

Country	Initiative	Context	Action	Dates of action (dd/mm/yy)	Overall benefits to Alstom	Who?	How many?	Overall benefits to the beneficiaries
Algeria	Helping disadvantaged individuals	Facing the global health crisis and following the example of the Alstom Group's commitment to contribute to the fight against the effects of the COVID 19 pandemic	Distribution of 8000 bibs, 1000 glasses & 250 blouses for hospitals: CPMC Algiers, Beni Messous, Mustapha Bacha, Bainem	01/04/2020 to 15/04/2020	Positive image and good perception	Hospitals	9200	Fight against Covid pandemic & help protect doctors and hospitals staff
Algeria	Support to local schools	Installation of PCs at schools & youth clubs to support education	Donation of 20 PCs	10/10/2020	Local recognition as a good corporate citizen	Underprivileged people	1200	Digital classroom created, where people can sharpen their digital skills
Australia	Raising money for charity	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	16/10/2020	Promote health & 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	89	Charity bike ride to raise money through donations of the public & Alstom staff to help the Endure for Cure organisation to put the funds into hospitals & other medical associations for research into childhood cancer. AUD\$6815 funds raised by staff for the CCI
Australia	Support to local Colleges/Universities	Careers Fair	Careers fair organised at UTS, Usyd, UNSW, UoM and UoB	April 2020	Partnerships with universities around NSW & VIC to engage in new talents, promote the rail industry & Alstom to future potential employees. Covid-19 severely impacted the face 2 face engagements with some activities moving online	STEM Students	400	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	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	01/11/2020	Raise awareness to the male employees of the health risk & to encourage all Alstom employees especially the men to participate for the cause	Movember Inc'	43	Prostate cancer & men suicide are major issues. Through Movember these issues can be raised and funds as well, for research & treating the patients in need. Spread knowledge & encourage open dialogue about men's health, specifically prostate and testicular cancer
Australia	Helping disadvantaged individuals	Red Cross Blood Service	Donate blood & 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 2020, 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	109	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	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	Ratio of men to women in Alstom gradually increasing however growth is not substantial especially for graduate, where in 2017; 3 out of 22 graduate intakes were women. Alstom is working with UTS to give access to internship programs with a strong focus on women in engineering to promote the growing need for women in engineering firms	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	Raising money for charity	Local matching policy	Matched employee donations for the CCI (up to 10kAUD)	December 2020	Sign of commitment of the Company to match the efforts of its employees	CCI	35	Helping vulnerable people
Australia	Support to local Colleges/Universities	Co-design meetings - UTS and Industry	Assist the University of Technology Sydney design the Women in engineering and IT (WEIT) including the scholarship and mentoring programs	October 2020	Empowering women to set goals & work towards achieving them with the support of a mentor, setting them up for a successful career in engineering or technology	UTS	150	120 LUCY students, 30 scholarship students p.a
Brazil	Developing individual employability	Apprentice Program for students with social vulnerability - part time in the Institution & part time in the company. Objectives: Develop & qualify young students (from 14 to 18 years old) and implement 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; . Monitor 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 the job training & classroom trainings, participate in the area activities
Brazil	Developing individual employability	Internship program providing opportunities to students from targeted universities (mainly Engineering) to develop skills (technical & behavioural). 4 Universities, 13 Interns, from 1 to 2 years	Partnership with Universities, students enrollment phase, selection process, contract with Universities. . Induction Program . Monitoring of the program (Alstom with students & 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 Estadual Paulista - UNESP . Universidade Federal do ABC	13	Students have the opportunity to develop skills and experience work in one organization and receive trainings

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Brazil	Developing individual employability	"Entrepreneurship - Driving dreams" project supported by the Alstom Foundation 2020	Create entrepreneurship in the field of food & sales between the inhabitants of the Vila Prudente favela & São Paulo area through professional qualifications & guidance (Bakery, Pizzaiolo, Hospitality, Sales), enabling impoverished families to generate income. Tools & other resources to be provided to cope with COVID-19 crisis	Since Dec. 20	Reinforce Alstom image as a socially responsible company internally and externally (communities)	Associação Arca de Noe de Apoio Social / SENAI - Vulnerable and less qualified people	120	Increase employability of young and vulnerable people. After completion, the students will obtain a diploma recognized by authorities in Brazil
Brazil	Collecting things for charity (food; toys; clothes...)	Due to pandemic, Engineers employees from Alstom Brazil developed Prevent Masks (3D printer) for donations to Hospitals	Support Engineering employees and organize all collection and triage of the donations. . Identify the institutions that will receive the donation, ensuring documentation checking . Deliver the donations to the Institutions (formalized through official document)	May 2020 - Sept 2020	Reinforce Alstom image as a socially responsible company internally and externally (communities)	2 Institutions: - Hospital e Maternidade Salvaluz - Faculdade Anhanguera Educacional Taubaté	250	Donation of 250 masks to doctors & nurses in Taubate City
