

Impact & Social Value Report



Transforming Lives
Driving Business



A message from our CEO

When I became CEO of Road to Logistics, I knew I was joining an organisation with an ambitious vision: to create opportunities for people facing barriers to employment whilst helping industry tackle one of its greatest skills challenges.

What has impressed me most is not simply the organisation's growth, but the quality of the partnerships it has built.

Road to Logistics has never believed that training alone changes lives. Real change happens when employers, funding partners, government and education providers work together with a shared commitment to investing in people.

The awards and recognition featured in this report are not the destination; they are evidence of the impact being created every day by our dedicated team, employer partners and, most importantly, our learners.

Thank you to everyone who has supported Road to Logistics. Together we are creating opportunities, transforming lives and strengthening industries.

Laura Nelson
Chief Executive Officer

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Partnership is the foundation of every outcome in this report.

Together with employers, funders and communities, we are creating opportunities that change lives.

Recognition of Impact

Every journey we support creates opportunities for individuals, employers and communities.

The recognition we have received reflects not only the quality of our programmes, but the lives changed, partnerships built and opportunities created through employer-led training and inclusive recruitment.

Jennifer Swain MBE
Managing Director Road to Logistics



Awards & Honours



DE&I Company of
the Year 2026

WINNER
with Sysco Group

everywoman.
IN TRANSPORT AND LOGISTICS AWARDS

Industry Champion
2026

WINNER

UKWA
THE VOICE OF WAREHOUSING

Award for
Excellence in
Inclusive
Employment 2026

WINNER



The Chartered
Institute of Logistics
and Transport

Excellence in People
and Culture 2026

FINALIST

Recognition reflects impact



730+

People
trained



89%

Employment
outcome



94%

Retained in work
after 12 months



£2.89m

Social value
created

How Road to Logistics and Sysco created an award-winning employment pathway.



When employers become part of the whole journey, inclusion becomes practical, measurable and sustainable

Why it works

Sysco didn't simply ask Road to Logistics to recruit people.

Together, we designed a programme around real vacancies, real workplace expectations and long-term career progression.

By embedding the employer throughout the learner journey, participants gain the confidence, skills and insight needed to succeed from day one.

This collaboration ensures that every learner is job-ready, understands the business culture and has a clear pathway into sustainable employment.

It's a model that works for learners, employers and communities.

Gold standard partnership in action

Employer-designed recruitment & screening

Roles shaped around real business needs and workplace behaviours.

Situational judgement test

Assessing attitude, decision-making and alignment with Sysco's values.

Bespoke food service distribution training

Industry-relevant skills developed for confidence and competence.

Health & Safety sessions delivered with Sysco

Practical workplace training, sharing real insight from the team.

Workplace insight and assessment centre

Learners experience the environment and demonstrate their potential.

Guaranteed opportunities

Clear routes into real jobs and long-term career progression.

You Changed My Life

“You gave me a platform to turn my life around”

Hey Jen, I hope you both are doing well. I just wanted to share this news with you that I passed my probation period and I am now a fully fledged Sysco employee. I passed my probation with 93% productivity, which my manager said are crazy numbers lol. I also want to update you on a few things.

When I met you, I had nothing. I was homeless, I had lost my wife and my daughter, I was genuinely ready to give up.

Since meeting you, I have a beautiful 2 bedroom property, where I live with my wife and my absolutely incredible daughter. I have never in my life been as happy or as proud of myself as I am today.

I have built some amazing friendships at Sysco. I finally feel like I have a life again, and I love that. My manager is now training me on all of the systems I need to understand to become a manager, and has told me that as soon as a manager's job comes up, he will be putting my name forward.

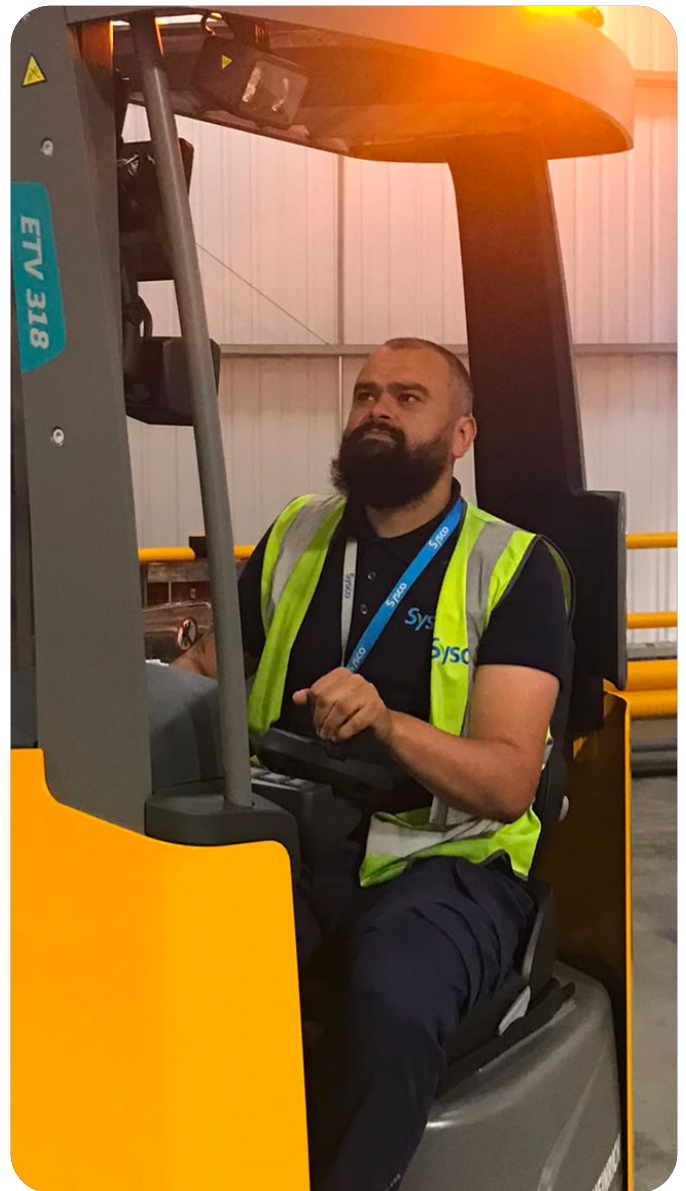
I already know that I will receive a text back saying “no need to thank us James this is all on you”. But that isn't true.

