

Embedding Social Value



Social Value in Action

- Social value isn't a **'nice to have'**
- Commercial strategies and social value objectives don't conflict
- Social value can deliver tangible, measurable benefits

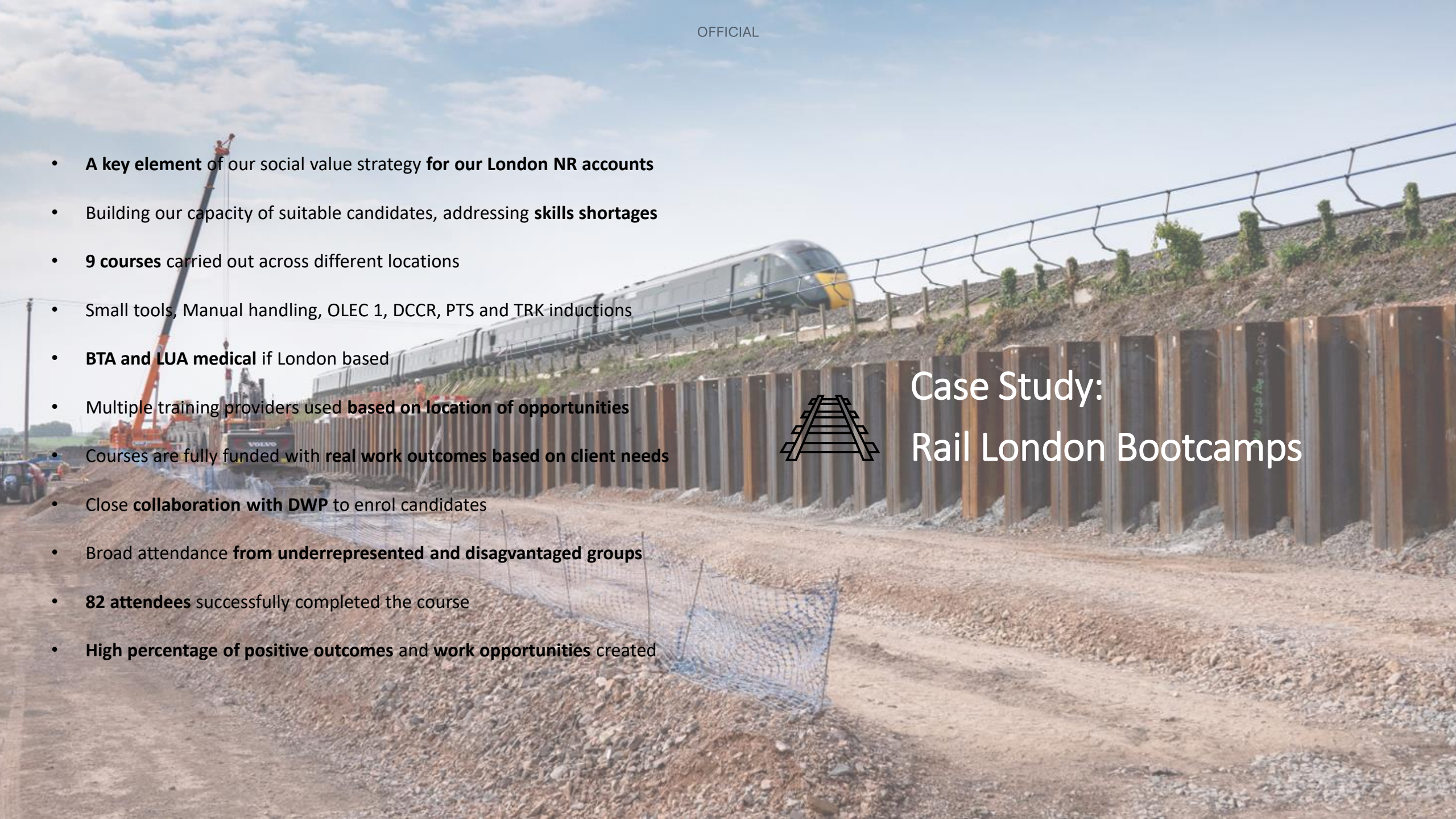
Key benefits:

- Addressing skills shortages for key roles
- Improving workforce retention
- Strengthening client relationships
- Provides a competitive advantage in securing new opportunities
- Developing stronger community ties for local staffing

- **A key element** of our social value strategy **for our London NR accounts**
- Building our capacity of suitable candidates, addressing **skills shortages**
- **9 courses** carried out across different locations
- Small tools, Manual handling, OLEC 1, DCCR, PTS and TRK inductions
- **BTA and LUA medical** if London based
- Multiple training providers used **based on location of opportunities**
- Courses are fully funded with **real work outcomes based on client needs**
- Close **collaboration with DWP** to enrol candidates
- Broad attendance **from underrepresented and disadvantaged groups**
- **82 attendees** successfully completed the course
- **High percentage of positive outcomes and work opportunities** created



Case Study: Rail London Bootcamps





6 port plant
bootcamps held for
our Ports client.