Canada	Community project support	Covid 19 context	The Shielding Heroes Campaign led by the Ottawa Senators Foundation was seeking to raise the CA\$500,000+ required to cover the costs associated with the production of 40,000+ PPE Face Shield Frames & 120,000 Face Shields for frontline healthcare heroes throughout the region for the next 12 weeks. Alstom Canada participated in this fund raise	16/04/2020	Participate in the Covid 19 fight effort within the community of Ottawa	Children's Hospital of Eastern Ontario (CHEO), Ottawa, Ontario, Canada - Medical Staff	600	Provision of face shields and EPE for medical staff
Canada	Helping disadvantaged individuals	Year end season implying rewarding employees for their contribution and participating in the community activity	Dedicated gift box sent to the 241 employees of Ottawa site for Year end celebration - For each box sent a meal was offered by the Ottawa food bank - Supplier Gift betterco	22/11/2020	Raise awareness of Alstom as a local community responsible company; CSR visibility; staff integration over common goal/charity action	Ottawa citizens	241	Distribution of meals
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 3 homes for children (2-6y) who 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 willing to give in adoption their children	Every month	Recognition in supporting vulnerable people	Abandoned children for adoption, and children with parents with justice issues through San Jose Foundation	195	Involve employees in supporting people with problems while saving the environment through less consumption of wood (trees) for papers. In addition help to finance better conditions for vulnerable children
Chile	Support to local schools	Collection of toys for kinder garden located in a vulnerable area	Collection of toys and books collected among Alstom employees to distribute in two kindergardens located in vulnerable neighborhoods and with few resources	April 2020	Recognition in supporting vulnerable people	Children	50	Access to quality toys and games to develop their growth
Chile	Support to local schools	Mentorship with students	Opportunity to approx. 25 students of technical schools for practice during summer season in all our sites every year. Mentoring 1hr/day/student	Jul-05	Recognized as a company that supports community & potentially hiring students	Students	25	Get qualified professionals having the opportunity to learn in high technical level company
China	Collecting things for charity (food; toys; clothes...)	29 old computers donation	29 used laptops donated to Share the care Volunteer Organization NGO for Tibetan schools at Yushu Town in Qinghai Province (Distance teaching program)	Sept. 20	Local brand recognition/acceptance	Students through Share the care	600	Support remote schools for the distance teaching program
China	Promoting key topics (e.g. environment; diversity; human rights; STEM)	World cleanup Day - Qingdao Ma mountain cleaning	In the context of World Clean-Up Day (WCU), 58 employees from Alstom Qingdao went to Mashan (Mountain) early morning to participate in the mountain clean-up event. Volunteers collected around 50 sacks of trash like plastic bottle, food packages, cigarette end, foam, etc.	18/09/2020	Local brand recognition/acceptance	Mashan residents	2900	The aim of World Clean Up Day is to clear the planet of its discarded rubbish in one day
China	Collecting things for charity (food; toys; clothes...)	Clothes+toys+books donation	60 participants from XAYEECO, SATEE, Qingdao Dispen and AIC offices, in total over 500 personal items donated representing 365 kg	Nov.-Dec. 20	Local brand recognition/acceptance	Rural people	500	Support people in need
China	Support to local Colleges/Universities	CSR university lecture	Alstom CSR lecture was successfully completed at Shanghai University . The 1.5-hour lecture began with some Quiz & Game from 3 minutes' stop and covered railway industry market, advanced technologies and Alstom people caring policy which attracted around 100 students from Mechanical engineering & Electronic Communication majors	29 Nov. 20	Local brand recognition/acceptance	Shanghai University students	100	Encourage young people to consider careers in industry in general and Alstom in particular and to develop individual employability. Based on the result of the questionnaire survey to the students afterwards , 50% of them intend to be engaged in railway industry in future
Denmark	Raising money for charity	Covid-19 donation	Alstom DK has supported Trampoline House financing a "cooking project". Trampoline House prepared meals for homeless people & for refugees who lives at the refugees camp	01/05/2020	Local brand recognition/acceptance	Refugees / Homeless through trampoline House	400	Fresh meals for free
Denmark	Raising money for charity	Donation of gloves, sinitizer and masks in Covid-19 context	Alstom had supported Trampoline House with necessary protection	25/05/2020	Socially responsible company	Local population through Trampoline House	150	Fighting against Covid crisis
Denmark	Volunteering in support of charities (time + effort)	Delivery of food prepared within the "cooking project - Line 11"	Preparation of food and cleaning of house	09/06/2020	Socially responsible company	Refugees / Homeless	15	Supporting the cooking project
Denmark	Volunteering in support of charities (time + effort)	Support a local community through sports. Focusing on Alstom in Motion foundation	Seminar held to share same values of Alstom & Frederiksberd rugby team within AiM. Lecture provided by FRK women's & man's senior team to engage Alstom employees into sport & explain diversity in sport	29/03/2021	Socially responsible company	Refugees / Homeless	150	Support FRK team to keep contributing with the local community embracing all the differences. Such as certificating volunteers & senior staffs to better coach younger players

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Dominican Republic	Community project support	Recicla+ project supported by the Alstom Foundation 2020	Creation of a solid waste collection model starting with the pilot town of Sabana Yegua & extend to to neighbouring town of Proyecto 4 and the full area of Azua. Model is based on 2 key activities: Optimized collection of recyclable waste and environmental education (Workshops in schools & awareness through acquiring habits of reducing and reusing)	Since Dec. 20	Image as a company engaged with the community	Saban Yegua inhabitants through Asociacion Nuevos Caminos	13900	Waste collection & environment awareness
