation in the supply chain

Our Sustainable Procurement Policy guides suppliers on our social value priorities. Social value is applied where appropriate in tenders, and requirements are shaped to maximise impact. We seek collaborative opportunities with our supply chain to address shared social value goals.

Work with suppliers to embed ethical and responsible practices

Our Partnership with the Supply Chain Sustainability School increases understanding and encourages supplier best practice. We conduct regular reviews of our supply chain processes to proactively identify and mitigate risks associated with modern slavery and unethical labour practices.





Diversity, Equity and Inclusion (DEI)

Our approach to this theme aims to support diverse teams and inclusive culture within our own organisation, the rail industry and wider society.

DEI also underpins the other themes, as this targeted social value approach increases the potential to deliver meaningful impact by supporting the social mobility of underrepresented and disadvantaged groups* within the rail industry and beyond.

DEI goals

Support underrepresented and disadvantaged groups in our communities

We aim to provide equitable opportunities for all, including addressing specific needs of disadvantaged group, for example through volunteering with local partners. We reduce barriers to joining Siemens Mobility through targeted recruitment schemes and inclusive hiring practices.

Contribute to an inclusive and accessible railway that welcomes everyone

We support industry goals of accessible rail for all by improving inclusive design in our products and services. We also look for opportunities to work with initiatives to reduce barriers to rail travel, to deliver meaningful outcomes for people within the communities we work.

Establish diverse teams and inclusive workplaces where everyone feels they belong

Our internal Employee Resource Groups support a culture where everyone can bring their whole selves to work. We deliver training and education for employees to embed inclusive behaviour, and work strategically to tackle challenges specific to underrepresented groups.

* underrepresented and disadvantaged groups include women, those from low-income backgrounds, those with protected characteristics and young people



Managing Social Value

Managing social value through implementing effective processes, recording outcomes and measuring the impact of activities is essential to both ensure success and to learn where we can keep improving our approach.

This Framework provides the foundation for our organisational approach to social value in all business contexts. It brings together the wide range of stakeholders and activities at Siemens Mobility that contribute to social value generation. It also provides the basis for our annual Social Value Report to demonstrate our outcomes.

Delivering for our Customers

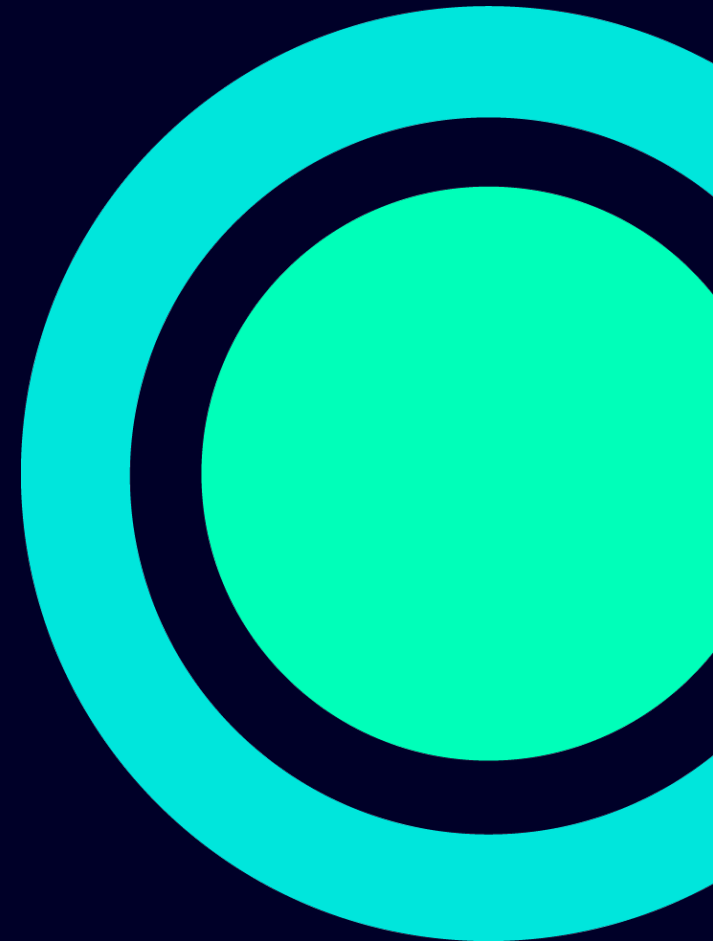
Processes and procedures for managing social value commitments are embedded into contract delivery. These are the responsibility of the contract's senior management and are designed to address the varied requirements of our customers, local communities and other stakeholders, guided by our Framework.

This allows us to both meet our contractual obligations and to ensure we maximise social value by leveraging Siemens Mobility's organisational strengths. We examine successes and improvement areas to drive innovation in our approach for our customers.

Demonstrating Impact

Siemens Mobility takes a qualitative and quantitative approach to demonstrating social value impact. From a qualitative perspective, we collect case studies and personal accounts from people delivering and/or impacted by social value initiatives.

Our default tool for quantifying social value impact is the industry-specific Rail Social Value Tool (RSVT), managed by the Rail Safety and Standards Board (RSSB). The RSVT allows Siemens Mobility to attribute social value figures (£) to outcomes delivered, where data and proxies are available.



Our Core Reporting Measures

These core metrics support the monitoring and reporting of Siemens Mobility's progress to deliver our social value goals. Other metrics may be used where required. Where applicable, these are entered into the RSVT to generate social value figures.

Themes	Metric	Unit	Definition
Employment, Skills and Education	Apprentices hired/retained	FTE	Number of FTEs hired and retained
	Graduates hired/retained	FTE	Number of FTEs hired and retained
	Interns hired	FTE	Number of FTEs hired and retained
	Work Experience hired	Weeks	Number of weeks of work experience completed
	Learning Hours delivered	Hours	Number of pupils in attendance x hours of educational support delivered
	Learning completed	Hours	Total hours of learning completed
Wellbeing	Number of Wellbeing Champions	Individuals	Number of individuals who have completed Wellbeing Champion training
	Number of Mental Health First Aiders	Individuals	Number of individuals who have completed Mental Health First Aiders training
	Total donated to community initiatives	£	Donations to fund community initiatives
	Hours of volunteering completed	Hours	Number of hours of volunteering completed, including preparation and travel time
	Hours of wellbeing support delivered	Hours	Number of pupils in attendance x hours of wellbeing support delivered
	Number of pupils engaged with rail safety sessions	Schools	Number of pupils engaged with rail safety sessions via the Rail Safe Friendly Programme
Natural Environment	Hours of environmental volunteering completed	Hours	Number of hours of volunteering completed, including preparation and travel time
	Hours of heritage volunteering completed	Hours	Number of hours of volunteering completed, including preparation and travel time
	Waste diverted from landfill	Tonnes	Tonnes of waste diverted from landfill
Responsible Procurement	Spend with SMEs	£	£s spent in the UK with Small and Medium-sized Enterprises
	Spend with Non-Profits	£	£s spent in the UK with non-profit organisations
	Spend with suppliers based in the UK	£	£s spent with suppliers based in the UK
	Training hours delivered for the supply chain	Hours	Hours of training facilitated by Siemens, completed by Siemens Supply Chain
	Hires in our supply chain from a focused employment initiative	Individuals	Number of FTEs hired. Including breakdown various defined characteristics
Diversity, Equity and Inclusion	No. individuals hired/retained from a focused employment initiative	FTE	Number of FTEs hired retained. Including breakdown various defined characteristics

