

## Alstom - Selected action from the Country Community Action Plan 2019-20

Country	Initiative	Context	Action	Dates of action	Overall benefits to Alstom	Who?	How many?	Overall benefits to the beneficiaries
Algeria	Community project support	PC donation	Collect used Dell PCs from IT department and pass to needy associations. 25 PCs during the FY.	nov 2019 to mar 2020	Local recognition as a good corporate citizen	The FOREM south of Algeria and Assumaws Association	25	Access to PCs for training purposes
Algeria	Helping disadvantaged individuals	Blood donation	Employees donate blood to the state public hospital for use in emergencies	Apr-19	Local recognition as a good corporate citizen	AGENCE NATIONAL DU SANG + Patients needing blood	234	Saving lives
Algeria	Volunteering in support of charities (time + effort)	Post cards and calendars	Buying post cards and calendars designed by children from SOS village d'enfants which is one of the partners to the Alstom Foundation. Subsequently distributed as gifts.	April 2019	Continued alignment with this NGO which is suffering in the current political climate.	SOS VILLAGE D ENFANT	120	Finances for the maintenance of the village
Australia	Community project support	Ballarat "down time" Community actions: retaining vital industry skills is key to our long term success. Rather than hiring and firing staff, as and when we have workload available, (therefore potentially losing future essential skills in times of low load) Alstom, with the agreement of its employees and their representatives has engaged in a program of community support	staff have assisted the Ballarat RSL build shelves in offices and build a retaining wall. The teams have also helped out with Ballarat Community Health Center (BCHC), to relocate the Multi-Cultural center from St Mercy's convent to the Bakery Hill complex	December	Skill labour providing much needed assistance in the maintenance of assets of local charitable organisations	N/A	50	Skill labour providing much needed assistance in the maintenance of assets of local charitable organisations. Multiple local organisations assisted. Mainly property maintenance. Difficult to put number of beneficiaries
Australia	Developing individual employability	UTS Lucy mentoring Program	Women in Engineering mentoring program conducted with the University Technology Sydney with the aim to mentor your femal graduate engineers	Ongoing	The program empowers women to set goals and work towards achieving them with the support of a mentor, setting them up for a successful career in engineering or technology.	UTS	8	The Lucy Mentoring Program connects women studying engineering or technology at UTS to professionals for a one-on-one mentoring relationship.
Australia	Emergency relief (natural disasters)	Alstom Foundation for support for Australian Bushfires	The Alstom Foundation made a \$50kAUD donation to the Australian Red Cross Bush Fire Relief Fund in response to the horrific fires in Australia over the Christmas new Year period. The funds will go to support those directly affected by the fires.	01/01/20	signficant support for a natural disaster	Australia Red Cross	203	34674 * 200 /34000 immediate support for those left with nothing ....
Australia	Helping disadvantaged individuals	Donation of clothing and other material items for the Fitted for Work foundation which helps women by work ready	Alstom 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 toi launch our partnership with Fitted for Work	Ongoing	Encouraging employee support for women looking to head back into the workforce however do not have the necessary skills and attire to do so.	Fitted for Work	30	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	Helping disadvantaged individuals	Red Cross Blood Service	To donate blood and help support the Australian Red Cross blood donation service. This is encouraged as a team action. Staff are given work time (aprox 1 hr) to donate their blood. Since launching in May, there has been 48 litres of blood donated that have save 165 lives.	Monthly	An ongoing event that allows Alstom employees to help others in need by donating blood to the Red Cross Blood Service.	Red Cross	81	Blood donation is something that is not regularly available to employees and hence by having the Red Cross hold the blood service events makes it more convenient for staff to donate blood which in turn allowing them to contribute to the community in need of these blood donations, whether it be for research of medical use.
Australia	Helping disadvantaged individuals	Storing 40' container on site and holding 2nd hand goods including bikes to be shipped in container to Nekry International School in Takeo, Cambodia.	Stored 40' container on site, managed 2nd hand equipment multiple weekly deliveries and helped fill/pack the container	August - September	Support a great social cause for people that are far worse off than us.	Khumer Rode Rage	300	School children in Takeo, Cambodia With bikes as transport young children in Cambodia will be able to attend school. Approx 300 bikes shipped.
Australia	Raising money for charity	To raise money to support Alstom's corporate partnership with the Child's Cancer Institute. Endure for Cure	As part of Alstom's ongoing corporate charity partnership with the CCI, Alstom participates in the 'Endure for a Cure' Cycling Marathon to raise money for disadvantaged. 12 hour endurance bike race on a closed circuit organised by CCI	05/03/19	Promotes the health and well being of staff, encourage networking with other staff in the workplace for the event and to also raise money for a good cause.	Children's Cancer Institute	56	9583 * 200 / 34000 This charity bike ride is raise money through donations of the public and Alstom staff to help the Endure for Cure organisation to put the funds into hospitals and other medical associations for research into childhood cancer. AUD\$6815 funds raised by staff for the CCI
Australia	Raising money for charity	To raise money to support Alstom's corporate partnership with the Child's Cancer Institute. City 2 Surf	City 'FUN RUNS' As part of Alstom's ongoing corporate charity partnership with the CCI, Alstom participates in the organised 'fun runs' that take place in each state every year to raise awareness and funds for over 900 charities. Employees willing to participate have their subscriptions paid by Alstom and a fundraising page will be created on their behalf on which they invite their colleagues, friends and family to donate.	11/08/19	This event gives the opportunity for Alstom staff to get outside the office on a weekend to help promote health and wellbeing, to network with other staff in the office in an outdoor environment while also contributing to a good cause for the wider community	Children's Cancer Institute	35	5190 x 200 / 34000 This event gathers the wider community as a whole to participate in a marathon in an effort to raise money for the numerous charities in Australia. Alstom employees raised AUD\$4366.19 for the CCI
Australia	Raising money for charity	To raise money to support Alstom's corporate partnership with the Child's Cancer Institute.	As part of Alstom's ongoing corporate charity partnership with the CCI, Alstom holds staff BBQs during work hours at the Ballarat site with the aim of raising funds for the CCI >\$1200 was raised in August for the charity	22/08/19	Connecting the Ballarat team and also providing a way of netowrking while raising money for a good cause	Children's Cancer Institute	23	To raise awareness within the Alstom community to participate in charity events. Cancer kills more children than any other disease in Australia. Every year 950 Australian children and adolescents will be diagnosed with cancer. Every week nearly three Australian children and adolescents will die of cancer.
Australia	Raising money for charity	R U OK? Day Rail Industry	Industry wide event to focus on engaging rail staff in conversations about their emotional status in regards to depression and anxiety.	04/11/19	R U OK? Day allows all Alstom staff to participate in a event to raise awareness for suicide caused by depression and anxiety in individuals. This event allows the staff to have the opportunity to ask each other if they are "OK" as a gesture of care and	TrackSafe Foundation	13	2185 x 200 / 34000 While we cannot eliminate depression or anxiety in one day, it is our hope that this project takes us a step forward in addressing stigma surrounding emotional and mental trauma that might manifest as a result of exposure to incidents on the rail. By making everyday a Rail R U OK? Day we can create an

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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	Raise awareness to the male employees of the health risk and to encourage all Alstom employees especially the men to participate for the cause	Movember Inc'	3	Prostate cancer and men suicide are major issues within the community and through the participation of Movember these issues can be raised and funds can be raised, which can then be used for research and treating the patients in need. Spread knowledge and encourage open dialogue about men's health, specifically prostate and testicular cancer.
Australia	Support to local Colleges/Universities	Careers Fair	Careers fair organised at UTS, Usyd, UNSW, UoM and UoB	01/04/19	Alstom conducted its first graduate intake of engineers in 2017, however the process was not entirely structured and marketed to the best it can be, therefore Alstom has partnered with the universities around NSW and VIC to engage in new talents and to	STEM Students	1000	1000 students attended. Allows the wider community of students to be aware of who Alstom is and what Alstom does as a company within the Australian Railway market. This program helps graduating University students connect with potential employers that can benefit their start in a prosperous career in the engineering field.
Australia	Support to local Colleges/Universities	Internship program	Work with University Technology Sydney (UTS) to increase access to internship with a strong focus on women in engineering	Yearly	The ratio of men to women in Alstom has been gradually increasing over the past few years however the growth is not substantial especially for graduate, where in 2017; 3 out of 22 graduate intakes were women. To approach the need for more women in	Alstom	22	This initiative allows the community to have a sense of equality within the workplace and to encourage women that engineering is not workplace for men. It helps bridge the gap in the community behind the connotations that engineering firms bring.
Australia	Volunteering in support of charities (time + effort)	Employee Volunteer Day (group 1)	HR Team spent a day volunteering for TWO GOOD Co. Two Good began ten years ago as an ad-hoc Kings Cross cook-out for the area's less fortunate. The road-side barbecue evolved into Australia's first organic soup kitchen at Saint Canice's in Kings Cross. In June 2015, launched the 'Eat one, treat one' model. For every meal purchased,	01/07/19	As part of the Alstom volunteering day, employees will participate in a group volunteering activity 1 day per annum	Two Good Co.	150	Healthy fresh free meal for 150 disadvantaged women
Belgium	Collecting things for charity (food; toys; clothes...)	Collecting things for charity (food; toys; clothes...)	Collection of second-hand toys in preparation of the Saint-Nicolas party for the children of the Alstom employees to donate to the local organisations taking care of the less fortunate.	November 2019	Social responsibility	Social services Charleroi	100	In FY 18/19, 378 used toys were donated to different local charity associations.
Belgium	Collecting things for charity (food; toys; clothes...)	Collecting things for charity (food; toys; clothes...)	Collection of new children toys by our Alstom BE employees in anticipation of the Saint-Nicolas feast in Belgium to donate to the association « L'œuvre de la St Nicolas Charleroi » .	November 2019	Social responsibility	Social services Charleroi	100	association « L'œuvre de la St Nicolas Charleroi »
Belgium	Community project support	Community project support	A "social restaurant" has been created close to the Brussels office, to support unemployed people to reintegrate the labour market after a long period of unemployment. Staff in the Brussels' office are encouraged to have regularly lunch in this restaurant, instead of going for a sandwich. We also go there with visitors and use their "traiteur service" for meetings in the Brussels' office.	FY 19/20	Social responsibility	Social Restaurant	10	Poor and disadvantaged people in Brussels being integrated back into society via meaningful employment.
Belgium	Community project support	Community project support	Financial support of the functioning of a sanitary installation for homeless people in Brussels (estimated at 3500 people), by sponsoring their regular newsletter.	FY 19/20	Social responsibility	Social services Brussels	4	This action is only a part of a whole integration programme of poor and disadvantaged people in Brussels, offering them a designated place to wash and bathe.
Belgium	Community project support	Community project support	Donation of Alstom laptops, see general initiative. Local IT is looking at the process and how to kick-off the initiative. HR has identified a potential charity organisation, i.e. Handi AMD. An organisation supporting people in institutions, be it disabled people, orphans, elderly people or poor people living on welfare to re-integrate into society. By offering free training, for example computer classes.	February 2020			80	
Belgium	Community project support	Helping disadvantaged individuals	DuoDays: In May, the CRL site in collaboration with 'Agence pour une vie de Qualité' traineeship of 1 week for 3 people with a disability.	May 2019	Helping disabled people integrate into society by offering them the opportunity to be professionally active, thus performing a social responsible role.	Duo Day	3	Helping disabled people integrate into society by offering them the opportunity to be professionally active.
Belgium	Community project support	Helping disadvantaged individuals	"Pièces jaunes" operation	January 2020	Support children in need	Daniel Dellicour Charity organisation		Prepare meals for children in need
Belgium	Developing individual employability	Developing individual employability	Some youngsters are suffering from 'school burn-out' and drop out of school before obtaining any degree. In order to keep them motivated to finish school and prepare them for later employment, we participate in a program called "Alternance training". It gives students concerned a part-time labour contract for 1 or 2 years. This action is also reflected in the 2019 'Recruitment Campaign' for the Charleroi Site.	FY 19/20	Company reputation in Charleroi. Employer Branding.	Social services Charleroi	2	Integration into society of a 'lost generation'.
Belgium	Developing individual employability	Community project support	Traineeship offering from CRL site to job seekers in collaboration with Be.Code. One traineeship ongoing for 3 months, effective since April 19 to a job seeker having been enrolled in courses from Be.Code (development into Web Developers). This traineeship could result in the offering of a CDD contract.	April 2019	A matter of social responsibility and potential recruitment channel for IT profiles in Alstom.	Be.Code	3	Helping disadvantaged people in their educational development/employability.

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Belgium	Helping disadvantaged individuals	Helping disadvantaged individuals	We started a collection of plastic "capsules" of drinking bottles to support a project for the training of assistance dogs for blind people. A collection box is installed in every meeting room and at reception desks.	FY 19/20	Social responsibility	Guide dogs for the blind association Belgium	0	Enabling the blind league in Belgium to train assistance dogs for the blind, which is a very expensive undertaking. Alstom Belgium has managed to collect 150,000 capsules in 1 year in FY 18/19. This represents 375 KG. The financing of 1 trained assistance dog for blind people represents a total of 77,500 KG, so Alstom is participating, but there is a long way to go.
Belgium	Helping disadvantaged individuals	Helping disadvantaged individuals	Camp de Partage. Supporting poor and society outcast children to go on summer camp.	FY 19/20	Social responsibility	Camp de Partage	24	Integration of poor and disadvantaged people. 75 children between the age of 6 and 17, benefit from the event.
Belgium	Helping disadvantaged individuals	Helping disadvantaged individuals	Global Teen Challenge. Support initiative in battle against drug, alcohol, gambling & other addiction.	FY 19/20	Social responsibility	Global Teen Challenge	5	Integration of poor and disadvantaged people. Also part of Belgian actions against crime. The volunteers of Teen Challenge Belgium go out into the streets of Charleroi offering help to socially outcasts. They also have a "café" every Saturday where these people can have something to eat and drink and they have a gathering for disadvantaged women. Support the very essence of diversity initiatives around the world. It is an external activity in the form of workshops. Alstom is a member, so invited to about 3 workshops/year. During the workshops, the invitees are asked to define actions in order to promote different activities, all around promoting women in management functions in different
Belgium	Promoting key topics (e.g. diversity; human rights; STEM)	Promoting key topics (e.g. environment; diversity; human rights; STEM)	Women on Board. Active participation in workshops.	FY 19/20	Promote development of women in the organisation. Employer Branding promoting diversity.	Women on Board Belgium.	22	Part of a number of diversity actions and promotion of career advancement for women. The number of CV's received is on average 25/job fair.
Belgium	Promoting key topics (e.g. diversity; human rights; STEM)	Promoting diversity	Participation of Alstom women engineers to jobfairs Alstom Belgium.	March 2019	Promoting diversity. Employer Branding.	Job fairs high schools and universities Belgium	25	Integration of disabled, disadvantaged and unemployed people. Alstom works in collaboration with the FOREM. The number of hours dedicated to the project represents about 3 FTE/year.
Belgium	Promoting key topics (e.g. diversity; human rights; STEM)	Promoting key topics (e.g. environment; diversity; human rights; STEM)	Participation to the Project Grand Paris in terms of employing unemployed Belgians via the support of the FOREM (Belgian unemployment organism).	FY 19/20	Helping disabled people, disadvantaged (people living of welfare) and unemployed people (older than 50 years and under 26 years having been unemployed for over 6 months).	People on the FOREM	3	Integration of disabled, disadvantaged and unemployed people. Alstom works in collaboration with the FOREM. The number of hours dedicated to the project represents about 3 FTE/year.
Brazil	Collecting things for charity (food; toys; clothes...)	Launch a campaign with the employees of all Alstom Brazil sites (Agua Branca and Taubaté) in order to collect Winter Clothes donations, supporting local Social Institutions.	. Launch of the campaign to the employees and organize all collection and triage of the donations. . Define the Institutions to receive the donation, ensuring documentation checking . Deliver the donations to the Institutions (formalized through official document)	June and early July 2019	Employee engagement in charitable actions. Reinforce Alstom image as a socially responsible company internally and externally (communities)	2 institutions: . Cruz Vermelha - São Paulo . Mitra Diocesana - Taubaté	294	Support disadvantaged individuals during winter period.
Brazil	Collecting things for charity (food; toys; clothes...)	Launch a campaign with the employees of all Alstom Brazil sites (Agua Branca and Taubaté) in order to collect Toys donations, supporting local Social Institutions in Christmas time.	. Launch of the campaign to the employees and organize all collection and triage of the donations. . Define the Institutions to receive the donation, ensuring documentation checking . Deliver the donations to the Institutions (formalized through official document) and Internal flash about campaigns results.	Nov and Dec of 2019	Employee engagement in charitable actions. Reinforce Alstom image as a socially responsible company internally and externally (communities)	2 institutions: . NAIA - São Paulo . Mitra Diocesana - Taubaté	269	Support children with social vulnerability in Christmas celebration.
Brazil	Community project support	Alstom Foundation Project support: Development of a Favela learning center The project is focused on young people between the age of 16 and 35 years and will offer yearly courses in three fields – bakery, hospitality management and sales	. Support local communities through Alstom Foundation . Provide local actions to follow and monitor local projects	2019/2020	Reinforce Alstom image as a socially responsible company internally and externally (communities)	1 Institution - Arca do Crescer Young, vulnerable and less qualified people from Vila Prudente Favela in	30	Increase employability of young and vulnerable people. After completion, the students will obtain a diploma recognized by authorities in Brazil.
Brazil	Community project support	Alstom Foundation Project support: Viver de Bike This project has the objective to train vulnerable youth in the art of repairing bicycles and encourage entrepreneurship and adoption of sustainable mobility.	. Support local communities through Alstom Foundation . Provide local actions to follow and monitor local projects	2019/2020	Reinforce Alstom image as a socially responsible company internally and externally (communities)	1 Institution - Aromeiazero Vulnerable people from Sao Paulo community	90	Increase employability of around 90 students from poor communities through coaching on mechanics (on how to repair a bike) and entrepreneurship.
Brazil	Community project support	Alstom Foundation's donation of PCs to NGOs. These PCs have been used by Alstom employees and have become available as part of a scheduled renewal programme.	. Support local communities through Alstom Foundation . The process is managed at country level according to the PC Recycle/Disposal Procedure, document reference LPDR-STD-001	2019/2020	Reinforce Alstom image as a socially responsible company internally and externally (communities)	8 Institutions: . Aromeiazero; . Arca do Crescer; . SAS - Saúde, Alegria e Sustentabilidade Brazil;	415	Support NGOs in their mission/activities.
Brazil	Developing individual employability	Implement Apprentice Program 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 18 years old); . Inclusion in the labor market (1st job)	Establish the partnership with Institutions: CIEE; . Launch the annual Apprentice Program (selection process); . Provide on the job training; . Monitoring the program (Alstom and Institution)	All Year	Apprentices can become future employees, contributing to the Alstom future workforce renovation.	Students from CIEE Institution	11	18 months 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 Internship Program in Alstom Brazil, providing opportunities of students from target universities (mainly Engineering) to develop skills (technical and behavioural). . 4 Universities . 13 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 training program	All Year	Interns can become future employees, contributing to the Alstom future workforce renovation. Interns contribute with their fresh mindset and innovative ideas to the areas they are involved	4 Universities: . Universidade de São Paulo - USP . Centro Universitario FEI Universidade	13	Students have the opportunity to develop skills and experience of working in one organization and receive trainings.