Ecuador	Community project support	Alstom Foundation 2020 project selected in Oct: "The new generation of coffee: A compromise between dingity, quality & environment"	Generate employment & increase income in family agriculture in the Province by 1/ Making efficient value chain of coffee 2/ Consolidating product quality & generational turnover including women participation 3/ Diversifying income through roasting, including special & gourmet coffee 4/ Supporting coffee-based consumption & community tourism, in compliance with highest conditions of hygiene & safety	Since Dec. 20	Image as a company engaged with the community	Local community through Asociacion Campesina 29 de Junio	1352	Support local community through employment & competences development
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 distributed 70 toolboxes in the frame of "Seeds of hope" program. On Nov. 1, 2020 in the Frame of Alstom's continued support of Education & Development, Alstom Egypt donated 70 tool boxes to Electro Misr School in association with the "Institut Europeen de Cooperation et de Development - IECD"	1-Nov-20	Postive company image	Students through Misr School	205	Support local technical education
Egypt	Support to local schools	Library creation	Support with books & furniture	1-Mar-21	Postive company image	Students	300	Support local technical education
Egypt	Collecting things for charity (food; toys; clothes...)	Book Donation Challenge	Donation of books from Alstom employees to support the library	March 2021	Positive company image	Students	300	Book donation to support technical education
Egypt	Developing individual employability	Careersforher	Participation of the first remote employment fair for women in Egypt , to support unemployed female to finds a suitable job	21/02/2021	Positive company image	Women	7000	Employability for women
Germany	Raising money for charity	Fundraising by the apprentices for a child hospital	Collecting money at the site entrance	December 2020	Local brand recognition	Children in hospital	50	Helping poor children in hospital
Germany	Support to local schools	Donation of old laptops to local schools in Salzgitter	Donation of 50 old laptops	February 2021	Local brand recognition	Children of disadvantaged parents	50	Helping children who cannot afford a laptop for school or home schooling
Germany	Raising money for charity	Motivating people to do sports outside in fresh air during Covid	Donation through sport: Running, hiking, biking - 0,30€ cent per KM	Mid-July until end of August	Local brand recognition	Employees/Children	17	Supports people during Covid-19 time
Germany	Promoting key topics (e.g. diversity; human rights; STEM)	Donation to the Women's house in Braunschweig	Donation to the Women's House through participation in a quiz	March 2021	Local brand recognition	Women suffering from violence	10	Supporting the housing of women (and children) suffering from violence in their family
Greece	Helping disadvantaged individuals	"Human Rights Awareness and Skills Development for Unaccompanied Minors (UAMs)" project supported by the Alstom Foundation 2019	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.	All year	Image as a company engaged with the community	ARSIS – Association for the Social Support of Youth (NGO) and the Unaccompanied migrant youth	146	Migrant youth on a first path towards integration and employment
Hong Kong	Volunteering in support of charities (time + effort)	Lunch Club Volunteering program "Make It Work HK" project, also called the Lunch Club, 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)	Provide volunteers to support volunteering works under the "Make It Work HK" project, which provide support to the working poor in the community.	1 Jan 2020 - 31 Dec 2020	Enhance company reputation by showing recognition of efforts for promoting CSR	The French Chamber Foundation (Working partner: Baptist Oi Kwan Social Service)	20	Support people in need by providing connection with community during COVID-19
Hong Kong	Collecting things for charity (food; toys; clothes...)	Contribute to Chaity by donating company retired laptops	52 PCs (in 2 batches) of retired DELL laptop donated to the French Chamber Foundation to provide support to the working poor in the community	Jun to Nov 2020	Enhance company reputation by respond to social community in need	The French Chamber Foundation (Working partner: Baptist Oi Kwan Social Service)	52	Support to the people in need by providing laptop to stay connect with community during Covid-19
Hong Kong	Collecting things for charity (food; toys; clothes...)	Contribute to Charity by collecting staff personal items	Collect personal items & donate to the Salvation Army Recycling Programme, a community project to make good use of resources to reduce waste	Dec 2020 to Feb 2021	Responsible Company respond to social community in need; Enhance CSR awareness	The Salvation Army	350	New or second-hand items donated to those in need & support relevant community projects to make good use of resources to reduce waste

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Hong Kong	Collecting things for charity (food; toys; clothes...)	Contribute to Charity by collecting Lunar New Year surplus food resources and promote food wise and reduce food waste	Collect unopened & surplus Lunar New Year gift sets and food resources and donate to the Food Grace, the first food recycling organization in Hong Kong	Feb to Mar 2021	Responsible Company respond to social community in need; Enhance CSR awareness	Food Grace	10	Food resources shared to needy grassroots families
India	Community project support	"Khushaal Madhepura Ph2" project supported by the Alstom Foundation 2018	Supporting healthcare and education	All year	Corporate citizenship	Care India	1,967	Supporting healthcare and education
India	Community project support	"Water for Life I - Integrated water management program" supported by the Alstom Foundation 2019	Water conservation project	All year	Corporate citizenship	Objective France Inde	1,422	Water conservation project
India	Support to local schools	"Enabling access to secondary education through the provision of bicycles to 899 students from the Anantapur district" project supported by the Alstom Foundation 2019	Cycles distributed for commuting students	All year	Corporate citizenship	Fundacion Vicente Ferrer	899	Cycles distributed for commuting amongst students
India	Developing individual employability	"Strengthening of rural micro & nano enterprises through capacity building at ecosystem level" project supported by the Alstom Foundation 2020	Supporting women enterprises	Since Nov. 20	Corporate citizenship	TIDE	50	Supporting women enterprises
India	Community project support	"Every Drop Counts - Rooftop rainwater harvesting & percolation pits at Anekal Taluk" project supported by the Alstom Foundation 2020	Rain water harvesting	Since Dec. 20	Corporate citizenship	United Way of Bengaluru	1,250	Rain water harvesting
