

## Selected activities from the Country Action Plan 2017/18

Country	Initiative	Context	Action	Timing		Alstom resources contributed	Beneficiaries		
				Dates of action	Duration		Overall benefits to Alstom	Who?	How many?
Algeria	Volunteerism in support of charities (time + effort)	Blood donation days	Organise blood donation days on all our major sites, by bringing a dedicated truck (Algerian Red Crescent) on our premises	27-sept	1 day	Positive impact on the company's reputation.	Hospitals	TBD	Blood for patients in need
Algeria	Volunteerism in support of charities (time + effort)	Volunteer works at SOS Village d'Enfants (Alstom Foundation project)	Volunteers day at SOS Village d'Enfants in Draria, to support works of the Alstom Foundation funded renovation project (weekend)	28/10/2017	1 day	Positive impact on the company's reputation.	SOSVE children	110	Upgraded infrastructure
Algeria	Helping disadvantaged individuals	Alstom Foundation project to improve the infrastucture of a village for orphaned children	Support to Draria Children's Village which is run by the NGO SOSCV (Algeria)	Continuous	>12 months	Image and brandig locally	SOSCV children	110	Much improved living environment
Argentina	Community project support	Alstom Foundation support to the NGO Fundacions Escolares/Gran Chaco for its project Rainfall harvesting and solar energy	Make provision of rainwater harvesting systems/tanks/solarenergy systems for 4 schools and 2 communities; 15-20 families with around 400 people will be overall beneficiaries; Installation of sewer and drainage systems on ceilings and adaptation of roofs for rainwater harvesting; 5 sets of solar energy systems will be put into operation in selected schools and families Some of the electricity produced will be used to raise water from existent wells thereby avoiding the use of fossil-fuelled engines.	Throughout the year	<12 months	Community Service, giving something back to the community. Local brand recognition	4 schools and 2 communities;15-20 families with around 400 people will be overall beneficiaries;	400	Improved water security
Australia	Raising money for charity	In 2013, Alstom Australia employees identified (by vote) a preferred charity partner: the Children's Cancer Institute (CCI). Since then all fundraising activities done in Alstom Australia go to CCI.	Balmoral swim: 1km swim. Employees willing to participate have their subscriptions paid by Alstom and a fundraising page is created on their behalf on which they invite colleagues and friends to donate. Total donation is matched by Alstom (cap at 10'000aud).6 participants: 312 aud + matching donation 1120.00	02/04/2017 (Sunday)	1 hour	Health care, sport challenge for a good cause	Children's Cancer Institute		Every year 950 Australian children and adolescents will be diagnosed with cancer. Every week nearly 3 Australian children and adolescent will die of cancer. The aim of the insititute is to reduce the number of 3 to 0 thanks to research.
Australia	Raising money for charity	Movember is an annual event involving the growing of moustaches during the month of November to raise awareness for men's health issues, such as prostate cancer, testicular cancer and men's suicide.	Employees in Ballarat, Melbourne grow moustache in order to raise money for the Movember foundation.	November		Encourage employee support for a good cause for important charities and raising awareness.	Movember Foundation		Help spread knowledge and encourage open dialogue about men's health, specifically prostate and testicular cancer and also to raise money for research.
Australia	Raising money for charity	International Womens Day (Fitted for work) is a not-for-profit organisation which help women build their skills and develop their confidence in order to achieve meaningful work. Their mission is to transform the lives of more families each year, by helping women transition into work.	Employees participate in a donation drive where staff can donate work appropriate clothes, accessories, footwear and makeup products that will help women to become interview ready. There will also be a morning/afternoon tea to officially celebrate International Women's day as well as to launch our patnership with fitted for Work.	08-mars-18		Encourage employee support for women in the workforce	Fitted for Work		Raising awareness for women in the workforce and help prepare women for work mentally (interview skills, mentoring) and physically (by providing work-appropriate clothing, footwear) and providing them with practical skills required to take their place in the workforce.
Australia	Support to local schools	Ballarat site visit for Ballarat specialist school project. Last year the Ballarat Specialist School (for the educational, social and emotional needs of children with a mild, moderate and complex intellectual disability) was doing a project on Transportation and went to visit Ballarat site.	Based on the successful visit in 2016 and the general enthusiasm, Ballarat decided to organise a new visit this year with other students from the school.	Nov. 2017	Tour: 1 hour	Image with local community	Ballarat specialised school		
Australia	Support to local Colleges/Universities	A structured graduate programme has been developed locally.	Partnerships between Alstom and Engineers Australia, Macquarie university and University of Technology Sydney (UTS) are investigated. Open positions are advertised within their sudents, mentoring is considered ...	FY2017/2018		20 graduates are joining Alstom			
Belgium	Collecting things for charity (food; toys; clothes...)	We organise every year a Saint Nicolaus party for the children of staff members in Belgium, where they get toys as presents. All non distributed toys are given to an organisation in charge of poor children in Charleroi.	Collection of toys and bring them to charity organisation.	December 2017	2 hours	Company reputation in Charleroi.	Children under 12	Unknown, depends on the number of toys	Give poor children a present thay otherwise wouldn't have.
Belgium	Community project support	Support the functioning of a sanitary installation for homeless people in Brussels.	Financial support of the functioning of a sanitary installation for homeless people in Brussels (estimated at 3500 people), by sponsoring their regular newsletter.	All year	N/A	Social involmnet.	Homeless people	750 EUR	Social responsibility
Belgium	Developing individual employability	Some youngsters get "schoolsick" and don't finish school in a proper way. In order to keep them motivated to finish school and prepare them for later employment, we participe in a programm "Alternance training".	Give students concerned a part-time labour contract for 1 or 2 years	2017/18	1 or 2 years	Source of potential later full-time recruitment.	Students	around 3 per year	Company reputation in Charleroi.
Belgium	Promoting key topics (e.g. environment; diversity; human rights; STEM)	Women on Board	Active participation in workshops.	All year	N/A	Social involmnet. Diversity action.	Ladies	N/A	Promote development of women in the organisation.
Brazil	Collecting things for charity (food; toys; clothes...)	Launch a campaign with the employees of all Alstom Brazil sites in order to collect <b>Winter Clothes</b> donations, suporting local Social Institutions.	. Launch of the campaign to employees; . Definition of the Institutions to receive the donation; . Receive and check documentaiton from the Instituitons; . Collect and triage the donations; . Deliver the donations to the Institutions (formalized through official document); . Internal flash about campaings results.	May to June 2017	2 months	Employee engagement in charitable actions. Reinforce Alstom image as a socially responsible company internally and externally (communities)	Social Institutions	3 Institutions: . Cruz Vermelha - São Paulo . Igreja do Povo - Taubaté . Casa São	Support disadvantaged individuals during winter period.

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Brazil	Raising money for charity	Volunteer action – Alstom employees participating in a race (Corrida do Saber) organized by the Institution that is supported by Alstom Foundation in Brazil. Alstom contributed with the costs of the inscriptions of the employees + family members.	. Alstom support in the inscriptions of employees in a race organized by the Institution Arca do Saber. . Alstom also provided company logo t-shirts to registered employees and family members . The race had the participation of 52 people: 26 employees and 26 members of their families.	Nov 25th 2017 Saturday	Annual	Employees motivation on two objectives: being a volunteer in a social responsibility action supported by the company and focusing on health care aspects. Support children and adolescents with social vulnerability who participate in the educational activities at Arca do Saber Institution.	Institution Arca do Saber	120 children and adolescents	Support children and adolescents with social vulnerability who participate in the educational activities at Arca do Saber Institution.
Brazil	Community project support	Arca do Crescer Project - 2016/2017 Project. The project scope is the building a center to provide a professional training for young people and adults. The project will focus on 15 to 24 years old people. The new building will welcome 120 students within three different six months professional training.	. Alstom Foundation support to a Arca do Crescer Project. . Arca do Crescer Training Center was inaugurated on November 23th, 2017	Nov 23th, 2017	1 year project	It contributes to the image of Alstom as a socially responsible company and to the motivation of the employees - proud to belong to a company with Social Responsibility Programs.	Institution Arca do Saber / Project Arca do Crescer	120 students within three different six months professional training.	Support vulnerable young people to get a short but quality training recognized, and allowing them to enter the job market quickly.
Brazil	Developing individual employability	Implement <b>Apprentice Program</b> for students with social vulnerability - part time in the Institution and part time in the company. Objectives: . Develop and qualify young students (from 14 to 17 years old); . Inclusion in the labor market (1st job)	Establish the partnership with Institutions: SENAI, CIEE; . Launch the annual Apprentice Program (selection process) . Prepare internal tutors from Alstom that will follow the students; . Provide on the job training; . Monitoring the program (Alstom and Institution)	All Year	Annual	Apprentices can become future employees, contributing to the Alstom future workforce renovation, mainly in manufacturing area.	2 Institutions (SENAI and CIEE) 27 Apprentices (09 from SENAI and 18 from CIEE)	2 Institutions (SENAI and CIEE) 27 Apprentices (9 from SENAI and 18 from CIEE)	2 Years Program. Students have the opportunity to learn through on the job training, classroom trainings, participating in the area activities.
Brazil	Developing individual employability	Implementation of <b>Internship Program</b> in Alstom Brazil, providing opportunities of students from target universities (mainly Engineering) to develop skills (technical and behavioural). . 4 Universities . 22 Interns Period: from one to two years	Annual Program: Partnership with University, students enrollment phase, selection process, contract with Universities. . Induction Program . Monitoring the program (Alstom with students and Universities)	Annual (maximum 2 years of internship per student)	Annual	Interns can become future employees, contributing to the Alstom future workforce renovation, in different areas. This Program reinforces Alstom employer branding within Universities involved.	4 Universities 24 Interns	4 Universities 22 Interns	Students have the opportunity to develop skills and experience of working in one organization.
Cambodia	Helping disadvantaged individuals	Alstom Foundation support to the NGO GERES for the provision of eco-stoves to families in remote communities	GERES will work with local communities to assess their biomass resource for renewable fuel supply for these stoves Selected communities will be also engaged in reforestation and agroforestry activities to supply renewable fuels for small scale food processing industries.	Throughout the year	>12 months	Community Service, giving something back to the community. Local brand recognition	Rural families		Avoids cutting on trees for fuel for cooking
Cambodia	Developing individual employability	Alstom Foundation support to the NGO Enfants d'Asie for its homes for disadvantaged youth in Phnom Penh	In Phnom Penh, this project will consist in improving the living conditions of 93 students (including a majority of girls) by renovating their shelter, used for habitation and education. The children come from orphanages from around the country.  The shelter will get new roof, solar panels for energy supply, and a sports field. The aim is to provide them with a safe and healthy environment for them to learn skills for future employment	Throughout the year	>12 months	Community Service, giving something back to the community. Local brand recognition	Students	93	Youth transitioned towards employment
Cameroon	Community project support	Alstom Foundation support to the NGOs ADEID and Electriciens sans Frontieres for the provision of solar electrical power at Chomba	The objective of this project is to build the local capacity to design, manufacture, install and run solar power play in Cameroon, and use this experience to demonstrate to the policy makers about the convenience of using local energy sources to contribute rural electrification and to the improvement of the social and economic conditions of the poor.	Throughout the year	>12 months	Community Service, giving something back to the community. Local brand recognition	Local villagers		First electric light bulb in their homes
Canada	Collecting things for charity (food; toys; clothes...)	Each year, CTV news holds a food and toy drive at their local stations in time for the Holiday season. Employees brought in non-perishable food items and new toys which were then delivered to designated drop-off areas in all 3 cities.	Toronto employees bought and wrapped new toys while Montreal and Ottawa collected non-perishable food items for various non-profit organizations.	10/12/2017	2 weeks	Overall brand recognition as good corporate citizen	Salvation Army, Ottawa Food Bank and various NFP in Montreal	N/A	Needy families received toys and food items for the Holiday season.
Chile	Emergency relief (natural disasters)	In the first two months of 2017, Chile suffered the worse widespread forest fires in the history leading to a national emergency and led to the loss of more than 600 thousand hectares. It has been calculated that 114 thousand hectares of this lost forests was native woodland.	The Natural Sanctuary Quebrada de la Plata, in the Santiago district of Maipú, covers an area of 1.100 hectares of native woodland, of which 800 hectares were burnt down in recent wildfires at the end of 2016. Foundation Cultiva awarded with Alstom Foundation funds, will do reforestation of an area of more than 180 hectares in collaboration with community and schools. They are being supported by the agricultural science faculty of the Universidad de Chile. Workers of Alstom Chile will participate in the reforestation.	Since first rains. Probably May or June 2018 (next FY)	For Alstom workers one day.	Community Service, giving something back to the community. Local brand recognition	Community, Environment, Country.	Santiago population	Recover lost forest for Chile which will help to improve environment and health for its population.

