



SIEMENS MOBILITY UK&I

Social Value Report

2025

SIEMENS



Foreword

It is a great pleasure to share Siemens Mobility's second Social Value Report. Our award-winning approach to creating positive impact for local communities, the natural environment, customers, employees and wider society remains at the forefront of our business, not simply as a deliverable, but as a fundamental part of our values and how we operate.

In this report, released in the 200th year of the railway, we celebrate the positive impact Siemens Mobility is having across the UK as part of the rail industry.

Working alongside strategic partners and supported by incredible colleagues from every part of our business, we have continued to make a difference in the communities we serve.

Our data, from financial year 2025 (FY25) unless otherwise stated, illustrates the scale of our impact across the UK, with a selection of case studies to bring this to life.

As always, our outcomes are driven by our Social Value Framework, aligned with rail industry priorities. These high-level goals are balanced with local requirements, as we strive to understand and meet the needs of the people and communities we interact with. The strategic partnerships we have established are a critical part of this approach.

It is good to pause and reflect on what has been achieved over the past year. We also look forward to continuing our approach as we deliver trains and rail infrastructure from Britain, for Britain.

Rob Morris
Joint CEO

Marko Feulner
CFO and Chair of
the Board

Sambit Banerjee
Joint CEO

Our impact in Britain

180

year heritage
in Britain

5,929

community volunteering
hours completed

£466m

spent with UK
based suppliers

134

schools engaged through
our STEM programme

76,179

students reached
with Rail Safe
Friendly

5 SEND interns completed
supported internships

264

entry level talent
hired and retained

19

community green
space activities
supported

Our approach to delivering social value

We believe social value is about doing the right thing, shaping our business practices to create positive outcomes for local communities, our customers, employees, supply chain, the natural environment and wider society.

We have identified five themes through which Siemens Mobility can deliver strong social value outcomes. These are aligned to our business strengths, rail industry priorities and stakeholder needs.

They also provide the structure for our Social Value Framework and this report.

Our themes are interlinked and underpinned by a commitment to supporting those in our local communities facing the greatest challenges. Each theme has a set of goals linked to processes within our business to drive the delivery of outcomes.

To understand more about our approach to social value, take a look at our website.



**Employment,
Skills and
Education**



Wellbeing



**Natural
Environment**



**Responsible
Procurement**



**Diversity,
Equity and
Inclusion**

About Us

Siemens Mobility builds and maintains trains and rail infrastructure right here, in Britain. Our teams work tirelessly behind the scenes, supporting the movement of goods by freight as well as millions of people's everyday journeys.

With 180 years of history in the UK and around 30 permanent sites nationwide, including significant manufacturing facilities in Chippenham, Goole and Ashby, we have deep connections with communities across the country. Our work in the communities in which we operate can be for months or years at a time, as we support rail travel and transport for everyone.

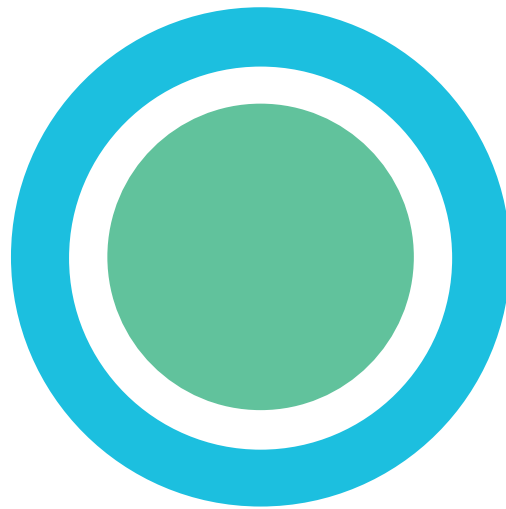


Measuring **impact**

The Rail Social Value Tool (RSVT) has been used for select case studies to measure the impact of our outcomes and provide a quantifiable social value figure (£).

The RSVT allows us to quantify and compare the value of certain outcomes, alongside additional information. As not all outcomes can be matched with a social value figure (£), we have selected those where our available data matches appropriate social value metrics.

Details of how we calculated all social value figures included in this report can be found at the end of this document.



Multi-**award-winning**

We are delighted to have been recognised for our social value contributions several times in 2025. Siemens Mobility is the proud winner of the Women in Rail Social Value Award, recognising the strength of our organisational approach and social value ethos within the British rail industry.

This award is a powerful reflection of the success of our Framework, underpinned by our employees' commitment to creating positive outcomes for people across the UK.

Our Goole Rail Village was honoured to receive a Special Award at the National Rail Awards, and a Special Recognition Award at East Riding of Yorkshire Chairman's Awards.

These are outstanding acknowledgments of the contribution Siemens Mobility makes to Goole's local economy and community.

Councillor Anne Handley, Leader of East Riding of Yorkshire Council and Councillor for Goole North, said,

"This company has done so much. It's easy for big companies to donate money, but they donated time, energy, and volunteers as well as investing financially. They had the confidence and vision to invest in the area, and as a result has set a precedent, making Goole the North's next boom town."





Employment, Skills and Education

We increase access to employment, skills and education through STEM, Entry Level Talent, targeted recruitment and career development programmes.

At a glance

134

schools engaged through our STEM programme

264

apprentices, graduates and interns

96

work experience placements delivered

180,398

learning hours completed*

Real Living Wage accredited

*latest data available from FY24

Inspiring local children through STEM

Our STEM (Science, Technology, Engineering and Maths) outreach programme continues to engage with schools across the country. We reached 134 this year, supported by our **103 STEM Ambassadors**.

A regular STEM Club at Mount Pleasant Primary School, Newport, provided hands-on experiences that made engineering fun and accessible. At Hempland Primary School, York, we sparked curiosity through a creative building challenge that encouraged teamwork.