India	Community project support	Covid-19 context: Ration kits distribution	2000++ families were supported with ration kits across 10 districts	30/05/2020	Corporate citizenship	United Way of Bengaluru	11,300	Rations
India	Helping disadvantaged individuals	WADA Week 2020	11 shelter homes (Grocery for 10,000 Meals + 500 Health & Hygiene Kits)	15/11/2020	Corporate citizenship	NIMHANS Samarthanam Trust Grace Reform Trust Manav Charities APD	10,500	Food & hygiene to disabled
India	Emergency relief (natural disasters)	Donation of equipments	2000 masks and 500 sanitisers for frontline staff	12/10/20	Supporting healthcare	United Way of Bengaluru	2,000	Masks
India	Promoting key topics (e.g. diversity; human rights; STEM)	HR/ Tech leader sessions with Educational Institutes	Sessions on Railways/ Engineering in institutes by our technical experts	1/04/2020 - 30/03/2021	Investing in young minds	NSS Palakkad NIT Trichy VIT Vellore IIT Kharagpur PSG College Coimbatore MNNIT Allahabad	750	Support to education
Israel	Socio-economic development	Donation of old computers	Donation of 21 old computers	07/04/2020	Alstom seen as a social responsible company	Machsava Tova	21	Support needy people
Israel	Developing individual employability	"Mifne-Skills Development, Employment Advancement & Economic Empowerment for Underprivileged Women in Jerusalem" project supported by the Alstom Foundation 2019	Holistic program working with unemployed & underemployed females in severe financial & personal distress.	All year	Image as a company engaged with the community	Be-Atzmi association	101	12-month program combining group workshops & personal mentoring, dealing with the women's multiple & complex barriers on their way to employment & economic independence
Israel	Helping disadvantaged individuals	"Talking the Future - Improving Hebrew Literacy Among Asylum Seeking Preschool Children" project supported by the Alstom Foundation 2019	Deliver a Hebrew literacy program for asylum seeking preschoolers. Aim to reduce language gaps & improve literacy development to facilitate the children's smooth transition into primary school	All year	Image as a company engaged with the community	Unitaf association	240	Educate vulnerable children from migration
Kazakhstan	Helping disadvantaged individuals	Food basket donation distributed among low income families with children having different health problems. Event organized by Polyclinic #11 of Nur-Sultan city	37 food baskets containing goods according to the specific list purchased & delivered to Polyclinic #11. On June 1 ceremony dedicated to the International Children Day - An Alstom representative presented and food baskets were handed to the families	25.05.2020-01.06.2020	Recognition of Alstom by the community as a responsible company taking care about people	Polyclinic #11 of Nur-Sultan city - Low income families rising children with health problems	111	Families participated in the event organized by Polyclinic #11 on International Day of Children. They received toys for children from other sponsors & food bags from Alstom
Kazakhstan	Support to local schools	New school-year in Kazakhstan started online. Old PCs could be written off the balance sheet and donated to low-income families who cannot afford buying a computer for children	Not-used computers were written off the balance sheet and a Sponsorship agreement was prepared to be concluded with the Beneficiary	03.08.2020	Recognition of Alstom by the community as a responsible company taking care about people	Qalumni association operating for the interest of Qostanai Bilim Innovation School for gifted children of Kostanay region	20	Qalumni will receive laptops from Alstom and distribute among families with children who can not afford buying a computer in Kostanay region of Kazakhstan
Kazakhstan	Helping disadvantaged individuals	Food basket donation to elderly people	Preparation and donation of 40 food baskets	20.03.2021-23.03.2021	Recognition of Alstom by the community as a responsible company taking care about people	Elderly people	40	Support to elderly people in need
Kazakhstan	Support to local Colleges/Universities	Future Technicians Project Financed by Alstom Foundation 2019	4 welding coaches from Atbasar college passed advanced training	01/01/2021	Training future specialists for Alstom (welders)	Welding Teachers	4	Extending professional knowledge
Lebanon	Emergency relief (natural disasters)	2 massive explosions rocked the port last August, killing > 150 people and sent 5000 to hospitals already overwhelmed by the coronavirus pandemic and economical crisis. 300000 homeless people	Emergency fund activated to support the Lebanese Red cross to re-build their property in Gemmayze area. 3 main activities in this building: Blood Bank, First Aid Center & Governance Office	August 2020	Image as a company engaged with the community and rective when needed	Lebanese Red Cross	1022	Reconstruction of the Red Cross building in Gemmayze

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Mexico	Helping disadvantaged individuals	"Attending educational backwardness of boys & girls living in vulnerability - Restoring their right to education so they can construct a dignified future" project supported by the Alstom Foundation 2019	Provide access to basic education and support children living in poverty until they can integrate public educational system. All the beneficiaries of the project receive a nutritious meal before the educational activities	All year	Image as a company engaged with the community	Underprivileged children & adolescents through Ma ma AC	145	Provide education and a future to underprivileged children
Mexico	Community project support	"Energy access for Santa Catarina" project support by the Alstom Foundation 2020	Objective to make renewable energy technology & job trainings accessible to the Pai Pai indigenous community by installing solar photovoltaic power to schools, health clinics, homes, farms, orphanages & small businesses. Model ensures project sustainability & community involvement: Families are trained in the basics of solar energy and in how to clean & maintain their system	Since Dec. 20	Image as a company engaged with the community	Pai pai indigenous community through Grid Alternatives	60	Provide energy to inhabitants