Delivered by **OnPoint**
TRAC in partnership with
MSSI



Fully funded by
Liverpool City
Council

- Basic structure included **CSCS, Level 1 award in construction health and safety**
- Additional elements included **City and Guilds medium risk confined space, Plant and Machinery marshal, slinger / signaller and plant training** – to fit staffing shortfalls
- **Course was completed** on the port with a **3-day familiarisation schedule**
- **Final plant assessments** were conducted by our **in-house trainers**
- **54 people successfully completed** the course
- Currently awaiting **the next cycle of funding to train 40 forklift and 40 loading shovel** operatives
- Strong relationship with **DWP in Liverpool with 8 in person information centres** at local job centres **averaging 30 claimants per session**
- **Information and guidance sessions held via teams every month** where DWP refer candidates and work coaches to explore they can access sectors MSSI work in
- **Excellent feedback** from our client and multiple long-term operatives hired as a result



Case Study: Port Plants, Liverpool

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ASSESSMENT | TRACK
SAFETY | PWAY |
POSSESSION

MANAGEMENT | OLE |

TES

Creating safe railway
working environments

**The Mobilisation of Sussex
Possession Management and
One Year On**



Creating safe railway working environments

TES *Building a Safer, Sustainable Railway*



About Us

Founded in 1994, TES 2000 is a trusted national partner to Network Rail and Tier 1 contractors, delivering safety-critical rail services with consistency, professionalism and care. From possession management and isolations to electrification, track, training and safety-critical supply, we support clients across the UK with the people, systems and expertise needed to deliver safely and efficiently.

Our long-standing frameworks, Principal Contractor capability and involvement in shaping industry standards reflect not just what we deliver, but how we work—by listening, collaborating and continuously improving. With nearly 500 colleagues across multiple UK locations, TES provides reliable, scalable and compliant solutions, underpinned by a strong safety culture and our ethos: Together Everyone Succeeds.

Our Values



Leadership

Inspiring Excellence



Sustainability

Having a positive impact through all aspects of our work



Communication

TES is a great place to work, built on excellent teamwork



Integrity

Working together honestly and respectfully



Innovation

Investing in the future to enhance and improve efficiency



Safety

Never compromising our vision or commitment

Our Services

Track Projects

From re-railing and level crossing renewals to S&C unit replacements, our team manages end-to-end track infrastructure projects with an unwavering focus on safety, quality, and strict adherence to railway standards.

Mentoring Services

Developing future rail professionals is central to our mentoring and assessment programs, which guide staff in essential competencies and safety standards through expert real-world experience.

Planning Services

Maximising the efficiency of rail operations, our expert planning team delivers everything from detailed access strategies & SSOW plans to comprehensive site documentation in strict accordance with Network Rail standards.

Testing & Defect Resolution

Maintaining the integrity of the Pway, TES provides essential ultrasonic rail testing and manual inspections to identify and resolve defects before they impact the safety or reliability of the network.

Permanent Way

Our dedicated teams enhance rail infrastructure longevity and performance by providing critical track repairs, scrap clearance, and new component installations, prioritizing safety and reliability.



info@tes2000.co.uk

CLIENT RESPONSE FROM 2026 CLIENT SURVEY

“
TES are a very client focused team. They work very collaboratively and share in Network Rail's vision and objectives.”

Why Choose TES?

TES go beyond the ordinary to exceed your expectations, ensuring that every detail is meticulously crafted to perfection.

Since 1994, TES has aimed to lead by example and adapt to industry needs with:

- ✓ Expertise and Experience
- ✓ Commitment to Excellence
- ✓ Client-Centric Approach
- ✓ Quality and Safety
- ✓ Innovative Solutions
- ✓ Timely Project Delivery

Our Services

Training & Assessing

Empowering the workforce with essential industry skills, through our NSAR Triple Gold Standard training department. TES delivers from PTS, COSS, ES, SPICOP, AP, SSOVP ensuring all personnel meet the highest standards of safety and technical proficiency.