You gave me a platform to turn my life around and gave me the belief that I am good enough to do that. The work that you do is honestly incredible and you really do change people's lives.

Myself, my wife and my daughter owe you a huge thank you, and we will always be in debt to you. If you ever need anything, I'm here to help.

Most importantly, next time you're in Hemel, let me know, I owe you both a drink.

James Hemel
Sysco Employee





Suffolk
New
College

Expanding employer-led pathways with the Suffolk Driver Training Academy.

We are proud to be working in partnership with Suffolk New College to deliver the Suffolk Driver Training Academy.

This employer-led programme will equip local people with the skills, qualifications and confidence to build successful careers in the logistics and transport sector.

From one successful model to many.

We built Road to Logistics on a simple belief: when **employers lead, people succeed**. That belief remains at the heart of everything we do as we expand into construction and beyond, creating opportunities in the sectors facing critical skills shortages.

The demand for skilled, reliable and motivated people across vital industries continues to grow. That's why we are taking our proven employer-led model and expanding it into new sectors, creating more pathways into sustainable, rewarding careers.

By working in partnership with employers and education providers, we design training that meets real workforce needs and opens doors for people who are ready to build a better future.

Looking ahead

We will continue to grow our reach, build new partnerships and open more doors for people facing barriers to employment. Together, we can create a future where everyone has the opportunity to succeed.

- New sectors.
- Stronger partnerships.
- More opportunities.
- Lasting impact.

That's the Road to Logistics.



"This job means everything to me. It has helped me turn my life around and finally look forward to my future."

Levi, Warehouse Operative

A Second Chance

“I thought one mistake would define the rest of my life.”

Before prison, Matthew had built a successful career and believed his future was secure. One mistake changed everything.

Like many people leaving prison, he feared his conviction would become the only thing employers ever saw. The fear of never rebuilding his career was almost as difficult as serving his sentence.

Everything changed when he joined Road to Logistics' HGV programme at HMP Hollesley Bay. Supported by tutors who treated him with dignity and respect, Matthew gained not only a professional qualification, but the confidence to believe in himself again.

Today, Matthew works for Veolia as an HGV driver. He loves the freedom of the role, has rebuilt his confidence and is already discussing future career progression. He is also encouraging Veolia to work more closely with Road to Logistics so that others can be given the same opportunity.

The Impact

A qualification. A job. A renewed sense of dignity, confidence and possibility.



Road to Logistics helped me build a future I'm proud of.

Matthew Summers - HGV Driver | Veolia

Our Impact

Since 2020, Road to Logistics has shown what is possible when opportunity meets potential.

The numbers matter, but they only tell part of the story. Behind every outcome is a person, a family, an employer and a future changed through partnership.



The People Behind the Impact

Changing lives takes a team.

Every learner who succeeds is supported by people who believe that opportunity can transform lives.

Although our team is spread across the UK, we share one purpose: removing barriers to employment and helping people build brighter futures.

From learner support and employer engagement to operations, training and strategic leadership, every role contributes to the life-changing impact Road to Logistics delivers every day.

Whilst this report celebrates our learners, employers and partners, we also want to recognise the people whose passion, expertise and commitment make every success story possible.



Jennifer Swain MBE
Managing Director

Joanne Feist
National Business
Development Manager

Fay Giblin
Training Operations Lead

Moira Webb
Operations Coordinator

Susan Russell
Learner Support
Coordinator

Paul Swain
Learner Support
Coordinator

Dave Hinde
Driver Trainer

Mick Skerrett
Industry Adviser

Jim French MBE
Non-exec Director

Together, we are Road to Logistics.

Different roles. One mission.

Changing lives through skills, opportunity and employment.



With Thanks to Our Partners

Creating opportunities that change lives.

Every learner who succeeds is supported by a network of passionate people and organisations who give their time, expertise and encouragement.