Morocco	Partnerships with/support to schools	Part of an industrial partnership convention signed in 2011 between Alstom and the Moroccan Government	Alstom participated in 3 students forums in EHTP, EMI and ENSET engineering schools. Part of our partnership convention signed with the three schools	1 April 2020	Engineering school Students attractiveness	Engineering students	2400	Experience sharing with Alstom Volunteers + request for training/recruitment
Morocco	Partnerships with/support to schools	Ambition to encourage entrepreneurship within youth	In the frame of entrepreneurship promotion, coaching for 8 youth girls to develop project business plans in Fez	15 April 2020	Dar Al Al fatat/Orphanage students	High Schools students (girls)	8	Skills in entrepreneurship; business plan creation and business development
Morocco	Helping disadvantaged individuals	Facing global health crisis and following the example of the Alstom Group's commitment to contribute to the fight against the effects of the Covid-19 pandemic	Internal solidarity campaign launched to financially support colleagues impacted by a business interruption. More than 10,000 euros collected thanks to donations from Alstom Maroc employees for the benefit of their colleagues	05/06/2020	Positive image and good perception	Vulnerable persons	250	Showing solidarity to vulnerable people
Morocco	Helping disadvantaged individuals	"Najah*: Large-scale Training & Professional Integration Project for Young People" project supported by the Alstom Foundation 2020	Integration of disadvantaged young Moroccans into sustainable employment through the development of innovative measures. 2 axes: 1/ Contribution to the training & socio-professional integration of young unemployed people 2/ Contribution to the capacity-building of Moroccan associations. Program includes innovative support system for entrepreneurship, reinforced pedagogical & educative abilities, diversification of associations' financial resources to ensure actions over time	Since Dec. 20	Image as a company engaged with the community	Unemployed youth through Apprentis d'Auteuil	870	Employability of disadvantaged youth
Norway	Helping disadvantaged individuals	Sykehusbarn (The Hospital Children) - Charity supporting childrens in hospital (long term stay); Activities/Social need	Donation to a defined/earmarked project within the Charity, "base" donation of 50 KNOK (5 kEUR)	December 2020	Sense of ownership to a particular project	Children hospitalized with long term illness	500	Support charity through donation to enable work on dedicated project in hospital for children (Support to wellbeing activities for the children). Total revenue Sykehusbarn 500 kEUR helping 50.000 childrens per year
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 2-3 times this FY, total 8 employees planned	Mar '21	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	Emergency relief (natural disasters)	Mask donation during Covid-19 crisis	Volunteer activity 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 in the metro	May 2020	Support local	Metro users	10000	10,000 masks donation arranged to help Panama Metro Line 1 and 2 users during pandemic. Essential tool against the virus preventing the spread of the virus
Panama	Helping disadvantaged individuals	Capacity building for at-risk women in Panama supported by the Alstom foundation 2019	Soft and Technical Skills Training for Women in social vulnerability (CAPTA) A breakdown of the CAPTA program is as follows: a) Recruitment (3 weeks before the Foundation Cycle), b) Introduction and Interview (one week before the Foundation Cycle), c) Foundation Cycle, CAPTA's psychosocial component with over 200 hours of classroom time d) Technical Development, where participants receive technical training with a partnering business, e) Graduation and job placement, women who successfully complete the program are matched with an employer.	All year	Support local Community Empower Women	CALICANTO women	113	Women participating in psychosocial trainings to learn on behavior & ability to succeed and reintegrate labour market.
Colombia	Helping disadvantaged individuals	World Bicycle Relief Project supported by the Alstom Foundation 2019	Mission. World Bicycle Relief mobilizes people through "The Power of Bicycles." Our mission is to improve access to education, healthcare, and economic opportunities in developing regions of the world where distance is a challenge. We address the challenges of distance and last mile mobility by manufacturing and distributing a rugged, specially-designed, locally-assembled bicycle to students, healthcare workers, entrepreneurs, and workers.	All year	Support Kids with transportation	Vulnerable school girls mainly through WBR	307	Community engagement and empowerment; bicycle and value chain so that girls can access education

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Peru	Helping disadvantaged individuals	"Vocational Training for disabled talentos para la vida - Life skills" project supported by the Alstom Foundation 2019	Develop the autonomy of disabled adolescents through vocational training. Workshops on behavioral improvement & skills development, followed by the specific vocational training	All year	Image as a company engaged with the community	Disabled youth through Emanik	31	Aimed at young people whose abilities will enable them to enter the labour market at a later stage & strengthen them as future micro entrepreneurs
Peru	Helping disadvantaged individuals	"Vocational Training for disabled talentos para la vida - Life skills" project supported by the Alstom Foundation 2020	Develop the autonomy of disabled adolescents through vocational training. Workshops on behavioral improvement & skills development, followed by the specific vocational training	All year	Image as a company engaged with the community	Disabled youth through Emanik	40	Aimed at young people whose abilities will enable them to enter the labour market at a later stage & strengthen them as future micro entrepreneurs
Philippines	Emergency relief (natural disasters)	Typhoon Goni, international name Vamco, made a landfall to some regions in the Philippines and resulted to distraction of properties.	One day (half day) event cash and goods donation to local Alstom driver & his family. Alstom employees donated 7,965.00 PHP & canned goods	03-Nov-20	Emergency relief to the employee and his family member	Mr Edgar Geron and his family	9.31965812	Financial and food relief to the victim