We also offer site visits for young people to increase awareness of careers in the rail industry. This year included hosting three pupils from Hollybrook Academy, Glasgow, who visited Shields Maintenance Depot. They spent time with our Siemens Mobility team touring the maintenance building, learning more about the Class 380 fleet and how important safety on the railway is.





Case Study

Raising aspirations with Primary Engineer

2025 marked our fifth year running the Primary Engineer programme in Goole, part of our ongoing commitment to the community as we deliver the new Piccadilly line trains.

The programme inspires young people by introducing engineering concepts early, while equipping teachers with skills and resources to sustain this learning. This year, the scheme created **£164,857** of social value.

We supported a new cohort of 1,219 primary-age pupils in twenty local schools by upskilling teachers and providing resources to deliver rail-focused engineering sessions. An event was hosted to establish a working relationship between the teachers and Siemens Mobility volunteers, building confidence in delivering STEM Projects to pupils.

This concluded in a celebration event attended by 90 pupils. The day consisted of students engaging with engineering professionals, tackling a shoebox and electrical locomotive challenge.

"The children were always so enthusiastic when hearing that they were doing the programme in their daily timetable and would often cheer!"

Emma, Teacher, North Cave CofE Primary School

Case Study

Developing a bespoke programme

Sixty Year 9 students from the BOA Academy in Birmingham completed a six-week signalling school programme, designed and led by local Siemens Mobility colleagues. The programme enabled participants to follow the journey of engineering signalling design through to the reality of delivery.

Students designed and built their own rail circuits, using Python coding to operate signalling systems and testing them using model trains. The initiative concluded with a site visit to Birmingham New Street station to see the reality of the topics discussed.

"This opportunity was extremely helpful and valuable to me and [...] was an incredible introduction to what is done at Siemens"

Khalid, student, BOA Academy





Supporting pathways into employment

Siemens Mobility attended numerous careers events across the country this year, working with local organisations to support aspirations and promote pathways into employment.

In Crewe, we partnered with MPLOY Solutions, an organisation working to ensure young people are fully prepared for the future workplace. Our staff helped a group of Year 10s prepare for the workplace by participating in mock interviews.

Near our Three Bridges depot in Crawley, Customer Service staff attended a community job fair which brought together local employers to promote job opportunities. We shared the numerous pathways available into our roles, with attendees eager to learn about career opportunities and apprenticeships available with Siemens Mobility.

We also delivered **96 work experience placements** at locations across the UK over the course of FY25, giving young people the chance to explore the real world of work and learn more about careers in rail.

Case Study Playing our part in a rail work experience programme

We were delighted to support the TransPennine Route Upgrade (TRU) West Alliance with their first work experience week.

Students spent a day at our offices exploring how rail signalling works, meeting current graduates and apprentices, and learning about the routes into their roles. The group gained insights into how we work together in the delivery of TRU.



Case Study Chippenham Work Experience Programme

Over a two-week period, twenty-nine Year 10–12 students from local schools visited our Chippenham site, gaining immersive, daily experience in Research & Development, Signalling Design, and Control Systems to inspire them towards engineering careers.

The students engaged in two exciting projects. One group learned to build and program a basic railway safety system using small electronic components and simple coding. At the same time, the other group helped assemble and test a specially designed tabletop location cabinet in a real factory environment.

Also included was a session with our Entry Level Talent team, sharing insights into the opportunities available and potential pathways to work with Siemens Mobility.

Supporting people into work with Siemens Mobility

We have various programmes and approaches to bring people into work with Siemens Mobility, aimed at removing barriers and giving people the support they need.

Investing in the next generation

We continue to support the next generation into the rail industry through our excellent Entry Level Talent (ELT) programme, which created £10.7m in social value this year. Our 264 ELT members hired and retained in FY25 was made up of 180 apprentices, 59 graduates and 25 interns.

Graduates and apprentices are hired for a permanent position, continuing their employment and development with Siemens Mobility after their programme ends. With placements across the business to gain experience and exposure, ELT members can build their professional network and equip themselves with the tools they need to succeed.

They also benefit from access to mentors, who support personal development and provide insights into the business and their own extensive knowledge.



Case Study

Increasing access to our apprenticeships

Our annual Apprentice Insight Evenings are an important initiative to remove barriers to our apprenticeship opportunities. By engaging with nearby schools at four of our key locations this year, local Year 11, Year 13, and final-year college students discovered a wide range of Level 3+ apprenticeship opportunities within our organisation.

These sessions equip students with valuable insights into the recruitment process and provide practical guidance on how to prepare, ensuring equitable access through application. With clear and accessible information, we demystify the application journey and empower students to take steps toward their future careers. Attendees also benefit from direct interaction with hiring managers, creating meaningful connections, informed decision-making and confidence.

This approach contributes to making our opportunities accessible to all, resulting in **six successful hires**. Degree Apprentice Adam Williams said,

"The event gave me a much deeper understanding of the apprenticeship structure and the application process. The tips we received for writing CVs and cover letters, and meeting current apprentices, gave me the skills and confidence to apply for my role at Siemens Mobility."

Case Study

Supporting veterans to transition into civilian roles

Our Military 2 Rail programme continued in 2025, bringing 15 more ex-military personnel into roles with Siemens Mobility and creating **£190,664** in social value. The programme supports veterans as they transition into civilian careers through training and wellbeing support. The support provided begins before applicants become employees, to help tackle the challenges faced when applying for roles.

Partnering with the Careers Transition Partnership, we attended five military careers fairs to share opportunities and explain our recruitment process. We hosted twenty-two attendees for an inclusive Assessment Centre at NTAR, led by ex-military colleagues to support veterans through their first civilian interview experience.



