

## Volunteering

Go-Ahead is committed to making a positive contribution in the communities in which we operate. Being part of the local community underpins Go-Ahead's devolved management approach and our businesses are part of the local communities they serve playing a constructive role in the towns and cities and working closely with local community groups.

We encourage our employees to participate in charity volunteering that supports not only their personal development but also delivers benefits to the wider community. Our volunteering programme assists our people to give their time and use their professional skills to benefit the charity as well as develop new skills.

This policy applies to all permanent employees working for The Go-Ahead Group head office teams and, whenever possible, our operating companies have their own local arrangements to help colleagues engage fully in local community life.