Philippines	Helping disadvantaged individuals	"Empowering street children & families in Manila" project supported by the Alstom Foundation 2019	Build the capacities of local authorities, NGOs, parents & children, enabling them to provide support and protect street children and families in Manila. Improve living conditions of people living on the streets and their social integration. many activities are organised: training of professionals working with street children and their families; direct interventions of alternative education and family support; meetings encouraging collaboration between actors; information on services available to the families; awareness campaigns on rights	All year	Image as a company engaged with the community	Street children & families through ASMAE NGO	1000	Support through education, networking & social integration, awareness campaigns
Philippines	Community project support	"Cavite Extension: Sustainably Improve the Living Conditions of Populations in Precarious Urban Areas of Cavite through a Comprehensive Approach based on Water Access, Hygiene Promotion & Civil Security " project supported by the Alstom Foundation 2020	Focus on slum-dwellers with no sustainable access to safe running water. Poor quality of electricity arrangements also often causing fires that can tear down entire neighborhoods. Project proposes mainly to 1/ Build new water networks in 4 slums 2/ Provide legal, safe & affordable home water access adapted to the dweller' habits (door-to-door payment, micro-billing) 3/ Support hygiene program & its implementation (Handwashing, personal hygiene, COVID-19) 4/ Support firefighting, civil protection & community development programs	All year	Image as a company engaged with the community	Cavite inhabitants through Water & Life NGO	750	Access to safe water & hygiene, as well as safe electricity arrangement
Poland	Raising money for charity	Charity action "We change plastic caps into zlotys". Yearly action in cooperation with "Biegamy z sercem" Fundation (www.biegamyzsercem.pl) involving all Alstom Employees	Throughout November, Alstom employees collected plastic caps that can be recycled to meet the goal of 100 000	01.11.2020-31.11.2020	Raising awarness of Alstom as a locally responsible company; CSR visibility; staff integration over common sustainability/charity actions; promoting a pro-ecological attitude among employees	"Biegamy z sercem" Fundation (www.biegamyzsercem.pl)	343	Treatment of sick children, charges of the Foundation
Poland	Developing individual employability	Webinar on the occasion of the International Women's Day organized in cooperation with the Nesst Polska Foundation	Alstom employees took part in lectures on mindfulness and work-life balance, and the proceeds from the event will support the implementation of Nesst's statutory goals for 2021.	08/03/2021	Raising awareness of Alstom as a local community responsible company; CSR visibility; employee engagement; D&I promotion, strenghtening women in organization	NESST Poland Foundation	35	Support the activities of NESST Poland Foundation, through creating jobs for at least 380 people at risk of social exclusion. The Foundation implements its statutory goals by offering free advisory and financial support for social entrepreneurs working with people at risk of exclusion
Poland	Blood donations	Marrow Donor Day	Virtual day connected with shipment of packages - "Set for 5". Dedicated Landing Page for the company through which employees can order packages & register as bone marrow donors safely at home and then send them back by throwing them to the nearest mailbox. Earlier, an educational campaign was conducted. The virtual action is supported by packages distributed to departments along with supporting materials on how to register.	March 2021	Raising awareness of Alstom as a local community responsible company; CSR visibility; employee engagement	DKMS Fundation	40	Find a donor for every patient in the world who needs a bone marrow stem cell transplant. The statutory goal of the Foundation is to support people who need help due to their physical, mental or emotional condition; promoting science and research in the field of stem cell transplantation and promoting public health. Registering a donor is free of charge for those willing, but costs the Foundation about 50 Euro, therefore regular donation is necessary for their activities.
Qatar	Encouraging local start-ups	Provide hands-on training to the teams through strategic co-operation with leading local universities in the country. 2 focus categories: Sustainability and CSR	Alstom in collaboration with Qatar University's College of Business and Economics – Center of Entrepreneurship (CFE) and Qatar Development Bank, inaugurated a 4-day intensive pre-incubation program to prepare candidates to enter the Business Incubator, under the theme of 'From Innovation to Commercialization – Digital Edition'	22-Apr-20	That is going to bring us very good visibility in the country and boost the Local Talent	Community through Qatar University	292	Entrepreneurship. Create innovative solutions to solve the problems of individuals, society, and the world. This initiative is a platform for the local talent to present their Ideas /Innovations
Qatar	Support to local Colleges/Universities	Training to promote Alstom as a leader in integrated transport systems, and to inform students about the Lusail LRT project and the innovations Alstom is contributing to the project.	Alstom Qatar Conducted an Online Seminar on Lusail LRT Traction Power Distribution in 2 batches. ALSTOM Qatar was requested present the same module with updates consecutively for the 2 nd year in order for the benefit of the university students.	20-Sep-20	Such initiatives help nurturing our relationship with the local universities and gives visibility in county	Students	24	Sharing experience from experts is a good way for the students to get a glimpse of the real world and application of theories in reality. It also gave an insight on the Railway Industry, how it has evolved and about the Lusail LRT project
Qatar	Support to local Colleges/Universities	Training to promote Alstom as a leader in integrated transport systems, inform students about the Lusail LRT project & the real-world risk management applications	Alstom Qatar organized a seminar on Project Risk Management to Stenden University of Applied Sciences students. Alstom & Lusail LRT Project was introduced to the students & the real-world risk management applications were demonstrated	2-Jun-20	Such initiatives help nurturing our relationship with the local universities and gives visibility in county	Students	10	This was real time sharing of Risk Management in Cooperate world which proved to be a great learning experience for the students.