*latest data available from FY24

Developing our people

Continuous upskilling and reskilling are essential for our people to stay employable for life. We actively encourage learning and development, with employees benefitting from access to an internal learning platform, career development programmes, supported growth with professional bodies and mentoring.

Our commitment to lifelong learning is more than words – we set aside time for all employees to grow and are creating the culture to support that.

Siemens Mobility employees spent a total of 180,398 hours on learning in FY24 (latest audited data), 78,059 of which were digital learning hours. Learning hours created a total of **£4,066,170** in social value.

Siemens' learning platform, My Learning World, offers thousands of courses. From soft skills to role-specific training, individuals are empowered to shape their development around personal and professional goals, reach their full potential and thrive in their careers.

Case Study Career Foundation Programme

Developing future leaders across Siemens Mobility, this year, a total of 55 employees across 2 cohorts have been part of our 6-month Career Foundation Programme (CFP). Available to individuals of all levels of experience, the CFP offers access to foundational skills critical for career development.

The programme includes mentoring from senior leaders, alongside training designed to strengthen soft skills. Participants gain exposure across the business, opening opportunities to explore new areas, all while building a strong professional network. The CFP created £303,829 in social value this year.

Nayesha Tejura, now Regional Finance Manager, is one employee who has been promoted following the programme. She said:

"The CFP helped grow my career confidence and enabled me to gain different perspectives, playing a key role in my progression. Through the different modules, I was able to take control of my own development, recognise my strengths and build a wider network across the business."





Wellbeing

We continue to support the health and wellbeing of our people and the communities around our sites.

At a glance

£55k

donated to charities

5,929

community volunteering
hours completed

162

organisations
benefitted

76,179

students reached with
Rail Safe Friendly

100

Mental Health
First Aiders

Impact through donations

Our aim is to make the money we donate impactful. We do this by providing additional support such as volunteering, agreeing outcomes with partners and directing spend strategically to relevant causes. This year, we donated a total of £54,970 to various causes.



Case Study

Proud to partner with Samaritans

We're proud to have formed a new relationship with Samaritans, our first charity partner as voted for by Siemens Mobility colleagues. Since 2010, Samaritans has worked closely with the UK rail industry through its Rail Suicide Prevention Programme.

Following a £25,000 donation from Siemens Mobility, our employees are continuing support through fundraising and volunteering. Stories like colleague Neil Land's, who raised £600 for Samaritans by restoring and auctioning a vintage Raleigh Griter in memory of his nephew Daniel, remind us why this work matters.

"Support from partners like Siemens Mobility is invaluable... we are very grateful as it has improved the aesthetics of the room for all our volunteers, and we look forward to seeing what we can achieve together."

Samaritans Branch Manager, Chippenham

Continuing our support for Community Rail

Since 2017, our partnership with the **Community Rail Network** has been a cornerstone of our social value approach. This year, we have supported six different Community Rail groups across the country on a variety of projects.

Together, we're always exploring new ways to expand our support of grassroots railway initiatives as a corporate partner.



Case Study

From platform to planting

We've visited Mauldeth Road station three times this year, continuing to support the Friends of Mauldeth Road in their efforts to keep the station inviting.

These regular visits ensure we're available to assist the group when needed, helping to advance their work to make a visible difference for passengers and create pride in the local community.

During Community Rail Week, seven volunteers pitched in to lay wood chippings and gravel, and plant flowers – enhancing the station's appearance and providing extra hands for larger tasks to accelerate progress over the summer.

"The site is already attracting positive attention from locals and will be a welcome addition at the station."

Pat McGuinness, Friends of Mauldeth Road Secretary

We are proud to share that this year, two of our employees have become Trustees for the Rail 74 Community Rail Partnership (CRP) near Glasgow.

This is in addition to our existing employee Board membership with Transwilt's CRP. Our involvement has facilitated various volunteering days across numerous sites, deepening our relationship with Community Rail Network in a first for their corporate partners.

Case Study

Supporting youth development and exploring careers

In Edinburgh, a team of Siemens Mobility volunteers spent the day at 6VT Youth Café's Easter Holiday Club.

6VT Youth CRP is a youth-led organisation that aims to make the rail network safer, more inclusive, and accessible for young people.

Hosting a careers Q&A and STEM challenge, Siemens Mobility volunteers shared their career journeys in rail, sparking interest in the exciting projects they are working on in the local area. During the STEM challenge, the young people designed and raced go-karts, encouraging creativity, teamwork, and problem-solving.

"It was great to take time out to engage with the next generation. The creativity and enthusiasm on display were truly impressive."

Zivile Jasinskaite, Environment & Sustainability Advisor



Volunteering in **local communities**

At Siemens Mobility, we're proud of the collective impact we make through volunteering, which every employee can take two days out of work annually to do.

Over the past year, 598 of our dedicated staff have spent **almost 6,000 volunteering hours** in local communities, actively supporting important causes that truly matter to them, our business and the people around our sites. Emma Latham, Bid Engineer, said of her experience,

"It was extremely rewarding to know that our hard work was supporting this wonderful local group and the team thoroughly enjoyed being outside, working together."

Case Study

Transforming spaces in Lincoln

Colleagues at our Bogie Service Centre (BSC) in Lincoln have been supporting local charity 'development plus' through volunteering, donating and fundraising. The charity's work supports people experiencing disadvantage in Lincolnshire, building their confidence to access further local services.

A team of seven colleagues transformed the tired community space into a vibrant, welcoming hub that reflects the amazing work the staff do for the local area. We were pleased to play a part and to receive lovely feedback from those working in the space. The BSC also organised a fundraising bake sale raising £200, with a further £250 donated by Siemens Mobility.



Building local relationships

Alongside our strategic partnerships, we work with a variety of smaller, local organisations which are aligned with our priorities to provide them with regular support.