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Chile	Helping disadvantaged individuals	Collection of paper garbage for a foundation that helps and maintain abandoned children for adoption and those with parents with justice issues.	Collaboration with San José Foundation who collect paper garbage and sell it. The foundation has three homes for children from 2 to 6 years old. The children are in custody sent by court when parents have legal issues, and some abandoned children for adoption. Alsto they have one home for pregnant women with difficult situation, and want to give in adoption their children.	Every month	2 hour		Abandoned children for adoption, and children with parents with justice issues.	190	Involve employees in having concious of support people with problems and at the same time saving environment with less consumption of wood (trees) for papers.
Chile	Support to local schools	We give opportunity to aprox. 25 students of technical schools for doing practice during summer season in all our sites every year.	We give opportunity to aprox. 25 students of technical schools for doing practice during summer season in all our sites every year.	From December to March	Aprox. 3 months		Students	25	Possibility of students with no network to have the chance to do their practice in an important company of high technology.
Chile	Support to local schools	Support to a small school of physical and mental disabled students close to a project of Alstom.	Support to the school by some workers in: painting, works like fixing electric system, bathroom lights, safety protections. It will take near one hour per week.	March 18	2 hours in march		Students and teachers	70	Improve environment of dissabled students as well as improvement of safety conditions
Chile	Support to local schools	Currently, Latin American faces differnt challenges on its economic development related to Education of its children and young. Competitiveness and current position is treathened for low update capabilities of the workker competences needed for XXI century. This is increased in countries as Chile where a large proportion of the labor force and its economic boost are due to some strategic commodities as cooper. Tutorial Network is a learning methology that today is implemented in more than 9.000 schools in	Implementation of a learning methodology called <b>Tutorial Networks</b> . A model whose main purpose is the development of skills necessary for independent learning, arousing interest in learning and motivation to teach. To enable a visible school transformation, both, for those directly involved in the process and the school community, this is supported with a beautification of the establishment and a implementarian stratyegy of equipment accoding to the technical specialties taut in the school.	Year 2017	One year		Teachers and Students	38	Direct impact to involved people are: - 10 Alstom workers - 20 shcool parents  Indirect people impacted by result of the project are: - 400 parents of school studentes - 815 students
China	Volunteerism in support of charities (time + effort)	"Walking for Love", 2017 Spring Charity Walking for World Hemophilia Day.	On 15 April 2017, 17 Alstom colleagues and their families participated into the "Walking with Love", 2017 Spring Charity Walking for World Hemophilia Day in Beijing Olympic Park. It is an initiative organised by National Health and Family Planning Commision, FESCO, China Charities Aid Foundation for Children and the Hemophilia Home of Beijing (NGO). It aimed to raise fund for hemophilia patients, at the same time, to raise awareness of the hemophilia among the general public. In total, 3 000 CNY have been raised from Alstom Company and employees.	15 April /2017	half day (on a weekend)		Hemophilia patients		It aimed to raise fund for hemophilia patient, at the same time, to raise awareness of the hemophilia among the general public.
China	Support to local Colleges/Universities	Cooperation with Southwest Transportation University	2017 Alstom CSR Spring Light lecture was successfully completed on 18 May at Southwest Jiaotong (Transport)University in Chengdu . The 3-hour Lecture covered railway industry market analysis, key players, advanced technologies and employment opportunities which attracted around 100 students from different majors like electrical engineering, signalling , communication, mechanical engineering..... & Alstom experts participated.	18/05/2017	4 hours	Good image to local clients/design institutes, etc.	Students	100	To encourage young people to consider careers in industry in general and Alstom in particular and to develop individual employability
Colombia	Community project support	Alstom Foundation suppor to the NGO Microbibliotecas for its project Pilot Project micro-library in Paluato	Remote Paluato is a disadvantaged area lacking access to basic facilities and good education. Led by a Spanish NGO, this project focuses on education and reading promotion. It aims to collect in Spain then deliver educational resources (books and publications) to the rural school in Paluato. Once the resources are delivered, a library will be implemented, providing books and training to the students (reading clubs, seminars).		11 months	Community Service, giving something back to the community. Local brand recognition	Local residents/students		Improved literacy and educational standards
Ecuador	Promoting key topics (e.g. environment; diversity; human rights; STEM)	Alstom Foundation support to the NGO Agronomes et Vétérinaires Sans Frontières (AVSF) for its Inundaule project	Initiate a flood risk management plan by encouraging crop diversification to help small rice producers; 250 rice-producing families will be supported to enhance their income by using a sustainable agro-ecological model; 250 agro-ecological kits will be distributed and special trainers will aid the ecological transition; Construction of a farmer's resilient system through studying best practices and strategies for implementation by the state	Throughout the year	>12 months	Community Service, giving something back to the community. Local brand recognition	Agronomes et Vétérinaires Sans Frontières (AVSF)	250 families	Increased resilience and environmental awareness
Ecuador	Emergency relief (natural disasters)	Donation to La Cruz Roja in the aftermath of the earthquake	Donation to ehlp those who suffered to recover from the effects of the earthquake	April 2017		Community Service, giving something back to the community. Local brand recognition	La Cruz Roja (Red Cross). Those impacted by the		Speed up post trauma recovery
Egypt	Helping disadvantaged individuals	Improving access to basic rights through medical, psycho-social and legal assistance to extremely vulnerable, marginalized and discriminated children and youth in Cairo.	Samusocial International in Egypt (SSIEG) will develop its support to children and youth in street situations by providing them with medical, social, psychological and legal services through its mobile units. Through close relations with partner NGOs, SSIEG refers cases to reception centers and shelters of partner NGOs and will assist them with psycho-social services as well as regular medical consultations and visits.	Throughout the year	1 year	Community Service, giving something back to the community. Local brand recognition	Samusocial International in Egypt.	552	552 children receiving individual care on the street or at partner's structures/shelters, receiving medical, social and legal support and awareness training on such topics as hygiene, pregnancy, drug abuse.
Egypt	Support to local schools	Working with "Seeds of Hope" initiative to provide local technical Schools with needed tools for their students to help with their practical learning	Meeting with Seeds of Hope representatives for discussions of the required support, and they provided us with the list of the tools that are needed for the schools "mainly 2 technical schools". Making of the donation.	31.03.2018		Investing in the Technical Education in order to have qualified Technicians ready for the job market, and hence Alstom can also hire the qualified ones for our Projects.	Technical Students of 2 Technical Schools	160	*Supporting Public Schools *Qualifying Students For the job Market
France	Encouraging local start-ups	Encouraging local start-ups	Adhesion to Alliance & Territoire to promote entrepreneurship through local start ups (Innovation budget)	2017		increase the image of Alstom as an innovative Compagny and attract young Talents	employees and students		Attract young Talent
France	Developing individual employability	Foundation project to develop a pilot scheme in Lille designed to reinject long-term unemployed people back into the workplace by instesting the unemployment cost (to the Government) into social enterprises that will	In support of the NGO ATD Quart Monde. Pilot scheme to prove the concept.	All year	>12 months	Associated with a high-visibility scheme of social value.	Long-term unemployed	Circa 50 in first phase	Creates jobs for the long-term unemployed
France	Developing individual employability	Building a foundation for disadvantaged youth to transition into the job market.	In support of the NGO Apprentis d'Auteuil. To provide a home and training as a springboard to first employment.	Continuous	>12 months	Nothing directly	Disadvantaged youth	30	Youth who might otherwise be delinquent put on the path to employment.
France	Community project support	Promoting key topics (e.g. environment; diversity; human rights; STEM)	100 CHANCES 100 EMPLOIS (100 OPPORTUNITIES 100 JOBS)	Quarterly	1 day	Increase Alstom image and to fill positions	students or young job seekers		

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France	Helping disadvantaged individuals	"Second Chance" school (EC2) helps young people who have been out of the school system for more than a year to build a concrete professional project, trains them and helps them to find an internship or a job.	Create a partnership with this school : Site visit, training period, common project	all around the year		Involvement in the local social life and promotion of the company's image	Young people with "social difficulties"	10	Corporate social Responsibility
France	Developing individual employability	"Second Chance" school (EC2) helps young people who have been out of the school system for more than a year to build a concrete professional project, trains them and helps them to find an internship or a job.	Participation in the recruitment of the new promotion. Help to discover the trades, visit the factory and offer internships	all the year	yearly	Involvement in the local social fabric and promotion of the company's image	Young job seekers		Corporate social Responsibility
France	Promoting key topics (e.g. environment; diversity; human rights; STEM)	Partnership with Elles bougent in order to develop mindset on diversity and engineer career for women	Contribution to diverse external (engineer day for women, Industrial week in INSA...) or internal (visit on the site) events	2017-18	2 days	Increase the image of Alstom in term of involvement in Diversity and fulfill our 2020 target	students		Familiarisation with what Alstom does. Exposure to engineering as potential future vocation, focus on woman public.
France	Helping disadvantaged individuals	accompanying and sponsoring young people in difficulty for their integration	Assistance in the construction of CVs, prospective employment, coaching, participation in the general assembly	2017	3 à 4h	Civic engagement	troubled young people, employees, HR		Alstom involved in diversity matters
France	Promoting key topics (e.g. environment; diversity; human rights; STEM)	Elles bougent (girls on the move)	Day of exchanges/presentation of the Group and the site/presentations of the business lines (the president of the delegation "elles bougent" of Poitou-charentes is an employee of the site)	Once a year	4h	Diversity: opening up the company to women scientists	high schools, colleges, universities, employees	10	Alstom, a partner in educational activities
France	Promoting key topics (e.g. environment; diversity; human rights; STEM)	Participation in the Board of Directors CAP Emploi	support for the integration and employability of people with disabilities	4 per year (2017)	16h	socially responsible company	school/ Alstom	1	Alstom involved in diversity matters
France	Helping disadvantaged individuals	Sport dans la Ville	Support to disadvantaged children through the sport and help to access to employment. Alstom staff volunteers in own time.	all around the year	yearly action	Civic engagement	Young people with "social difficulties"	50	Corporate social Responsibility
France	Collecting things for charity (food; toys; clothes...)	Want to develop voluntary action with employees.	Emmaus: Collection of goods donated by the employees (with support of FiduFe network)	March and Sept	2 days	Civic engagement	Disadvantaged people		Corporate social Responsibility
France	Raising money for charity	Leadership challenge organised by Talent Dvp. These donations were made as a result of this challenge	SOS Village d'Enfants : 20 000 € World Wild Fund : 10 000 € Electriciens Sans Frontières : 5 000 €	15/12/17		Civic engagement and increase image of Alstom internally and externally	Disadvantaged people		Corporate social Responsibility
France	Support to local Colleges/Universities	Differents schools located near Alstom FBO in Burgundy corresponding to our jobs and activities. Will develop our network with schools in Burgundy and expand in France	Animation of training modules in schools and universities by employees, research projects with universities: - Teaching Module Railway in the 3rd year of IUT Le Creusot program - Teaching Module Technical data management in aviation license IUT Le Creusot - Teaching IUT Chalon - Teaching Module Railway in the program of the 3rd year ENSAM Creusot - PhD in collaboration with The University of Besancon on a statistical approach to the design of structures	all around the year	30 hours by module each year	Increase : Image of Alstom and attract young talents from diverse backgrounds	Student aged 18-24	100	Alstom involved in diversity matters
France	Helping disadvantaged individuals	Partnership with the FACE Foundation (Action Against Exclusion) and Cap Sponsorship	Assistance for the reintegration of people who are long-term unemployed	2017 -2018	tbc	promotion of the company's image	disadvantaged people		Developing individual employability
France	Support to local Colleges/Universities	Participate in teaching and examination boards	Participate in teaching and examination boards	2017 -2018	tbc	Good relationship with schools, colleges and universities, sourcing for hiring skilled people	students		Support to local Colleges/Universities
France	Support to local schools	Participation in "The week of Industry" (with UIMM)	Welcome students and teachers	2017 -2018	tbc	Attract young Talents	students		Developing individual employability
France	Support to local schools	Bringing education closer to industry be a partner and involved in the educational community	8 site visits: discovery of the industrial environment.	Several dates (See dates in comments)	2h30 per visit	promotion of the company's image	students, teachers, academy, educational associations, employee	400 per year	Alstom, a partner in educational activities
France	Support to local Colleges/Universities	Bringing education closer to industry be a partner and involved in the educational community	c'est génial association: reception of the winners of the competition in the scientific field (30 high school students)	2nd of June 2017	3h	Bringing closer the enterprise of national education and fostering vocations	schoolchildren /RH	30	Alstom, a partner in educational activities
France	Support to local schools	Participation in board jury	Be the professional representative on the examination board,	5 to 6 per year	30 à 40h	know the expectations of schools, identify talents, maintain a business network/school network	Schools/students/employees/HR		Alstom, a partner in educational activities

