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Toby Pyper, Contracting National Performance Director at Tarmac

# PEOPLE

## COMMUNITIES

### Strengthening Opportunity Through the Armed Forces Covenant

Tarmac recognises, appreciates and values the service of the armed forces community, and is committed to creating meaningful career pathways for veterans, reservists and service leavers. In 2025, this commitment was formally recognised when the company was awarded Silver status in the Defence Employer Recognition Scheme. This achievement reflects Tarmac’s pledge to the Armed Forces Covenant and its ongoing work to ensure that those who serve, or have served, along with their families, are treated fairly and supported in the workplace.

#### Supporting Veterans into Fulfilling Careers

Through close collaboration with armed forces organisations, Tarmac supports veterans and reservists as they transition into civilian careers, providing flexibility for training commitments and acknowledging the leadership, resilience and transferable skills they can contribute.



**“We are incredibly proud to have been awarded Silver status in recognition of our support for the Armed Forces community. Veterans, reservists and adult cadet force volunteers make an invaluable contribution to our industry, and we are committed to ensuring they feel supported, valued and able to thrive in their careers with Tarmac.”**

Reflecting on the award, Suzie Batson, National Talent Acquisition Manager, Tarmac

#### A Partnership With Purpose: National Road Signage Contract With RBLI

Reinforcing this commitment, Tarmac has strengthened its long-standing partnership with Royal British Legion Industries (RBLI) by awarding a new national road signage contract delivered through RBLI’s two social enterprises:

- Britain’s Bravest Manufacturing Company in Kent
- Scotland’s Bravest Manufacturing Company in Glasgow

These enterprises provide direct employment for military veterans and people with disabilities, many of whom are living with physical or mental health challenges. The new national framework will support RBLI in expanding its signage operations across

the UK, helping to sustain and grow employment opportunities for those who benefit most from a supportive and purpose-driven workplace.

**“We are absolutely delighted with this new contract, which will benefit both of our signage factories in Kent and Glasgow. Every new partnership we secure allows us to strengthen the very foundation of our mission – creating meaningful employment for veterans and people with disabilities. We’re proud to be working alongside Tarmac to deliver both quality and social impact.”**

Melanie Lay, Head of Sales at RBLI

The contract reflects Tarmac’s wider commitment to responsible and inclusive procurement that delivers tangible social value. By choosing to partner with RBLI, Tarmac is helping create employment for veterans, supporting rehabilitation and long-term stability, and backing an organisation whose mission aligns closely with the principles of the Armed Forces Covenant.

Toby Pyper, Contracting National Performance Director at Tarmac, commented:

“We’re proud to extend our partnership with RBLI through this national signage agreement. The work they do not only provides high-quality products for our projects but also delivers real social value by supporting veterans and helping to change lives. This collaboration reflects our shared commitment to responsible, inclusive procurement and to making a lasting positive impact across the communities we serve.”

## Looking Ahead

Through its Silver ERS status and strengthened partnership with RBLI, Tarmac continues to demonstrate how businesses can actively support veterans and reservists while driving social value across their operations. By creating employment pathways, offering workplace support and choosing partners who share these values, Tarmac is helping to build a fairer, more inclusive future for the armed forces community.