Employees are encouraged to build long-term relationships with charities tackling local issues, harnessing the passion of our sites to make a difference within their communities.



Case Study

Manchester Youth Zone (MYZ)

As our work has increased in the local area, we've strengthened support for MYZ; a vibrant, welcoming space for young people. MYZ plays a vital role in a community experiencing high unemployment rates, with 11% of 16 to 18-year-olds not in employment, education or training (NEET). Part of their offering includes CV workshops and interview preparation.

Our colleagues volunteered 18 hours to support after-school activities this year, getting involved in everything from arts and crafts to sports. These moments of connection made a difference to the young people and left a lasting impression on our team.

Our £2,000 donation toward running costs helped MYZ to remain free and accessible to all young people in the area. Building on this, our Supply Chain Management team held a fundraising event in October 2025 for a much-needed media suite.



Case Study

Making a difference in Goole

Our team in Goole has shown unwavering support for local causes for years, with their contributions recognised through the National Rail Awards Special Award.

This year was no different, as volunteers contributed another 24 hours to the Two Rivers Community Pantry, a social foodbank, alongside a £5,000 donation for toys and gifts. 30 colleagues also refreshed the Pantry through a painting and decorating project, creating a more welcoming space for the community.

Employees also completed 108 hours of volunteering work at Kingsway Primary School, a local school we also support through our Primary Engineer programme. Volunteers created an engaging outdoor learning and play environment for the children.

"We are delighted with the finished result – it's a fantastic space. It has brought so much excitement and opportunity for outdoor learning and play, and it's been lovely to see them start to explore and engage with it so enthusiastically".

Kingsway Teacher

Collaborating with industry partners

The rail industry achieves great things when we come together. This year we have purposefully undertaken more volunteering activities alongside customers, suppliers and other partners.

Case Study

Core Valley Lines Riverside

Our Core Valley Lines (CVL) Transformation project came together with our partner Daz Lift and Shift for a two-day volunteering project at the Riverside Veterans Retreat. Set in the Brecon Beacons, the retreat supports veterans living with PTSD, local children, and community groups through outdoor activities and wellbeing programmes.

The team of eleven helped to install a 360m² access track and parking area to improve accessibility for service users. Over 160 tonnes of locally sourced stone was laid on non-woven geotextile membrane provided by CVL partner, Amey. With machinery supplied and operated by Daz Lift and Shift, it was a collaborative effort to support the local community.





Raising the profile of railway safety

In 2025 we extended our partnership with **Rail Safe Friendly**, sharing the message of rail safety at 186 schools, reaching an estimated 76,179 children. This created £1.7m in social value.

Rail Safe Friendly provides schools with virtual resources to teach young people how to be safe around the railway. Robin Gibson, our Rail Infrastructure Head of EHS, became a Rail Safe Friendly ambassador this year to help elevate the programme's visibility and promote cross-industry partnerships.

Expanding our approach, we also delivered four in-person rail safety sessions for schoolchildren this year. One was a collaboration with BAM Nuttall, as part of Darlington Station improvement project, for Rydal Academy. Twenty-three pupils had behind-the-scenes access to the station and hands-on learning about rail safety and careers.

"The students were incredibly engaged, and it was great to reinforce the importance of staying switched on near the railways."

Michelle Mukona, Environment & Sustainability Advisor

Tailored wellbeing support for staff on site

7Futures supports employees across eleven of our Customer Service and Rolling Stock sites. The programme is tailored to the unique needs and challenges of operational sites, embedding wellbeing into daily culture and team performance.

One site supported includes our Shields Depot, Glasgow. Their programme involved developing practical strategies to improve nutrition, regulate blood sugar levels, and reduce the risk of diabetes-related complications.

"The Siemens National Wellbeing Programme has set a new benchmark for how an organisation can nurture and empower its people. This is a shining example of how investing in wellbeing is both a moral imperative and a strategic advantage."

Nathan Douglas, Operations Director at 7Futures





Spotlight on the National Training Academy for Rail (NTAR)

NTAR was created to address the significant skills gap in the rail industry with a best-in-class facility and curriculum. It is wholly owned and operated by Siemens Mobility as a collaboration with the Department for Business & Trade, and the Department for Transport.

Since opening its doors in October 2015, more than 28,000 delegates have attended to upskill, learn and retrain on skills development and educational programmes.

NTAR has invested in the development of apprenticeships, NVQs and accredited educational pathways. It provides a unique environment where all trainers, tutors and assessors are part of the operational railway business, providing a great experience and delivering a high-quality education from experts. NTAR is a place to inspire and upskill, where everyone can thrive in a top-tier training facility.

Accessing job opportunities

NTAR enables more people to access job opportunities in rail, celebrating successes like Bachelili Mohamed Abdelkamel's:

"After recently relocating to the UK, I was determined to continue my career in the rail industry. I discovered the Level 3 Traction and Rolling Stock Certificate at NTAR. This programme proved to be exactly what I needed.

The experience was outstanding. The NTAR team were knowledgeable and supportive throughout. I'm now proud to be working [in the rail industry] and can confidently say that the NTAR qualification played a key role in helping me secure this opportunity."

Adapting to learners' needs

We meet the needs of our learners and trainees to create an inclusive and effective learning environment.

- Our Level 3 Traction & Rolling Stock Certificate for Armed Forces leavers and those seeking a job in rail provides an entry route to a second career and enables transferable skills to be applied to the rail industry.
- Our dedicated Special Educational Needs (SEND) professionals create tailored workplans for apprentices and other learners to ensure they meet programme outcomes.
- Digital Learning – We have developed a blended learning approach to support learners and trainees to learn effectively.