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France	Support to local schools	courses/lessons provided by employees	scientific courses given by our engineers in connection with our professions (ESC, EIGSI, ISSAP, lycée pro)	Year 2017	30 à 40h (8h per métiers)	complement the training with courses more related to professional practice. Company and school listening to technical evolution	Employees/teaching skills school team	5 to 6 employees	Alstom, a partner in educational activities
France	Support to local schools	EIGSI sponsorship of a class	actions over one year: many site visits for promotion, job board, integration participation, ALSTOM/EIGSI races, Moroccan students meeting EIGSI and project.	Year 2017	12h	strengthening links with local engineering schools	Employees/Engineering school		Alstom, a partner in educational activities
France	Support to local Colleges/Universities	Course en Cours : Competitions for scientific projects (creation of a vehicle) by schoolchildren, high schools and students	Participation in the day by HR	June	1 day	Image of a innovative company and promote scientific career paths	alstom/ Students		Alstom, a partner in educational activities
GCC	Community project support	Dubai Beach cleanup	3 teams to clean the beach from Cigarette Butts & General Plastic (employees own time)	Q1,Q2, Q3	3 days	Raise awarness about the importance of protecting the environment	<b>Alstom / Dubai Municipality</b>	30	
GCC	Volunteerism in support of charities (time + effort)	Blood Donation	All employees donated their blood	Q3	1 day	Image with the client	<b>UAE Red Crescent</b>		
GCC	Support to local schools	Supporting Children with Special Needs in the UAE (Sharjah) One Day at Dubai Tramway	presentation, gifts + Ride of the Dubai Tram for handicap	Q4	1 day	Tram Accessibility, Cooperation with the client for Handicap childrens	<b>Manzil School</b>	16	Build the skills of teachers for special needs students and engage children with special needs in a different way - Teach the teacher how to use the wheel chait in Citadis Tram ( Accessibility of trains)
GCC	Support to local schools	One day with Shaffalah school Kids	Alstom to set up open day activities, middle school, and high school students	Q4	1		<b>Local schoolchildren</b>		Raise awareness about the transport sector & clean mobility
Germany	Collecting things for charity (food; toys; clothes...)	Christmas present in a shoe box	Donation of money and/or gifts which will then be packaged by young Alstom trainees and put under the Xmas tree for distribution to disadvantaged children. Initiative coordinated with Helios Klinikum and the City of Salzgitter	November 2017	1 month	Feeling of giving. Alstom coordinates. Employees contribute.	Disadvantaged children in the Salzgitter area	30	Gifts for needy children at Christmas. 1800 euros equivalent was raised.
Germany	Raising money for charity	Donation to the charity Naturschutzbund - a reputable ecological organization, protecting birds and other wildlife.	The amount results from selling some old Alstom metal parts to third parties	January 2018	1 day	Disposal of metal parts	Naturschutzbund : birds and wildlife	Hundreds	Investing in the environment
Hong Kong	Raising money for charity	Birthday coupon to staff (those is willing to contribute the money to charity (Have we send out the email and how is the update..)	Hong Kong Alstom provide birthday coupon (HK\$100/-) to staff. Initiative to get staff to voluntarily to contribute birthday coupon (HK\$100/-) to charity. By end of Feb 2018, 11 Alstom staff volunter to contribute xxx	28/2/2018	Continuous	Responsible Company & staff to social community in need	Médecins Sans Frontières (MSF)	HK\$1100/-	Money will goes to MSF an international, independent, medical humanitarian organisation that delivers emergency aid to people affected by armed conflict, epidemics, natural disasters and exclusion from healthcare
Hong Kong	Raising money for charity	Coordinate with Médecins Sans Frontières (MSF) to provide a Donation box. Money will goes to MSF an international, independent, medical humanitarian organisation that delivers emergency aid to people affected by armed conflict, epidemics, natural disasters and exclusion from healthcare.	To create social caring environment by encouraging staff to contribute to the donation box to help others thru Médecins Sans Frontières .	01/11/2017	Continuous	Responsible Company & staff to social community in need	Médecins Sans Frontières (MSF)	HK\$1263.5/- raised	Money will goes to MSF an international, independent, medical humanitarian organisation that delivers emergency aid to people affected by armed conflict, epidemics, natural disasters and exclusion from healthcare

## Selected activities from the Country Action Plan 2017/18

Country	Initiative	Context	Action	Timing		Alstom resources contributed	Beneficiaries		
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Hong Kong	Community project support	Red Cross blood donation campaign within Alstom Hong Kong office at New Kowloon Plaza on 22 March 2018. Building owner supported our initiative and will be allocating one empty office for this event.	To request staff to donate blood to save life & also promote this event in the building to all other companies with support from building owner	22/03/2018	1 day	Responsible Company & staff to social community in need	Red cross		Red cross (Blood bank in Hong Kong )
India	Emergency relief (natural disasters)	Providing drinking water, food grains and medicines	Providing potable drinking water, food grains and medicines to general public affected by onslaught of floods caused by heavy rains which washed away villages and houses of people with their belongings leaving behind people struggling for livelihood.	01/10/2017	1 month	Branding as a organisation alive to its social obligation and corporate social responsibility. Good community connect. Employees	CARE, Flood affected villages and community	400	Provide support to the community to stand back on their legs once again and become functional
India	Helping disadvantaged individuals	Promoting primary health and education in seven villages in the vicinity of Madhepura eLoco factory site, towards building better community relations with the local community.	Financial support for shortlisted charitable organisation for undertaking activities promoting health and education in the target villages.	01-10-2017 onwards	1 year	Develop connect with local community and generate positivity in the atmosphere. Make communities feel change due to our presence.	PRAGYA, 7 VILLAGES AROUND MADHEPURA FACTORY	7500 people	Good quality medical consultation, health camps and free medicines available at doorsteps. Good primary education to children. Train the teachers.
India	Helping disadvantaged individuals	Providing a safe home environment to select underprivileged (girl) children and helping their empowerment.	Financial support for shortlisted charitable organisation for developing facilities for providing home environment to underprivileged children and promoting their education, health and social security	01-01-2017 onwards	2 years	branding as a organisation alive to its social obligations.	TARA GIRLS, Underprivileged girls	20	Support for education and livelihood to needy children. Individual development of the children.
India	Volunteerism in support of charities (time + effort)	Promoting Road Safety awareness to four wheeler and 2 wheeler riders on Road safety (helmet, Seat belt, speedlimit etc) in Sricity.	Road safety awareness camp promoting safety while driving, in the road leading to Alstom Sri City factory, where accidents are high, due to driver negligence.	01/04/2017 onwards	1 day	Branding as a organisation alive to its social obligation and corporate social responsibility. Good community connect. Road Safety of our	Local community	1000	Increase awareness towards road safety, bring down accidents.
India	Promoting key topics (e.g. environment; diversity; human rights; STEM)	Tree Plantation by employees	Tree Plantation by employees in Sricity for improving greenery. 2 trees per employee per annum, part of Green Revolution & Vanamahotsav Scheme of the Government	01/04/2017 onwards	1 day	Branding as a organisation alive to its social obligation and corporate social responsibility. Good community connect. Employees benefited with good environment	Local community	1000	Improve environment
India	Volunteerism in support of charities (time + effort)	Pottery making by fresh graduate engineers and sale to employees for fund raising for charity	Donating funds to charitable organisation supporting the poor.	01/08/2017	Half day	Branding as a organisation alive to its social obligation and corporate social responsibility. Good community connect. Employees encouraged to participate in philanthropic	Underprivileged community	25	Support deprived community
India	Helping disadvantaged individuals	Joy of giving week Oct 03-07, 2017	Donating old clothes, setting camps for donations for orphans etc. Organisation and collection costs.	03/10/17	5 days	Branding as a organisation alive to its social obligation and corporate social responsibility. Good community connect. Employees encouraged to participate in philanthropic work	Underprivileged community	100	donations to NGO and providing old clothes for the deprived community
India	Developing individual employability	Resourceful Women	Provide tailored trainings and micro credit for skill development and employability/ entrepreneurship	06.11.2017	1 year	Branding as a organisation alive to its social obligation and corporate social responsibility	Objectif Inde France, underprivileged women	20	Support for skill development and Employability
India	Helping disadvantaged individuals	Supporting Health for Pregnant women and infants and skill development & employability of women	Financial support for shortlisted charitable organisation for undertaking activities promoting health and education in the target villages.	01-01-2017 onwards	2 years	Develop connect with local community, improve diversity and develop skill which could be later employable in the local unit.	CARE, 7 VILLAGES AROUND MADHEPURA FACTORY	4000 people	skilled human resource - capable to be employed in industry. Healthy nutrition to mothers and infants.
India	Community project support	Supporting local primary and secondary school in Coimbatore by providing basic facilities.	Donating Water purifier to enhance the health of the little children.	September '17	1 day	Branding as a organisation alive to its social obligation and corporate social responsibility. Good community connect.	Local School	200 Children	Enhancing health of School children
India	Support to local schools	Distribution of Educational kit to school students	Coordinated thru Sri City, Alstom has renovated the school building and distribute Educational kits to Government school students (Grade I to Grade V). ALP was also took part of this CSR activity.	12/01/2017	1 day	Branding as a organisation alive to its social obligation and corporate social responsibility. Good community connect.	Local School and children	500	Provide better educational facilities
India	Collecting things for charity (food; toys; clothes...)	Enhancing the facilities in Orphanages	To donate Used canteen Furnitures from our factory	February'2018	1 day	Branding as a organisation alive to its social obligation and corporate social responsibility. Good community connect.	Orphanage	56 Children	To provide Better basic facility for education

