

Community and charitable investment

Our purpose is to be the local partner taking care of journeys that enhance the lives and wellbeing of our communities across the world. We are committed to making a positive contribution in the communities in which we operate. As well as providing transport and significant job opportunities, the Group is committed to investing in local communities.

At Group level, we have a three-day volunteering policy that encourages colleagues to participate in volunteering activities three days a year. Our operating companies' partner with local charities and community groups, as well as schools and colleges, to support activities that improve the local area and strengthen social cohesion. Our devolved approach means our local operating companies are able to be responsive to the needs of the local communities they serve.

Our community policy and charitable strategy has three elements:

- At a corporate level Go-Ahead supports two international, UK-based charities that have strong links to our business: Railway Children and Transaid
- Our operating companies support more local initiatives that reflect the concerns and priorities of the communities they serve
- Individuals or groups of employees can raise money for causes with which they have a personal link. These are supported (for example by sponsorship) by individual operating companies on an ad-hoc basis

We believe it is important that there is resonance between the work that we do and our charity partners. This connection helps employees and other stakeholders to understand why we support it is these particular charities.

Our relationship with our chosen charity partnerships is in line with our general business philosophy. The devolved approach we take with our operating companies is echoed in the fact that they are empowered to choose charities that are relevant to the priorities of their local area.