We would like to extend our sincere thanks to those who continue to champion our mission.

Industry Partners

Philip Martin
Department for Transport

Bethany Windsor & Phil Roe
Logistics UK

Sally Gilson & Geraint Davies
RHA

Sara Hinchliffe
Suffolk Chamber of Commerce

Training & Delivery Partners

Rob Hagan & Gary Brennan
Arch Logistics and Training

Damian Carter
Mental Health & Wellbeing Training

Angie Heaney & Emma Taylor
Suffolk New College

Stephen Fitzjohn and the team at Dawson Group

Our nationwide network of Driver Training Providers

Community & Referral Partners

Neil Jones
Department for Work and Pensions (DWP)

Alison Renville
HM Prison & Probation Service

Lisa Daley
Salvation Army

Our Funders & Strategic Partners

We are proud to work in partnership with organisations that share our commitment to creating life-changing opportunities through skills, training and employment.

Their investment and belief in our mission enables us to support more learners, reach more communities and deliver lasting impact.



Our Employer Partners

We are proud to work alongside employers who believe in creating opportunity through skills, training and sustainable employment.

Together, we're changing lives whilst helping businesses build diverse, job-ready workforces.



Join the Road to Logistics Champion Network

Every year, Road to Logistics helps hundreds of people overcome barriers to employment and build sustainable careers.

As a not-for-profit organisation, we work alongside employers who believe that investing in people strengthens our industry and creates lasting social impact.

Road to Logistics Champions are organisations that choose to stand with us, helping remove barriers, create opportunities and transform lives.

Why become a Road to Logistics Champion?

Demonstrate your commitment

to ESG, CSR and Social Value.

Invest in lasting social impact

Help Road to Logistics reach more communities, support more learners and remove more barriers to employment.

Receive an exclusive Champion badge

for your website, email signatures and ESG reporting.

Be recognised

across Road to Logistics publications, events and social media.

Join a growing movement

of employers committed to changing lives through skills and employment.





Ready to become a Road to Logistics Champion?

By becoming a Champion, you'll help us expand our reach, remove barriers to employment and create life-changing opportunities for people across the UK.

Whether you're looking to strengthen your ESG strategy, deliver meaningful social value or simply make a lasting difference, we'd love to explore how we can work together.

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☎ +44 3301 641044

🌐 www.roadtologistics.org

Jennifer Swain, Managing Director of Road to Logistics, Awarded MBE for Services to Transport Logistics

Road to Logistics Managing Director, Jennifer Swain, has been awarded an MBE for her outstanding services to the transport and logistics industry.

This recognition celebrates Jennifer's leadership and commitment to addressing one of the industry's most critical challenges, the skills shortage. With more than 22 years of experience in logistics, Jennifer has built a reputation for developing new and innovative talent strategies that not only support businesses, but create meaningful opportunities for individuals who would otherwise face barriers to employment.

Since joining Road to Logistics in 2020, Jennifer has championed a new approach to workforce development, one that connects employers with motivated, often overlooked talent, while helping to build diverse, committed and resilient workforces across the UK. Through this evolution, Road to Logistics has grown into a trusted partner for employers, funders, and training providers nationwide.

A key part of this success is the end-to-end model Jennifer introduced. Delivered in partnership with employers and supported by government funding, Road to Logistics recruits in local areas, training individuals from disadvantaged backgrounds with a real job waiting at the end of the programme. Learners also receive up to 12 months of post-placement support, including financial and wellbeing guidance, helping them settle in, stay in work and build long-term careers, contributing to workforce retention. Jennifer remains closely involved in the training delivery, travelling across the UK to support programmes alongside accredited RTITB instructors and employer partners.

Over the past years, Jennifer has enabled businesses to recruit more than 1,500 individuals from marginalised or underrepresented backgrounds into HGV/LGV and warehousing roles, transforming lives while helping to meet the evolving needs of the industry.

"Since 2020, we have had the privilege of supporting hundreds of people facing barriers to employment into meaningful careers within our industry," says Jennifer Swain MBE.

"Every learner who has trusted us with their future, every employer who has opened their doors, and every partner who has shared our vision has played a part in this achievement," she continues. "I am immensely proud of this recognition, but even more excited about what comes next."

Accepting the MBE represents a significant milestone not only for Jennifer, but for the wider Road to Logistics community and the logistics industry as a whole, highlighting the impact of inclusive, purpose-led approaches to workforce development.

Visit roadtologistics.org for the latest news.



A Final Word

Road to Logistics was founded on one simple belief:
Talent is everywhere, but opportunity isn't.

Every learner who joins one of our programmes has potential. Sometimes all they need is someone to believe in them.

Everything you've seen throughout this report has only been possible because employers, funders, partners and supporters have chosen to stand alongside us.

Together, we're not just helping people into work. We're changing lives, strengthening communities and building the future workforce our industry needs.

Thank you for being part of our journey.

I hope you'll continue to be part of what comes next.

Jennifer Swain MBE
Managing Director



The future of our industry depends on unlocking the potential of every individual.



Road to Logistics



Ready to create talent?

Build loyalty, capability, and long-term competitive advantage.

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