Country	Initiative	Context	Action	Dates of action (dd/mm/yy)	Overall benefits to Alstom	Who?	How many?	Overall benefits to the beneficiaries
Qatar	Support to local schools	Alstom participated in INJAZ's "Virtual Summer Camp", sponsored by Qatar Financial Centre (QFC), offering participants (aged 13 to 24) an opportunity to attend a series of entrepreneurial and innovative workshops	Alstom's participation was in the context of assigning Alstom volunteers as mentors to guide and share knowledge and experiences with the participants and finally present their innovative ideas to the Judges from Alstom.	14-Jul-20	Injaz is a renew organization that works with companies to support the education Initiatives. It gives Alstom a good visibility and falls within the CCAP Axis	Students	65	Students had a chance to spend time with their Mentor and present their ideas to the expert. It was a learning experience for the Students
Romania	Promoting key topics (e.g. diversity; human rights; STEM)	Initiative at Alstom global level for Women's Day	Diversity and Inclusion workshop for International Women's Day	08/03/2021	Information for our employees but also potential students of Transportation Faculty on engineering career in ALSTOM, especially as woman engineer	Alstom employees	150	Motivational event once per year / a sign diversity & inclusion. Dean of the Transportation University, a successful woman engineer, invited to Alstom office to have an online workshop & face to face with employees. Focus on women engineering careers through different media & social groups (LinkedIn)
Romania	Emergency relief (natural disasters)	During the Covid-19, severe need for masks, gloves, disinfectants, protective suits, ventilators, especially for the medical system	Employees decided to collect money & donate entirely or a part from their Easter bonuses to a charity which bought protective materials for the hospitals. Very well perceived by the doctors, nurses & medical staff from these hospitals	20/03/20 - 07/05/20	Good image for ALSTOM as an entity caring about the community	Hospitals where we sent masks, gloves, different other equipment	275	Better protection in a crisis situation
Romania	Developing individual employability	Partnership with Capital Filles - an organization which teams with different highschools in Bucharest and other few cities trying to find mentors for disadvantaged girls and help them have access to better education / better chances to enter university for example	Mobilization of few mentors - Activity restarting with online meetings between the girls and their mentors.	01/10/2020 - 31/05/2021	Image as a company caring about diversity and Inclusion because we promote the engineering jobs to girls for example	The few mentee girls, their families and their highschool colleagues	35	Get better prepared for the highschool graduation exam. Get better preparation for the admission to the university and understanding a bit what a specific job means.
Romania	Helping disadvantaged individuals	"Reinsert - A second chance for the disadvantaged, part of the labor market crisis solution" project supported by the Alstom Foundation 2020	Project submitted with a plan to help 35 disadvantaged people to get employed. From Alstom staff there will be 6 volunteers who will be mentors from some of the beneficiaries - helping them with skills and ways to get employment according to their studies, situation and local context	Since Dec. 20	Good image for Alstom as an entity caring about the community & involved directly in helping the disadvantaged people to get employed	Disadvantaged people selected by Ateliere Fara Frontiere	35	Find a job at the end of the project
Saudi Arabia	Support to local Colleges/Universities	Development and design a project lab for electrical engineers students in local university - phases 1&2	Design & develop an electrical laboratory in King Saud University which will serve local students within the engineering college - phases 1 & 2	April 2020	Building of a strong relationship with KSU as a possible source of good recruits in the future. Alstom brand recognition amongst the students that participate in the lab. The lab being a permanent entity, this will serve to signify the permanence of Alstom's presence in Saudi Arabia It presents the opportunity to promote Alstom technologies to the students	Local university students	400	Impact of the Alstom Lab: 1/ Enhance the experience of graduates 2/ Improve the quality of capstone design projects 3/ Boost interaction of students with industry 4/ Encourage innovative solutions to meet challenges of modern society 5/Alstom leading the innovation & enhancement of education sector with the biggest well known local university 6/ Social return on investment 7/ Support students with Software's system in transportations sector 8/ Enhance students' soft/essential skills as they work with teams 8/ Live experience on building technologies systems related to transportations filed
Senegal	Developing individual employability	NGO Green Senegal is active on development, environment & women's empowerment. It 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 for processing cereals	March 2021	Recognition Help empowering women in Senegal. Participate on reducing rural exodus	Green Sénégal and Women of the local org	300	Women Empowerment. Access to local products at the district level
Senegal	Community project support	"Women empowerment for the safeguarding & valorization of the mangrove" project supported by the Alstom Foundation 2020	Objective to develop a sustainable management of the mangrove through activities involving women organizations to create an energy distribution network & trainings, biodiversity management, public reforestation campaigns, sensitization to environmental issues, promotion of clean & renewable energy sources	Since Dec. 20	Image as a company engaged with the community	St Louis inhabitants, women in particular through Le Partenariat	3000	Support on environment & women empowerment
Singapore	Support to local Colleges/Universities	Offered 6 internships (Approximately 3 to 6 months duration) to students from local universities. Promote Alstom branding and increase our profile among future graduates in Singapore (NTU)	Worked with school from March 2020, shortlist intern applicants, conduct interviews and onboarding.	March 2020	Local brand recognition / acceptance	Students	6	Supporting local university internship program and provide exposure and knowledge learnt during intership with Alstom