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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. Employees also contributed with food donations	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. Employees also contributed with food donations and participating in the race	Saturday, May 11th, 2019 Saturday, Nov 23th, 2019	Employees motivation on two objectives: being a volunteer in a social responsibility action supported by the company and focusing on health care aspects. Results: 74 participants (employees + their family) and 21 items (food donations)	Institution Arca do Saber	120	Support children and adolescents with social vulnerability who participate in the educational activities at Arca do Saber Institution.
Brazil	Support to local Colleges/Universities	Organize the participation of Alstom experts in Forums of Engineering Universities, providing technical presentations Universities: . Mackenzie . UFABC	. HR establish regular relationship with Universities and Schools; . HR identify the main Engineering forums inside the Universities that Alstom can participate through expert presentations . Calendar preparation with experts available to participate in the forums . Internal communication (flash) about the action	. Mackenzie - Sept 13th 2019	Alstom employer branding. Build a positive University Relations between Alstom and target Universities in the country. Attract students to participate in Alstom internship program.	1 University: Mackenzie Students from Engineering Universities	60	Students have the opportunity to learn about Alstom products, systems, etc.
Canada	Community project support	REM project - Cleaning Duty	Group of employees completing a cleaning duty in parc and green area next to REM work site	11/05/2020	Awareness of Alstom as a good local employer and corporate citizen	Community	2	Clean park
Canada	Promoting key topics (e.g. diversity; human rights; STEM)	Reinforce D&I in Alstom Canada	Participation of HR Team member to round table I&D and CSR hold by Catalyst organisation in Toronto	28/01/2020	Awareness of Alstom as a good local employer and corporate citizen	Audience	50	Raised awareness of topic
Canada	Support to local Colleges/Universities	Polytechnique Montreal group of student wanted to integrate a former Orange line metro car in their schools in order to make it a space of well being for students and teachers of the school	Subvention of Alstom Canada to Polytechnique Montreal <a href="https://teamsonline.alstom.com/en-GB/info/news/repurposing-metro-car-health-wellness-milieu-0">https://teamsonline.alstom.com/en-GB/info/news/repurposing-metro-car-health-wellness-milieu-0</a>	17/07/2019	Awareness of Alstom as a good local employer and corporate citizen	Polytechnique school	313	Use of the new facility throughout the academic year
Canada	Support to local Colleges/Universities	Career fair	Career Fair in University of Toronto	17/01/2020	Awareness of Alstom as a good local employer and corporate citizen	University of Toronto Students	80	Job opportunities
Canada	Support to local Colleges/Universities	School presentation	Alstom presentation to students of Ecole de Technologie Supérieur (ETS) Montreal	22/01/2020	Awareness of Alstom as a good local employer and corporate citizen	ETS Students	30	Raised awareness of topic
Chile	Collecting things for charity (food; toys; clothes...)	Help a kinder garden in vulnerability situation in having materials for children's recreation activities	Alstom will organize a collection of toys among all our employees to donate them to a disadvantage and vulnerability kinder garden near one of Alstom sites	February 20	Recognition in supporting vulnerable people.	Children from the kinder garden	30	To receive toys and books that can be used in recreative activities during the kinder breaktimes.
Chile	Community project support	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 papers 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. Also they have one home for pregnant women with difficult situation, and want to give in adoption their children.	Every month	Recognition in supporting vulnerable people.	Abandoned children for adoption, and children with parents with justice issues.	190	Involve employees in having conscious of support people with problems and at the same time helping in saving the environment with less consumption of wood (trees) for papers. In addition help to finance better conditions for vulnerable children.
Chile	Promoting key topics (e.g. diversity; human rights; STEM)	Alstom Foundation project - Cultiva - tree planting	Let's reforest Chile with native trees. Corporacion Cultiva.	Through the year		The planet	209	Ongoing maintenance of the newly planted trees to ensure that they survive. Support for the environment.
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. Mentoring 1hr/day/student.	From December to March	Recognized as a company that support community, and some of the students that do practice, in the future have been hired by the company.	Students	25	To get qualified professionals having the opportunity to learn in high technical level company.
Chile	Support to local schools	Support to a small school of physically and mentally disabled students close to a project of Alstom.	Cleaning of 20 PCs and donation to an NGO/Charity.	March 20	Recognition in supporting vulnerable people.	Students and teachers	20	Vulnerable people will have access to computers making them improve they way of learning.
Chile	Support to local schools	Alstom Foundation project - Educacion 2020 - Alstom Chile volunteering input	Workers of Alstom will do mentoring to sophamore students during two weeks, in order they get not only technical skills, but the will receive as well soft skills which normally are not learnt in the school. 1 mentor/student - 20% of their time.	Through the year	Recognition in supporting vulnerable people.	Students and teachers	50	To have experience how is the real life in the work place, and how important is to behave with responsibility in they working life.

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Chile	Support to local schools	Alstom Foundation project - Educacion 2020 -Foundation contribution.	Developing Skills and Employability in Disadvantaged Youth. Fundación Educación 2020.	Through the year	Recognition in supporting vulnerable people.	Students and teachers	50	To have experience how is the real life in the work place, and how important is to behave with responsibility in they working life.
China	Emergency relief (natural disasters)	In the context of the outbreak of pneumonia caused by the novel coronavirus in China, most of the masks and other medical materials were mobilized to Wuhan city which made people couldn't buy them in any pharmacy in all cities outside of Wuhan. so we donate 10 000 masks to local governments, to be distributed to on-duty employees of railway public services who are working on the frontline, such as train operator.		Feb. 2020	Local brand recognition/acceptance	employees of railway public service	10 000	the balance over 10k euros is a special allocation
China	Emergency relief (natural disasters)	In the context of the outbreak of pneumonia caused by the novel coronavirus in China : Donation of EUR 15,000 to Hubei Charity Federation by Alstom Foundation		Feb.2020	Local brand recognition/acceptance	Patients affected nCOV	330	* 15000*200/9077 China GDP/Capita = 10000 USD (9077 euros) <a href="https://www.imf.org/external/datamapper/NGDPPDC@WEO/OEMDC/ADVEC/WEOORLD?year=2019">https://www.imf.org/external/datamapper/NGDPPDC@WEO/OEMDC/ADVEC/WEOORLD?year=2019</a>
China	Promoting key topics (e.g. diversity; human rights; STEM)	on 21 September, 10 employees from Alstom Shanghai went to Pudong Binjiang Forest Park on the raining morning to participate into the beach clean-up event by removing waste along the 2km riverside organized by "Pick up China" and Shanghai United Foundation . Caused by the a series of typhoons and tide effect, a large number of waste, such as abandoned plastics, woods, fabric... have been piled up along the river. After a half On 20 April 2019, a raining Saturday, 15 Alstom colleagues and their families participated in the "Run with Love", 2019 Spring Charity Run for World Hemophilia Day in Beijing Olympic Park. It is an initiative organised by Share the Care Volunteer of FESCO, China Charities Aid Foundation for Children and the Hemophilia Home of Beijing (NGO). It aimed to raise funds for hemophilia patients and, at the same time, to raise awareness		9/21/2019	Local brand recognition/acceptance	Environment	450	The aim of World Clean Up Day is to clear the planet of its discarded rubbish in one day
China	Raising money for charity	On 28 April 2019, Alstom participated in the "Rainbow Bridge Volunteer Project" organized by the Chinese People's Association for Frindnship with Foreign Countries. The Project aims to support the economy and education development in the north of Shanxi Province. Cathy and George with other representatives from 28 international companys have joined in the fruit trees planting and donated 200 sets of stationery to		Apr-19	Local brand recognition/acceptance; team building;	Hemophilia patients	9*	It aimed to raise fund for hemophilia patients, at the same time, to raise awareness of the hemophilia among the general public and Alstom employees.
China	Support to local Colleges/Universities	2019 Alstom CSR Spring Light lecture was successfully completed on 23 May at Tongji University in Shanghai .  Many thanks to Alstom Shanghai office/SATEE Commercial, Service, HR & Admin. and Communication team as well as support from Chinese		43608	Local brand recognition/acceptance; influence to potential employees	Students	20	To encourage young people to consider careers in industry in general and Alstom in particular and to develop individual employability
China	Support to local schools	On 28 April 2019, Alstom participated in the "Rainbow Bridge Volunteer Project" organized by the Chinese People's Association for Frindnship with Foreign Countries. The Project aims to support the economy and education development in the north of Shanxi Province. Cathy and George with other representatives from 28 international companys have joined in the fruit trees planting and donated 200 sets of stationery to		4/28/2019	Local brand recognition/acceptance	Students	200	To support local economy and education development.
China	Volunteering in support of charities (time + effort)	In the context of World Clean-Up Day (WCU), on 07 September, 6 employees and their family from Alstom Beijing went to Fragrant Hills on the very early morning to participate into the hills clean-up event organized by "YO Xia Ke" , a travel agency to remove waste along the 10km hillside. After a half day's endeavor,around 60 volunteers have collected sacks of trash like plastic bottle, food packages, cigarette end.		9/7/2019	Local brand recognition/acceptance	Environment	200	The aim of World Clean Up Day is to clear the planet of its discarded rubbish in one day
Colombia	Community project support	Small Steps Forward. The overall purpose of the grant is to help engage young people in Medellin to share their perceptions of where their city needs to be safer, more inclusive and welcoming to meet their everyday mobility needs.	The develop an APP which identifies areas of the city of Medellin which present difficulties for children to walk for reasons of inadequate infrastructure; lack of lighting; threatening neighbourhoods; traffic etc. This APP to be fed with data gathered by children themselves. The local authorities are then expected (and have committed) to take action to address the issues.	Ongoing in 2019	Local recognition	Walk 21 Foundation. Local children.	522	A safer walking environment for children in the city.
Colombia	Helping disadvantaged individuals	Bicycles for Education Empowerment Program (BEEP)	Through BEEP, World Bicycle Relief (WBR) will provide 3,500 secondary and upper primary students facing distance as a major impediment to education with a durable bicycle and supportive community-based programming. Beneficiaries, the majority of whom will be girls, will improve their school attendance and retention rates, ultimately leading to increased personal empowerment and improved long term economic and health prospects.	2019/20	Local recognition	World Bicycle Relief (WBR) and the students who will receive the bikes	3500	Beneficiaries in Bolívar, La Guajira, Atlántico, and/or other potential target sites, the majority of whom will be girls, will improve their school attendance and retention rates, ultimately leading to increased personal empowerment and improved long term economic and health prospects.
Denmark	Collecting things for charity (food; toys; clothes...)	Trampoline House (Support of refugees, asylum seekers, other DK citizens): Job training/system awareness/social needs	PC donation to charity	Mar '20	In accordance with PC donation scheme / Alstom Foundation; Utilization of an asset otherwise thrown away	Trampoline House	0	Trampoline House wants PCs, so this will take place, but probably be happening next FY.
Denmark	Developing individual employability	Trampoline House (Support of refugees, asylum seekers, other DK citizens): Job training/system awareness/social needs	Donation to a defined/earmarked project within the Charity	Sept '19	Sense of ownership to a particular project	Refugees, asylum seekers and other DK citizens	200	Support to the organization. Project description/Evidence provided by Trampoline House. Total amount of received donation for Trampoline House is 4,5 MDKK (600 kEUR) and total number of beneficiaries is 12000 yearly. Alstom donates 75 kDKK = 10 kEUR, i.e. 1,6 % of total
Denmark	Developing individual employability	Trampoline House (Support of refugees, asylum seekers, other DK citizens): Job training/system awareness/social needs	Donation of extra fund linked to an Alstom Challenge for our team (Virgin). Donation level linked to milestones of x number of steps in a 100 day period (ex 3 kEUR if we reach target of 10.000 steps x 100 days x 15 employees = 15 mill steps))	Mar '20	Combine team building through the Challenge with a motivation of providing an extra donation to the Charity	Refugees, asylum seekers and other DK citizens	0	Not implemented separately (part of above)

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Egypt	Collecting things for charity (food; toys; clothes...)	Blood donation event	during Alstom third Health & Wellbeing day that will be conducted on January 22nd 2020 at Alstom main operation Office. The focus is put on healthy nutrition, blood donation and changing your lifestyle. as Alstom is committed to improving health and wellbeing at work.	22nd 2020				
Egypt	Support to local schools	The aim of the "Seeds of Hope" Program is to enhance and develop Technical Schools to be able to graduate more qualified manpower in the areas of Industry, Energy and Maintenance.	Alstom Egypt distribute 160 tools box in the frame of seeds of hope program in Alexandria On November 3rd, in the Frame of Alstom's continued support of Education & Development, Alstom Egypt has donated 160 tool boxes to the Ras El Soda Industrial School for Boys and El Wardyan School for Girls in association with the "Institut Europeen de Cooperation et de Development - IECD" in support of the	November 3rd, 2019	Support the local Technical education	Students	510	
Egypt	Support to local schools	Mentoring session to students how to prepare a cv and present yourself	preparing session in each technical school (2 schools) to mentor them how to prepare a cv and present himself during interviews	4 Mar & 5 Mar 2020	Support the local Technical education	Students	510	
Egypt	Support to local schools	Old Alstom PC donation - 100 Pcs	Action is donating 100 old PC to technical school to support the IT room in schools	4 Mar & 5 Mar 2020	Support the local Technical education	Students	510	
France	Collecting things for charity (food; toys; clothes...)	Want to develop voluntary action with employees.	Emmaus: Collection of goods from the employees	2/year	Seen as a catalyst for community actions	Emmaus: poor people	100	400 items donated to be used or sold. 4 items = 1 beneficiary
France	Collecting things for charity (food; toys; clothes...)	Blood donation organized with the EFS institute in HQ	EFS institute	march 2019	caritative initiative	all people	168	
France	Developing individual employability	Partnership with "Grand Besançon"	Participation in the recruitments	19/20		Local brand talent recruitment	2	Internships or jobs opportunities
France	Developing individual employability	E2C (School of the second Chance) puts young people in contact in trouble with companies	participation in the recruitments of new promotion, discovery of jobs, visit of plant, internships	19/20	local brand, RSE	young students	10	CSR
France	Developing individual employability	NQT	Alstom collaborate with "Nos Quartiers ont des Talents (NQT)", which supports young graduates (BAC+3 and above), under 30 years of age, from modest social backgrounds or priority neighbourhoods.	19/20		Disadvantaged people	14	
France	Developing individual employability	Built a partnership with local others companies to create external career path within a territorial GPEC	Promote Alliance & Territoires & the opportunities for Alstom through this association (career opportunity, community exchanges practices,	2019-2020	Being part of an ecosystem and using best practises and tools, even reduced costs	Vbn employees	10	
France	Developing individual employability	Partnership with CREPI Normandie (day "les toqués")	Help and coach people to found a job (parrain, marraine)	6/11/2019	RSE, local brand	CREPI	2	
France	Developing individual employability	Partnership with "100 chances 100 emplois"	Help and coach young people to find a job, coaching	Yearly	RSE, local brand	Mission locale	12	
France	Developing local supply chain sustainability	project fleurs d'Halage with the LILO Association supported by the Alstom Foundation	helping the development of a sustainable area in the Ile Saint DENIS	2019-2022	local brand	disadvantaged people, students, girls	50	

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France	Encouraging local start-ups	Encouraging local start-ups	Adhesion to Alliance & territoire to promote intrapreneurship through local start up	2019-2020	Benefits from efficient developpement plan in term of tool and cost	Vbn employee	1	
France	Helping disadvantaged individuals	Support to disadvantaged children through sport and mentoring help to access employment	Partnership with Sport dans la Ville	all around the year	Local brand recognition/acceptance;	Unemployed youth	200	Youth occupied
France	Helping disadvantaged individuals	GEIQ IDF : partnership with a structure for insertion	Signalisation training (BAC PRO MELEC)	all around the year	recrutement, marque employeur	Unqualified people	3	recrutement,training
France	Helping disadvantaged individuals	ESAT : Maintenance of green areas	Appeal to structures adapted for the employment of people in situation of Disability with "Vivre autrement"	Yearly	Social responsibility		32	Social responsibility
France	Helping disadvantaged individuals	ESAT : cleaning, switchboard, reception	Appeal to structures adapted for the employment of people in situation of Disability with "Al'aips"	Yearly	civic company, insertion pillar	students	10	Social responsibility
France	Helping disadvantaged individuals	Purchasing Optimization ordered by the indirect sourcing department	Partnership with Buyzeway (Etab HQT + CSY), subsidiary of our sourcing partner EXPERBUY, composed by disabled people	Yearly	compliance with the french reglementation concerning disabled people, positive sourcing image for the company	disabled people	15	civic company
France	Helping disadvantaged individuals	Partnership with the Blaise Pascal Foundation which deals with the promotion and development of mathematics and computer science	Program funding across the national territory	2019-2020	Image, CSR	disadvantaged people, students, girls	500	
France	Helping disadvantaged individuals	PROJECT BREAKING THE CIRCLE with the Apprentis d'Auteuil supported by the Alstom Foundation	helping the creating of houses to help unemployued youths	2017/2019	citizen engagement	disadvantaged people, students, girls	100	
France	Helping disadvantaged individuals	Within the framework of the agreement parenthood, support of the company for families	Support of the company for families within the framework of the remedial courses.	19/20		Disadvantaged people	15	Targeted financial assistance
France	Helping disadvantaged individuals	ESAT : espaces verts, repro, courrier, accueil	Recours à des structures adaptées pour l'emploi de personnes en situation de Handicap	2019-2020	Image, social responsibility, part of a legal obligation to disabled people so that we don't pay tax	Disabled people (from external structure)	15	
France	Helping disadvantaged individuals	Accompagnement de jeunes de milieux défavorisés	Parrainage de jeunes via NQT	2019-2020	Image, contribution, sourcing ?	young persons looking for a job	10	
France	Helping disadvantaged individuals	Partenariat avec la fondation Blaise Pascal qui traite de la promotion et le développement des mathématiques et de l'informatique	Financement de programmes ou de parties de programmes (accueil de classes par les club de la maison des mathématiques et informatique, ateliers de programmation des 'Ptits Génies de l'IHOPE' d'Ebulliscience)	2019-2020	Image, CSR	students and children in hospital	200	