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UK	Collecting things for charity (food; toys; clothes...)	In Ireland defibrillators are not provided in schools	Schools are not provided with defibrillators in Ireland, schools have to fund themselves. Background to this is earlier this year a young child suffered a heart attack while in school. The school did not have a defibrillator. The principal knew the local sports club had a defib. They retrieved this & saved the child's life using the defib. This stuck with me that schools should have them. We decided with the new Luas line opening in Dublin (named Luas Cross City officially opened on the 09th December 2017) we would donate to the schools along the new line.	déc-17					
Israel	Encouraging local start-ups	Alstom Israel and Schneider Electric are partnering with Aster Capital to initiate innovation activity in Israel and to invest in Israeli start-ups in the field of transportation and energy	An Innovation Officer was recruited in Sept. 17 to support the Alstom decision to explore the local ecosystem and locate possible opportunities for investment (1/3 of individuals salary for the half year)	ongoing	continuing	Investments in innovative developments for the benefit of Alstom			
Israel	Collecting things for charity (food; toys; clothes...)	Donation of old equipment (that would otherwise be thrown away) to charity	Donation of old furnitures, not-used computers, worn binders to local association	Done	one-time	Establishing a positive image for the company's local project	The Jerusalem Hills, Therapeutic center		Savings on new purchase (7 old computers, old Furniture, old Binders)
Israel	Collecting things for charity (food; toys; clothes...)	Donation of old office furniture (that would otherwise be thrown away) to two nonprofit organization in Jerusalem	Donation of old furnitures, worn binders to local association	01/12/2017	one-time	Establishing a positive image for the company's local project	Tali math school and ALYN Hospital		-8 tables, 10 chairs, 10 commodes and Cabinets, 5 Bulletin board
Israel	Volunteerism in support of charities (time + effort)	Citadis Alstom will finance the participation of its employees and their families in Jerusalem Marathon, running for a cause	Running for a cause - Health awareness and solidarity with people with disabilities. On a weekend	09/03/2018	one-time	Health awareness			5 employees participated
Israel	Raising money for charity	A delegation of 20 severely handicapped on wheelchairs will encircle the Golan Heights and climb to the Hermon mountain	Donation of money to disabled	10/03/2018	one-time	Establishing a positive image for the company	ISCA_Israel Spinal Cord Injuries Association	1	Financial aid to 1 out 4 handicapped which was unbale to afford participation fees
Israel	Support to local schools	Cooperation with Jerusalem Technological High School ORT, close to the JLRT Site. Robotics Program students are being supported by RS and Infra departments of the JLRT Maintenance Project.	Citadis Israel will financially & professionally support the yearly competition of robotics - International FRC	August 17-April 18	continuing	Establishing long term relations with local technological educational institutions to support future recruitment of technicians for our project	Robotics Program Students	-20	Opportunity for personal and professional empowerment by getting acquainted with projects' working environment and future employment opportunity
Israel	Community project support	Alstom Foundation supports the SOS Children's Village in installation of foto-voltaic roofs to use the savings on electricity payments for education.	Remaining payment of Alstom Foundation selection for 17-18	01/11/2017	April to August 2017		village children	100	Larger investment into children's education derived from electricity savings
Italy	Community project support	"Give a chance to Chernobyl children" .	The project aims to support Italian families in hosting children with health problems/contaminated by radiation from the Chernobyl plant. The actions forecasted are the following: a) to pay transfer costs to/from Belorussia for 135 kids and 11 accompanying adults for 1 month summer vacation near to Savigliano; b) to establish information points to attract more host families; c) to help reduce contamination levels.	30/06/2017	duration of the project: about 12 months	Support the local community	Disadvantaged people	about 130 children	Support to Italian families by helping them to host children from Chernobyl

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Italy	Volunteerism in support of charities (time + effort)	<b>Stop hunger now: social team building.</b> 22 Alstom employees worked together with the no-profit organisation "Stop hunger now" with the objective to create 5.000 meals (rice, vegetables, vitamins, etc) in the shortest time to send to poor people in Africa.	The social team building is the activity proposed by Alstom Italy to launch the "Italy Corporate Voulteering Program" for Bologna, Firenze and Bari' s sites (pilots). The aim is to raise awareness towards big topics such as hunger and poverty. 22 Alstom employees involved.	16/10/2017	5 hours	Doing Social Team building activities	22 Alstom employees	22 Alstom employees	Help disadvantaged people
Italy	Promoting key topics (e.g. environment; diversity; human rights; STEM)	Health & Wellness Program: Alstom Italy run at the Milan Marathon 2017 with AIRC	On April 2 (a Sunday), Alstom Italy run at the Milan Marathon 2017 with AIRC (Italian Association for the Cancer Research) to support research on cancer. An important and exciting project, part of a Corporate Wellness Program, "Health comes first" which aims to raise awareness on prevention through a healthy lifestyle and will culminate with this sport event participation of 4 Italian teams (4 runners for each team, that means about 10km/per runner). 4 Alstom teams for a total of 16 athletes from all the sites (Savigliano, Sesto San Giovanni, Bologna, Firenze, Bari, Napoli depot) internally selected by a sports jury, participated on behalf of our company to the marathon of 42 km that will cross the streets of the capital of Lombardy. 16 Alstom employees from all sites participated.	02/04/2017	Dinner for the team building on 1st April 2017, Marathon on the 2nd April in the morning	Promote sport and raise funds for AIRC	Yes, 16 employees from all Alstom Italy sites	16 employees	Promote a Corporate Wellness and an Health Lifestyle. Contribute to collect funds to support AIRC in the cancer research project.
Italy	Raising money for charity	<b>Alstom Ride for Charity</b>	Organisation on the 10th June 2017 (a Saturday) of a bike ride for 300 Alstom employees and their family members near Savigliano (2 itineraries: 1 short of 20km for all, 1 long of 60km for the bike lovers). All the funds raised by the employees were donated to the local no-profit organisation which have presented a project to Alstom Foundation but were not selected. This initiative is also part of a Corporate Wellness Program, "Health comes first" which aims to raise awareness on prevention through a healthy lifestyle. 17KEUR cost of the organization; about 7KEUR raised by the employees were donated to the Italian no-profit organisation that have not been awarded by Alstom Foundation (namely: "Centro Aiuto alla Vita", "Il Fiore della Vita" and "Il Museo Ferroviario" of Savigliano)	10/06/2017	half-day	Promote sport/health lifestyle and raise funds for charity	All Alstom Savigliano employees, their families and the no-profit organisation that have not been awarded by Alstom Foundation	about 300 people	Support the local communities
Italy	Helping disadvantaged individuals	Overnight shelter for the homeless	Foundation project to provide shelter and food for the holeless during the winter period	November - March	5 months	Local image	Homeless		Avoidance of suffering on the streets
Italy	Collecting things for charity (food; toys; clothes...)	<b>Canteen</b> in the Italian Alstom sites have some <b>exceeding food</b> every day. <b>Action again food waste and hunger</b>	<b>Action again food waste and hunger</b> started in Bologna site already in 2015: the employees raised 4KEUR for buying a chiller and now the exceeding food is donated every day to the "Banco Alimentare Foundation". In 2016 this action has been extended to the other Italian sites with a canteen: Savigliano (food donated to the "Associazione Papa Giovanni XXIII") and Sesto San Giovanni (food donated to the "Banco Alimentare Foundation") sites. Cost 0KEUR for Savigliano and Bologna site; 1ke/year for Sesto San Giovanni site (for the containers). Continued from the FY16-17	Along the year	Every day	Promote solidarity behaviour with the local community	Disadvantaged people		Fight against food waste and hunger.
Italy	Promoting key topics (e.g. environment; diversity; human rights; STEM)	Promote education for the employees and their sons	. Scholarships for the children of employees every year at end of the academic year on the basis of the results; . Purchase of the school books for the employees who are at University; . Summer camps for the sons of the employees with an educative purpose (e.g. in UK to study English).	31/03/2018	every year	Promoting education	Savigliano site employees	Savigliano site employees and sons of the employees	Encourage education
Italy	Support to local Colleges/Universities	2 PhD students in "Industrial Reasearch" with University of Modena	The 2 PhD students are doing a doing their PhD in cooperation with Alstom. Costs include their salaries and mentoring.	November 17-November 20	2 tutors on demand; 700 hours spent per each student/ per academic year	Supporting education	Students	2 PhD students	Support to education
Italy	Support to local Colleges/Universities	Bologna University (Department of Engineering of the Infortion), FS Group, Alstom and other companies have created a Summer School course "School of High Education in Engineering of the Systems for the Integrated Mobility": a unique opportunity (the only one in Italy) that offers the chance to become expert in the smart and digital mobility and the railway infrastructure. In order to answer to the market challenge, thanks to digitalisation, Alstom	The course started in September 2017, it included a total of 125 hours lessons and participants had the opportunity to follow a path in the companies involved. Alstom is involved with the selection of the partecipants, about 40 hours interventions during the lessons and a visit to Savigliano site (done on 28th September 2017).	01/09/2017 - 30/09/2017	visit to Savigliano site:1 day (28th Sept) lessons: about 40 hours	Supporting education	Students	35 students	Support to education
Italy	Developing individual employability	On the 21st April 2017, Bologna experts went to Bologna University for the initiative <b>"Meet the future, meet Alstom"</b>	This initiative had the aim to let the university students (informatic engineering; informatics) know about Alstom activities through the testimony of Alstom newcomers employees. At the end of the presentation the student had the possibility to have a private interview with Alstom.	21/04/2017	3 hours	Offer a working opportunity to University students by promoting Alstom image	Students	Univeristy students that attended to the event	Offer a working opportunity to University students by promoting Alstom image
Italy	Support to local Colleges/Universities	Project "Bridge between school and work_1st session" with 3 local technical college (ITIS "G. Vallauri" of Fossano; IIS "Arimondi-Eula" of Savigliano and ITIS "G. Cigna" of Mondovì) for a total number of 24 students. Alstom asked to the school to select and involve the outstanding students.	The Project included: - 1 hour testimony of 1 Alstom expert from each function of the company (20 hours testimony in total) and a visit in Savigliano site; - An internship in Savigliano site (each student has a tutor that followed him for 1 month); - KATA course	19 june - 14 july	1 month	Supporting education	Supporting education	24 students	Support education by giving students the opportunity to know something about Alstom activities