NTAR in numbers

Since 2015

£7 million+
investment

28,000
people trained

85%
of Armed Forces leavers secured employment following certification since 2022

This year

Top 3%
apprenticeship provider nationally*

90% achievement
rate for apprenticeships

100% completion
rate for SEND apprentices

*based on over 750 providers of medium size



Natural Environment

We protect and enhance the natural environment in the areas where we operate to benefit people and nature.

At a glance

19

community green space activities delivered

8

heritage projects supported

100%

renewable electricity for all owned and managed Siemens Mobility sites

76%

of our company car fleet is electric

85%

of all waste recycled

Connecting people and nature within the communities we serve



Our valued partnership with The Conservation Volunteers (TCV) enables us to make tangible improvements for people and nature in the areas where we operate, creating **£17,677** of social value this year. TCV's green spaces range from community gardens, woodland and nature reserves to schools and hospital grounds, making nature more accessible for local people.

"Our partnership with Siemens Mobility is creating lasting environmental and social value across the UK. Together, we've empowered over 110 employees to volunteer on eleven urban projects this year, enhancing biodiversity, restoring green spaces, and improving access to nature for local communities"

Douglas Palarm, Partnerships and Fundraising Director, TCV

Senior leaders get hands-on

In August, eight members of our Rail Infrastructure senior leadership team volunteered with TCV at Rowheath Pavilion in Birmingham. It was opened in the 1920s, and now with support from TCV, offers a variety of youth services to reduce social isolation and encourage engagement with nature. Spending the day helping to maintain the site and support TCV's mission was very rewarding for the team.

Case Study

Responding to local need with Wiltshire Wildlife Trust

In addition to our national charity partners, we seek opportunities to support other organisations to respond to local needs.

A group of volunteers from our Wales and West project team worked with the Wiltshire Wildlife Trust to improve paths and walking routes at Vincient's Wood in Chippenham.

The team of thirteen created 30 metres of path and moved two tonnes of gravel to establish durable access routes into the woodland. Managing vegetation and maintaining paths helps keep sites like Vincient's Wood accessible to all, encouraging more people to connect with nature to improve physical and mental wellbeing.



Neighbours and wildlife in and around our sites

The environment and communities around our sites are our neighbours. We actively safeguard their environmental wellbeing, aiming to build strong relationships and minimise noise, vibration, fumes, light and dust emissions from both permanent and temporary work sites wherever possible.

Case Study

Southampton neighbour engagement

Our Northam Train Care Facility in Southampton is in the heart of a residential area, making it vital to build good relationships with those around the site.

In August, Northam's Fleet Delivery Manager Jason O'Donovan took proactive steps to engage with local people.

Jason introduced himself to residents, listened to their thoughts, and shared about our work to keep South Western Railway trains running safely and reliably.

These conversations make our Northam depot an active, approachable member of the community.

Case Study

Wildflowers at Kings Heath Depot

Following biodiversity assessments at all our Customer Service depots, Kings Heath has created a key pollinator habitat. The team planted a diverse wildflower meadow to support bees, butterflies, and other pollinators in the local area.

After the planting in April, the team worked diligently to ensure its success and by June the 400sqm meadow had flowered with bees, dragonflies, and butterflies spotted amongst the blooms.

Bug hotels were also installed to create habitat for a wider array of species, and we look forward to seeing how the meadow continues to develop.

Conserving the **historic environment and rail heritage**

In the year of Railway 200, we have continued to celebrate and preserve the history of rail. Colleagues have supported eight community led-initiatives across the country, inviting interest from the next generation and nurturing a sense of pride in our shared rail heritage.

This included welcoming **London Transport Museum** Patrons to our Goole Rail Village for a site tour. This was an opportunity to reflect on shared history and experiences of rail, while taking a peek at the future. Communications and Information Systems (CIS) colleagues were honoured to support the **Titans of Steam** Gala at Hopetown Darlington, sending eight passionate volunteers across three days to help bring the magic of steam to life for thousands of visitors.



Case Study

Westcad Signalling at the National Railway Museum

Siemens Mobility fitted a live feed of York Railway Station's Westcad 4 workstation in the museum's Signalling exhibit. This allows visitors to experience modern signalling firsthand, showcasing the complexity behind the operation of Britain's railways.

This initiative was part of an agreement with Network Rail to install our Westcad product at their York Rail Operating Centre. The collaboration aims to educate and inspire visitors about the railway's past, present, and future.

Chris Valkoinen, Curator of Railways and Communication at the National Railway Museum said: "We are really excited to display the live feed alongside our historic signalling collections and our viewing balcony over the East Coast Main Line, giving visitors a fascinating insight into modern railway operation."

Case Study

Hands-on for heritage

In York, eight volunteers worked with the historic Poppleton Community Railway Nursery, traditionally operated by rail companies to grow vegetation for use in railway-owned properties.

The nursery moved to Poppleton in 1941 and is now the only remaining example of its kind in the UK.

The team got involved by helping with horticultural tasks to keep the site beautiful and welcoming for visitors. The nursery relies on volunteers and we're proud to play a part in helping preserve its legacy and charm.





Reducing environmental impact

From decarbonisation to resource efficiency, environmental sustainability is embedded in the way Siemens Mobility does business. We are committed to protecting and enhancing the environment for everyone.

Highlights from this year include our investment in Double Separation Technology (DST) within the Rail Infrastructure business, which eliminates the need for oil changes and therefore reduces emissions from oil and fuel waste.

Across our sites, LED upgrades are complete at Northam and York. Electric vehicle charging infrastructure is expanding, and electric forklift conversions are underway.

Ardwick depot now has a HVAC testing area, saving transportation costs and reducing carbon emissions. In February, we switched on our £2m investment of 1,700 solar panels at Google Rail Village, which is now operating as a low carbon site.