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France	Helping disadvantaged individuals	Partnerships with Cap Emploi, Pôle Emploi, Conseil départemental, local league "Handisport" and adapted companies mainly specialized in the industrial subcontracting sector	Assistance for the reintegration of disabled people and for the stability in their current job of disabled employees	all around the year	Contribution to the CSR Policy, mandatory contribution in the frame of some projects (GPE,...)	disabled employees	50	Image of the site and of the company
France	Helping disadvantaged individuals	Partnership with the FACE Foundation, NQT (Nos Quartiers ont des Talents) and Cap Parrainage (Actions Against Exclusion)	Assistance for the reintegration of people who are long-lasting and far away from employment	all around the year	promotion of the company's image	disadvantaged people	10	Developing individual employability
France	Promoting key topics (e.g. diversity; human rights; STEM)	bicycle : action towards durable mobility	Propose a service of repair / maintenance, on the site, for the bikes of the employees, punctual action during the Alstom DDDAY with Bicyclaide local company	one day per year	Social responsibility, Increase the image of Alstom in term of ecology		4	Social responsibility, Increase the image of Alstom in term of ecology
France	Promoting key topics (e.g. diversity; human rights; STEM)	Partnership with Elles bougent association	"Elles bougent" is an association for promoting engineering courses and scientific training to young girls.	Yearly	attract girls talents with high potential		100	attract girls talents with high potential
France	Promoting key topics (e.g. diversity; human rights; STEM)	Online recruitment job fair for disabled people (Hello Handicap)	Hello Handicap partnership	April + Oct 2019	recrutement, marque employeur	disabled people	30	
France	Promoting key topics (e.g. diversity; human rights; STEM)	promotion of the electrical bikes offer of the ILE DE France Regional Council VELIGO	Cyclez enterprise during the sustainable mobility day	9/17/2019	Promote sustainable mobility to employees		2	
France	Promoting key topics (e.g. diversity; human rights; STEM)	Participation in the recruitment Forum "Mix & Match". 27 juin 2019.	Promote diversity gender in the industry	19/20		Local brand talent recruitment	0	Internships or jobs opportunities
France	Promoting key topics (e.g. diversity; human rights; STEM)	Fondation Agir contre l'Exclusion	Participation in the day "Course de la diversité"	2019-2020	Image	non mesurable		
France	Promoting key topics (e.g. diversity; human rights; STEM)	Participation in the recruitment Forum "Girls on the move". "Elles bougent" is an association for promoting engineering courses and scientific training to young girls. An employment forum with member companies is held every year. Alstom HR and Alstom women's sponsors participated in this forum in 2018 to advise students, talk to them about their career paths.	Promoting women in engineering schools	2019-2020	engagement of women, brand image toward women for engineering	Women from different companies and schools	40	
France	Promoting key topics (e.g. diversity; human rights; STEM)	association elles bougent: Make attractif the industrial environment	Day exchanges / presentation of the Groups and the site / jobs presentation	1Xyear	give access to the company to scientific girls	lycées, écoles supérieures, universités,	10	Alstom educational economic and educational partner
France	Promoting key topics (e.g. diversity; human rights; STEM)	Not enough women in the industry, not enough girls in technical studies lack of knowledge of industrial activities + need to attract talents to Alstom REI	Supporting Elles Bougent association in Alsace (the local delegate works for Alstom)=> help to promote diversity in the industry + Alstom within the local communities. Develop the entreprise image. At Alstom level : presence of Alstom employees on Alsace Tech recruitment fair - stand Elles Bougent	10/17/2019	Local brand, talent recrutement	Students	50	Make girls aware they can choose technical studies
France	Promoting key topics (e.g. diversity; human rights; STEM)	lack of knowledge of industrial activities + need to attract talents to Alstom REI	Meetings Family/Company =>Alstom welcomes 15-yo-students with their parents to present the company and some métiers. 2 evenings / year before the students make their orientation choices	1st quarter 2020	Local brand, school partnership	Students+parents	40	Help on school orientation
France	Raising money for charity	Sport event in the site of VPF: break the world record of speed of the TGV(HST) 574,8 km by means of a stroke / step of the employees and their family.	T'Rail du Ferroviaire with more than 1000 participants on a route of 3Km which passed by production lines in particular. We took advantage of it to sponsor an association "in Hugo's eyes" which helps the disabled children. 2457 kilometres browsed, activating so a 574, 8 euro gift(donation) to the association " Dans les yeux d' Hugo"	5/25/2019	local brand, RSE	Dans les yeux d'Hugo	10	CSR and money



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France	Raising money for charity	dons de PC et IPAD	AYTRE Schools, colleges, and insertion	fev 2019 nov 2019	civic company	aide insertion et éducation	5	CSR
France	Support to local Colleges/Universities	creation of a sustainable highschools in Seine Saint Denis supported by the Alstom Foundation	sponsoring of the creation of the highschools	2019-2022	local brand	disadvantaged people, students, girls	2000	
France	Support to local Colleges/Universities	Partnership with the University of Technology of Belfort (UTBM)	Presentation of Alstom to engineering students + welcome doctoral student (CIFRE)	19/20		Students	2	Attract young talent
France	Support to local Colleges/Universities	Partnership with ENSMM (engineering school)	Presentation of Alstom to engineering students + welcome doctoral student (CIFRE)	19/20		Students		Attract young talent
France	Support to local Colleges/Universities	Partnership with University of Valenciennes / School multimedia and media(audiovisual) DREAM threader to realise(perform) movies EHS	Movie of awareness / prevention EHS for the attention of all employees of the site or even more!	19/20	EHS material	young students	12	school project
France	Support to local Colleges/Universities	Agreement with INSA Hauts-de-France, university of Valenciennes to develop a strong partnership	Recruitment of apprentice, trainees, site visit, and board member and of supervision	19/20	workforce recruitment	young students	10	learn in a company
France	Support to local Colleges/Universities	Reception during 2 weeks of school principal	Welcome of a school principal from "Zone très prioritaire" in order to share managerial practices and daily life of a compagny	Mars-avril 19	Partnership with national education	School director	1	Discover industrial life
France	Support to local Colleges/Universities	Hackathon sur sujet handicap avec l'école centrale de Lyon et Odyneo (association de familles qui agit dans le Rhône, l'Ain et le Jura, pour le bien-être des personnes en situation de handicap et de leurs proches)	Organisation d'un hackathon sur la problématique de la mobilité en fauteuil électrique à l'intérieur des batiments. Cette dynamique s'inscrit dans un projet collaboratif de nos salariés sur la thématique du handicap	2019-2020	Image, CSR, employer branding, Handicap	Students, members of Odyneo association, alstom employees, Orange employees, EM Lyon employees	70	
France	Support to local Colleges/Universities	Train on our job and get talents	Welcome of apprentices, BTS(TWO-YEAR TECHNICAL DEGREE), License(Bachelor's degree) pro, engineers Evaluation twice a year RH: contents of the mission, the evolution of the apprentice, the evaluation of the coverage	year 2019	Move closer to company of the Education and arouse vocations	students	22	Alstom educational economic and educational partner
France	Support to local Colleges/Universities	Move closer to educational world of the industry Be partner and committed in the educational environment	Partnership with university of Poitiers section license digital design: undertaken presentation, visits of the site and the presentations jobs: offers, BE with jobs in connection with the contents of the licencechanges with the professionals	to define sept 2019	Accompany students, arouse vocations, public-spirited commitment on behalf of the company	students, professors,	54	Alstom educational economic and educational partner
France	Support to local Colleges/Universities	Participation in teaching and examination boards	Participate in teaching and examination boards	all around the year	Good relationship with schools, colleges and universities, sourcing for hiring skilled people	students	100	Support to local Colleges/Universities
France	Support to local Colleges/Universities	lack of knowledge of industrial activities + need to attract talents to Alstom REI	Every year, we welcome some school classes on site => visit of our shopfloors + presentation of our metiers & messages on gender diversity	All year long	Local brand, talent recruitment	Students	150	
France	Support to local Colleges/Universities	external recruitment	Day "tremplin jeunes" - Apec Strasbourg, Objective = present the company + simulation of recruitment meetings	10/11/2019	Local brand, talent recruitment	Students	10	

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France	Support to local schools	"c'est génial" partnership	"Professeur en entreprise" : supporting integration of young people. Presentation of our products and professions to the teachers school area	2019-2020	presentation of Alstom Knowledge and activity, inspiring site tour to attract news profiles	Professors	15	
France	Support to local schools	Participation in "The week of Industry" (with UIMM), partnership with CGenial	Welcome students and teachers	all around the year	Attract young Talents	students	30	Developing individual employability
France	Volunteering in support of charities (time + effort)	Volunteering day during the solidays festival	action of prevention toward sexual behaviors during the Solidays festival	9/21/2019	increase the volunteering activities of Alstom employees	youth	1000	social responsibility
France	Volunteering in support of charities (time + effort)	Develop solidarity	Blood collection organised on site	6/27/2019	Local brand, RSE	Etablissement Français du sang	70	
Germany	Collecting things for charity (food; toys; clothes...)	Donation of goods and/or small amounts of money. Those were packed by young Alstom trainees and given at the occasion of Christmas to disadvantaged children. In collaboration with the City of Salzgitter and the local Helios Klinikum.	Collecting and packing items by trainees. Fund raising during all employee meeting and contribution by Alstom.	November/December 2019.	Local brand recognition/acceptance; team building;	Disadvantaged children		Gift to disadvantaged kids at Christmas, company image.
Germany	Community project support	Participation in a football competition in Braunschweig, with other companies, local police, ...	Participation in football competition	Sep-19	Local brand recognition	Employees	15	Gift to support foundation for former prisoners
Germany	Community project support	Joint organisation of Alstom and local Lions Club to support local hospital.	Alstom puts at disposal of the Lions Club the Train Museum on the Salzgitter-site, as well as the time of the Site Security team to organise a charity event in the museum, with +/- 600 participants.	Sep-19	Local brand recognition.	Employees	5	Support local hospital.
Germany	Community project support	Donation of a park bench	Donation of a seating bank for a children's playground	43709				
Germany	Promoting key topics (e.g. diversity; human rights; STEM)	Donation to the charity Naturschutzbund - a reputable organisation in the Salzgitter area, protection birds and other wildlife	The contribution results from selling old metal parts to third parties.	January 2019	Local brand recognition/acceptance.	Environmental foundation.		Investing in the environment (green image).
Germany	Promoting key topics (e.g. diversity; human rights; STEM)	Local health management, with emphasis on burn-out prevention and psycho-sociological risks.	VNS-analysis (burn-out prevention), psychological support, physical therapy, nutrition awareness, stop-smoking campaign, yoga.	Ongoing during the whole year.	Healthcare for employees.	Employees	all	Securing local health management.
Germany	Promoting key topics (e.g. diversity; human rights; STEM)	Mentoring Programm	Crossmentoring programm with other companies to mentor younger managers.	Start in August 2018, ongoing in 2019/20	Crossfertilization between companies.	Employees		Employability - employer branding.
Germany	Support to local Colleges/Universities	Student group of technical universities invited to get an exposure of engineering work	Half day event. Presentation of engineering activities and site tour.	May 2019	Employer branding.	Students.	20	Employer branding.
Germany	Support to local schools	Participation at Future Day	60 kids on site to experience real working life and conditions	April 2019 and March 2020	Employer branding.	Students.	60	Employer branding. Getting young people in contact with working environment.

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Germany	Volunteering in support of charities (time + effort)	Organisation of a local football competition. Gains are donated to a local hospital.	Organisation of local football competition.	June 2019	Local brand recognition.	Disadvantaged persons.		Gift to support disadvantaged hospital patients. Alstom added small amount to bring the gain of the football competition from 1650 EUR up to 2000 EUR.
Germany	Volunteering in support of charities (time + effort)	Supporting the renovation of a building and garden on premises for disabled children. The project is called "Building bridges".	Employees get the day off to work on this initiative.	Since 9 years	Local brand recognition.	Employees	5	Support disabled children.
Greece	Helping disadvantaged individuals	Human Rights Awareness and Skills Development for Unaccompanied Minors (UAMs)	Assisting unaccompanied minors (UAMs) in issues of skills and career development as well as integration and human rights awareness. UAMs aged 16-18 residing in ARSIS' accommodation structures, camps or other units will be able to participate in workshops with a Career Consultant and Human Rights Educator at ARSIS' Youth Support Centre (YSC) in Thessaloniki.	2019/20	Local recognition	ARSIS – Association for the Social Support of Youth (NGO) and the Unaccompanied migrant youth	100	Migrant youth on a first path towards integration and employment.
Hong Kong	Encouraging local start-ups	Purchase catering services through a Social Enterprise to support local "Enhancing employment of people with disability through small enterprises" project which aims to re-integrate disabled people into the community.	Purchase catering services through Social Enterprise.	Dec-19	Responsible Company & staff to social community in need	Lilyvale Cafe (Social Enterprise of Baptist Oi Kwan Social Service)	2	Encourage the rehabilitation of disabled people into the community. 10 disabled people work at the café.
Hong Kong	Helping disadvantaged individuals	Make it work HK	To empower low-income workers in Hong Kong by providing them trainings, counselling and job opportunities in order to lift them out of poverty.	all year	Alstom seen as a social responsible company	French Chamber Foundation	30	Low income workers who get new jobs or jobs with an increase in average monthly income.
Hong Kong	Raising money for charity	Birthday coupon to staff (those is willing to contribute the money to charity)	Hong Kong Alstom provide birthday coupon (HK\$100/-) to staff. Initiative to get staff to voluntarily to contribute birthday coupon (HK\$100/-) to charity.	2 batches per year (Jun/Dec)	Responsible Company & staff to social community in need	Médecins Sans Frontières (MSF)	2	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	Support to local Colleges/Universities	Offered internships (Approximately 3 months duration) to students from a local Institute of Vocational Education (IVE). Promote Alstom branding and increase our profile among future graduates in Hong Kong.	Offered 3.5 months internship to 2 students from IVE (Hong Kong Institute of Vocational Education). This can help pave the way for more local interns and help promote Alstom branding and increase our profile among future graduates in Hong Kong.	15 Jan 20 to 30 Apr 20	Support to local vocational school & the students & Employer Branding in the market	Students from the Hong Kong Institute of Vocational Education	2	Develop career path & internship experience
Hong Kong	Support to local Colleges/Universities	Mentoring program to students from the Hong Kong Polytechnic University (HKPolyU). Promote Alstom branding and increase our profile among future graduates in Hong Kong.	Offered a mentoring program to the students from the Hong Kong Polytechnic University. 5 People Managers who have a proven career track record in Alstom represented Alstom Hong Kong as Mentors to pair up with the students from Transportation Systems Engineering, Department of Electrical Engineering. Program has been started from Nov'19 with a Site MD's leading welcome session with introduction of	1 Nov 19 to 31 Mar 20	Support to local Universities (Engineering faculty) & students & Employer Branding in the market	Students from the Hong Kong Polytechnic University	5	Understand the job & life in the industrial companies to decide their career path after graduation
Hong Kong	Volunteering in support of charities (time + effort)	Lunch Club Volunteering program (The Lunch Club, which is sponsored by The French Chamber Foundation and organized by Baptist Oi Kwan Social Service, aim to provide healthy lunch set at low price, counselling and career opportunities for low income workers)	2 Volunteers support serving lunchbox to the registered members every Thursday from 12nn to 2pm.	Every Thursday	Responsible Company & staff to social community in need	Baptist Oi Kwan Social Service	2300	Support to people in need. 40-60 lunches served each day
India	Community project support	Water for life	Integrated water management programme	Throughout the year	Branding, socially engaged corporate	Gramium	880	Water access
India	Community project support	World Environment Day	Plantation drives across project sites	6/5/2019	Local contributor to the community, builds credibility	General Public	250	Environment care
India	Community project support	Building a playground	Building playscape for children using Tyres	3/30/2020	Brand building, responsible corporate citizen	School children & Public	2000	Health & Wellness
India	Developing individual employability	Resourceful Women	Provide tailored trainings and micro credit for skill development and employability/ entrepreneurship	Throughout the year	Branding, socially engaged corporate	Objectif Inde France, underprivileged women	20	Support for skill development and Employability of 20 women

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India	Developing individual employability	Integration through entrepreneurship	Alstom funds will help the development of the Life Project Center, an incubator for entrepreneurial projects, in Dj Halli, and will enable 30 Young women per year to be accompanied towards their social and professional integration.	Throughout the year	Branding, socially engaged corporate	LP4Y	30	Support for skill development and Employability of 30 women
India	Developing individual employability	Bicycles for 899 students in Anantapur	To help children with poor attendance at school due to the distances involved to get a sustainable education	Throughout the year	Branding, socially engaged corporate	Fundacion Vincente Ferrer	899	Means to get to school
India	Encouraging local start-ups	TIDE facilitation services for women-led enterprises	To provide services to nano and micro rural women-led enterprises to grow their businesses	Throughout the year	Branding, socially engaged corporate	Technology Informatics Design Endeavour (TIDE)	200	Mentoring business growth
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.	Throughout the year	Good quality medical consultation, health camps and free medicines available at doorsteps. Good primary education to children. Train the teachers.	PRAGYA/ 7 VILLAGES AROUND MADHEPURA FACTORY	7500	7500 people gain access to better medical and educational facilities
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	Throughout the year	Branding, socially engaged corporate	TARA GIRLS, Underprivileged girls	20	Support for education and livelihood to 20 needy children (girls). Individual development of the children.
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.	Throughout the year	Branding, socially engaged corporate, create local employment and potential for jobs in our factory	CARE, 7 VILLAGES AROUND MADHEPURA FACTORY	5000	Provide education and improve employability for 4000 people, support environment
India	Helping disadvantaged individuals	Providing 2 safe homes for underprivileged children	Provide financial support to the NGO which will ensure providing food , clothing and shelter and education to the children	Throughout the year	Branding, socially engaged corporate	Objectif France Inde, underprivileged children	16	Support for education and livelihood to 16 needy children. Individual development of the children.
India	Helping disadvantaged individuals	World Blood Donor Day	Blood Donation camp	7/4/2019	Local contributor to the community, builds credibility	General Public	759	Social responsibility
India	Helping disadvantaged individuals	WADA Week	Cooking for 500 specially-abled kids	11/19/2019	Local contributor to the community, builds credibility	Employees & Public	500	Social responsibility
India	Support to local Colleges/Universities	Job Fairs	Booth setup at Job fair for specially-abled	4/1/2019	Brand building, responsible corporate citizen	Employees & Public	1000	Social responsibility
India	Support to local schools	Distribution of Notebooks & Stationery	Procure & distribute books and educational kits for school near factory	6/1/2019	Local contributor to the community, builds credibility	School Children	400	Encourages education
Iraq	Support to local schools	Supporting a school in a disadvantaged area of Iraq (Najaf). Environmental focus.	The Project is to build a greenhouse in a school in Najaf, one of the schools that related to the Education Directorate – Governmental sector, this school will be chosen according to its location, available area, availability and readiness of teachers and the student's level.	Completed in July 2019	Local recognition	The Observer Center for Human Rights	200	School children to learn about plants and the environment. 200 kids/year.
Israel	Collecting things for charity (food; toys; clothes...)	donation of objects, clothes and toys etc.	collecting clothes and toys to residents of the area whose homes were completely burned down (May 2019)	5/30/2019	Helping people in need	Residents of Mevo Modi'in	40	The ability to rehabilitate more quickly, the possibility of trying to rebuild their homes