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Italy	Support to local schools	Project "Technically: a project for Alstom" in Savigliano site	Starting from an Alstom technical/organisational problem, students of the local College (ITIS "G. Vallauri" of Fossano, IIS "Cigna" of Mondovi, IIS "Arimondi-Eula" of Savigliano) together with Alstom work to find a creative idea to solve the problem. Alstom is the sponsor and the jury of the projects. 4 projects concluded: - 3 projects with ITIS Vallauri - 1 project with IIS Cigna Mondovi	01/04/2017 -30/06/2017	Cooperation of different functions for the projects (4 Alstom employees involved as tutor)	Supporting education	Many students per year	about 100 students	Support the local schools motivating students and attracting them.
Italy	Helping disadvantaged individuals	Rainman Project: project of inserting some people with autism in the Testing and software area	6 months internship (26 hours/week; from September to March) 5 people with autism aged from 18 to 35 years; they are followed by one external tutor (collaboration with the local health service). Positive output of the project. Possible extension of 6 month for FY 18-19.	from September 2017 to March 2018	6 months	Increase the sensibility and the capacity of the employees to include disabled people into the daily activities	5 people with autism aged from 18 to 35 years old	5 people with autism	Give the chance to disabled people to mature a work experience
Italy	Support to local schools	Alstom is one of the founding partners of technical institute "ITS Lombardia Meccatronica" (the school is near to Alstom Sesto San Giovanni site)( <a href="http://www.itslombardimeccatronica.it/static/la-fondazione">http://www.itslombardimeccatronica.it/static/la-fondazione</a> ). Alstom participates to the definition of the training program of the courses. Internships for some students forecasted for FY 18-19.	3 small grant (registration fee) for economically disadvantaged and outstanding students attending the technical institute "ITS Lombardia Meccatronica".	October 2017	once a year	Supporting education	Disadvantaged and outstanding	3 students	Support education by giving students the opportunity to know something about Alstom activities
Italy	Support to local schools	Cooperation with the "Institute of Professional Education Elis" (based in Rome and specialized in mechanics and electronics)	Alstom (Nola depot) has created, in the "Institute of Professional Education Elis" (based in Rome and specialized in mechanics and electronics), an "Alstom room" in which Alstom experts taught to the students of the course of industrial mechanics (about 70 hours lesson/year). The 15 participants will start a training on the job in Alstom (Nola site) in the middle of April 2018 (FY 18-19).	for all the FY	during all the FY year	Supporting education	Students	15 students	Support professional education by giving students the opportunity to know something about Alstom activities
Mexico	Collecting things for charity (food; toys; clothes...)	Local charitable campaign in order to give to all Alstom's employees the opportunity to participate on a voluntary Program. Alstom's employees located in the region of Mexico City the opportunity to participate.	School supplies donation: backpacks, pens, notebooks, pencils, etc. We collected 1098 school supplies. We worked in collaboration with OGN Un regalo de Vida A.C.	August 15th to 25th 2017	2 weeks	Contribute to Charity events	Children from community of San Isidro del Bosque, in Mexico State	100 children approximately	
Mexico	Volunteerism in support of charities (time + effort)	Reforestation - 2nd edition Guadalajara To give to Alstom's employees located in the region of Guadalajara City the opportunity to participate on a voluntary program	40 participants have reforested "El Centinela" Forest located near to Guadalajara city (Jalisco State)	August 2017	1 day (Saturday)				
Mexico	Collecting things for charity (food; toys; clothes...)	Local charitable campaign in order to give to all Alstom's employees the opportunity to participate on a voluntary Program. Alstom's employees located in the region of Mexico City the opportunity to participate.	Hearthquake Mexico City: 1)Medicines donation (from Torre Esmeralda's employees): we collected 4470 pesos and distribute to Collection Centre Campo Marte 2)Material (from Alstom Services): face masks, gloves, Helmet, etc.) to Collection Centre SIERRAVISTA (equivalent to 4000 pesos) 3)Food/provision/supplies donation (food, water, hygiene product, cleanliness): 480 products to Cruz Roja • Xalapa: 135 products • VDM: 237 products • TE: 108 products	Sept-Oct 2017	1 month	Contribute to Charity events	Mexico City, Morelos & Chiapas State	N/A	
Mexico	Collecting things for charity (food; toys; clothes...)	Local charitable campaign in order to give to all Alstom's employees the opportunity to participate on a voluntary Program. Alstom's employees located in the region of Mexico City the opportunity to participate.	Toys Donation - 187 toys We worked in collaboration with OGN Un regalo de Vida A.C.	December 2017	1 month	Contribute to Charity events	Children from community of San Isidro del Bosque, in Mexico State	100 children approximately	
Mexico	Volunteerism in support of charities (time + effort)	Kardias Running Race 2017 The Kardias Association was founded in 2000 by several Mexican doctors specialized in heart diseases, with the ambition to raise awareness regarding these types of diseases, and improve the medical attention for children with congenital heart diseases all over Mexico. Alstom has been contributing to this cause since its creation in 2012. In 2016 -> 78 participants; 2017 -> 105 participants (92 adults and 13 children)	To get as many Alstom collaborators and relatives as possible to participate to the Kardias race (target 60 employees and relatives), organized annually in Mexico City in order to raise funds to help children born with heart diseases in Mexico City (according to Kardias A.C 1 out of 120 kids are born with heart diseases in Mexico). Organise pre-event in the park close to the office, team building activity Alstom pay participation fee.	11/02/2018	Sunday morning	Contribute to Charity events	children with heart diseases	9000 children from Mexico	The race is a major source of income of Kardias in order to improve the medical attention for children with congenital heart diseases all over Mexico
Mexico	Community project support	Mayan Women for Sustainable Future - Alstom Foundation project Location: South Yucatán, near from Merida / Mexico NGO: Fundación Mexicana para el Desarrollo Rural, A.C	Objective: Encourage the production of Melipona bee honey in poor rural communities as a productive project in order to protect the ecosystem balance and improve the quality of life of rural families.	24 months		Community Service, giving something back to the community. Local brand recognition			
Mexico	Community project support	Solar energy, water and biomass to improve living conditions of poor rural families (Grupedsac) - Alstom Foundation project Location: Oaxaca / Mexico	Objective: improve living conditions in the municipalities of the area on energy production. • Lack of electricity / Water scarcity / Lack of sewage • Health risk and contamination due to the use of wood for cooking on floor stone stoves.	18 months		Community Service, giving something back to the community. Local brand recognition			
Mexico	Support to local Colleges/Universities	1st internship programs in Alstom Mexico. To develop young talents from Mexican universities ( UNAM, IPN and Tecnológico de Monterrey) to create a pool of people for the future of the organization and also to help students to develop competencies through a labor experience and gain an understanding of working environments whilst getting exposure to Alstom's activities. Students are doing the internship during the last 2 semesters of the university.	Annual Program (duration 12 months from June 2016 to July 2017): 12 interns recruited for S&I and Services Engineering, SIG, Finance, Quality department. Results: 58% trainees hired at January 2018. Job Fairs. intern's "salary" (12 months) Cost of managing/salary cost/how many people involved.	12 months: June 2016- July 2017	N/A	To create a long term partnership between Alstom and the main universities of Mexico. Follow Alstom values within innovation, technological development and young talent progress.	Students	TBD	Support education and University in Mexico

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Morocco	Helping disadvantaged individuals	Alstom Foundation support to the NGO ICAI for its project Sustainable mobility for human development and labour insertion	To support an on-going project (mid-phase) which consists in prototype pilot testing of a system (electric bikes with trailers) for the movement of goods for people of limited resources, in areas where the distance between population centers are high. The project is piloting primarily in Morocco, and then in Senegal. It includes solar panel provision for battery charging and (in Senegal) for solar water pumping by day. Twelve people will be direct beneficiaries of this early phase.			Community Service, giving something back to the community. Local brand recognition	12 people to start with	12	Sustainable mobility
Morocco	Support to local schools	This action is part of an industrial partnership convention that has been signed in 2011 between Alstom and the Moroccan Government.	Alstom participation in 3 students forums in EHTP, EMI and ENSET engineering schools. This participation is part of our partnership convention signed with the three schools		6 days	Alstom Morocco attractiveness and meeting the engagement done around the engineering schools convention	EMI & EHTP & ENSET schools	3	Alstom expert attends the conferences and participate to seminars. They attend the Alstom Booth as well to share time and experience with student
Morocco	Support to local schools	Students visits to Alstom sites	EHTP student will visit Alstom sites		1	Alstom Morocco attractiveness	EHTP students	Around 30	On site event
Panama	Collecting things for charity (food; toys; clothes...)	Children's toys collect at Christmas	Donate for the December festivities to children from low-income areas and remote areas outside of the capital, during the months of September / October que locate the communities. The concept is a supported by volunteering with donations and with the event organization. 20 Employees participate as goodfathers for this childrens, in colaboration of ONG Caritas de Esperanza	December 2017	preparation 1 month before		Caritas de Esperanza Foundation	20 children	Employess participate as Goodfathers and Goodmothers of a child of low-incomes to give gifts in christmas (toys, clothing, etc)
Panama	Volunteerism in support of charities (time + effort)	Cleaning of beaches and rivers	Every year ONG Ancon coordinate the month of the beaches and rivers and prepare a voluntaring event that all local companies can participate, in 2017 Alstom employees with there family participate on a weekend event (Sunday) on the beach cleaning activity.	September 13th 2017	4 hours		Ancon	5km of Beach in Panama City	Support the environment and raise awareness of the impact of actions by throwing garbage on beaches and rivers
Panama	Community project support	School Reino de los Paises Bajos Door to the Future Project - Alstom Foundation.	Provide a solution in Infrastructure and social impact for Holanda School located in Tocumen, Panama. To be able to solve the general problems of deterioration of the school, but integrate all Alstom employees and the school community to ensure that each brings its knowledge to make this school is self-sustaining.		N/A		School children aged 3-12	1200 Children	Improved a local community school near our L2 Project offices in rebuild and rehabilitated the actual conditions.
Panama	Volunteerism in support of charities (time + effort)	A school near our L2 offices has been selected for Alstom Foundation to support on the rehabilitation of the school, in paralel we have voluntaries from Alstom team	Support on a weekend to local school near the project helping with painting, organization, books donation,etc. We work allign with MEDUCA and Mi Escuela Primero and ONG Unidos por la Educacion. Alstom provided the equipment.	August 12,2017	8 hours		School children aged 3-12	1200 Children	Support children to have a school in better conditions and a library enabled before the school year
Peru	Community project support	Alstom Foundation support to the NGO Mano a Mano for its Green spaces at Los Jazmines project	In a very poor district of Lima, where Alstom Foundation supported similar projects in 2013 and 2015, the partner NGO Mano a Mano is launching a new project to help women residents build green parks, a playground and a fitness trail in order to improve the local environment, reduce violent behaviour and start family market gardening. This project helps raising environmental awareness.	Throughout the year	12 months	Community Service, giving something back to the community. Local brand recognition	The whole of the Los Jazmines community		Improved living conditions in the shanty town; places to meet; play and grow produce
Peru	Support to local schools	Alstom Foundation support to the NGO Fundacion Harena for the upgrading of the school Lunita Paíta in a shanty town in northern Peru	The Lunita de Paíta school, located in a dusty ravela of Paíta, Peru, was first supported by the Alstom Foundation back in 2012. Now the new project aims to extend the built facilities of the Fundacion Harena-run pre-school to increase the educational capacity and environmental awareness. For that, Fundacion Harena will construct 2 new classrooms to meet growing demand, expand the fence to the new area provided by the local authorities, improve the irrigation system in the area of newly planted trees, and build a greenhouse of 711 m <sup>2</sup> and a percola in the school playground	Throughout the year	12 months	Community Service, giving something back to the community. Local brand recognition	School children	720	Much improved school infrastructure in an impoverished area
Peru	Support to local schools	Alstom Foundation support to the NGO Inicude for its school high up in the Andes	Help a school founded by NGO INICUDE to switch to renewable energy through the installation of solar panels; Construct a pedagogical greenhouse to enhance the quality of nutrition among children, promote ecological activities and enhance food security; Conduct training and awareness programs to ensure proper maintenance of the greenhouse and the solar panels; Provide support for 120 cement permanent shelters and water, sanitation and hygiene (WASH) along the livelihood support to the project beneficiaries;	Throughout the year	8 months	Community Service, giving something back to the community. Local brand recognition	School children	200	Much improved school infrastructure in an impoverished area
Philippines	Community project support	Alstom Foundation support to the NGO ACTED for its project: Improving lives post-typhoon	Setting up a complementary component to support livelihoods for 30 of relocated households, based on vulnerability criteria; Build the capacities of local authorities to mitigate, prepare for, respond to and recover from disasters.	Throughout the year	>12 months	Community Service, giving something back to the community. Local brand recognition	Local families impacted by the cyclones	126 families	Improved resilience against cyclones/typhoons
Philippines	Community project support	Alstom Foundation support to the NGO ACTED for its project: Avoiding Water-borne diseases: Faecal sludge management system	To provide affordable and sustainable system of sludge management (collection/treatment/conversion to fertilizer) to communities of Eastern Samar. It aims to: increase awareness on sanitation issues at household level; develop a social business model for sludge management using low-cost technologies; set up social businesses ; treat sludge used by farmers as fertilizer to increase production.			Community Service, giving something back to the community. Local brand recognition	Local residents	280 person directly (1220 indirectly)	Improved hygiene and health
Philippines	Emergency relief (natural disasters)	Cyclone Urduja: Natural disaster relief	Donation to NGO ACTED in the aftermathof the Typhoon Urduja to help speed up recovery of those affected	May 2017		Community Service, giving something back to the community. Local brand recognition	Local residents		
Poland	Support to local Colleges/Universities	Employer branding	Employer branding _ Talent Absolvent Day	October 2017	1 day	Meetings with students and graduates, from Silesian Region, professional workshops, campany branding, promotion of the internship program in Alstom, KTW Growth & recruitment needs, Alstom Poland Woman`s Forum	Students and graduates from Silesian Region	4000 people learned about our company and our products	Meetings with students and graduates, from Silesian Region, professional workshops, campany branding, promotion of the internship program in Alstom, KTW Growth & recruitment needs, Alstom Poland Woman`s Forum