Technical Services

Extensive technical support for rail operations, inc. monitoring track infrastructure, custom drainage & alignment design, & precise surveying to ensure compliance.

Isolation & OHL Construction

Offering a full range of electrification solutions, inc. OHL construction, conductor renewals, and customised AC/DC isolations, all executed by skilled OLEC teams to ensure safe and efficient rail power system operations.

Safety Critical Staffing

Ensuring the highest levels of site safety and operational compliance, TES provides fully qualified safety critical and white collar personnel.

Possession Management

Facilitating safe and seamless access to the track, TES manages the entire possession lifecycle by providing expert PICOPs, Engineering Supervisors, and strategic planning to coordinate complex movements and protect workers within the rail environment.

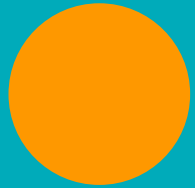


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Possession Management



25 years of Experience
Nationwide



Southern Framework
1 LOT moved to 3 LOTS



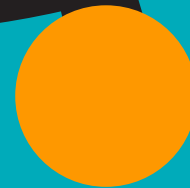
SME Opportunities
Strategic and commercial



Challenging Tender
Excellent Case Studies



Awarded in November 2024



10-week mobilisation
Go Live Week 49 2025

TES

Mobilisation



Unlike other PM contracts we have mobilised in the past TUPE was not applied



Mobilising a contract became building an operation from nothing



- No workforce
- No inherited knowledge
- No operational handover



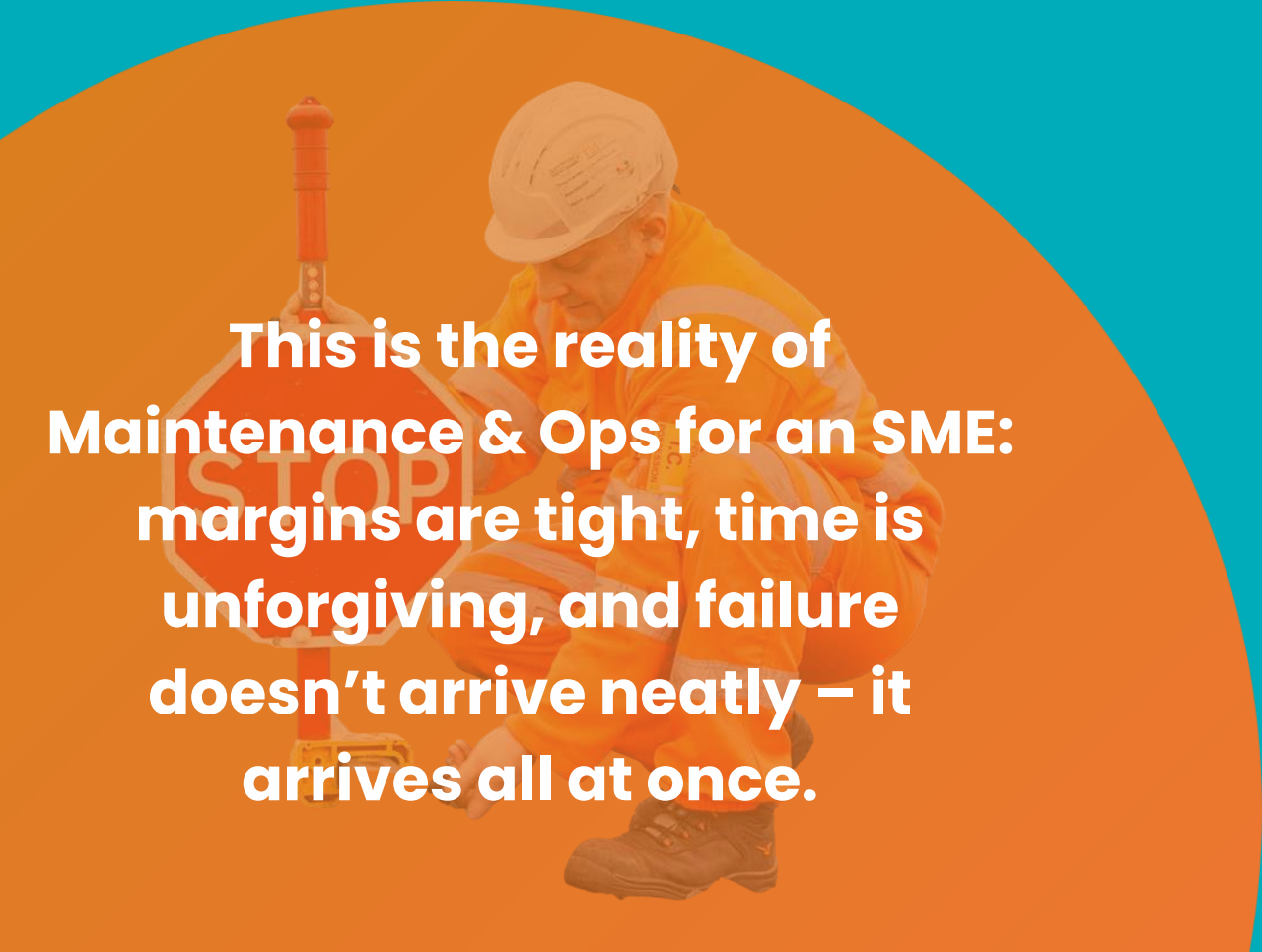
- The people were out there we just needed to find them
- Active reputational damage in the labour market