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Israel	Collecting things for charity (food; toys; clothes...)	warm winter	Warm Winter – collecting unused coats and jackets which will be wrapped and spread in the city for those who need and cannot afford In collaboration with the Welfare Department of the Jerusalem Municipality	12/1/2019	Employees awareness and their contribution to Alstom's donation	Jerusalem Municipality	23	Homeless and needy , Keep them warm :-)
Israel	Collecting things for charity (food; toys; clothes...)	Donation of clothing and toys	we asked the project team to donate clothing, shoes and toys	Dec-19	Image wise - a company donating to the community + Employees awareness to Alstom's donation	Pitchon Lev organization	150	
Israel	Collecting things for charity (food; toys; clothes...)	blood donation	Blood donation	12/11/2019	Personal Giving Health Care	MDA-Magen David Adom	48	
Israel	Collecting things for charity (food; toys; clothes...)	collecting Children books	we asked all our sites to donate unused book for toddlers in Hebrew or English. As part of our collaboration with Alstom foundation's grant winner	12/19/2019	Image wise - a company donating to the community + Employees awareness to Alstom's donation	Unitaf association	42	Impart knowledge and language development
Israel	Collecting things for charity (food; toys; clothes...)	collecting Baby formulas	we asked all our sites to donate new, closed and sealed baby formula. We will transfer the donations to The Social Baby Food Bank	12/19/2019	Image wise - a company donating to the community + Employees awareness to Alstom's donation	The Social Baby Food Bank	20	that no baby will go to sleep hungry
Israel	Community project support	Planting trees in co-operation with Keren Kayemeth Lelsrael with Kfar Shira, our last year volunteering project in Haifa. We arranged for transportation, food and beverage. We also bought 4 plants as a gift for Kfar Shira	Planting trees with Kfar shira, our last year volunteering project in Haifa.	2/17/2020	Sharing employees in the spirit of volunteering Creating continuity with the association	Kfar Shira association	35	Continue collaboration, not forgotten
Israel	Developing individual employability	Alstom foundation - grant to Unistream (2018-2019)	1st interim payment	May 2019	Positive visibility, support for the local community	Unistream	339	
Israel	Developing individual employability	Alstom Foundation - grant to Be-Atzmi association	Down payment Mifne – Skills Development, Employment Advancement and Economic Empowerment for Underprivileged Women in Jerusalem	Jan 2020	Positive visibility, support for the local community	Be-Atzmi	80	make a meaningful and lasting change in their lives
Israel	Encouraging local start-ups	Unistream, life changing entrepreneurship.	Israel MD, Sharon KEDMI, Judged at Unistream Entrepreneur of the Year competition.	7/24/2019	Alstom is a partner in breakthrough projects and encouraging young entrepreneurs, supports youth future	Unistream	100	To share our support and to influence
Israel	Helping disadvantaged individuals	Alstom process for PC donations	donation of 1 Alstom PC to a foster home young girl	3/23/2019	Helping people in need. No computer waste for Alstom	Summit Institute	1	young girl from foster home just started study of Higher Education and was unable to purchase a new computer
Israel	Helping disadvantaged individuals	Alstom Foundation - grant to Unitaf	Down payment Talking the Future - Improving Hebrew Literacy Among Asylum Seeking Preschool Children	Dec 2019	Positive visibility, support for the local community	Unitaf association	240	acquiring local language and thus help integrate into the community. Enhance the sense of belonging.
Israel	Helping disadvantaged individuals	donation of 10 Alstom PC to Summit association	Continue collaboration with the association	1/16/2020	Helping people in need. No computer waste for Alstom	Summit Institute	10	Teens from foster homes that are unable to purchase a new computers
Israel	Raising money for charity	In the Jewish holiday Purim, it is a custom to distribute food packages. Citadis Israel usually buys small candy packages for employees' children.	The packages of Hanukka will be bought from Larger than Life associations. The purchase serves as a donation to the association	3/9/2020	Image wise - a company donating to the community + Employees awareness to Alstom's donation	Larger than Life	7	Contribution to the non-profit for free use for their needs

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Israel	Volunteering in support of charities (time + effort)	making happy the children who are hospitalized during Hanukah holiday	Distribution of donuts and holiday packages in the children's wards in Shaare Zedek hospital, Jerusalem+ distribution of Crossword Booklets, pens and pastry to adult cardiology department patients	12/18/2019	Employees awareness and their contribution to Alstom's donation	Children hospitalized	120	First of all, make the kids happy and secondly give them creative kits to ease the time of hospitalization
Israel	Volunteering in support of charities (time + effort)	Root vegetable harvest and Sorting food boxes for those in need	a group of up to 60 people will go to a Raanana Sorting Center to Make food boxes for 2 hours	3/30/2020	Image wise - a company donating to the community + Employees awareness to Alstom's donation	Leket Israel	33	Supply food and caring for those in need
Italy	Collecting things for charity (food; toys; clothes...)	The canteens in the Italian Alstom sites have an amount of food wastage every day. Action against food wastage and hunger	the employees raised 4KEUR for buying a chiller and now the excess food is donated every day to the "Banco Alimentare Foundation". In 2016 this action was 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.	3/31/2020	Promote solidarity behaviour with the local community	Disadvantaged people, Banco Alimentare Foundation; Association Papa Giovanni XXIII	4958	Fight against food wastage and hunger. 2000 meals created. Alstom pays for the donated food.
Italy	Collecting things for charity (food; toys; clothes...)	Be near to disadvantaged people collecting things for charity (clothes, toys, etc) throughout the year	Things donated by Alstom employees.	3/31/2020	Promote solidarity behaviour with the local community	Disadvantaged people	50	Fight against poverty. 250 kg of items collected. Assume 5 kg = 1 beneficiary.
Italy	Collecting things for charity (food; toys; clothes...)	Collecting things for charity (food; toys; clothes...)	Toys have been donated by employees of all Alstom Italy sites to the NGO Banca del Giocattolo.	December 2019	Promote solidarity behaviour towards the local community	disadvantaged children	2650	Support the local communities
Italy	Community project support	Choice of at least one project to be financed among the ones submitted to the Alstom Foundation: 11 Projects presented at the end of June.	To provide a recuperative holiday to children from the contaminated Chernobyl area of Bielorussia. The overall aim of this project is twofold: extending the stay length and the number of visits per children in Italy, so as to guarantee a longer period of rehabilitation, which in turn increases the level of detoxification from radiation to reach up to 70% and propose a socio-cultural model which promotes different ethical values.	Summer 2018	Recognition as a socially responsible company amongst employees and local population	Children from Chernobyl	160	Relaxation and health improvement for children from this tragic and devastated area
Italy	Community project support	Choice of at least one project to be financed among the ones submitted to the Alstom Foundation: 17 Projects presented at the end of June.	The project awarded is the "The Oasis of Needlework" submitted by the NGO "Oasi Giovani" near the Savigliano site. The aim of the project is the creation of job opportunities related to the needlework, dedicated to unemployed mothers and other disadvantaged people	9/28/2018	Recognition as a socially responsible company amongst employees and local population	NGO "Oasi Giovani"	30	Support to the local community. Development of earning skills amongst disadvantaged women.
Italy	Community project support	Choice of at least one project to be financed among the ones submitted to the Alstom Foundation: 11 Projects presented at the end of June.	The project awarded is the "Train" submitted by the NGO "Centro Astalli" near the ROMA site. The aim of the project is to promote integration of refugees and asylum seekers in Italian society. Through this project, a group of women and young adult will have the opportunity to learn Italian language, to know legal position, rights and duties, to start a training pathway to be ready for the local job market and finally to learn a job.	10/1/2019	Recognition as a socially responsible company amongst employees and local population	NGO "Centro Astalli"	40	Integration, skills, jobs, cultures, relationship and mutual knowledge between forced migrants and local community.
Italy	Community project support	Sale of Easter Eggs in collaboration with A.I.L., the Italian Association against Leukemia and Myeloma.	Sale of Easter Eggs in collaboration with A.I.L., the Italian Association against Leukemia and Myeloma. Employees could order the Easter Eggs contacting the Social Team and all the proceeds are used to support the projects of the Hematology Department in Cuneo.	April, 11th	Increase sensitivity towards the community	NGO A.I.L.	8	Support the local communities
Italy	Community project support	Sale of Charity Jug. The amount of money collected among employees has been donated to the NGO "Seconda Mamma"	Sale of Charity Jug. The amount of money collected among employees has been donated to the NGO "Seconda Mamma"	April, 12th	Increase sensitivity towards the community	NGO "Seconda Mamma"	1	Support the local communities
Italy	Community project support	Collection of plastic caps	Firenze Social Team, in collaboration with the NGO "Misericordia di Calenzano" promoted the collection of plastic caps. Some containers have been placed in several offices in order to collect them. The collected caps are sold to another association and the proceeds are used to buy chairwheels and crutches for people with disabilities.	On going	Increase awareness on recycling	NGO "Misericordia di Calenzano"		Support people with disabilities
Italy	Community project support	Sale of Azaleas in collaboration with A.I.R.C., the Italian Association for the research on cancer.	Sale of Azaleas in collaboration with A.I.R.C., the Italian Association for the research on cancer. 40 azaleas have been sold in order to support the research on female cancers.	May, 9th	Increase sensitivity towards the community	AIRC	3	Support the local communities
Italy	Community project support	Alstom Savigliano has donated decommissioned computers to the ASHAS association	Alstom Savigliano has donated decommissioned computers to the ASHAS (a charity association for people with disabilities) The association creates workshops that provide a particular attention to the needs and potentials of people with disabilities, trying to improve their skills.  Namely, Alstom Savigliano has given 9 not operating computers that will be used in	June, 7th	Increase sensitivity towards the community	NGO A.S.H.A.S.	10	Support the local communities

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Italy	Community project support	Alstom Bologna supported the NGO association Piccoli Grandi Cuori.	On the 14th of February, the International Day for Congenital Cardiopathies, the Social team of Bologna site sold more than 180 chocolate hearts and collected more than 1900€ in order to support the association Piccoli Grandi Cuori. The proceeds will be donated to the projects Polo dei cuori and Progetto Pareti. The association guarantees a good quality of life to new-born babies, children, adolescents and adults that are afflicted with congenital	February	Increase sensitivity towards the community	PICCOLI GRANDI CUORI	12	Support the local communities
Italy	Community project support	Alstom Savigliano has donated decommissioned computers to the ASHAS association	Alstom Savigliano will donate 20 decommissioned computers to the ASHAS (a charity association for people with disabilities) The association creates workshops that provide a particular attention to the needs and potentials of people with disabilities, trying to improve their skills.  The computers, in particular the case, will be disassembled into their components	March	Increase sensitivity towards the community	NGO A.S.H.A.S.	20	Support the local communities
Italy	Developing individual employability	Savigliano site collaborated with local technical secondary schools (ITIS "G. Vallauri" of Fossano; ITIS Denina di Verzuolo; IIS Aimone Cravetta; IIS Grassi; IIS Soleri-Bertoni/Saluzzo; Vallauri - Liceo Scienze Applicate; IIS "G. Marconi" - Imperia) involving about 20 students for the project "Alternanza Scuola Lavoro". Alstom asked the schools to select and involve the outstanding students.	The project includes an internship in Savigliano site (each student had a tutor that follow him for 1 month) and group moments to share experience and knowledge. The aim of the project is to help the students to understand what they want to do after school and to introduce them in the working world.	June - July 2019	Supporting education	students	19	Support education by giving students the opportunity to learn something about Alstom activities
Italy	Developing individual employability	Savigliano site collaborates with the technical secondary school IIS Grassi of Turin, involving about 6 students for the project "PTCO".	The project includes an internship in Savigliano site (each student had a tutor that follow him), 2 days/week throughout the school year. The aim of the project is to help the students to understand what they want to do after school and to introduce them in the working world.	October 2019 - June 2020	Supporting education	students	6	Support education by giving students the opportunity to learn something about Alstom activities
Italy	Promoting key topics (e.g. diversity; human rights; STEM)	Kids at Alstom: End of May, Alstom Italy adhered to a national event called "Kids at Office" promoted by one of the most important Italian daily newspaper in collaboration with CBM association. The event involved employees and their children. More than 250 Children visited their parents' workplace (offices and workshops) in all Alstom Italian sites and they were involved in a dedicated animation	Entertainment for kids in all the Italian sites organized by CBM Onlus, the world's largest NGO dedicated to the prevention and the cure of blindness and disability in African, Asian and Latin American countries. The proposed activities were focused on: the creation of children awareness; solidarity and inclusion; the possibility to fully understand the conditions of	Last week of May	To strengthen employees' sense of belonging to the Company and motivation by involving children and families. To create a special and «unusual» networking opportunity among colleagues. To promote CSR, an diversity and inclusion	CBM Italy		Oppose educational poverty
Italy	Promoting key topics (e.g. diversity; human rights; STEM)	Launch of a Plastic free campaign	Launch of a "Plastic free campaign" involving all Alstom Italy employees (starting from Sesto San Giovanni site, as pilot site). First step: Dedicated meeting on July, 19th (followed by a Q&A session) in Alstom Sesto San Giovanni site involving the NGO Worldrise and all employees. Distribution to all Alstom Sesto Employees of water bottles. Support the project #BATTI5, promoted by the NGO Worldrise and based on	Starting from July 2019	Promoting a plastic free approach at work but also in everyday life.	All Alstom employees	1750	Support to education. Promote a plastic free approach
Italy	Promoting key topics (e.g. diversity; human rights; STEM)	Campaign to raise awareness about bone marrow donation	Initiative promoted by Savigliano Social Team. Some representatives of the NGO A.D.M.O. (associazione italiana donatori midollo osseo) came to Alstom in order to promote the bone marrow donation. The target was to involve young people under 35 years old.	September, 26th	increase awarness on bone marrow donation	A.D.M.O.	NA	Support the local communities
Italy	Promoting key topics (e.g. diversity; human rights; STEM)	Campaign to raise awareness on Diversity and Inclusion	During the WADA WEEK, dedicated sessions in collaboration with different NGOs were organised in all Alstom Italy sites in order to raise awareness on Diversity and Inclusion. The sessions were held by: - BARI: NGO Seconda Mamma - BOLOGNA: NGO Dynamo Camp	From 18th to 22nd of November	create an inclusive workplace, increasing awarness on Diversity	The sessions were held by: - BARI: NGO Seconda Mamma - BOLOGNA: NGO Dynamo Camp	250	Promoting diversity and inclusion approach and responsible behaviours according to Company's strategy and principles.
Italy	Raising money for charity	Alstom Italy team run the Florence Marathon 2019 with AIRC	Alstom run the Florence Marathon 2019 with AIRC (Italian Association for the Cancer Research) to support the research on pediatric cancer. An important and exciting project, part of the Corporate Wellness Program, "It's time to feel good!", which has the aim to raise awareness on prevention through a healthy lifestyle and which culminated with the Marathon and the participation of 38 runners from all the Italian sites internally selected by a jury. Each athlete could choose to	23rd and 24th of November	The aims are to promote sport, health and wellness within Alstom and to raise funds for AIRC.	AIRC	53	Promote a Corporate Wellness and an Healthy Lifestyle. Contribute to collect funds to support AIRC and the cancer research project.
Italy	Raising money for charity	Alstom Ride for Charity "Pedalare fa bene" - 3rd edition	On 22th September 2019 a bike ride was organized in cooperation with the City of Savigliano, involving Alstom employees, their family and the citizens of Savigliano. All the funds raised by employees will be donated to the local nonprofit organisation "Amici dell'Ospedale". This initiative is also part of a Corporate Wellness Program, "It's time to feel good!" which tries to raise awareness on prevention through a healthy lifestyle.	September, 22 nd	The aims are to promote sport/ healthy lyfestyle and to raise funds for charity	NGO "Amici dell'Ospedale di Savigliano onlus"	7	Support to the local community
Italy	Support to local Colleges/Universities	PhD students in "Industrial Reasearch": collaboration with the University of Modena	The 2 PhD students are doing their PhD in cooperation with Alstom	November 17- November 20	Supporting education	Students	2	Support to education
Italy	Support to local Colleges/Universities	Participation as a sponsor to the "Master in Engineering of Infrastructure of the railway systems" organised by FS Group and La Sapienza University in Rome.	Alstom is involved in the selection of the partecipants; some lessons are given by Alstom experts (6 hours) and it is provided an internship in Alstom.	until 31/07/2019	Supporting education	Students	35	Support to education
Italy	Support to local Colleges/Universities	Bologna University (Department of Engineering of the Infrastructures), FS Group, Alstom and other companies have created a Summer School called "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 an expert in the smart and digital mobility and in the railway infrastructure.	The third edition of the Summer School started in December 2019 and finished in January 2020, it included a total of 125 hours lessons and the participants will have the opportunity to follow a path in the companies involved. Alstom was involved in the selection of the partecipants, in 40 hours of lessons and it offered a visit to Savigliano site	December 2019/ January 2020	Supporting education	Students at Bologna University (Department of Engineering of the Infrastructures),	25	Support to education

