

“Through our Industrial Cadets framework, we see first-hand how businesses like Tarmac provide young people with vital industry experience, skills, and inspiration. ”

Julie Feest, CEO of the Engineering Development Trust (EDT)

PEOPLE

OUR PEOPLE

Leading the Way as an Exemplar Employer



Tarmac is committed to helping people build meaningful careers and supporting colleagues at every stage of their development. That commitment was recognised when we were named an Exemplar Employer by the Skills and Employment Alliance – a reflection of how we nurture talent, create opportunities and support people to grow.

Recognised for Putting People First

Being awarded Exemplar Employer status celebrates the way Tarmac invests in skills and early careers. We are proud to be Platinum members of the 5% Club, a programme for employers committed to the development of employees, recognising our long-standing dedication to “earn and learn” opportunities through apprenticeships, graduate schemes and early-career roles that help people feel confident taking their next steps.

We were also acknowledged for our involvement in the Careers and Enterprise Company Employer Standards, which help maximise meaningful employer engagement with young people, and the Engineering Development Trust’s Industrial Cadets framework, which gives young people valuable exposure to Science, Technology, Engineering and Maths (STEM) learning and industry insight.

“We are incredibly proud to be an Exemplar Employer. Supporting our colleagues’ skills development is at the heart of our business, and this award is a testament to our commitment to nurturing talent, backing young people, and providing meaningful employment opportunities. We look forward to continuing our work in collaboration with these outstanding programmes.”

Harriet Slatter, HR Director, UK Materials

A Financial Times UK’s Best Employer

Tarmac was also named a Financial Times UK’s Best Employer, independently recognising us as among the top 10 employers across the Construction, Oil & Gas Operations, Mining and Chemicals industries. This is based on independent employee feedback and reflects the

supportive, inclusive and developmental culture we aim to build across all our operations.

Creating Pathways and Opening Doors

Our commitment to skills extends well beyond our own organisation. We work closely with national skills partners to help young people develop confidence, explore career options and gain real-world experience.

“The Careers & Enterprise Company is delighted to see Tarmac achieve Exemplar Employer status. Their engagement with our Employer Standards highlights their dedication to inspiring and supporting young people in their career journeys. We congratulate them on this well-deserved recognition.”

John Yarham, Deputy CEO, Careers & Enterprise Company

“At The 5% Club, we champion employers who go above and beyond in developing a skilled workforce. Tarmac has shown an unwavering commitment to investing in apprentices, graduates, and work-based learning opportunities. This Exemplar Employer award is a fitting acknowledgment of their outstanding efforts.”

Mark Cameron OBE, CEO of The 5% Club

And Julie Feest, CEO of the Engineering Development Trust (EDT), affirmed:

“Through our Industrial Cadets framework, we see first-hand how businesses like Tarmac provide young people with vital industry experience, skills, and inspiration. Their commitment to engaging with and nurturing future talent is truly commendable, and we are delighted to celebrate their achievement as an Exemplar Employer.”

Looking Ahead

Tarmac will continue working with partners across education, industry and the skills community to help people discover their strengths, grow their confidence and find rewarding career paths. With Exemplar Employer status, Platinum 5% Club membership, and recognition as a Financial Times top-ten employer within our sector, we remain committed to supporting colleagues, and the next generation, to reach their full potential.