- Recruitment stalled
- Legal Positioning to protect our name, people and ability to deliver

Mobilisation

Every day mattered – Running multiple critical risk streams in parallel.



This is the reality of Maintenance & Ops for an SME: margins are tight, time is unforgiving, and failure doesn't arrive neatly – it arrives all at once.

All live at the same time

Recruiting and onboarding 60 safety-critical staff

Medicals, drugs & alcohol testing, right-to-work verification

Sentinel sponsorship – with individuals technically still employed by the incumbent until the night before they were due to work for us

Equipment logistics: vans, phones, laptops, PPE, safety-critical kit

Legal action to stop reputational harm

Weekly client updates to maintain transparency and confidence

Mobilisation - The TES Difference

We leaned into transparency

**We fought fear with human
connection**

**We treated compliance as
non-negotiable**

We held the emotional line

TES

SUSSEX CAREER OPEN DAY

TEB
START

Saturday 25th Jan 2025
1300 - 1700

- Holding interviews
- Undertake Drug and Alcohol Screening for Primary Sponsorship
- Meet the wider team
- Have all your queries answered

We are looking to take on

- Multi-Skilled COSS
- PTS
- Possession Support Assistants
- PICOP
- SPICOP

South of England Showground
Selsfield Road
Ardingly
West Sussex
RH17 6TL



Supported by:

NetworkRail



Day One

“Day one sets the tone. If we look out for each other, communicate clearly, and do the right thing when it matters, the rest looks after itself.”



60 staff onboarded

Fully equipped
Fully compliant



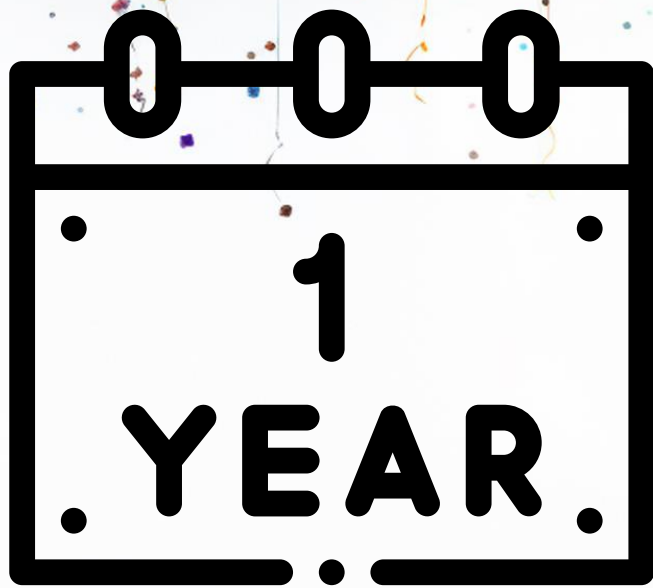
Most Importantly

No Incidents
No Accidents



Shift One Delivered

Strong, controlled
delivery from the
outset



The client relationship strengthened

The team bonded under pressure

Retention has been excellent

Delivery against KPI's first class

People on and off track

- proud of what they're part of
- growing and developing

That's not accidental.

That's the by-product of doing the hard things properly.

Key Lessons

1. Risk management must be lived, not documented
2. Reputation is operational currency
3. Compliance under pressure builds credibility
4. Transparency creates partnership
5. SMEs succeed on values, not scale

TES





Thank you

Any Questions?

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