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Italy	Support to local Colleges/Universities	Creation of a master in "Railways Mobility Industry: Train 4 me", in collaboration with the University of Torino (Politecnico)	"Railways Mobility Industry: Train 4 me" is a 2 years master for young engineers; the aim is to give them specific skills in the field of sustainability and eco-design, with a global vision on the production and designing processes. The lessons will take place in the Politecnico of Turin and in Alstom site. Alstom is involved in the selection of the participants; Alstom experts will give lessons for a total amount of 250 hours;	Starting from May 2019	Supporting education	Students	18	Support to education
Italy	Support to local Colleges/Universities	Collaboration with DONNA STEM Association	STEM is an association composed by companies based in Piedmont, Italy. Alstom decided to support this association in April 2019. This non-profit association purpose is aimed to: • promote female professionals in the industry; • carry out positive actions aimed at encouraging cultural transformation in the company and country system;	April 2019 - March 2020	Supporting education, Promoting STEM	DONNA STEM	3	Support to education, promote STEM
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.itslombardiameccatronica.it/static/la-fondazione">http://www.itslombardiameccatronica.it/static/la-fondazione</a> ). Alstom participates to the setting of the training program of the courses.	3 small grants (registration fees) for economically disadvantaged and outstanding students attending the technical institute "ITS Lombardia Meccatronica". Organization of internships for some students.	October 2019	Supporting education	Disadvantaged and outstanding students	3	Support education by giving students the opportunity to learn something about Alstom activities
Italy	Support to local schools	Alstom Nola site cooperated with the Technical Institute for Sustainable Mobility - Rail Transport (ITS-MSTF) of Maddaloni (Caserta - Campania Region), as part of the Advanced Technician Course for the Production and Maintenance of Transportation Vehicles and Related Infrastructures.	4 students did an internship in the offices/depots of Nola, Napoli Campi Flegrei and Benevento	Feb 2019 - May 2019	Supporting education	Outstanding students	4	Support education by giving students the opportunity to learn something about Alstom activities
Italy	Volunteering in support of charities (time + effort)	On April, 3rd took place the meeting "I territori della Sostenibilità" at Confindustria of Bari; this event was part of the stages of the Social Responsibility Exhibition scheduled at the beginning of October in Milan.	Domenico De Giglio - member of the Bari Social Team - attended this meeting. During the meeting, some members of several universities, companies and ONGs explained the actions taken and the activities organized in order to promote the sustainability. It was an excellent opportunity to have a round table between universities, companies and nonprofit associations. The aim was to enhance initiatives and good	4/3/2019	Creation of a network with local community		0	Creation of a network with local community
Kazakhstan	Developing individual employability	Building future technicians - Eurasia Foundation	Focused training for much-needed young technicians (Ph 1 + 2)	all year	Image as a company engaged with the community	Young people	50	Young people to get a good start in life with real job prospects meeting a business need
Mexico	Community project support	Empowering Rural and Indigenous Communities to Conserve the Papaloapan River Watershed in Oaxaca, Mexico: Phase II - Alstom Foundation Project Location: Oaxaca/Mexico NGO: Ecologic	Objective: - Ensure the restauration and ongoing protection of 4,320 hectares of locally-managed conservation areas. - Increase adoption of sustainable agriculture practices to build resilient landscapes, improve local livelihoods, and enhance food security for farming families.	NA	Alstom seen as a social responsible company	NGO: Ecologic	400	Objective: - Ensure the restauration and ongoing protection of 4,320 hectares of locally-managed conservation areas. - Increase adoption of sustainable agriculture practices to build resilient landscapes, improve local livelihoods, and enhance food security for farming families.
Mexico	Helping disadvantaged individuals	Attending the educational backwardness of boys and girls living in vulnerability; restoring their right to education so they can construct a dignified future	Contribute to the defence and restitution of the rights of boys, girls and adolescents living in poverty and working on the streets in Guadalajara, Mexico. Through educational processes and tools, the children and adolescents empower to construct a better future and a dignified life. This project gives educational support or basic education to children and adolescent who live in poverty.	all year	Alstom seen as a social responsible company	Movimiento de Apoyo a Menores Abandonados, MAMA A.C.	153	The project will allow 153 children, either working on the street or accompanying their family members that work on the street, to learn and build a more dignified life for themselves.
Mexico	Raising money for charity	Alstom Mexico has participated in this race during the last 8 years, always having an active participation by employees. Last year Alstom enrolled 190 participants.	Kardias organizes an annual race to raise funds to help Mexican children born with heart disease. The race covers distances in three categories: 5k, 10k and 21k. Children can also participate.	02/23/2020	This activities helps Alstom to maintained as a Socially Responsible Company	Kardias (NGO)	500	Poor childrens receive surgeries to correct heart disease
Mexico	Raising money for charity	In Mexico every January 6 is celebrated the day of kings, it is tradition to give toys to children. Alstom seeks to collect toys together with employees to donate to poor children.	Alstom will ask employees to donate a new toy for a period of time, each worker can donate as many toys as they want. Alstom will donate the same number of toys that workers have donated and will be delivered to shelters for children.	12/01/2020 - 01/01/2021	Alstom will support small and local NGO	Casa las Mercedes IAP (NGO)	130	Poor childrens receive a new toy on holidays
Mexico	Support to local schools	Alstom is looking for small communities located around Mexico City, they are communities with limited development, in conditions of poverty and low rates of basic education.	Together with an NGO, Alstom collaborates in the construction of a classroom for secondary or high school levels.	08/01/2020 - 08/03/2020	Contribute to Charity events	Children from community	250	Support education in some of the poorest families located in the area
Morocco	Helping disadvantaged individuals	Wada Week	The "Centre insertion et d'aide par le travail" CIAT is dedicated to give training to differently abled people. The trainings are around pastry and agriculture. The production is sold in a dedicated shop located in the center. The Center was the main subject for the awareness session around the WADA week, we have also bought all food from the center	March	ALSTOM STAFF + CIAT students	30 CIAT STUDENTS +30 STAFF VOLUNTEERS	60	Raise awareness on how we can support and be differently abled people
Morocco	Promoting key topics (e.g. diversity; human rights; STEM)	this action is in the frame of Alstom strategy to promote diversity and inclusion	Alstom will organize a half day event with staff and customer children around diversity and inclusion : awareness session on Alstom presence worldwide + awareness session on Alstom activities in MEA countries - Children's will prepare a train mock-up with recycled material	March	Promoting diversity and inclusion	Staff and customers children's	100	raise awareness and promote Alstom diversity and inclusion strategy



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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 will participate to 3 students forums in EHTP, EMI and ENSET engineering schools. This participation is part of our partnership convention signed with the three schools	Jan + March + April	Engineering school Students attractiveness	Engineering students	2400	Experience sharing with Alstom Volunteers + request for training/recruitment
Morocco	Support to local schools	This action is part of our ambition to encourage entrepreneurship within youth	In the frame of entrepreneurship promotion, MEA Sourcing are coaching 8 youth girls to develop project business plans in FES.	April	Dar Al fatat students	High Schools students (girls)	8	Skills in entrepreneurship; business plan creation and business development
Morocco	Support to local schools	This action is part of our ambition to encourage entrepreneurship within youth	From 21st to 23rd February, Alstom Morocco sponsored a three days seminar dedicated to promote entrepreneurship within PhD Students from Casablanca. In the frame of this event, One Alstom Volunteer from Alstom Morocco Finance Team attended the event to coach and support students in the preparation of their projects business plan in the field of smart cities. A great occasion for us to position Alstom as a recognized contributor in entrepreneurship skills development.	Feb	PhD Students	Phd Students	100	Skills in entrepreneurship; business plan creation and business development
Netherlands	Collecting things for charity (food; toys; clothes...)	Collecting things for charity (toys)	Starting a collection action for a the Amersfoort speelgoedbank ('Toy Bank' in Amersfoort) so less fortunate children will also receive toys for Sint-Nicolas	November 2019	Social responsibility	Poor families	100	Unfortunate children will receive toys for Sint-Nicolas holiday celebration
Netherlands	Promoting key topics (e.g. diversity; human rights; STEM)	Promoting diversity	Participation of Alstom women engineers to jobfairs Alstom The Netherlands.	March 2019	Promoting diversity. Employer Branding.	Job fairs high schools and universities The Netherlands		Part of a number of diversity actions and promotion of career advancement for women.
Netherlands	Raising money for charity	Raising money for charity	Donating old IT items and accessories to RecycleBox, the proceeds of which are gifted to Kika, an organisation that does children's cancer research. RecycleBox brings pallets to Ridderkerk, IT fills this and then the pallets are picked up by RecycleBox. Since Feb, 10 pallets have been filled and picked up (mainly due to new laptop rollout)	FY 19/20	Social responsibility	Kika	100	Money raised helps children's cancer research and filling wishes for sick children
Netherlands	Volunteering in support of charities (time + effort)	Helping out on farm	Stadsboerderij Eilandsteede is a farm that is educating children on animal wellbeing, growing vegetables in a sustainable manner and guiding elderly people to fill their free time meaningfully. Their farm needs restauration work and our Alstom Utrecht employees volunteer to help out 1/2 day or an entire day. On top of that, Alstom would like to make a contribution in the acquisition of the building materials needed for the restauration.	March 2020	Social responsibility	children, elderly	75	Education in sustainability. Battle against loneliness of elderly people, giving meaning to their life.
Norway	Collecting things for charity (food; toys; clothes...)	Sykehusbarn (The Hospital Children) - Charity supporting childrens in hospital (long term stay); Activities/Social need	PC donation to charity. 5 PCs were donated to Sykehysbarn in Dec 2019	Dec '19	In accordance with PC donation scheme / Alstom Foundation; Utilization of an asset otherwise thrown away	Sykehusbarn	5	Donate approx 5 PCs @ 70 EUR/PC (1 hour/PC). Cost covered by IS&T - To be finally agreed with organization depending on need
Norway	Helping disadvantaged individuals	Sykehusbarn (The Hospital Children) - Charity supporting childrens in hospital (long term stay); Activities/Social need	Donation of extra fund linked to an Alstom Challenge for our team. Donation level linked to milestones of x number of steps in a 100 day period ( 40.000 steps = 1 EUR; We reached 121 million steps, hence approx 3000 EUR raised). 91 employees total competed for Norway, including Belgium, France project members also.	Sept '19	Combine team building through the Challenge with a motivation of providing an extra donation to the Charity	Children hospitalized with long term illness	300	As above
Norway	Helping disadvantaged individuals	Sykehusbarn (The Hospital Children) - Charity supporting childrens in hospital (long term stay); Activities/Social need	Donation of extra fund linked to Christmas Gift from all employees. 300 NOK (30 EUR) per employee x 24 employees in Dec 2019	Dec '19	A meaningful Christmas gift and personal contribution from all employees	Children hospitalized with long term illness	72	As above
Norway	Volunteering in support of charities (time + effort)	Sykehusbarn (The Hospital Children) - Charity supporting childrens in hospital (long term stay); Activities/Social need	Various additional support to the charity in the form of manpower from Alstom - Voluntary work etc. Arranged twice in 2019, total 8 employees	Dec '19	Voluntary work, creating an engagement among employees towards the Charity	Children hospitalized with long term illness	60	Supporting charity to perform work needed to be done (example packing gifts for childrens in hospital on occasion of Christmas, birthdays etc). One manday = 337 EURO (Global rule)
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 asupported by Alstom but also volunteering with donations and with the event organization.	December	Local brand recognition/acceptance; team building;	Caritas de Esperanza Foundation	200	Employees donation + Alstom help for this activity. Emploess participate as Goodfathers and Goodmothers of a child of low-incomes to give gifts in christmas (toys, clothing, etc)
Panama	Developing individual employability	Soft and Technical Skills Training for Women in social vulnerability (CAPTA)	To train 100 women in Panama and Panama Oeste provinces trough the execution of 4 CAPTA programs during the period 2019-2020. CAPTA is a Soft and Technical skills training program created by Calicanto Foundation whose main objective is to train at risk women so that they can overcome their fears, problematic situations or obstacles and become empowered, independent individuals and workers who contribute to society. The main goal of the program is for women to achieve their	All year	Alstom seen as a social responsible company	Fundacion Calicanto	100	Improved chances of getting a job.

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Panama	Raising money for charity	Walk for children with cancer Fanlic	Fundacion Amigos performs every year, walks and programs to raise funds for the support of children with leukemia and cancer, this year would be interesting to participate as Alstom in the events they perform at the level of volunteering. This support is aimed at 400 children	October	Local brand recognition/acceptance; team building;	Fundacion Amigos FANLIC	400	
Panama	Support to local schools	Door to the future project funded by the Foundation: Renewing Panama's education	Renovation and upgrade of local school in disadvantaged area	April	Alstom seen as a social responsible company	NGO: Fundacion Unidos por la Educacion	1216	Much improved educational environment plus new equipment supply.
Panama	Volunteering in support of charities (time + effort)	Cleaning of beaches and rivers	It has been managed with the support of ANCON the local institution that manages environmental issues in Panama, our participation was the volunteering of staff in the cleaning of beaches during the month of the oceans	November	Local brand recognition/acceptance; team building;	Ancon		
Panama	Volunteering in support of charities (time + effort)	Reforestation Activity	Activity for the reforestation of a million trees perform by the publics environmental entities.	July	Local brand recognition/acceptance; team building;	ANAM	350	The Alliance for the Million is a public-private pact that aims to reforest a million hectares in the next 20 years.
Panama	Volunteering in support of charities (time + effort)	Food Banking	Taking advantage of the visit of the Alstom ALP training team, a volunteer activity was carried out in the logistics center of the food bank of Panama where participants had the opportunity to support the organization of food for distribution to the beneficiary organizations	January	Local brand recognition/acceptance; team building;	Food Banking	306	The food bank supports more than 306 beneficial institutions where impacted communities with low resources and difficult access. this impact of support reaches all generations, children and adults
Peru	Community project support	Construction of green spaces in a shanty town north of Lima by single mothers of the township, for the promotion of social inclusion and prevention of natural disaster as well as mediation against climatic changes.	To improve the living conditions of the shantytown Ensenada's inhabitants. Constructing green areas - gardens; parks; for the community to gather.	2020	Local recognition	Mano a Mano. The local community of les Ensenadas.	725	This community lives mostly in shacks packed into a dusty hillside. These green spaces give the people the chance to escape that environment and to gather; grow plants; play games....
Peru	Developing individual employability	Vocation training for the disabled	The beneficiaries will receive vocational training by an agency - the CETPRO (productive technical education centres). This training will be spread over 2 years and will adapt to their skills. At the same time, they will receive further training and advice to strengthen them as future micro entrepreneurs. In the first year, a team of professionals will work on behaviour adaptation and competency development to prepare the way for the training itself.	2019-2021	Local recognition	EMANIK. Local disabled youth	150	Support to position an otherwise marginalised group of people for the job market or to create their own businesses.
Philippines	Community project support	Preventing the spread of water-borne diseases through a faecal sludge management system in Eastern Samar. Project led by the NGO ACTED.	To improve community sanitation by supporting sludge treatment in a participatory approach actively involving local authorities, communities and entrepreneurs. This will contribute to reducing the impact of uncontrolled desludging on the environment and on health and to promoting reusable sludge wastes such as fertilizer. ACTED, with the technical expertise of the organization WASTE, specialized in faecal sludge treatment, is building local capacities to meet the	A year long project started in 2018	Local recognition	ACTED	6000	An affordable and sustainable system of sludge management (from collection to treatment and subsequent conversion into fertilizers) to communities of Eastern Samar, via a participative approach involving populations, authorities and local social businesses
Philippines	Emergency relief (natural disasters)	Natural Disaster Support in the aftermath of the earthquake near Davao de Sur.	Provision of shelters for those whose homes were destroyed and clean water/sanitary facilities.	43770	Closer partnership with ACTED	ACTED and local people	1690	Post earthquake support so that local families can rebuild their lives.
Philippines	Helping disadvantaged individuals	Asmae - Manila - Empowering street children and families. Project ;led by the NGO Asmae – Association Soeur Emmanuelle.	To build the capacities of local authorities, non-governmental organisations, parents and children, enabling them to provide support and protect street children and families in Manila. The challenge is to bring about lasting improvements in the living conditions of people living on the streets and their social integration. In this context, many activities are organised: training of professionals working with street children and their families; direct interventions of alternative education and family support;	A 3 year project	Local recognition	ASMAE	1000	A better life for those living on the street.
Poland	Collecting things for charity (food; toys; clothes...)	Collection of gifts for animal shelters in Chorzów and Sosnowiec	Collection for local animal shelters in Chorzów and Sosnowiec. The collection was attended by employees of all departments who donated dog and cat food, accessories, toys, blankets, which will help homeless animals survive the winter.	8.11.-22.11.2019	Raising awareness of Alstom as a local community responsible company; CSR visibility; staff integration over common goal/charity action	Animal shelters in Chorzów and Sosnowiec	370	Alstom employees managed to collect huge amount of dog and cat food, toys, blankets and accesories that will help homeless animals survive winter. 370 animals to benefit.
Poland	Collecting things for charity (food; toys; clothes...)	Christmas collection for Family Support Center in Chorzów	An annual campaign in which Alstom employees collect gifts for families in need. This year we have supported 4 families with food, cleaning products as well as Christmas gifts for children.  FAMILY 1 bed sheets - 4	9-17-12-2019	Raising awareness of Alstom as a local community responsible company; CSR visibility; staff integration over common goal/charity action	Family Support Center in Chorzów	17	4 local families in need have recieved support in the form of food, cleaning products, house equipment. In addition, the children got their dream Christmas gifts, which they described in "letters to Santa". 17 beneficiaries (including 12 children).
Poland	Community project support	Project for Alstom Foundation - NESSt Empowers: Soft Skills Training for Polish Disadvantaged Youth	The grant will increase the capacity of the social enterprises to expand their IT training and placement programs and measure the impact of these programs on youth income earnings. It will also facilitate the implementation of volunteer opportunities for Alstom employees.	FY 2019	supporting one of the main axes: employability; facilitating Alstom people knowledge and skills into education and mentoring	"Być Razem". "Siedlisko"	150	As a result of support from the Alstom Foundation, we expect these enterprises to improve their training curriculum to ensure their beneficiaries' success rate of employment. We expect 150 under-served youth to improve their skills and job preparedness for success. 100% of beneficiaries will improve their hard skills to work in the BPO industry and 90% of them

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Poland	Community project support	PC donation for Primary School nr 51 in Wroclaw	Donation of 40 computers	Sep-19	Raising awareness of Alstom as a local community responsible company; CSR visibility;	Primary School nr 51 in Wroclaw (public school)	40	Computers for education purposes of the school.
Poland	Community project support	PC donation for "Być Razem" (Nesst project)	Donation of 10 computers	Oct-19	Raising awareness of Alstom as a local community responsible company; CSR visibility;	"Być Razem" (NGO)	10	3 computers - for office work, 7 computers for employees and proteges of the association as awards in the competition
Poland	Community project support	PC donation for educational care centre in Warsaw	Donation of 20 computers	15-Oct	Raising awareness of Alstom as a local community responsible company; CSR visibility;	Educational care facility in Warsaw	20	Computers for education purposes of the facility.
Poland	Helping disadvantaged individuals	"We unscrew for Jaś" - charity collection of plastic cups	Charity action "We unscrew for Jaś" in which we support Jaś who was born with a central nervous system defect. This involves the need for constant rehabilitation and care of specialists, which requires regular funding. Alstom employees help in a very simple way - collecting plastic caps in designated containers in our Site. Each kilo of caps equals 1 PLN.	2019/2020	Raising awareness of Alstom as a local community responsible company; CSR visibility; raising awareness of sustainable waste management by promoting segregation.	Foundation for Children "Zdążyć z pomocą" (NGO)	1	Money from selling plastic caps for recycling will be donated for constant rehabilitation of Jaś.
Poland	Helping disadvantaged individuals	Social Found support for external individual beneficiaries	Social Found support for external individual beneficiaries for employees' families in need due to various reasons.	2019/2020	Raising awareness of Alstom as a local community responsible company; CSR visibility;	Employees' families	873	Help for disabled children, nursery supplement, hearing aid for the child, help for employee's husband with cancer, help for sick wife, help for employees widows, packages for children of employees on the occasion of Santa Clause Day, co-financing for company trips for spouses and children.
Poland	Raising money for charity	Sport charity action "We change kilometers into zlotys". Yearly action in cooperation with "Biegamy z sercem" Foundation (www.biegamyzsercem.pl) involving all Alstom Employees.	2 weekends in June - using Endomondo app Alstom employees were running, biking, walking and achieving the highest number of kilometers to meet the goal of 100 000.	15-16 June 20-23 June	Raising awareness of Alstom as a local community responsible company; CSR visibility; staff integration over common sporting/sustainability/charity actions	Charity "Biegamy z sercem"	12	rehabilitation, stem cells, therapy, vacation
Poland	Raising money for charity	Sport charity action "We change kilometers into zlotys". Yearly action in cooperation with "Biegamy z sercem" Foundation (www.biegamyzsercem.pl) involving all Alstom Employees.	2 weekends in June - using Endomondo app Alstom employees were running, biking, walking and achieving the highest number of kilometers to meet the goal of 100 000.	15-16 June 20-23 June	Raising awareness of Alstom as a local community responsible company; CSR visibility; staff integration over common sporting/sustainability/charity actions	Charity "Biegamy z sercem"	8	rehabilitation, stem cells, therapy, vacation
Poland	Raising money for charity	Christmas and Santa's Fair - Association "Kolo" (WADA Week)	Cyclically organized fair during which Christmas decorations handmade by people with disabilities are sold. The income is intended for the Association.	22.11.2019, 11.12.2019, 19.12.2019	Raising awareness of Alstom as a local community responsible company; CSR visibility;	Polish Association for People with Intellectual Disability "Kolo"	60	The money collected during the fair was intended to organize a Christmas meeting for the association's proteges.
Poland	Support to local Colleges/Universities	PC donation for Silesian University of Technology	Donation of 24 computers (15 laptops + 9 desktops)	03.2020 (tbd)	Raising awareness of Alstom as a local community responsible company; CSR visibility;	Silesian University of Technology	24	Computers for educational purposes of the facility.
Poland	Volunteering in support of charities (time + effort)	Volunteering according to Nesst project	Alstom employees volunteered to the NESSt Empowers programme through pro-bono consulting to social entrepreneurs on Alstom-related and project-applicable topics, such as production technology and work organisation.	10.2019-12.2019	Raising awareness of Alstom as a local community responsible company; CSR visibility; staff integration over common goal (voluntary activities)	1 organization - "Być Razem" and their facilities (carpenter factory, kitchen, laundry) - 60 employees in total	60	As a result NGO will improve their production cycle according to Alstom employees guides and advices. It will help them to be more productive and to create safe workplace for the employees.
Poland	Volunteering in support of charities (time + effort)	Site tours during WADA Weeks.	During this edition of WADA Week in Poland, we organized 3 Site Tours for people with various disabilities. First visit was "Siedlisko" Foundation, second - "Być Razem" (both associated with Nesst Project) and third - Special Kindergarten.	19.11-21.11.2019	Raising awareness of Alstom as a local community responsible company; CSR visibility; promotion key topics (diversity); team	"Być Razem", "Siedlisko", Special Kindergarten in Jastrzębie Zdrój	38	Proteges of two Associations related to Nesst Project - "Być Razem" and "Siedlisko" were able to see themselves how we manage the production processes in Alstom and then implemented some of our WOW in their enterprises. Beside it, it was a very exiting tour for all the participants, who because of their disability are often excluded from such
Qatar	Community project support	Employees volunteer to support community projects and also to develop individual employability	Employees to visit worker camps to teach migrant workers basic english to improve their language skills and also to increase their competitiveness	HR postponed indefinitely	Satisfaction of executing CSR works that impart a valuable skill to migrant workers that will ultimately enhance their lives	Migrant workers for subcon/manpower	40	Increased language skills for workers improves employability and possibility for promotion and employee development
Qatar	Community project support	Project support Ministry project for nation-wide rollout	Project supports old unused laptops to the Ministry for distribution to low-income migrant workers to develop and enhance their ICT skills	Lack of approval from regional IS&T	Enhancing public image of Alstom by being designated as a sponsor for the Ministry project	Migrant workers across the country	70	Increased ICT skills for workers improves employability and possibility for promotion and employee development