Looking ahead, our new Chippenham facility, opening in 2026, will feature low-carbon systems, solar panels, smart ventilation and a commitment to at least 10% biodiversity net gain. Built with sustainability in mind, there will also be a minimum rating of BREEAM 'Excellent' for the office spaces.

Check out our latest Carbon Reduction Plan for more information about our decarbonisation efforts.

Case Study

Minimising waste for community benefit

A former rail carriage donated by Siemens Mobility has been repurposed and will now serve Humberside Fire and Rescue Service to enhance their training capabilities. This facilitates realistic scenarios for multi-agency training, preparing emergency services for major incidents and civil emergencies.

The 'Class 332' carriage was part of the first mainline train Siemens Mobility sold and delivered into the UK for Heathrow Express. Repurposing this train extends its life, reduces waste and supports Siemens Mobility's focus on circularity and resource efficiency.

"We are incredibly grateful to Siemens Mobility for this generous donation. The addition of a real train carriage at our training site is a rare and valuable asset. It will significantly enhance the realism of our training scenarios and better prepare our firefighters for emergencies involving rail transport. This is not something that's often available to fire and rescue services, and it will make a real difference in our ability to protect the communities we serve."

Phil Shillito, Chief Fire Officer, Humberside Fire and Rescue Service



Responsible Procurement

We embed sustainable and ethical procurement activities across our business.

At a glance

£466m

spent with UK based suppliers

65%

of our suppliers are Small and Medium-sized Enterprises

34

of our suppliers are Voluntary, Community and Social Enterprises

13

Third Party Workers supported into employment

ISO 20400

Sustainable Procurement

An industry leading approach



Siemens Mobility achieves ISO 20400

Siemens Mobility has proudly aligned with ISO 20400, the globally recognised standard for sustainable procurement. This framework helps us embed sustainability into purchasing decisions, ensuring consistency and supporting our wider environmental and social ambitions.

We are working closely with our supply chain to adopt more sustainable practices, supporting social enterprises and creating opportunities for collaboration. These efforts strengthen partnerships, encourage continuous improvement, and enhance operational sustainability across the business.

"Siemens Mobility sets a powerful example of what sustainable procurement can look like in practice. Their alignment with ISO 20400:2017, proactive approach to responsible sourcing, and commitment to social value demonstrate how sustainability can be meaningfully embedded across the supply chain. It's an industry-leading approach that others can learn from."

Vaishali Baid, Lead Consultant, Action Sustainability



Driving social value creation through our new Rail Technology Centre

Siemens Mobility is investing £100m in a state-of-the-art Rail Technology Centre in Chippenham, replacing our existing site. The new facility will support next-generation rail signalling and control systems for Britain, strengthening innovation and sustainability.

Our commitment to the local area goes beyond delivering 10% net biodiversity net gain and an office built to BREEAM 'Excellent' standards. By embedding social value in procurement for the new site, we are harnessing project scale for local impact.

Social value creation through contract delivery

We included a social value weighting in the procurement process for the construction of the Rail Technology Centre. Bowmer + Kirkland submitted a variety of social value commitments, which they have been delivering since successfully winning the contract.

The Siemens Mobility team helps to maximise impact, sharing local connections and best practice, and aligning priorities early.

So far, a variety of outcomes have been delivered, with three apprentices and two T-Level students gaining hands-on experience, alongside eight weeks of work placements for local schools and colleges. £5.2m has been spent locally, with site visits and career sessions inspiring future talent and strengthening community connections in Chippenham.



Case Study

The Rise Trust

Bowmer + Kirkland worked with the Rise Trust through Siemens Mobility's existing relationship, to improve the outdoor space at their pre-school facility. The RISE Trust supports children and young people in Chippenham and North Wiltshire to participate in society as happy, independent, and responsible individuals.

The Bowmer + Kirkland team enlisted trusted local subcontractors, all volunteering their time. With a total goods-in-kind donation of £12,000 for the project and many hours of work, they transformed the outdoor area over three weeks, adding fencing, decking and astroturf to create a safe, welcoming space for youngsters.

"The RISE Trust staff and children are delighted with the new pre-school deck and grass area that Bowmer + Kirkland generously donated in August. The area that has been developed would have had to stay in disrepair for some time without the gift of time, funding and people power."

Lynn Evans, CEO of the RISE Trust



Working with Voluntary, Community and Social Enterprise (VCSE) suppliers



Siemens Mobility continues to look for opportunities to work with VCSEs, partnering with social enterprises like Wildhearts for office supplies. This year we have spent £1.2m with 34 VCSE suppliers that reinvest profits into communities, tackling social and

environmental challenges while meeting our business needs.

Driving best practice within our supply chain

In July, our Siemens Supply Chain Management team launched the **Buy Social Corporate Challenge** across Siemens Mobility and our UK sister company, Siemens plc. Through our supply chain, we aim to redirect £10m in spend over two years to social enterprises. In this way, we harness the power and scale of our suppliers to drive social impact through everyday purchasing, fostering innovation, and embedding purpose into procurement.

Online sessions have been hosted with suppliers to launch the programme and influence procurement decisions. These sessions shared best practices and offered tailored support. In partnership with Social Enterprise UK, we're helping suppliers embed social enterprises into their procurement strategies, making a meaningful difference through everyday spend.

Spending with Small and Medium sized Enterprises (SMEs)

Spending with SMEs is vital for the economy and brings benefits to the communities in which they operate. SMEs are also the backbone of our supply chain, making up 65% of all our suppliers. The scale of our procurement with SMEs across the UK enables us to spend within the areas we work.

Siemens Mobility provides support to onboard SMEs into our supply chain. This can include technical support during the initial stages for new products, helping to interpret requirements and standards, and resolve queries.