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Poland	Promoting key topics (e.g. environment; diversity; human rights; STEM)	Promoting diversity regarding women's professional development in railway stock sector. Supporting and coaching female students and graduates in their career design.	Partnership to Women's Forum in Infrastructure and Transportation. Designing programme and event for external participants, including female employees from sector companies as well as students and graduates. Women's Forum in Alstom as a partner of women's professional development within infrastructure and transport. Promoting employment in companies such as Alstom amongst technical universities graduates	The project started in February, with actions in March, May, September	all year	Support in development of women's careers in Alstom; training; integration; best practices exchange with other organisations; promotion of Women's Forum in Alstom Poland externally. Increase of female employees number joining Alstom	potential female employees of Alstom	difficult to assess (ca. couple of hundreds)	There is a strong need for promoting and supporting female employees professional development, career planning, increasing number of women on managerial positions; raising awareness of these issues in public.
Poland	Raising money for charity	KMs for Zlotys. Charity sporting event; staff running, biking, walking and achieving the highest number of kilometers. Alstom contributed funds per km.	In partnership with local NGO - Biegamy z Sercem Foundation	21st - 22nd October, 2017	two days	staff takes part in sport activities combined with local communities contribution	<a href="http://biegamyzsercem.pl">biegamyzsercem.pl</a>	3 disabled kids	support for those in need, raising awareness of helping initiatives; integration within local community; promoting sport activities; wellbeing and sustainable transport
Poland	Support to local Colleges/Universities	CSR/Employer branding	New Rolling Stock faculty on silesian Technical University	opened in October 2016	All the year. Will be continued in 2018	Students are educated according to the needs of our company. Company branding - KTW as an employer who cares about the development of its employees.	Students and graduates from Silesian Region		Only one such a faculty in Poland. Still developed. Company branding - KTW as a one of biggest employer in the Region. KTW as an employer who cares about the development of its employees.
Romania	Collecting things for charity (food; toys; clothes...)	The CONCORDIA organization sustains poor families in different ways. With the occasion of 1st June - Children's day - they organized an action to collect things for the kids of these disadvantaged families	During 2 weeks, together with BIA organization (our payroll supplier) we collected toys, clothes and money (we bought cleaning materials and school copybooks) and then we transmitted all goods to the families	15 - 30 May 2017	15 days		Disadvantaged families from Ploiesti area sustained by CONCORDIA organization	10 families	The families sustained by CONCORDIA get things that they cannot afford from their own budgets
Romania	Collecting things for charity (food; toys; clothes...)	We collected goods and money for a disadvantaged community of kids and old people hosted by a priest from Valenii de Munte	Collect goods or money necessary to buy clothes, shoes, non perishable food, detergents, etc	déc-17	2 weeks		kids and people from the community from Valenii de Munte	300 people	The kids and the old people hosted in the place built by the priest Tanase got things that they cannot afford themselves, it should be a continuous help from the community not only during the Christmas time
Romania	Developing individual employability	As part of our cooperation with CONCORDIA organization (NESST grant from Alstom Foundation) we promised to organize a visit for their students to our main metro depot in Bucharest	The Alstom services organization welcomed - 30 students to Militari depot for a site visit / Alstom activity presentation	sept-17	1 day		Students of CONCORDIA	30 students	The students will see live how our activity is performed and find out from our employees about day to day working rules / good practices
Romania	Developing individual employability	NesST organization won a grant from Alstom Foundation to sustain CONCORDIA bakery in qualifying young people from disadvantaged families as bakers, chefs, waiters and carpenters	A full year plan with actions was developed and implemented by NesST organization together with CONCORDIA and presented to the ALSTOM Foundation and follow-up	April 2017 - March 2018	1 year	Community Service, giving something back to the community. Local brand recognition	Students of CONCORDIA	50	Support for the academic year when students got the qualification as bakers, chefs, carpenters, waiters. We understood that a packaging equipment that was bought with the money from the ALSTOM Foundation is helping very much in the retail activity of CONCORDIA
Senegal	Encouraging local start-ups	Alstom Foundation support to the MGO PAMIGA for its project Renewable energy for women through microfinance	Through the provision of microfinance services, the program aims to facilitate access to solar energy by: developing a local offer of microfinance to overcome the financial barrier to investment in solar energy; building local networks of agents in charge of distributing solar solutions and after-sales services; strengthening rural women's capacities to take economic benefit from their solar solutions and finances. This will also reduce the use and the cost of kerosene for rural lighting and establish a local supply chain.	>12 months		Community Service, giving something back to the community. Local brand recognition	Local women		Setting up of micro-businesses, thereby improving the economic position of the communities
Senegal	Community project support	Alstom Foundation support to the NGO FONDEM: for its project Solar water pumping equipment	system will supply a main well ; Then, water will feed all the farms through secondary wells. An integrated drip irrigation system will also be implemented; This will save a lot of time and energy and help women to exploit the full potential of their farms.	>12 months		Community Service, giving something back to the community. Local brand recognition	Local women		Women won't have to walk for miles to get water. This time to be used more productively.
Singapore	Support to local schools	Singapore School Career Awareness Day	To provide opportunity for school students to experience working world. - led by one of our staff who agreed with one local school to bring students to our office	05/09/2017	one day	Support local school project	Tanjong Katong Girls' School	3	Tanjong Katong Girls' School
Singapore	Collecting things for charity (food; toys; clothes...)	Social Event on "Collection of items to Charity" done on week 29 (17 to 21 July 2017)	To provide opportunity for staff to contribute to Charity by collecting personal items (e.g. cloths, books and bags) to The Salvation Army	17 - 21 July 2017	one week	Social responsibility	The Salvation Army	The Salvation Army	Distributed to people in need
Singapore	Volunteerism in support of charities (time + effort)	Alstom Participant in Coastal Clean-up Day organized by French Chamber Singapore	To participate in the big beach clean-up on 8 Sep along the select beach to move debris from the shorelines, waterways & beaches.	08/09/2017	1.5hrs	Environmental awareness	International Coastal Clean-up Singapore	French Chamber Singapore	Clean up one part of a beach area along Singapore beaches.
Singapore	Support to local Colleges/Universities	Offered internships (12 months duration) to 2 students from a new local university (SIT). Promote Alstom branding and increase our profile among future graduates in Singapore.	Offered 12 months internship to 2 students from SIT (Singapore Institute of Technology). Students are trained in Railway Signalling and Communications. This can help pave the way for more local interns and help promote Alstom branding and increase our profile among future graduates in Singapore (especially since this new degree is relevant to our industry). Mentoring and student salaries (1500 SGD/mth/each for 7 months).	04-sept-17	12 months	Support Project Engineer works & possible future Alstom staff	2 students	2	Develops their skill and employability after they graduate
South Africa	Support to local schools	Employee Volunteering in support of the Alstom Foundation Project: Esibonelweshile welding school	Managing of the Implementation of the Deliverables for the Project (Construction / Electrical) Painting of the Workshop; Risk Assessment for the Workshop, Inauguration of the Project	Various	Variable	Manadatory to meet local BBBEE requirements	Learners	31	Skills Development for Disadvantage Children, that would lead to employability in the market and pipeline of welders for Alstom

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South Africa	Support to local schools	Infrastructure renovation and equipment provision plus training. Creation of a welding technical centre at Esibonelweshile school.	Provision of funds to NGO Electriciens sans Frontieres to deliver this new facility at a school local to an Alstom factory.	During the year		Local branding and recognition close to an Alstom site. Possible future source of trained employees.	Learners	31 each year	Skills Development for Disadvantage Children, that would lead to employability in the market and pipeline of welders for Alstom
South Africa	Support to local Colleges/Universities	B-BBEE Skills Development	1. Bursaries awarded to University /Technical and Vocational Education and Training ("TVET") students in the Engineering and Commerce fields. 2. Transfer of Technology ("ToT") is a skills transfer programme which entails transferee of skills from the Alstom Group to the local engineers. 3. Research chair focuses on Engineering research in partnership with Tshwane University of Technology . 4. Learnerships and Apprenticeship - Skills programme to upskill learners.	During the year		Secures local supply chain	Engineering and commercial students and apprentices		Economic development through the acquisition of new skills. Entry into the railway sector supply chain.
South Africa	Developing local supply chain	Enterprise Development	Funding for Incubation Programme for Black Owned businesses which provides professional coaches specific in relation to entrepreneurship, strategy, finance and marketing.	During the year		Secures local supply chain	Black owned businesses		Contribute to the professionalisation of local businesses
South Africa	Support to local schools	Socio-Economic Development	Funding for 1. Maths and Science Programme offers extra Maths, Science and English lessons for high school learner and TVET students from the communities in which Gibela operates.2. Early childhood development programme to upskill teachers and principals on the day-care centre curriculum. The programme also assists the day care centre with obtaining accreditation from the department of Social Development, which qualifies the day-care centre for a financial subsidy from the government.	During the year		Helps to cultivate the skills of potential future employees	Children and students		Learning valuable skills to secure future employability
Spain	Raising money for charity	<b>Social race</b> of employees from different companies	VIRTUAL CORPORATE RACE - 600 kms = 600 euros donated to Banco de Alimentos - 75 Employees - During weekend - 16 & 17th Dec	déc-17	2 días	Company Image Reinforced	Banco de Alimentos		Food for disadvantage people
Spain	Helping disadvantaged individuals	Collaboration with ONG during Christmas party for employee families	Fundación Alapar - A Cake workshop was organised with disabled people leading the different groups of the children - 15th Dec	déc-17	1 día		Fundacion Alapar		Integration fo disabled collective
Spain	Raising money for charity	Participation in " <b>Carrera de la Mujer</b> " Running event in Madrid & Barcelona	2n Edition -Funds of the race collected to help some social projects and medical research against breast cancer. Registrations and participation gifts for 82 female employees - financed by Alstom. 07th May (Mad ) & 12th Nov ( Bcn )	may-17 nov -17	& 0,5 days	Company Image Reinforced	Women with breast cancer	Undetermined	Support on awareness and investigation on breast cancer.
Spain	Collecting things for charity (food; toys; clothes...)	Collaboration with: <b>Banco de Alimentos, Caritas y Cruz Roja</b> for the donation of the value of the employee Christmas baskets	6th Edition - Company and employees donation of Christmas baskets to NGOs helping disadvantaged collectives, delivering food. - 1st Dic -	déc-17	1 day	Company Image Reinforced	Disadvantaged people	Undetermined	Support to disadvantaged population.
Spain	Collecting things for charity (food; toys; clothes...)	<b>Toys Donation</b> - Need for social contribution to local community	Organization of toys donation campaign for Christmas 2017 - From 24th Nov to 20th Dec - 51 employees collaborated + Company Donation = 130 toys bought	nov -17 & dic 17	3 weeks	Contribution to meet social needs through Charity	Red Cross	100 families	Toys donation to needy children in the local community
Spain	Developing individual employability	"Alstom Diversity without labels" activity: " <b>Employability workshop</b> ".	Workshop with the Country Mgnt. Team helping disabled people improve their employability skills.	mars-18	1 day	Increase of Management Team awareness on disability	Disabled people	15	Improve skills for employability of disabled people.
Spain	Helping disadvantaged individuals	Acquisition of goods from <b>Social Enterprises</b> focused on employability of disabled people	Christmas baskets, merchandising for sport events, calendars, etc.	jan-18	1 year	Action aimed at complying with Disability legislation.	Disabled people	Undetermined	Employability of disabled people.
Spain	Promoting key topics (e.g. environment; diversity; human rights; STEM)	"Alstom Diversity without labels" activity: " <b>Day without school</b> " Event organised for the Alstom employees' children.	Our children spend one day with other children and experience with some kind of disability having fun in different workshops organised in an Environmental Center.	oct -17 & feb 18	2 days	Company Image Reinforced	Children with disabilities.		Awareness on different disability matters.
Spain	Volunteerism in support of charities (time + effort)	Collaboration with Health Departament of Catalonia and our customer (ATM) for <b>blood donation</b> .	Time from our employees for the adaptation of a tramway so it could be used as a mobile booth for a donation campaign.	sept-17	4 days	Company Image Reinforced	Bank of blood		support to blood banks
Spain	Collecting things for charity (food; toys; clothes...)	<b>Donation of office furniture</b>	As a result of the office renovation, we donated furniture to three NGOs proposed by employees through their AF projects: Ellas lo bordan , Centro de Refugiados & Fundación Madrina From 28th Agut- 3rd Sept	august- 17	1 week	Company Image Reinforced	NGOs		Support to disadvantaged population.
Spain	Support to local schools	Alstom Women Engineers participated as Ambassadors for the programme " <b>Elles bougent</b> " to promote technical & engineering studies in the Lycee Francais ( Madrid )	2n Edition -Participation in different workshops with students and with other Ambassadors from important Companies as Airbus, Michelin, etc . 1st May & 17th Nov	may-17 nov -17	& 0,5x2 days= 1 day	Direct access to new generation of female students	School children aged 14-16		Awareness of Engineering and technical professional careers. Exposure to engineering as potential future vocation.
Spain	Support to local schools	Alstom Women Engineers participated in the " <b>Soirée des Métiers</b> "	2nd Edition -Collaboration with the Royal Academy of Engineering, with the participation of women engineerings from different companies in the promotion of Engineering Métier among students. 10th May	mai-17	0,5 days	Direct access to new generation of female students	School children aged 14-16		Familiarisation with different career options before student decisions on education paths.
Spain	Support to local Colleges/Universities	<b>Becas Avenir:</b> Collaboration with the French Embassy in Madrid for scholarship grants.	3rd Edition - Financing of scholarship grants for two high-caliber students for the continuation of their Engineering education in a French high school. 14th July	July 17	1 year	Employer branding	University Students	2	Promotion of international education of Spanish students.
Spain	Support to local Colleges/Universities	N-Fellowship: Alstom Spain in collaboration with <b>Amrop</b> finance a shadowing Mangmt experience for one top-talent international student.	This student participated with the Innovation Committee on the elaboration of the Industry 4.0 dossier.	juin-17	2 months	External input from young talent on our Innovation and Intrapreneurship activities	University Students	1	Exposure to Alstom ways of working and management.