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Qatar	Community project support	Employees volunteer to support the Community by providing Voluntary Service	Working with Qaws - QAWS is a non-profit charitable organisation dedicated to the rescue, rehabilitation and rehoming of animals in Qatar. Funded purely by public donations along with offers of support from volunteers it is home to over 200 animals. Employees will provide voluntary service in order to fix the items in the shelter.	5th February 2020	Team building, Alstom image enhancement, media coverage	Local charity and rescued animals	200	Both Charity from the project and CSR and better conditions for the Animals and help to NGO to function efficiently
Qatar	Community project support	Donation of Face Masks to help TAAL Volcano Victims in the Philippines	In January 2020, Alstom Qatar, in coordination with Alstom Philippines, purchased and distributed face masks to help victims struggling to breathe near the volcano in the Philippines. The team in Qatar sent 28 boxes full of masks, and Alstom Philippines team ensured the distribution with the evacuation centers	1/1/2020	Reaching out to the community at the time of Natural Calamities	Community	1400	An opportunity for ALSTOM to contribute to the society specially Disaster Stricken countries .
Qatar	Promoting key topics (e.g. diversity; human rights; STEM)	Team activity in support of promoting Environment	Plant mangrove trees on beaches to reduce pollution and prevent soil erosion. Also educate all employees and their families on the importance of promoting natural biodiversity.	August 2019 - forwarded to Kristine UAE	Team building, Alstom image enhancement, media coverage	Environment		Enhanced environmental education and awareness for the community through employees and media
Qatar	Support to local Colleges/Universities	Work with Injaz in order to impart knowledge and train the students in School and University	INJAZ Qatar partners together with the local business community, corporate volunteers and educators to inspire and prepare young people to succeed in the global economy. We will work with them and get our seasoned employees to share their experiences, hands on knowledge and impart knowledge	3/1/2020	Contributing in shaping the future of the society by supporting students from school and colleges	Students	50	An opportunity to share knowledge and experience possessed by ALSTOM employees and help the students identify their interests in order to make the right choice for their career.
Romania	Collecting things for charity (food; toys; clothes...)	For another year we intend to collect things, food, money in order to help disadvantaged families from Ialomița county	Messages to all employees and collecting the things / money they want to give	November - December 2019	initiative comes from quality community	the disadvantaged families in the location	100	some help in a difficult situation provided for the community
Romania	Community project support	Sustain the activities of Ateliere fara Frontiere - Romania	Visit of the employees from the NGO to Alstom site - to see what work in a site means, what jobs are available	June 2019	Image of a company interested in the community wellbeing, involved in social activities for the most disadvantaged people	people from the location where the Ateliere Fara Frontiere has the location / Bio&Eco farm	20	people have means to live based on the work they can perform in the farm at the recycling activity, etc
Romania	Community project support	Alstom Foundation project selected in September 2018.	Supporting the project of Ateliere fara Frontiere - "One-stop activation "shop": pathways to social inclusion and employment for the most disadvantaged"	12 months	Image of a company interested in the community wellbeing, involved in social activities for the most disadvantaged people	people from the location where the Ateliere Fara Frontiere has the location / Bio&Eco farm	20	people have means to live based on the work they can perform in the farm at the recycling activity, etc
Romania	Developing individual employability	Partnering with Capital Filles	messages to all women about the project / workshops that presented the project / voluntary subscriptions as mentors / training for the mentors chosen / mentorship along the school year	July 2019 - May 2020	Image of a diverse and inclusive company	young women professionals who get mentoring	8	better chances for the girls to succeed in high school graduation, choosing a future career
Romania	Raising money for charity	A tradition already to participate at Bucharest Marathon - each year in October	Employees participate to different courses in the Marathon (10 km, 21 km, 42 km)	13th October 2019	Branding, image of a company which cares about health and wellness in the eyes of employees	all ALSTOM employees in Romania	6	our employees are encouraged to move, to run daily in order to participate at the marathon. We promote health and wellbeing
Saudi Arabia	Support to local Colleges/Universities	Building and development a senior design project lab for electrical engineers students	The Design of an Electrical Laboratory which will serve around 400 Students within the Engineering College in KSU	Jan-19	Local brand recognition/acceptance; direct impact and clear purpose which involves in developing and effective enhancement for educational field	KSU	400	Support and prepare university students to enter the transportation labor market efficiently.
Saudi Arabia	Volunteering in support of charities (time + effort)	Blood donate	A mobile unit (truck) from King Faisal Hospital to the projects buildings for blood donating	10-11/11/2019	Local brand recognition/acceptance. Direct impact and clear purpose which involves for the health of community	Patients	270	Health support
Senegal	Collecting things for charity (food; toys; clothes...)	Supporting an orphanage with 90 residents, including 30 babies, in the suburbs of Dakar	Donate foods, clothes Share happiness and give hope Railway awareness	3/18/2020		Orphelinat Serigne Saliou	90	
Senegal	Community project support	To facilitate access to solar energy for women in rural areas through the provision of adapted microfinance services.	The Project will: (1) develop a local offer of microfinance products to overcome the financial barrier to investment in solar energy; (2) build local networks of last mile agents in charge of distributing solar solutions and providing after-sales services in rural areas; and (3) strengthen rural women's capacities to make an optimal use of their solar solutions and finances.	Throughout 2019	Local recognition	PAMIGA	4000	1000 households with access to electricity for the first time bringing related socio-economic benefits. 4 people per household on average.

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Senegal	Developing individual employability	The NGO Green Senegal is very active on development, environment and women's empowerment. Green Senegal supports groups of women who are active in the processing of cereal products, fishery products. This organisation is working a lot with people impacted by the TER project.	Equipment donation. Share TER project advantages	3/27/2020		Green Sénégal		
Senegal	Helping disadvantaged individuals	A quality education, locally, for secondary school children in Lompoul, Senegal	The project aims at equipping the secondary school of Lompoul with access to electricity through connecting it to the grid, retrofitting its 5 classes, the school headmaster's office, a computer class and its water pump with lighting and power sockets to connect digital pedagogical tools.	2019/20	Local recognition	Electriciens sans frontières (NGO) and the students who will benefit from this first access to electricity.	250	250 students per year will benefit from improved learning conditions: Each class will benefit from lighting, allowing students to study even after sunset or in bad weather, and enough power to connect computers and digital tools for improved learning.
Singapore	Collecting things for charity (food; toys; clothes...)	Social Event on "Collection of items to Charity"	To provide opportunity for staff to contribute to Charity by collecting personal items (e.g. cloths, books and bags) to The Salvation Army	Dec-19 to Feb 20	Responsible Company & staff to social community in need	The Salvation Army	274	The Salvation Army
Singapore	Support to local Colleges/Universities	Offered internships (12 months duration) to students from a new local university (SIT). Promote Alstom branding and increase our profile among future graduates in Singapore.	Offered 12 months internship to 4 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).	2 Sep 19 to 30 Aug 20	Support to local Colleges/Universities	Singapore Institute of Technology	4	Supporting local university internship program and provide exposure and knowledge learnt during intership with Alstom
Singapore	Volunteering 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 6 Sep 2019 along the select beach to move debris from the shorelines, waterways & beaches.	9/6/2019	Responsible Company & staff to social community in need	International Coastal Clean-up Singapore		Care for Environment
South Africa	Community project support	ECD Training and development	Programme to train and develop management and curricula skills for ECD owners and teachers	From February 2019	Increased goodwill and meeting contractual obligations	Early Development Foundation	120	Better knowledge of running an ECD centre and better chances of compliance that will allow the centre to access government grant
South Africa	Community project support	Supporting an Old Age Home in Tsakane	Once-off support of an old age home in Tsakane with renovations of the building, providing groceries and hygen packs for the elderly.	18 July, Nelson Mandela Day	Increased goodwill and ensuring external stability for the project	Tsakane Old Age Home	34	Wholesome meal, cleanliness and a better looking center
South Africa	Community project support	Supporting an Old Age Home in Mamelodi	Once-off support of an old age home in Mamelodi with renovations of the building, providing groceries, hygen packs for the elderly and beds and bedding.	18 July, Nelson Mandela Day	Increased goodwill and ensuring external stability for the project	Mamelodi Old Age Home	58	Wholesome meal, cleanliness and a better looking center
South Africa	Community project support	Supporting a Community Centre in Tsakane	Once-off support for a centre supporting poor children with stationary, kitchen equipment, renovations at the centre and groceries	18 July, Nelson Mandela Day	Increased goodwill and ensuring external stability for the project	Ikhayaletu Community Center	40	Have a neutricious meal and get to be assisted with homeworks
South Africa	Community project support	Alstom Corporate Brand positioning and reputation enhancement in Nigel near to our factory.	Went to Hospice spent time having lunch with individuals that are suffering from CANCER and other dreaded diseases and donated care packs.(Hand towels, soap, toothbrush, toothpaste, roll on and body lotion)	30.10.2019	Alstom Corporate Brand positioning and reputation enhancement	Benoni Hospice	168	Encouragement and Suppourt to individuals that are left without hope or any care.
South Africa	Helping disadvantaged individuals	Donating sports equipment to a Community Soccer Team (PBO)	Once-off donation of sporting equipment for four soccer teams	One day in December 2019	Increased goodwill and ensuring external stability for the project	JST Valentine Football Club	100	A healthy life style and get occupied with activities that will prevent them from getting into crime, drugs, alcohol and elicite life style behaviours
South Africa	Helping disadvantaged individuals	Refurbished local orphanage study and computer room	Refurbished local orphanage study and computer room	06.05.2019	Local Brand recognition/employee involvement and continuation on building sustainable relations	Chance Orphanage	80	Support local scholars and demonstrate commitment to advancing education & skills development in Greater Nigel area
South Africa	Helping disadvantaged individuals	Supporting local orphanage	We invited 25 young girls from CHANCE orphanage to spend a day with the 200 ladies of Alstom for womans day, the children and ladies had a high tea and had internationally reknonned celebrity guest speakers give them advise on being financially savvy from a young age, and how to focus on their education.	08.08.2019	Local Brand recognition/employee involvement and continuation on building sustainable relations	Chance Orphanage	23	Support and Empower young woman and demonstrate commitment to advancing education & skills development in Greater Nigel area

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South Africa	Helping disadvantaged individuals	Supporting local orphanage	Alstom employees were encouraged to 'adopt a child for Christmas' this involved purchasing full clothing attire for the 82 children at the orphanage. Ubunye donated the Christmas tree and lunch for the day.	19.12.2019	Alstom Corporate Brand positioning and reputation enhancement	Chance Orphanage	82	Encouragement and Support to individuals that are left without hope or any care.
South Africa	Support to local schools	Maths and Science Lecture and learner Development (TVET Colleges)	Continuation of a three year programme that started in March 2019 and will end in December 2021.	From March 2019	Increased goodwill and meeting contractual obligations	Maths Center	279	Lecturers learn and sharpen their content delivery skills in Maths and Science
South Africa	Support to local schools	Refurbished local school toilets	Revamped the bathrooms at schools in Duduza and Donated Toiletries(MandelaDay)	18.07.2019	Local Brand recognition/employee involvement and continuation on building sustainable relations	Thakalang Primary School	920	Support local scholars and demonstrate commitment to advancing education & skills development in Greater Nigel area
South Africa	Support to local schools	Developing individual employability	ESF project to create a welding training facility at Esibonelwischele school (Ubunye involvement)	Various	Alstom Corporate Brand positioning and reputation enhancement	Duduza School	55	Support local youth skills development
South Africa	Support to local schools	Developing individual employability	ESF project to create a welding training facility at Esibonelwischele school (Foundation grant)	Various	Alstom Corporate Brand positioning and reputation enhancement	Duduza School	55	Support local youth skills development
South Africa	Support to local schools	Alstom Corporate Brand positioning and reputation enhancement in Nigel near to our factory.	FXB project selected by the Alstom Foundation in September 2018. Its main goal is to help 200 vulnerable children affected and/or infected by AIDS to improve their schooling performances and to acquire basic life skills during one year.	Various	Alstom Corporate Brand positioning and reputation enhancement	Schools In Nigel	200	1. Improved school performance and encourage to pursue further studies; 2. Enhanced psychosocial status of youth beneficiaries; 3. Enhanced life skills of the youth and their leadership; 4. Raise community awareness
Spain	Collecting things for charity (food; toys; clothes...)	Need for social contribution to deprived local community	Organization of APTIS Activity to watch the Christmas lights on the APTIS in Madrid capital. 300 people between employees and children of employees enjoyed the experience.	12/1/2019	Reinforce of Alstom Employer Branding	Alstom employees and their families	300	Internal and external Visibility of Alstom & Proud of belonging
Spain	Collecting things for charity (food; toys; clothes...)	Need for social contribution to deprived local community	Organization of toys or food donation campaign for Christmas 2019 in favour of an NGO of refugees - 149 toys	12/20/2019	Contribution to meet social needs through Charity	Children from the NGO	149	Toys for disadvantaged children.
Spain	Collecting things for charity (food; toys; clothes...)	Need for social contribution to deprived local community	Organization of toys or food donation campaign for Christmas 2019 - 3 toys donated + 4030 Euros	12/20/2019	Contribution to meet social needs and local community	Cruz Roja - Children	3	Collaboration with this entity for social exclusion risk families.
Spain	Collecting things for charity (food; toys; clothes...)	Food collection	Members of Alstom project in collaboration with "Banco de Alimentos" food collection in different depots. - 3 months - 126kgs	April 2019	Improve image, commitment to people who have no financial means	Charity	126	Food collection for "Banco de Alimentos"
Spain	Collecting things for charity (food; toys; clothes...)	Clothes collection	Members of Alstom project in collaboration with "La fundació amiga" clothes collection in different workshops. - 3 months - XXXkgs	June 19	Improve image, commitment to people who have no financial means	Charity	348	Clothes collection for "La fundació amiga"
Spain	Community Project Support	Alstom Foundation project: "Plastic beings" is an environmental social action initiative that seeks to raise awareness in society about the problem of plastics, as well as promoting individual and group changes (focusing on the schools in Madrid and the company ALSTOM Spain) towards sustainable development. To this end, it aims to encourage the reduction of plastic consumption and inspire society to seek innovative	Alstom Foundation project: Seres Plasticos - downpayment	January 20	Being seen to be active in the community.	Local people: Artists, Teachers and Students.	1	Allow the local population in Madrid and Barcelona to have online access to understandable information on the plastic environmental crisis and Mediterranean marine pollution. Teachers and students in Villaverde (Madrid) are informed and trained with experiential methodologies to transmit this information to its community and encouraged to promote
Spain	Community Project Support	Alstom Foundation project: The activities of the program are developed and orientated to achieve the integration of people in a situation, or at risk, of socio-labour exclusion who wish to improve their living conditions from socio-labour inclusion through entrepreneurship .ITINERARIO DE EMPRENDIMIENTO (name of programme in Spanish, translated as	Alstom Foundation: Action against hunger - project payments	December 19	Being seen to be active in the community.	Socially excluded job seekers	288	First, second and final payment