A great example of this is with West Midlands-based Newby Foundries, with which we explored various forms of collaboration and support including upfront investment to align with required processes, fostering a strong relationship and enabling them to integrate seamlessly into our supply chain.





Tackling supply chain challenges with University of Bristol

In an 8-month programme, ten students studying MSc International Business and Strategy worked with our procurement team to analyse sustainability opportunities and risk in the supply chain. The initiative began following a cross-industry call for business and universities to collaborate, allowing students to learn through real world examples.

The programme provided an opportunity for students to experience real business settings and included a visit to our Chippenham site. Weekly check-ins were held throughout, sharing information and resources, concluding with an in-person presentation of the findings.

This has also benefitted Siemens Mobility by further mapping monitoring of sustainability across our supply chain to provide clearer visibility and traceability. The approach helps prepare for potential disruptions and uncover opportunities to innovate.

Inclusive recruitment within our supply chain

Siemens' Supply Chain Management team is working with our recruitment suppliers nationwide to identify talent with barriers to work and support them into fulfilling roles across our business. Each supplier delivers tailored programmes, resulting in **thirteen successful hires** for work with Siemens Mobility this year and creating **£92,668** in social value.

Randstad's Academy for Talent supported a Document Controller into a role at our Chippenham site. The programme supports disadvantaged people into work through collaboration with local organisations. Following this, applicants are provided one-to-one support.

Using the Indices of Deprivation, Adecco are targeting their engagement around Siemens Mobility sites. Job coaching supports individuals navigate the job market and understand employer expectations, successfully supporting four people into roles at our Goole and Ardwick sites.

Rullion has a pathway into work supporting veterans transition into civilian roles. Hiring requirements focus on transferable skills such as mindset, aptitude, and adaptability.

"After transitioning from the military, working as a contractor with Siemens Mobility through Rullion has been one of the most fulfilling steps in my civilian career. The role gave me a strong sense of purpose, teamwork, and structure – values that align closely with what many of us experienced in the Forces. Both Siemens and Rullion offered great support, clear communication, and a solid team culture."

Christopher Seabourne, Third Party Worker, Northam Depot from January to May 2025





Diversity, Equity and Inclusion

We support underrepresented and disadvantaged groups within our workforce and local communities.

At a glance

5

SEND interns completed supported internships

3

Pride events sponsored

129

women in group mentoring programme

20%

women in our workforce

**Disability
Confident Leader**

Increasing support for disabled employees

We are proud to have achieved Disability Confident Leader status this year, following validation by the Business Disability Forum. This recognition reflects our proactive approach to recruiting, retaining and developing disabled employees, those with long term health conditions and those who are neurodivergent.

This year a Workplace Requirements Toolkit was launched to help all our people access support. A cross-business working group has been established to continue progress, as we continue to achieve our aim for a fully inclusive environment, where everyone can thrive.





Empowering young adults with learning disabilities to access employment

At our Goole Rail Village, five interns have successfully completed the one-year DFN Project SEARCH programme. This initiative is specially designed to support young adults with learning disabilities transition from education into employment.

The programme offers meaningful exposure to the world of work, experiencing a variety of roles, from the train assembly factory to procurement and working on reception.

Participants gain real work experience while building essential life skills and nurturing soft abilities like professional communication, workplace etiquette, and independent travel.

An on-site teacher and full-time job coach provide dedicated support while the programme adapts to individual goals, to develop the skills and experience participants need to succeed in their career.

"Siemens Mobility has created an inclusive environment where interns can develop and thrive, enabling them to gain valuable personal and employability skills. This is a true success of the Project SEARCH programme and how it can transform the lives of those with learning disabilities and autism spectrum conditions."

Lisa Macdonald, Group Director at the Heart of Yorkshire Education Group

Case Study

Lucy's story

Lucy Hardy, one of the programme graduates, has secured a job in the canteen at the Goole Rail Village. She now works 20 hours a week as a catering assistant with catering provider Compass Group. Lucy said,

"It has already helped me get my first paid job. My parents spotted the opportunity at Goole through Selby College where I was already studying."

On the programme I got to work in various areas, including the train assembly factory, the components service facility, operations, the warehouses, maintenance, procurement, reception, canteen and cleaning teams.

I've always loved the catering side of things, and we've discovered I have a particular aptitude for the tills.

I was doing such a good job and loved it so much that they made a change to the canteen shift team hours so I could have a permanent job here. I serve food, and I work on the till but there are opportunities for me to gain new skills and move into different things later, which I have always wanted to do.

The programme has changed everything. Having my own money has given me my independence. Having the support and mentoring from everyone involved at Siemens Mobility has made a real difference to me."

Celebrating **diverse backgrounds**

This year, our EmBRACE network has led a host of activities and events to celebrate the rich tapestry of cultures that make up Siemens Mobility, from South Asian Heritage Month to Race Equality Week.

Black History Month focused on 'Reclaiming Narratives', acknowledging the accounts that have shaped Black history and culture, and amplifying marginalised voices.

The team hosted a powerful fireside chat exploring the realities of living with sickle cell anaemia while navigating a corporate career, shedding light on the challenges of managing a chronic and often invisible condition.

There was also fundraising to support the African Caribbean Leukaemia Trust, raising £500 that was matched by Siemens Mobility.

For the first time, colleagues at Ashby celebrated **Latin American Heritage Month**. From transforming the event area to an art gallery celebrating artists of the region, to Mexican Bingo and una ofrenda de Día de Muertos, colleagues embraced the opportunity to recognise the diverse traditions and stories that have shaped Latin America and continue to influence global culture.



Case Study

10k Black Interns Programme

Siemens Mobility engaged with the 10,000 Black Interns (10kBI) programme this year to open more opportunities for Black students and graduates. Our involvement with 10kBI has increased the reach of our opportunities and welcomed fresh talent.