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UK	Developing individual employability	- As part of the armed forces covenant we are employing ex forces personnel. Ex: ex RAF employed, ex forces submariner employed - Work placement to Promote Alstom's participation in Armed Forces Covenant, where requested - work placement of 4 weeks CWA looking at Engineering Management  In Glasgow, a team also attended networking event for the armed forces to show what Alstom do to support and how how develop skills and offer jobs	- Employed Anthony Crosbie Ex Army - 8 people employed from armed forces as of Beginning of november - Female Candidate was onsite for two weeks 15/05/17-26/05/17 - Siobann. This person has been trained and qualified and has progressed in to a Team member B employee - Ex forces completed 4 week CWA	11/04/2017 14/06/2017 15/05/2017	11 days 4 weeks	Ex-services staff often bring special skills		9	Demonstration of solidarity with the Defence services
UK	Collecting things for charity (food; toys; clothes...)	Liverpool - Ex Soldiers backpack Charity for the homeless. Objective: to purchase 3 x backpacks to enable the 3 x teams at Liverpool to supply essentials for former soldiers who are now homeless on the street.	<a href="https://www.soldierscharity.org/?gclid=EA1aIQobChMIgea50fv1wIV1G4bCh0-DAFEAAAYAAEgLOMvD_BwE#">https://www.soldierscharity.org/?gclid=EA1aIQobChMIgea50fv1wIV1G4bCh0-DAFEAAAYAAEgLOMvD_BwE#</a> <a href="#">ABF charity</a>	06/04/2017		Show support to Arm Forces		10	Demonstration of solidarity with the Defence services
UK	Collecting things for charity (food; toys; clothes...)	Several sites have set up local <b>foodbanks</b>	- Manchester site is part of a nationwide network of food banks, supported by The Trussell Trust, working to combat poverty and hunger across the UK. - <a href="https://manchestercentral.foodbank.org.uk/about/">https://manchestercentral.foodbank.org.uk/about/</a> - Chester Depot drop it off at a local church that acts as a collection point for West Cheshire Food bank. Oxley: Foodbank for the The Good Shepherd Ministry. Small charity working with the marginalised and economically challenged men, women and children within the area. They operate 7 days a week to provide food, practical and emotional support and a safe place for those we serve. - Glasgow: food bank in aid of Glasgow people in need onsite	12/04/2017 08/03/2017 and 12/2017 06/11/2017 18/05/2017		Community Service, giving something back to the community. Local brand recognition	The Trussell Trust West Cheshire Food bank. Foodbank for the The Good Shepherd Ministry		Oxley: The aim of The Good Sheherd Ministry is to support individuals experiencing difficult financial and emotional situations.
UK	Raising money for charity	- The World's Biggest Coffee Morning is Macmillan's biggest fundraising event for people facing cancer. Many of our sites are supporting this charity by raising money through diverse actions. - The big PINK is the UK's largest breast cancer charity - GOSH and Children with Cancer Easter event	Activities: - Macmillan Coffee Morning - running the 3 Peaks challenge - Macmillan Cancer support - Charity run - MacMillan - Cakes and clothes fundraising - Big PINK	17/07/2017 01/09/2017 29/09/2017 18/06/2017 01/04/2017			Macmillan Big PINK		Help Brain tumour research + Breast cancer
UK	Community project support	Helping BT police dogs - few dogs on site to help train them on a railway working environment	To build a relationship with British Transport Police in Glasgow Help training and developent of the police and police dogs on the railway and the issues they may face along with saftey hazzards	01/09/2017					
UK	Volunteering in support of charities (time + effort)	UK&I Volunteering and Charitable Activity Policy allows 1 paid day per employee per fiscal year to complete a volunteering initiative. We are supporting a company called Aspire who are regulated by the Quality Care Commission (registration number 09360642) they run 7 Day and Respite Support centres based around the North West	volunteer event planned for Wednesday 29th November 2017., clearing of overgrowth and debris to allow them to be utilized again. Aspire provide care and support for adults in Salford and beyond who are living with learning difficulties and disabilities.	29/11/2017	1 day	- Improves recruitment and staff retention by increasing an individual's pride in working for an employer, - Improves company reputation and credibility, - Has the power to break down social barriers and develop local connections.	Aspire charity	40	8x people using their volunteering day to give back to their local community
UK	Raising money for charity	On Save the Children's Christmas Jumper Day, all over the country, thousands of people will be donning their daftest, most wonderful woollies - all for a great cause	<a href="https://christmasjumperday.org/">https://christmasjumperday.org/</a>  It's the most magical time of year - fairy lights and baubles, snowmen and Christmas trees. And on 15 December, we want it all - on a jumper. On Save the Children's Christmas Jumper Day, all over the country, thousands of people will be donning their daftest, most wonderful woollies - all for a great cause. Together, we can make Save the Children's Christmas Jumper Day the biggest, silliest day ever. You'll be surprised at just how many of your colleagues, classmates, neighbors, friends and family are looking for an excuse to flaunt their fabulous knits. Everyone who joins in and gives £2 to take part on 15 December will be making the world better with a sweater. Donation box is on the reception desk.	déc-17		Supporting global charity at Christmas			
UK	Collecting things for charity (food; toys; clothes...)	The clothing donations are done through Booths Centre Manchester	Clothing donations for the local homeless   Marsland made local contact to set up collection box  The Booth Centre is here to bring about positive change in the lives of people who are homeless or at risk of homelessness, and help them plan for and realise a better future.  We do this by providing activities to help people rebuild their confidence and learn something new while having fun. We run arts, employment and skills sessions daily and offer everyone a healthy breakfast and lunch.  Advice is available to help people find accommodation and overcome the practical difficulties they are facing.	20/12/2017	1				The Booth Centre is here to bring about positive change in the lives of people who are homeless or at risk of homelessness, and help them plan for and realise a better future.
UK	Collecting things for charity (food; toys; clothes...)	UK&I Volunteering and Charitable Activity Policy allows 1 paid day per employee per fiscal year to complete a volunteering initiative. volunteer day at local samaritans "shoe box appeal"	Used volunteer day to attend collection and distribution centre used by the Samaritans for their operation Christmas child appeal. The centre is in Ashton Manchester and collects and sorts the shoe boxes provided to them by the public prior to distribution to disadvantaged children.	06/12/2017		- Improves recruitment and staff retention by increasing an individual's pride in working for an employer, - Improves company reputation and credibility, - Has the power to break down social barriers			

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UK	Volunteerism in support of charities (time + effort)	UK&I Volunteering and Charitable Activity Policy allows 1 paid day per employee per fiscal year to complete a volunteering initiative. Volunteer day at the Beaton Charity	The project was to remove the area of bushes in front of the Beaton café, this area included a deep water feature. The plan for the area is to have flowers planted so patients and family can sit out front of the café in the summer and have a nicer view	12/02/2018	all day	<ul style="list-style-type: none"> <li>Improves recruitment and staff retention by increasing an individual's pride in working for an employer,</li> <li>Improves company reputation and credibility,</li> <li>Has the power to break down social barriers and develop local connections.</li> </ul>			
UK	Helping disadvantaged individuals	The Social Mobility Foundation (SMF) is a charity that aims to make a practical improvement in social mobility for high-achieving young people from low-income backgrounds to increase their chances of going to universities and top professions.	10 volunteers have agreed to become mentors for the Social Mobility Foundation, providing support to students willing to enter A-level universities	Various	12 months	<ul style="list-style-type: none"> <li>Work with talented young people from diverse backgrounds to help tackle the rail industry skills and diversity deficits</li> <li>Promote careers in rail through mentoring, hosting work experience placements and career insight days</li> <li>Brand awareness of who we are and what</li> </ul>	Social Mobility Foundation	10	Increase social mobility in order to serve more disadvantaged young people with the proven programme that gives much needed access to support in gaining entry to universities and graduate professions.
UK	Developing individual employability	- Work experience students	<ul style="list-style-type: none"> <li>Work experience student from Bishops Stortford College</li> <li>Depot placement for local schoolboy</li> <li>Eng internship X 4 weeks</li> <li>Work Experience - St. Helens 14 – 16 Yrs Academy</li> <li>Work experience student from Bishops Stortford College</li> <li>2 students for 2 weeks and 2 students for 1 week</li> <li>Work Placement from Preston x 8 weeks</li> <li>5 days at Polmadie for work experience for a student from St Adnan's High School in Glasgow</li> <li>In Manchester, 4 day placement in the South Cheshire College in Crewe for year 11 Pupil from local partner school unable to read or write work placement 4 days</li> <li>Liverpool work placement: 1 student spent a week doing work experience.</li> </ul>	<ul style="list-style-type: none"> <li>01/06 and 01/07</li> <li>12/10/2017</li> <li>15/09/2017</li> <li>24/04/2017</li> <li>01/04/2017</li> <li>01/06/2017</li> </ul>		Developing willingness to work in the railway industry	Stortford College	1	Work placement local school
UK	Support to local schools	School Visit - Prestwich. Objective: To see how we can partner with them going forward with career events & depot tours.	To revisit school and present at the school assembly different opportunities within Alstom. Jack Gilmour who attended went to that school and is working at Alstom as an apprentice so explained the benefits of apprenticeships at Alstom and the job role he has and where he is going to progress	21/03/2017	1,5	Working with a local school where one of our apprentices attended. So great rapport and good relationship with the school.		4	
UK	Promoting key topics (e.g. environment; diversity; human rights; STEM)	<a href="https://www.rullion.co.uk/employers/knowledge-hub/events/events/international-women-in-engineering-day-2017/">https://www.rullion.co.uk/employers/knowledge-hub/events/events/international-women-in-engineering-day-2017/</a> <a href="#">Promotion Video for International Women in Engineering.</a>	Recruitment company we work with asked us to help promote international women in engineering to help promote and use at STEM events	02/04/2017	2	Helps promote Women in Engineering and diversity			
UK	Support to local schools	ESLA career fair	Enterprise South Liverpool Academy, more commonly known as ESLA, is a Christian Academy, joint Catholic and Church of England located in Garston, Liverpool  Close to the Liverpool Depot - carried out careers fair at the school to promote to the students what Alstom is and does.	14/04/2017		Developing willingness to work in the railway industry		50	
UK	Support to local Colleges/Universities	All female only STEM event	11 - 16 years old Collaborated with Riverside College to help advertise Widnes and Alstom and break Engineering stereotype for Women	30/06/2017		Increase awareness for Women in Alstom	Riverside college	100	All female only STEM event, to show what women in engineering are about and Women in Alstom and the roles that are available
UK	Support to local Colleges/Universities	North West Big Bang event at Liverpool Alstom promotion stall to entice children into Engineering/ Apprenticeships. Over 5000 young people attended to be inspired into STEM by the 20 businesses and 30 education organisations exhibiting.	Alstom had a large stand which included the Train to Win train sets and the 3D printed model of traction motor with project video. Alstom was also a judge of one of the awards (for Experimentation) given to the school projects on display.	05/07/2017		Developing partnership with local school/college	North West Big Bang event at Liverpool	6000	The Big Bang Near Me programme plays a vital role in inspiring the UK's future scientists and engineers at a regional, local and school level. We encourage more people to take these subjects, as well as celebrating young people's achievements in science and engineering through displaying their STEM projects and letting them talk with engineers and scientists, face to face.
UK	Support to local Colleges/Universities	eight planned visits from Riverside College	Welcome & intro Depot Tour Train scanner review Visit Bogie Overhaul Facility	07/11/2017		Close relationship built with Riverside College following the new Widnes facility. Working closely together with apprenticeships and what is on offer for the students	Riverside college	20	Promoting Alstom in Widnes area and supporting local educational establishment
UK	Support to local schools	Preston - Tomorrow's Engineers EEP Robotics Challenge – a programme for Year 7 – Year 9 children to introduce elements of design, build and programming of a robot constructed with LEGO. Lego Robot Challenge at Preston College	Helping organise the contest, judging children and their robots undertaking a variety of tasks, offering advice and assistance as required and promoting STEM activities as a future career. Competition included 13 schools with teams of up to ten children who participated in a number of activities throughout the day. Three teams were selected to go forward to the National Finals based on their scores throughout the day.	31/07/2017			Tomorrow's Engineers EEP Robotics Challenge		
UK	Support to local schools	Smedtow School - Wolverhampton - Careers Event The event hosted over 30 different exhibitors from sectors as diverse as construction and engineering to childcare and media.	Students spent time engaging with employers and universities to discuss careers pathways and gain inspiration. The event was organised by Mr Aseid who would ask that any students involved complete the online questionnaire to ensure that next year's event is even better.	29/06/2017		Developing willingness to work in the railway industry	Smedtow School		engaging with employers and universities to discuss careers pathways and gain inspiration