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Spain	Developing individual employability	"Match your company" event - Talent Management.	The objective of the experience is to facilitate the communication between students and managers from different companies in order to advise the students about the most important skills required to improve their employability . •10th April: Escuela de Ingeniería de Barcelona Este- EEBE-UPC: William Ramírez y Carlos Albeza •9th May: Universidad Politécnica de Cataluña - UPC. ETSEIB Escuela Técnica y	April & May 19	Local brand recognition/acceptance; team building;	Students from Politecnical University in Catalunya	60	Information on employment trends for students
Spain	Developing individual employability	Fundacion ASPERGER agreement signed - Program extraordinary@work	Fundacion ASPERGER - Agreement signed to hire two people with asperger in the V&V laboratory in Madrid - Started date: Dic 19	November 19	Contribution to meet social needs	Asperger Association	2	Contribution to diversity and employability
Spain	Helping disadvantaged individuals	Organise Solidary Paddle tournament	Organise paddle tournament to collect donation for Autism -	July 19	Contribution to meet social needs	AIS, Ayuda a la infancia sin recursos Autism asociation	1	Contribution to improve live for people with autism and their families
Spain	Helping disadvantaged individuals	Collaboration with ONCE foundation in several fields ( mobility among others..)	Fundacion ONCE - Agreement signed (feb 19)to work on the design for all concept ( Accesibility ) and to hire disabled people . Meetings in Spain & Paris ( 2 whole days ) + External speech on wada week + 3 Tender reviews ( during the year ) + internal innovation meeting + innovation workshop+ Staffing HR meetings +...	February 19	Reinforce of Alstom Employer Branding & Diversity Inclusion	ONCE Foundation	1	All future Barcelona metropolitan users with any kind of disability ( Metro BCN offer won )
Spain	Helping disadvantaged individuals	Volunteering activity: Deliver of the presents done previously in the christmas workshop by our children employees to the children in the hospitals	Fundacion Theodora - Part 2/2 Volunteering action to deliver the presents to children in the hospitals ( 21march ) - 5 people	March 20	Reinforce of Alstom Employer Branding	Children in the hospital	64	Contribution to improve the quality of live for children in hospitals through clowns and activities
Spain	Promoting key topics (e.g. diversity; human rights; STEM)	"Women BCN Race", 2019 Charity Race for Breast cancer in Barcelona streeta. It is an initiative organised in several cities in Spain. "Women BCN Race" is an annual event. Alstom has participated into this event since 2016.	Organise participation for Alstom women (Trains & Services) in the "Women BCN Race". - 55 runners	November 19	Contribution to meet social needs and contributions to healthy activities. Health and well being of 55 runners.	Asociación contra el Cancer	1	Collaboration with NGO for investigation and projects on breast cancer. Awareness raising.
Spain	Promoting key topics (e.g. diversity; human rights; STEM)	Support to local communities	Donation of 70 laptops employees taken during "Renove" recycling program to an NGO to be used on his technological sessions by the chilhood of social deprived area.	November 19	Contribution to meet social needs and pride of belongig to Alstom employees	NGOs	70	Internal and external Visibility of Alstom & Proud of belonging
Spain	Promoting key topics (e.g. diversity; human rights; STEM)	Educational agreement signed Alstom/Lycee Français	Intership program with students - 25,26 & 27th March 20 - 8 students	March 20	Local brand recognition/acceptance; team building;	Lycee Francais Student	8	Contribution to give career advice to Students
Spain	Raising money for charity	Support to local communities	Campaign to raise funds through SELECTA vending machines for Juegaterapia organisation to the project "El Retiro en mi Hospi!". SELECTA will donate 0,05€ for every 0,05€ collected from the employees (coffee cost price increase).- From 17th July 19 to 29th Feb 20 . 3754 Euros collected. Alstom with other companies and Selecta will use the money to decorate one aisle in the Hospital Niño Jesús.	July - 19	Contribution to meet social needs though Charity	Hospital Niño Jesus, Madrid	1	Money to redecorate like a garden one aisle of the hospital
Spain	Support to local Colleges/Universities	Support and employability to local communities	TALENTO EN PRACTICAS: Program to recruit vocational students from different schools all over the country. The program includes the staffing of 9 candidates that are finishing their railway technical studies. In this program some Alstom employees give speeches about our company in the refered schools. From sept 19 until may 20 ( Services depots ). Including desing of the program from scrach.	9/1/2019	Reinforce of Alstom Employer Branding	Students	9	Visibility of Alstom among the technical schools in the area - Employability
Spain	Support to local schools	Need for social contribution to local community	for this computer charitable contribution to Santa Perpetua townhall is linked with our interest to promote collaboration with professional schools in our site influence area to prepare future possible blue collars workers candidates for the coming years needs and ram-up. The final destination for these old computers are three different professional schools in this area.	April 19/March 20	Contribution to meet social needs	Children in three different schools	11	Training Contribution.
Spain	Volunteering in support of charities (time + effort)	Blood donation	Alstom staff participates in preparing a CITADIS tram to be able to use it as a blood donation bank. Alstom staff proceed to disassemble handles and passenger seats.	September 19	improve image, commitment of Alstom staff to help others	Hospital	95	Banc de Sang i Teixits

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Spain	Volunteering in support of charities (time + effort)	Classification of food collection	Volunteering action: Reclassification of food collected for the campaign Bank of food 22019 - 4th dec 19	43819	Contribution to meet social needs	Charity		Food collection for "Banco de Alimentos"
Sweden	Collecting things for charity (food; toys; clothes...)	Barncancerfonden (Children's cancer fund) - Charity fighting childhood cancer (family support, R&D donations)	PC donation to Charity	Mar '20	In accordance with PC donation scheme / Alstom Foundation; Utilization of an asset otherwise thrown away	Barncancerfonden (Children Cancer Fund)	0	Not implemented this year so far. To be finally agreed with organization depending on need
Sweden	Helping disadvantaged individuals	Barncancerfonden (Children's cancer fund) - Charity fighting childhood cancer (family support, R&D donations)	Donation to a defined/earmarked project within the Charity - Alstom is the main sponsor for a particular TV broadcasted gala event called "The Swedish Humour Prize - Children's cancer fund" in Sept 2019. Alstom contributed with 125 kSEK.	Sept '19	Sense of ownership to a particular project; Making staff proud to work in Alstom; Advertisement for Alstom	Childrens with cancer, their families & cancer researchers	900	The sponsor money for the TV gala event will act as a donation to support the activities performed by the charity in general. Data on Barncancerfonden: Approx 200 MSEK donations to R&D, survival rate of children is 85 %, 203 projects supported by the organization
Sweden	Helping disadvantaged individuals	Barncancerfonden (Children's cancer fund) - Charity fighting childhood cancer (family support, R&D donations)	Donation of extra fund linked to an Alstom Challenge for our team - Not done in Sweden this year, will probably be implemented in FY 20-21	Mar '20	Combine team building through the Challenge with a motivation of providing an extra donation to the Charity	Childrens with cancer, their families & cancer researchers	0	Next year
Tunisia	Community project support	Request of El Ghazala Municipality for repairing school roof	Present the project to NCA Comitee	43647	Positive image on the Cie's reputation;	STUDENTS		Improvement of education conditions by rehaping 3 classroom.
Tunisia	Developing individual employability	Introducing the CV Video as a new digital job search and recruitment tool to both students/jobseekers and HR managers	set up training workshops on job search techniques and promote Video CV as a new job search and recruitment tool	2019	Positive image on the Cie's reputation;	jobseekers	160	Allow job seekers to highlight their professional qualities and soft skills in a more humanized way and facilitate the task of selecting profiles for recruiters through the CV Video
Tunisia	Developing individual employability	empowering youth employability	coaching session for students	1/20/2020	Positive image on the Cie's reputation;	Students, jobseekers	35	Allow job seekers to highlight their professional qualities and soft skills in a more humanized way and facilitate the task of selecting profiles for recruiters through the CV Video
Tunisia	Encouraging local start-ups	Economic empowerment of rural women in Joumine	Set up training sessions on distillation techniques of aromatic and medicinal plants as well as weaving and sewing workshops	may - December 2019	Positive image on the Cie's reputation;	Rural women	50	improve the integration of rural women into social and economic life by supporting women's entrepreneurship and promoting the realization of their constitutional rights.
Tunisia	Helping disadvantaged individuals	Support for the social and professional reintegration of young people leaving prisons and rehabilitation centers	Act as a godparent to a number of persons leaving prison. Participate in job search techniques training session	10/29/2019	Positive image on the Cie's reputation;	Young ex prisoner	80	Enhance employability by Learn to write your CV and cover letter to Acquire the techniques and tools of an efficient job search adapted to your job
Tunisia	Helping disadvantaged individuals	Support for the social and professional reintegration of young people leaving prisons and rehabilitation centers	Foster openness of youth to sports and lay the groundwork for possible future practice.Encourage young people to open up to this type of activity and lay the groundwork for a possible future practice.	Janvier-Février	Positive image on the Cie's reputation;	YOUNG EX-PRI	80	Develop extra-professional skills (soft-skills); Raise awareness of the values of respect, solidarity and commitment.
Tunisia	Helping disadvantaged individuals	Support for the social and professional reintegration of young people leaving prisons and rehabilitation centers	Workshop about critical thinking	Février-Mars	Positive image on the Cie's reputation;	YOUNG EX-PRI	50	Foster ex-prisoners's critical thinking and their ability to differentiate intox from real information
Tunisia	Helping disadvantaged individuals	Support for the social and professional reintegration of young people leaving prisons and rehabilitation centers	Workshop about individual identity-collective identity	Mars	Positive image on the Cie's reputation;	YOUNG EX-PRI	60	Foster participants reflect on the notion of identity, belonging, group, inclusion and exclusion
Tunisia	Promoting key topics (e.g. diversity; human rights; STEM)	Sponsoring of Convergence forum in Tunisia supporting "ESS"	introduction of the forum + speaker in a workshop "comment le transport peut-il être vecteur d'inclusion" in presence of civil society (ADSS de Sfax) and representative of public transport Cies + speaker in the workshop "Vers une société Zéro Exclusion".	43629	Positive image on the Cie's reputation;	Convergence	400	Enhanced awarness on the role of Transport for economic & social inclusive development.



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Tunisia	Promoting key topics (e.g. diversity; human rights; STEM)	Annual leadership meeting Women in Business in Africa	Attendance to workshops for promoting & preparing the diversity "chartre"	17 & 18 /06/2019	Enhance Alstom diversity policy	CEO Women AFRICA FORUM	300	Enhance women position
Tunisia	Support to local schools	This project intends to fight against school dropout in El Mnasria primary school and solve the problem of transporting students.	kick-off/ Rise awareness about the importance of education and the risks about school dropout	11/26/2019	Enhance Alstom CSR Politic	pupils + parents+ Teachers	80	Provide a job opportunity for a young person from the region and avoid the risk of school dropout
Tunisia	Support to local schools	This project intends to fight against school dropout in El Mnasria primary school and solve the problem of transporting students.	Offering transportation to students & Creating a job opportunity 1. Selection of the young driver and Provide the costs of self-financing the vehicle (around 30% of the value of the vehicle) The project will help the young resident of the area to have money to buy the vehicle. The rest of the money will be provided by the beneficiary once he begins to exercise his work.	december 2019	Enhance Alstom CSR Politic	pupils	31	For students, providing them with transportation in an area of very difficult nature will help them reach their school and avoid leaving school seats while avoiding the danger of forest roads. For the driver who will provide the transport, it will be a work opportunity for him through the creation of a transport project which will offer him a more stable economic
Turkey	Community project support	Supporting animals	Visiting shelters, bringing food and nessesary equipments.	29/06/19	Local Alstom brand recognition.	Foundation of Protection of Animals from despair and Indifference	60	
Turkey	Community project support	Visit the children with down syndrome	Raising awareness on children with down syndrome by organising lunches&CSR meeting in "Tebessüm Café" where all the employees have downs syndrome.	12/02/20	Engagement with local community	Tebessum Cafee	8	
Turkey	Developing individual employability	Alstom Foundation Project 2019-055: +BiDown Independent Life and Career Academy.	A training project for the youngsters with Down syndrome who already finished formal education and need support to have autonomy and job skills. Aim of the project is to design training tools and materials in order to teach the skills needed in daily and professional life like managing money, using public transportation, communication, cooking, career planning etc. that are useful in an adult life.	Nov 2019 - Nov 2020	Engagement with local community	Supporting the NGO Down Sendromu Derneği. 2 educators and 2 volunteers are responsible in a class of 8 trainees with	69	Developing competencies that could secure them employment in the future.
Turkey	Helping disadvantaged individuals	Ramadan Contribution	Collecting the shared list of the requested goods by Koruncuk Foundation in the boxes and delivering. Food, clothes, toys etc.	5/28/2019	Local Alstom brand recognition.	Koruncuk Foundation	40	
Turkey	Support to local schools	Ankara Office Furnitures Donations to grade school	Alstom Ankara Office has closed in April 2019 and office furnitures are donated to grade school in Ankara	5/3/2019	Local Alstom brand recognition.	Polatlı Poyraz Grade School	125	
Turkey	Support to local schools	Haydarpaşa Vocational High School	32 students from 12th class studying at Railway Electric Department will visit Alstom Turkey Office to be trained for Electrical and Signaling activities, to visit our Signaling Lab and to have an HR Session.	14/02/20	Engagement with local community	Hayadarpaşa High School	32	
Turkey	Support to local schools	Haydarpaşa Vocational High School	As scope of Women's Day, girl students will visit to Alstom Turkey Office to have Workshop for several subject and meet.	09/03/20	Engagement with local community	Hayadarpaşa High School	15	
Turkey	Volunteering in support of charities (time + effort)	World Cleanup Day 21st September	Our intention is to raise awareness for a clean environment, change the society's behavior, to prevent littering and encourage people to throw their garbage in trash cans.	21/09/19	Local Alstom brand recognition.	Mind Your Waste Foundation	150	1000 users of the park in 1 week/ Alstom employees were 10 out of 70 participants
Turkey	Volunteering in support of charities (time + effort)	Vodafone Marathon Istanbul 2019	To found a team and run for a association	03/11/19	Local Alstom brand recognition.	CEREBRAL PALSY TURKEY FOUNDATION	12	
Turkey	Volunteering in support of charities (time + effort)	Darüşafaka Education Foundation	Professional Topic Seminar - Alstom employees will visit to Darüşafaka Education center and will speech about Electrical Engineering and Railway	07/01/20	Local Alstom brand recognition.	Darüşafaka Education Foundation	70	

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Turkey	Volunteering in support of charities (time + effort)	KAÇUV Umut Cafe	KACUV(The Hope Foundation for Children with Cancer's mobile cafe will come to Alstom Istanbul Office's front to sell hot & cold drinks, cookies and snack. Alstom will also announce this organization to neighbor company to more support the foundation.	20&21.01.2020	Local Alstom brand recognition.	KAÇUV (The Hope Foundation for Children with Cancer)	19	155 euros raised
UAE	Collecting things for charity (food; toys; clothes...)	Wonderful Box during Ramdan	Alstom employees will be given an opportunity to get a box and put something on it as a gift to a child ( one of the child) of Red Crescent , NGO in Dubai. The organization will give the profile of each child so we decide what we give her depends on her profile. So , it's a sort of persinalized box for each child.	March 30 2020	Promote Mobility and Sustainability ( Local Branding)	Unprivilege Children such as refugees and children of unemployed parents	50	Makes a positive impact on the community specialtyto the locals
UAE	Community project support	Diabetes Awareness Day	Participated in the "Walk for Diabetes" - Initaitive of Al Jalila Foundation to raise funds to support diabetes research and healthcare in the UAE.	Nov 17 2019	Promote Mobility and Sustainability ( Local Branding)	Diabetes Center - Dubai Municipality	2500	Health and Wellness awareness to the community
UAE	Developing individual employability	Vocational Training for students of Rawafed Center	Train students for 30 days at the Tram Depot Maint at the Switch machine maintenance & DEQ maintenance. This training will equip them and prepare for employment	March 1-30	Promote Mobility and Sustainability ( Local Branding)	4 students of Rawafed center	4	Give opportunity to underprivilege to receive training and a job placement to provide for their families.
UAE	Emergency relief (natural disasters)	Mask donation to China	Send N95 masks to Alstom China to extend help to people in China protect them from the Corona Virus.	March 15 2020	Promote Mobility and Sustainability ( Local Branding)	People from China	2000	Prevent local transmission of the virus to the community
UAE	Raising money for charity	Run & Cycle for A Cause	Alstom employees along with friends and families run and cycle for a period of 45 days. Each Km are converted to AED ( 1km=1AED) and proceeds to be donated to Rashid Center for Disabled to purchase wheelchairs	Feb 1- March 15 2020	Promote Mobility and Sustainability ( Local Branding)	Rashid Center for Disabled	13	Raise awareness on helping students with disability to live life like normal people.
UAE	Raising money for charity	Celebrate Eid with less fortunate kids of Rawafed Center	50 unprivilege kids were assigned to Alstom to go shopping in celebration of Ramadan. Alstom employees donated vouchers that the kids can use to purchase from the Red Tag store.	April 18 2019	Promote Local Branding and Celebrate Eid with the community	Underprivilege Children such as refugees and children of unemployed parents	50	It helps an individual increase his or her sense of belongingness and meaning in life. The act itself becomes contagious, with others who see the benefits of giving hope on board.
UK + I	Collecting things for charity (food; toys; clothes...)	Using Easter festivities to give to poorly children and hospital staff	634 Easter eggs, £645, 2 bags of babies clothes and 5 teddies donated to hospitals loacal to 11 Alstom sites	4/17/2019	Supporting local charity	Hospital patients	687	Donations for Easter
UK + I	Collecting things for charity (food; toys; clothes...)	Long Term imitative - Manchester Central Foodbank <a href="https://manchestercentral.foodbank.org.uk/">https://manchestercentral.foodbank.org.uk/</a>	Long Term plan at Manchester of depot staff donating food to local food bank	on-going	Supporting local charity		15	Providing food to local people in crisis
UK + I	Collecting things for charity (food; toys; clothes...)	Derby staff have collected 57 Christmas presents in support of the by Children's First Charity providing presents to children of all ages. Annual event for Derby office.	Derby staff have collected 57 Christmas presents in support of the by Children's First Charity providing presents to children of all ages. Annual event for Derby office.	23/12/2019	Supporting charity & Employee fulfillment	Children's First Charity	57	Raising Awareness and supporting financially
UK + I	Developing individual employability	Work experience placements give a valuable insight into the world of work to inspire young people to consider careers in rail.	22 X 2 to 10 day placements held at Radlett, York, Widnes, Chester & Oxley.	School holidays	Inspire students to consider careers in rail	Students	22	Raise career aspirations, create skills for future, bridge gap between academia and industry
UK + I	Developing local supply chain sustainability	The School is FREE and allows suppliers to access training in 5 different areas Sustainability, Offsite, BIM, Lean and Management and offers the opportunity to attend training and networking events, gain CPD, complete a self assessment and get a bespoke action plan.	Alstom is a paid partner of the school, funding the resources to ensure free for suppliers.	4/1/2019	Improving sustainaility knowledge of our supply chain, able to demonstrate supply chain influence in tenders	SMEs & key suppliers	20	Improved sustainability knowledge
UK + I	Promoting key topics (e.g. diversity; human rights; STEM)	WISE enables and energises people in business, industry and education to increase the participation, contribution and success of women in STEM.	Corporate member to have access to My Skills My Life STEM programme to role out to young females. 10 employees registered for My Skills My Life eLearning.	4/1/2019	Tackling diversity defecit.	Young women	0	Raising aspirations and breaking gender stereotypes.