The programme aims to address underrepresentation by offering paid internships for meaningful work experience and professional development. Working with universities across the country, 10kBI directly advertise our opportunities to engaged students.

Taymiyyah's story

Taymiyyah Duffy is a student at Manchester University who completed a summer internship at our Ardwick train depot. The role provided hands-on experience of reliability challenges within our fleet at the depot, working within the Production Team.

"I learnt loads of things during my time here, especially soft skills such as working as a team, how to retain information and how to apply technical skills in the real world and develop them. I now know I want to be a technical engineer, I really enjoy what I'm doing here and will look to apply for a graduate scheme after I've done my masters".



Continuing our support for **community Pride events**

Siemens Mobility employees came together again this year at three vibrant Pride celebrations to celebrate individuality and belonging. As a Partner at Swindon & Wiltshire Pride, our employees marched through the heart of Swindon. The team hosted a vibrant stall where visitors of all ages got hands-on with STEM challenges, played games, and chatted about Siemens Mobility's values.

In Ashby, Siemens Mobility returned as headline sponsor. Volunteers ran hands-on STEM activities, fun giveaways, and a kids' corner, while speakers took to the stage to share powerful messages about allyship and belonging.

At Goole Pride, Siemens Mobility volunteers spent their weekend connecting with local residents, sharing insights into careers in rail, and celebrating the power of diversity.

Receiving recognition at the British LGBT Awards

Our Pride at Mobility employee network was proud to receive a 'special mention' in the 'Network Group of the Year' category at the prestigious British LGBT Awards.

This recognises the impact of the network's activities including hosting educational events, developing workplace guidance, organising engaging talks featuring prominent LGBT+ speakers and raising over £1,000 for LGBT+ charities.





Supporting women in the rail industry

Our Women at Mobility programme has a range of networking, mentoring, learning and career development activities for women in our business, empowering each to reach their full potential.

Key offerings include the 7 Pillars of Business Confidence and INSPIRE development programmes. In 2025, 48 women graduated from these initiatives, enhancing leadership, communication, and personal branding skills across our organisation.

Women's Group Mentoring Programme

We continued our Group Mentoring Programme for women this year. We supported 129 colleagues to excel in their careers and tackle workplace issues relevant to them, pushing themselves out of their comfort zones.

Participants gained valuable guidance to navigate challenges and grow both personally and professionally. The programme created **£858,143** of social value this year.

Case Study

Women in STEM engagement and hiring event

We hosted our fourth annual Women in STEM event at NTAR this year. On the day, 50 female early career attendees received insights into Siemens Mobility and the roles available to entry level talent, followed by an inspirational talk from a female senior leader.

Split into three groups, they then toured the site, completed speed interviews with hiring managers and engaged in a Q&A with current graduates and interns.

We are proud that this event led to successful female hires and careers insights, welcoming 4 summer interns and 6 graduates, creating **£50,983** of social value overall.

Sanah Sheikh's story

"The opportunity to attend an event with women from different backgrounds, interested in working in STEM was immense to begin with. This way of applying for a role helped me be myself at an in-person interview, while getting to learn about what the business does."

Everyone that I've worked with has been incredibly supportive and patient. I've met lots of incredible women within Siemens as role models who've been really encouraging."



Managing social value at Siemens Mobility



Sian Lloyd, Head of Sustainability

Social value is a rapidly evolving concept and we have not stood still this year. We have refreshed our Social Value Framework to reflect the changes we see within the industry and beyond, ensuring it is fit to deliver best practice and value for all our stakeholders.

As part of this, we have reviewed and refined our core reporting metrics to evidence progress against our goals. We are reporting new metrics this year, in part a reflection of improved data quality; an ongoing focus area for the team.

Going forward, enhancing the quality of our social value outcomes by continuing to seek opportunities for collaboration will be key.

We will continue to engage staff across our organisation and beyond as we deliver impact for our people, communities, customers and other stakeholders.

Social Value Calculations

Details of how we have calculated the social value figures included in this report, using the Rail Social Value Tool (RSVT), can be found in the table below. We have calculated social value (£) for outcomes where there are suitable metrics and data available to represent the activities delivered.

Everything within this report, unless otherwise stated, was delivered between 1st October 2024 and 30th September 2025.

Social value data

Section	Item	Units	RSVT metric	Total social value figure
Employment, Skills & Education	Primary Engineer	Hours	STEM training (RSVT26)	£164,857.56
	Level 4+ Apprentices	Full-Time Equivalents	Apprenticeships Level 4+ (A6)	
	Level 3 Apprentices	Full-Time Equivalents	Apprenticeships Level 3 (A5)	
	Graduates	Full-Time Equivalents	Graduates (RSVT44)	
	Interns	Full-Time Equivalents	Internships (RSVT48)	£10,783,494.42
	Military to Rail	No. of Participants, Hours of Training	Jobs (A1), Individual Interventions (B96), Training Hourly (B8)	£190,664.25
	Learning Hours	Hours	B8 - Training - Hourly	£4,066,170.92
	Career Foundation Programme	No. of Participants	Careers Advice (B2), Mentoring (B4)	£303,829.37
Wellbeing	Rail Safe Friendly	No. of Pupils Engaged	Safety Talks (RSVT28)	£1,717,074.66
Natural Environment	TCV Volunteering	Hours	Volunteering (D2)	£17,667.72
Responsible Procurement	Third Party Worker Support into Employment	Full-Time Equivalents	Jobs (A1), Hired in last 6 months (previously unemployed)	£92,668.14
Diversity, Equity & Inclusion	Women's STEM Event	No. of Participants	Careers Advice (B2), Graduates (RSVT44), Internships (RSVT48)	£50,983.96
	Women's Mentoring Programme	No. of Participants	Mentoring (B4)	£858,142.00