## Selected activities from the Country Action Plan 2017/18

Country	Initiative	Context	Action	Timing		Alstom resources contributed	Beneficiaries		
				Dates of action	Duration		Overall benefits to Alstom	Who?	How many?
UK	Support to local schools	Wednesfield High School - STEM activities inspiring the pupils and developing their skills.	The project was to develop a new oil sensor tool for the Class 390 Pendolino gear boxes that will help reduce the number of no fault founds on oil level sensors. The project has proven to be a success and a working proto type has been developed and the concept proven allowing Alstom to take to the next level.	01/07/2017			Wednesfield High School	6 students	
UK	Community project support	With the support of Alstom & Eurostar 2 Eurostar power cars were donated to the national college for High Speed rail - 2 cars were fully refurbished over 5 day period by Alstom staff	2 Eurostar power cars were donated to the national college for High Speed rail	01/07/2017			national college for High Speed rail		
UK	Support to local schools	- inviting pupils from a local secondary school through their pupil guidance counsellor for a tour of the depot - Jordanhill primary school to attend depot for site visit. 7 -11 year olds - Eastwood high school depot tour	Depot visit	01/11/2017 02/11/2017 03/11/2017		Working closely with School children to show them a working environment and how technology has changed the train industry and how they could be involved in the future			Industry insight.
UK	Support to local Colleges/Universities	Sir Simon Milton UTC - specialism in transport engineering opening in Septemeber 2017. Our pathways, supported by Sir Simon Milton scholarships, will give skills for the Transport Engineering and Construction sectors, with options for further study and/or employment. Our learners, from across the London region, will benefit from an integrated curriculum with work experience and an engaging, creative after-school programme, at the heart of London's West End.	Alstom have been heavily involved in influencing the curriculum by providing real life project examples for students, and participated in openings in September 2017. 6 openings as for November 2017. There was also a depot visit.	20/04/2017		Contributing to opening new University Technical College in UK	Sir Simon Milton UTC		Contributing to opening new University Technical College in UK
UK	Support to local Colleges/Universities	Presenting Yourself Day at City of London Academy Highbury Grove	Workshop to improve young people's employability, verbal communication and confidence	02/10/2017		Developing partnership with local school/college	London academy Highbury Grove	25	Developing employability of young people.
UK	Support to local Colleges/Universities	Studio@Deyes is a college which is in close proximity to Liverpool TcC. We have been interacting with them to develop their students understanding of the Engineering ( specifically Railway Engineering ) by setting them a project which is based around an issue at Liverpool TcC	Alstom provided a judge for a competition where the Engineering Students have been set a challenge to see who can make a Santa go the furthest distance	20/12/17 09:00 to 11:00	2	Improves local awareness of Alstom and helps to support the local community	Deyes High School	20	Support from a local large employer who has a specific field of engineering speciality for the students to be able to identify themselves with.
UK	Support to local schools	For the second year, Alstom STEM Ambassadors from Wolverhampton Traincare Centre, are mentoring students with an Engineering Education Scheme (EES) project. The EES is a 6-month programme run by the Engineering Development Trust to provide hands on experience of teamwork, interviews, presentations, project management and writing technical reports.	This year, the STEM ambassadors are mentoring a team of 6 young students from Queen Mary's high school on a real-life Class 390 Pendolino Gearbox Breather Pressure Testing project. An EES Celebration Day will be planned in May 2018 where the team will deliver a presentation of their project Students who successfully complete the Engineering Education Scheme (EES) will graduate as Industrial Cadets at Gold Level. Industrial Cadets is an industry led quality standard, inspired by HRH The Prince of Wales, which is designed to address skill shortages in industry and prepare the future workforce.			Local recognition as a community partner.	Queen Mary's high school		Awareness of children of career possibilities
UK	Support to local schools	Wembley - Alstom has a 3 year Business Class (BITC) Relationship with Ark Elvin Academy (£8k for 3 years)	Speed Interviewing Event - Raise awareness of the different types of functions within an Engineering Business. Volunteers from different functions across the business are asked questions by Yr9 students to improve their understanding of how a business works and possible career paths.	30/11/2017	4,5	Developing partnership with local school	Ark Elvin Academy	180	Helping to raise aspirations of young people.
USA	Helping disadvantaged individuals	Alstom Foundation Project - Supporting local community	About 1400 children with autism and special needs visit the Brevard Zoo in Florida each year. Currently it is difficult for them to fully experience and enjoy all that the Zoo has to offer due to accessibility and sensory obstacles. Brevard Zoo proposes to create a dedicated learning and recreational venue designed to accommodate youth aged 4-16 with autism and other special needs in an environment that is accessible, safe and welcoming. They will be able to meet animals and explore nature without the distraction of other visitors.			Local recognition as a community partner.	Entire community		The ability for familys with autistic children to be able to experience the zoo.
USA	Raising money for charity	Alstom sponsors a nationwide traveling basketball tournament held in Hornell. This event brings thousands of people to Hornell and the surrounding areas benefiting local hotels, restaurants and shops. The proceeds from the event benefits the local YMCA.	Sponsorship of event to benefit Local Youth Programs in the Hornell area.	July 14-16,2017	2 1/2 days	Local recognition as a community partner.	Entire community		Event brings in many people from out of town - boosting local economy for hotels, restaurants, etc. Local YMCA normally receives around 10,000-15,000

## Selected activities from the Country Action Plan 2017/18

Country	Initiative	Context	Action	Timing		Alstom resources contributed	Beneficiaries		
				Dates of action	Duration	Overall benefits to Alstom	Who?	How many?	Overall benefits to community
USA	Raising money for charity	Alstom sponsors a charity Golf Tournament in Hornell. This event brings in many of our vendors who participate and sponsor meals and hoes. The proceeds from the event benefit two local charities each year with each receiving \$10,000 USD.	Alstom golf Tournament raised \$20,000 for two local charities - Cure Childhood Cancer and Senior Services of Steuben County	22/09/2017	1 day	Local recognition as a community partner.	Entire community		Event brings in many people from out of town - boosting local economy for hotels, restaurants, etc.2 Charities normally received \$10,000 each
USA	Collecting things for charity (food; toys; clothes...)	Collecting things for charity (food; toys; clothes...)	Boxes are put around the site for dropping off food for local pantries or unwrapped toys for the Toys for Tots program	December	30 days	Local recognition as a community partner.	Local Community people in need	542	Donations of food /toys/coats and hats to help supply local food pantries, and toys for tots to benefit local communities
USA	Collecting things for charity (food; toys; clothes...)	Collecting things for charity (food; toys; clothes...)	Employees in FL and KC host quarterly events for local charities - employees donate needed items	Quarterly	1 day each	Local recognition as a community partner.	Local Community people in need	925	Donations of food/supplies/toys to benefit local communities
USA	Helping disadvantaged individuals	Employee donations to nationwide charity	Employees elect the amount they want to give each year and the money is deducted from Paychecks and sent to the United Way	All year		Local recognition as a community partner.	Local Community people in need		Donating to a charity that provides many different types of support to the local and national communities.
USA	Helping disadvantaged individuals	Alstom Foundation Project - Supporting local community	the Hornell Area Concern for Youth (HACFY) is a year-round facility for 8-19 year olds from disadvantaged backgrounds that frequent it after school and during holidays keeping them off the streets. They receive meals; extended learning; mentoring; drug & violence prevention lessons etc	November 2017 - ongoing		Local recognition as a community partner.	Entire community		A safe place for disadvantaged youth to go
Venezuela	Support to local schools	Alstom Foundation support to the NGO EPOSAK for its project : Sustainable agricultural production center at Kamarata	Refurbish and design a sustainable agro productive centre to provide food for 180 school children; Installation of solar panels to facilitate a shift to cleaner energy and minimizing pollution; Recovery of water leakage of an existing turbine and modernization of distribution system to improve energy supply conditions for the local community;	>12 months		Community Service, giving something back to the community. Local brand recognition	School children	180	Enhanced food production; Food for school children
Vietnam	Community project support	Alstom Foundation support to the NGO Christina Noble for the provision of 40 concrete clean Water Tanks	in a region where access to clean water is difficult (mostly women among the community have to walk miles each day to collect water) and water-borne disease risk is high, this project consists in building 40 concrete clean water tanks.	Throughout the year	4.5 months	Community Service, giving something back to the community. Local brand recognition	Local villages starved of water	120 people from 40 households	Improved water accessibility
Vietnam	Helping disadvantaged individuals	Alstom Foundation support to the NGO World Vision (Vision du Monde) for its project Ropeway: Improving farm commodity transportation	in a mountainous region of North Vietnam, where transport of goods is difficult, this project aims to install ropeways in 6 villages to transport seeds and equipment up mountains and grown produce down again.	Throughout the year	12 months	Community Service, giving something back to the community. Local brand recognition	Local farmers who previously had to hand-carry equipment		Enhanced quantity and quality of produce