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UK + I	Promoting key topics (e.g. diversity; human rights; STEM)	Sustainability Steering Committee wanted to reward and recognise high achievers in CSR.	Three awards given out: Community Engagement (2 sites with 324 employees won reusable coffee cups) Inspirational Employee (won trophy and £100 voucher) Outstanding contribution to STEM (won trophy and £100 voucher)	8/1/2019	Promote CSR involvement.	Employees leading in CSR	0	Motivation and recognition.
UK + I	Raising money for charity	Alstom UK&I has a 'match' fundraising policy in place allowing up to £10,000 per fiscal year to be donated to causes important to employees. Administered by third party Charities Trust.	21 applications up to end February 2020. Estimate another 5 in March.	YTD	Supporting charity & Raising awareness	Charity beneficiaries	18	Raising money to support charities important to employees
UK + I	Raising money for charity	Manchester 10K run for Christie Charity	Last year Nathan a PM at MA Depot lost my Nanna to an aggressive type of liver cancer hepatocellular carcinoma (HCC) whereby from diagnosis she had passed away within 23 days. So in memory of her Nathan ran the Manchester 10k representing Alstom, all donations will go to The Christie to help fight the good fight and/or offer people the best care possible.	5/19/2019	Supporting local charity		2	Raising awareness and supporting local charity
UK + I	Raising money for charity	Widnes held a Blooming great tea party in aid of raising money for Marie Curie <a href="https://www.mariecurie.org.uk/">https://www.mariecurie.org.uk/</a>	Widnes held a Blooming great tea party in aid of raising money for Marie Curie <a href="https://www.mariecurie.org.uk/">https://www.mariecurie.org.uk/</a>	6/27/2019	Supporting local charity	Marie Curie	3	Helping raise awareness and money for the charity
UK + I	Raising money for charity	Emergency Foster packs project The Issue - When children enter emergency foster care they have to be taken to A&E/ Paediatric Assessment Unit for a child protection medical. The child is at their most vulnerable, often with absolutely no belongings. The Solution - Dr Gayle Hann, Paediatric and Child Protection Team at North Middlesex Hospital pre-prepared multiple back packs with	FUNDRAISING ACTIONS - separate row for volunteering 2019 saw the project become national, supporting Birmingham Children's Hospital and Royal Manchester hospital too. Aiming for 30 backpacks for each hospital. July 2019 - Coffee morning launch Dec 2019 - Jolly Jumper day	18/07/2019 18/12/2019	Giving to local community	North Middlesex, Birmingham Children's and Royal Manchester Hospitals give them to children entering emergency	141	Help bring children entering emergency foster care comfort and make them feel valued in their hour of need.
UK + I	Raising money for charity	The World's Biggest Coffee Morning is Macmillan's biggest fundraising event. People all over the UK host their own Coffee Mornings and donations on the day are made to Macmillan.	Cake sale & raffle draw for a day off at each of the 8 RS&S sites, plus Morden gave £1220 proceeds from charity pool table, plus Birmingham SS&I site held a cake sale. £4480.31 fundraised in total.	9/27/2019	Supporting charity & Raising awareness	Macmillian	29	Raising Awareness and supporting financially
UK + I	Raising money for charity	Allotment fundraising- money donated for fruit and vegetables at the Manchester site with Keith Murray	Growing of produce for donations at site, employees past and present involved in a local community allotment establishing the growing then maintaining the allotment	11/1/2019	Supporting charity & Employee fulfillment	MacMillan & Ronald McDonald house	5	Raising Awareness and supporting financially
UK + I	Support to local Colleges/Universities	Alstom Foundation 2020 project to support Social Mobility Foundation (SMF)'s Aspiring Professionals Programme helping bright disadvantaged 16/17 year old students into aspirational Higher Education and future entry level jobs.	Funding of the Liverpool Office Mentoring - 12 employees mentoring over email for 12 months Supporting insight events - Kate Biltcliffe	6/1/2019	Raising awareness of Alstom and rail industry in the local area Widening talent pool	SMF	412	Helping provide ongoing mentor support to SMF
UK + I	Support to local schools	STEM activities to engage young people into science technology engineering and maths and promote the exciting careers within rail	48 events including: 11 site visits 6 workshops 5 career talks 5 stands at career fairs 4 interviewing skills	Various	Tackling skills and diversity deficits. Raising awareness of Alstom in local area and encouraging engineering with young people.	Students	1916	Raise career aspirations, create skills for future, bridge gap between academia and industry
UK + I	Volunteering in support of charities (time + effort)	Employees spent their volunteering day at Resources for Autism.	Employees spent their volunteering days at Resources for Autism. On 19th July we prepared: • 4 cartons with a myriad of art supplies as care packages (beads, collage materials, crayons, colored pencils, drawing paper, paints, fabric, and similar) • 5 bags with health supplies for off-site use (hygiene bags, sanitary wipes, cleaning supplies, hand sanitizer, and similar)	12/07/2019 19/07/2019 06/12/2019	Supporting charity & raising awareness in local area.		30	Free support for the charity.
UK + I	Volunteering in support of charities (time + effort)	Apprentices volunteering as part of their 3 year apprenticeship	We as a team will be supporting a volunteer day at Frodsham Ashton Hayes School (Charity no. 1046341). The day will be spent carrying out painting and gardening in the play area of the school.	7/25/2019		Frodsham Ashton Hayes School (Charity no. 1046341).	50	Improvements in school facility
UK + I	Volunteering in support of charities (time + effort)	In 2018 Rail Fayre started to bring in excess fruit and veg from their allotment onto Alstom's Longsight depot and placed an honesty box in the war room for people to make charitable donations, all monies donated go to charity. - Team set up to help out on the allotment	Team set up to help out on allotment. Digging over soil, arranging growing beds, planting crops etc.	31/07/2019 16/10/2019	Helping support local initiative & Health and wellbeing of staff and contribution to growing fruit and Veg to sell on site towards a charitable contribution		30	Continued support to ongoing initiative
UK + I	Volunteering in support of charities (time + effort)	Emergency Foster packs project The Issue - When children enter emergency foster care they have to be taken to A&E/ Paediatric Assessment Unit for a child protection medical. The child is at their most vulnerable, often with absolutely no belongings. The Solution - Dr Gayle Hann, Paediatric and Child Protection Team at North Middlesex Hospital pre-prepared multiple back packs with	VOLUNTEERING - separate row for fundraising Staff used their volunteer day to buy goods using money fundraised to put into foster packs to be donated to North Middlesex Hospital and to pack up the foster packs with goods bought.	04/10/2019 01/11/2019	Resolving local community issue	Children entering emergency foster care	0	Feeling valued and comfort in their hour of need

## Alstom - Selected action from the Country Community Action Plan 2019-20

Country	Initiative	Context	Action	Dates of action	Overall benefits to Alstom	Who?	How many?	Overall benefits to the beneficiaries
UK + I	Volunteering in support of charities (time + effort)	The Community Kitchen project is being organised by sbc Family Learning Centre which is part of the Stechford Baptist Church.	Birmingham employee organised a volunteer day to paint and decorate a Community Kitchen and prepare the kitchen garden for growing in Stechford, Birmingham to help local people facing food crisis. 14 employees from Birmingham and Oxley assisted.	12/11/2019	Supporting charity & Employee fulfillment	People in food poverty	50	Community Investment and social wellbeing addressing food poverty
UK + I	Volunteering in support of charities (time + effort)	Volunteer day supporting a local scout group with the maintenance of there hut and area	Employees set out to help with a tidy up of the local scout hut for 1st/4th Reddish. The tasks included - Cleaning and painting of the Boys and Girls toilet, Sorting and cleaning the kitchen area and cupboards, Cleaning the outside area, including cutting down the main bushes surrounding the hut, clearing all the falling leaves (and there was a lot of them) and general tidying of the outside area. The main task they were having trouble doing was clearing of the gutters which was causing a leak	11/13/2019	Supporting charity & Employee fulfillment	Reddish Scouts	30	Improved area for scout activities, maintenance of the facility
UK + I	Volunteering in support of charities (time + effort)	Alstom Foundation are funding 2020 project supprting Safeguarding on Transport Programme referring vulnerable young people to British Transport Police for tailored intervention, where appropriate.	Funding of the Safeguarding on Transport in the North West Sponsored Sleepout - 17 employees fundraised by sleeping rough across 8 train stations on 30th January 2020, raising £5034 for Railway Children! Volunteer day used as a rest day on Fri 31st January. Alstom Match funding fundraising.	1/30/2020	Supporting charity & Employee fulfillment	Railway Children	20	Raising Awareness and supporting financially
UK + I	Volunteering in support of charities (time + effort)	Save the Family provides residential accommodation and support for families that are homeless (or at risk of becoming homeless) and who have multiple and complex needs.	Volunteering to maintain and restore the site	11/12/2019	Employee Fulfillment	Families	15	Place of safety
UK + I	Volunteering in support of charities (time + effort)	Supporting Umbrella community centre transferring a charity that works with children and young people with disabilities. The project aims to create a new centre in the city for the young adults, as they've outgrown the other venue.	Enabling works and stripping back the centre ready for the main contract to start construction works.	2/14/2020	Employee Fulfillment	Children	15	Charity venue
UK + I	Volunteering in support of charities (time + effort)	Brent Foodbank are part of a nationwide network of foodbanks, supported by The Trussell Trust, working to combat poverty and hunger across the UK.	Supporting food bank activities	2/17/2020	Employee Fulfillment	Families	15	Saving from food crisis
UK + I	Volunteering in support of charities (time + effort)	Well End Scout centre pride themselves on being a place where young people will find inspiration, adventure, challenges and friendship, all within a safe, supportive and positive environment.	Scout grounds need renovating including scrub clearance and fencing	3/5/2020	Employee fulfillment	Young people	50	Safe place to grow
USA	Collecting things for charity (food; toys; clothes...)	Several events are held throughout the year for disadvantaged and homeless people in the Melbourne Area - 2 events so far this year	Employees have donated school supplies to low income students and hygiene supplies for the homeless population.	July - Sept	Local brand recognition/acceptance/employee morale being able to give back to the community	Local families	135	Estimate based on what has been done to date. Updated through February
USA	Community project support	Alstom donated money to support an event to help Club Esteem, a local Melbourne group that provides free afterschool programs to students in grades 1- 12. Club Esteem's mission is to inspire youth from economically disadvantaged communities to embrace the highest standards of academic and personal excellence—instilling in each child a desire to learn, to serve, and to accept challenges.	Alstom donated money to support an event being held to raise money for Club Esteem.	September	Local brand recognition/acceptance/employee morale being able to give back to the community	Community & Alstom employees and their families	50	Supports the program and allows low income school aged children to have a safe place to go after school. The program helps teach children to strive for academic excellence among other things
USA	Community project support	Alstom Signaling Foundation supports many local charities in the Rochester, NY area.	Alstom Signaling Foundation supports many local charities in the Rochester, NY area.	All year	Local brand recognition/acceptance	Many diffent charities are beneficiaries	189	The Alstom Signaling Foundation supports many non profit charities. The information is estimated I have not received this quarters disbursements yet.
USA	Helping disadvantaged individuals	The Site adopted a family of 7 for Christmas. Employees could donate gifts or gift cards to help the family.	Many employees donated	October - December	Local brand recognition/acceptance/employee morale being able to give back to the community	A low income family	7	Through Generous employee donations the site was able to give the family 40 gifts and \$950 in gift cards.
USA	Helping disadvantaged individuals	Foundation Project - revitalization of Hornel Area Concern for youth	Alstom Foundation support of renovations of the Hornell Area concern for Youth facility in Hornell	2018 -2019	Local brand recognition/acceptance	Local youth	400	Hornell Area concern for youth is a safe haven for any young person. They have hot meals everyday for those that may not get them at home, staff to help mentor kids and do things like help with homework. The majority are low income "latch key" kids and this facility provides a place for them to go.
USA	Helping disadvantaged individuals	The Naperville Alstom Women of Excellence are sponsoring an event with the Lazaurs house. They are supporting the sack lunch program to provide 60 lunches for people in Emergency Shelters.	The AWE Team is shopping for and pakcing around 60 lunches	11/1/2019	Local Brand recognition/community involvement	Students	60	Low Income students are provided with a nutritious lunch

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USA	Promoting key topics (e.g. diversity; human rights; STEM)	Odyssey of the Mind is an international creative problem-solving program that allows school teams to apply science, technology, engineering and mathematics to solve problems and then compete against each other	Alstom Donated money to support a local Team for World finals in Odyssey of the Mind.	May 22-25, 2019	Local Brand recognition/community involvement	Students	6	After being crowned the best in the state the team was selected to compete in World finals. Our donation enabled them to cover the cost of travel to Michigan State University to do so.
USA	Promoting key topics (e.g. diversity; human rights; STEM)	Alstom donated money to support an event called Women on the Rise. This group promotes volunteerism and networking	Alstom donated money to support an event being held to raise money for Women on the Rise	October	Local brand recognition/acceptance/employee morale being able to give back to the community	Local Community	12	
USA	Raising money for charity	The site donated time/supplies for a bake sale to support KC Standown which is a homeless veterans charity.	4 employees worked the bake sale	September	Local brand recognition/acceptance/employee morale being able to give back to the community	Homeless Veterans	20	The site raised \$850 from the bake sale to donate for Homeless Veteran care.
USA	Raising money for charity	Alstom donates to 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.	Donation to event which benefits local youth prorams in the Hornell area	7/1/2019	Local brand recognition/acceptance	YMCA and all hotels, restuarnts	716	Alstom's contribution helps defray the costs of the teams. Last year 716 people played in the tournament which generated over \$25,000 for local youth programs.
USA	Raising money for charity	Sports Night benefiting Special Olympics	Donation to support event to benefit Special Olympics	5/1/2019	Local brand recognition/acceptance	Special Olympics	140	Contribution supports an afterschool program for physically and mentally challenged children.
USA	Raising money for charity	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	12/1/2019	Local brand recognition/acceptance	Entire Community	600	Helping Disadvantaged community members - Estimate - based on last year
USA	Raising money for charity	Annual Breast Cancer Walk - Alstom had 10 employees that volunteered and Alstom employees hosted a bake sale to raise money during the event	10 employees walked for 2 hours	October	Local brand recognition/acceptance/employee morale being able to give back to the community	Breast Cancer Association	10	The site raised \$1417.00 in employee donations to give to the Organization.
USA	Raising money for charity	The Alstom Site has a giving train where employees donate money to certain charities at Christmas time	Alstom employees donate each year to a giving train - when they donate their name is put on a train and it goes in a long chain around the lobby. The site chose 3 charities in addition to Toys for Tots - Veteran's Outreach, A Meal and More, Youth Crisis nursery.	December	Local Brand recognition/community involvement	4 charities - Toys for Tots, Veteran's Outreach, A meal and more, Youth Crisis nursery	35	35 Toys were donated plus \$975.00 was raised to donate to the 3 charities.
USA	Support to local Colleges/Universities	Support for set up of a local University Science Fair	Support for set up of a local University Science Fair	3/1/2020	Local brand recognition/acceptance at local univerty	People attending science fair	150	Helps set up of science fair - building interest in science for future generations
USA	Support to local schools	Posted in honor our veterans and military hundreds of flags will brings volunteers and visitors together in an inspiring display that has become an anticipated annual event in Maple City. The Hornell Field of Honor® will be posted on Steuben Square from Wednesday, November 9th through Monday, November 13th	Alstom Hornell donates money to support Field of Honor.	November 9-13,2019	Local brand recognition/acceptance	St. Anns Academy	52	The donatations help supplement cost of programs for low income students that would otherwise not be able to take advantage of the programs.
USA	Support to local schools	Junior Achievement - Our purpose is to inspire and prepare young people to succeed in a global economy. Volunteer-delivered, kindergarten-12th grade programs.	Alstom has volunteers that go to local schools learn about business in several different areas - teaching Kindergarden to 6th graders	Quarterly	Local Brand recognition/community involvement	Students	767	Students learn about business related items from Kindergarden to 6th grade, examples, starting a business, free market system, global market place.
USA	Volunteering in support of charities (time + effort)	The Grain Valley/Kansas City area have a lot of low income families that rely on Food banks. We have employees that volunteer at the food banks at least once or twice a quarter sorting food into cases so that it is easily distributed	We have employees that volunteer at the food banks at least once or twice a quarter sorting food into cases so that it is easily distributed	Quarterly	Local brand recognition/acceptance/employee morale being able to give back to the community	Local families	1650	Estimate based on what has been done to date. Updated through February
USA	Volunteering in support of charities (time + effort)	Alstom supported the Melbourne Corporate Challenge allowing 12 of their employess to walk 2 hours supporting the event - This event benefited the Brevard County Schools	12 employees walked for 2 hours to support the Melbourne Corporate Challenge	April	Local brand recognition/acceptance/employee morale being able to give back to the community			

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USA	Volunteering in support of charities (time + effort)	Movember is an annual event involving the growing of moustaches during the month of November to raise awareness of men's health issues, such as prostate cancer, testicular cancer, and men's suicide	20 employees attended the event	November	Local brand recognition/acceptance/employee morale being able to give back to the community	The Movember Campaign	5	The site raised \$715.00 in employee donations to give to the Organization
USA	Volunteering in support of charities (time + effort)	American Red Cross hosted 3 blood drives this year	56 employees donated as part of the 3 blood drives	All year	Local brand recognition/acceptance/employee morale being able to give back to the community	Blood Banks	168	168 pints of blood available to those in need.
USA	Volunteering in support of charities (time + effort)	The Rochester Alstom Women of Excellence spent an afternoon packing backpacks for Foodlink. This charity provides backpacks for low income families providing food they can take home	The Rochester Alstom Women of Excellence spent an afternoon packing backpacks for Foodlink.	February	Local Brand recognition/community involvement	The Foodlink charity and children receiving the backpacks	861	The group was able to fill 861 back packs with food and supplies for local students.
Vietnam	Support to local schools	WASH Project. The Alstom Foundation funds would be used for ensuring that Phan Bội Châu Primary School becomes a place where children have access to safe water for drinking and hand washing, and safe and friendly-to-use sanitation facilities for healthy and conducive learning. Supporting the NGO Association XUÂN.	The NGO will use the AF funds to -support the building of latrine with 2 separate rooms, one for girls and one for boys with hand washing areas; -support the building of supply water system (well, water tank, water filter...); -conduct hygiene promotion session to raise teachers and children's awareness on hygiene practices and promote good hygienic behavior.	Completed in Nov 2019	Local recognition	Association XUÂN	144	Much improved sanitary arrangements for school children and teachers.

Community Investment Policy Topic	Region	Initiative	Country	Funding source	V/M
Meeting social needs	APAC	Raising money for charity	Algeria	Project	Voluntary
Supporting education	EUR		Argentina		
Enterprise support	FR		Volunteering in support of charities (time + effort)	Australia	Country funds
	LAM	Emergency relief (natural disasters)	Belgium	Country CSR budget	
	MEA		Promoting key topics (e.g. diversity; human rights; STEM)	Brazil	Alstom Foundation
	NAM		Community project support	Cambodia	Other
		Helping disadvantaged individuals	Cameroon		
			Developing individual employability	Chile	
		Support to local schools	China		
			Support to local Colleges/Universities	Colombia	
		Developing local supply chain sustainability	Egypt		
			Encouraging local start-ups	France	
			Germany		
			Hong Kong		
			India		
			Israel		
			Italy		
			Kazakhstan		
			Mexico		
			Morocco		
			Netherlands		
			Panama		
			Peru		
			Philippines		
			Poland		
			Qatar		
			Romania		
			Saudi Arabia		
			Senegal		
			Singapore		
			South Africa		
			Spain		
			Sweden		
			Tunisia		
			Turkey		
			UAE		
			UK + I		
			USA		
			Vietnam		