Singapore	Collecting things for charity (food; toys; clothes...)	Salvation Army Charity organization collect items in Singapore to donate to needy families.	Provide opportunity for staff to contribute to Charity by collecting personal items (e.g. cloths, books and bags) to The Salvation Army	Feb. 21	Local brand recognition / acceptance	Residents	610	Needy families
Singapore	Helping disadvantaged individuals	We purchase cookies for Christmas and New year from Minds > Movement for Intellectual Disability that train them to bake and cook	Offer to all employees cookies prepared by persons with special needs & staff can order more if they want to support	Dec 2020 to Feb 2021	Local brand recognition / acceptance	Association for Persons with Special Needs (APSN) Bakery Enterprise	6	Association for Persons with Special Needs (APSN) Bakery Enterprise
Sweden	Helping disadvantaged individuals	Covid-19 donation	Alstom SE has supported Barncancerfonden with a special Covid donation at the start of the year to support particular activities related to the Covid situation	May '20	Sense of support to Charity in the Covid situation	Children hospitalized with long term illness	300	Support Covid related activities

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Sweden	Helping disadvantaged individuals	Barncancerfonden (Children's cancer fund) - Charity fighting childhood cancer (family support, R&D donations)	Sweden employees during monthly so called "breakfast meeting" (information meeting) hosted by Swe MD. Purpose: Increase awareness on Barncancerfondens work within Alstom Sweden. All employees invited to participate in a live quiz about Barncancerfonden held during the meeting	Feb '21	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	Data on Barncancerfonden: Approx 200 MSEK donations to R&D, survival rate of children is 85 %, 203 projects supported by the organization
Taiwan	Collecting things for charity (food; toys; clothes...)	Personal items donation (e.g. clothing, shoes, bag...etc)	Personal items donation campaign for the entire Taiwan region. The overwhelming Alstom staff responses & support from different projects were encouraging	31/01/2021	Local brand recognition/acceptance	Step 30 Organization (NGO)	208	173 shirts and 35 pairs of shoes collected
Turkey	Helping disadvantaged individuals	Support hospitals with needed equipment (Masks, gloves, box) as part of Covid-19	Remaining budget (3,5K€) from 2019-20 used to support hospitals that needed equipment via Lokman Hekim Health Foundation during the pandemic. Foundation created in 1986 by Ayhan Tokgöz, Dr. Aydın Arıcı, Dr. Gülbin Gökçay, and Dr. Irfan Gokcay to serve people in need of health care services without financial concern	07/09/2020	Engagement with local community	Hospital Employees	450	Support during pandemic
Turkey	Developing individual employability	"+BiDown Independent Life and Career Education Program" project supported by the Alstom Foundation 2019	Training for the youngsters with Down syndrome who already finished formal education & need support to have autonomy and job skills. Objective to design training tools & materials to teach the skills needed in daily & professional life: managing money, using public transportation, communication, cooking, career planning etc	All year	Image as a company engaged with the community	Bidown youngsters through Down Sendromu Dernegi	71	Autonomy & additional competences brought to impacted youngsters
Turkey	Helping disadvantaged individuals	Support homeless people in Izmir after earthquake in October 2020	Help the homeless people in Izmir so we aimed to support them within the scope of "One Rent – One Home" (Bir Kira – Bir Yuva) initiative from Alstom employees	23/12/2020	Image as a company engaged with the community	Homeless people in Izmir earthquake	23	Accommodation support given in the aftermath of the earthquake
UAE	Emergency relief (natural disasters)	Donation of Covid-19 essentials to less privileged families in UAE	In line with the Covid-19 pandemic, CSR team organized a distribution of Covid essential kits to less privileged families in UAE	April 1 2020	Support to the community	Families of Rawafed Center Students- NGO	100	Provide food to eat to the jobless families and covid kits for health and safety
UAE	Raising money for charity	Run & Cycle for a Cause	We RUN & CYCLE for 45 days and change kilometers into dirhams. Proceeds goes to Rashid Center to purchase wheelchairs for children with disability	May 1 2020	Support mobility and learning of disadvantaged childred	Students of Rashid Center for Disabled	15	Mobility & Continous learning during pandemic
UAE	Community project support	Mangrove Planting- Discover the UAE ecosystem while having fun and learning about climate change, the importance of mangrove trees for the UAE's environment and other environmental issues	Planted mangroves tree as part of the UAE's goal to plant 50,000 mangroves in 2021	Jan 15 2021	Raise awareness on taking care of the environment	Al Zorah Natural Reserve	100	Contribution to UAEs goal to plant 50,000 mangroves in 2021
UAE	Community project support	Plastic Free Challenge - Feb 14 Valentines initiative to show our love for the planet	Employees asked to share a photo & explain briefly their contribution to refuse a single use plastic. Also, boxes were placed on sites for those who want to contribute plastic- plastic collected were donated to NGO Planeteers who is doing the campaign since Jan 2021	Feb 14 2021	Raise awareness on taking care of the environment	Planeteers Group	30	Raise awareness to Reuse, Reduce and Refuse plastic in UAE
USA	Community project support	Covid relief - Use of 3 D Printers to make face Shield frames for multiple recipients to help stop the spread of Covid.	Engineers got the pattern and printed face shield frames for multiple businsses including Matter Hackers and the University of Delaware	April- May	Local brand recognition in the community for helping fight covid.	Mutliple receipients	355	Help with the fight against Covid-19
USA	Helping disadvantaged individuals	Virtual School Supply Drive - Due to Covid the normal school supply drive the site supports went virutal. There is a link to donate either money or supplies and if donating money there are matching funds.	The Admin sent a link out to the site and is currently raising funds which will be donated to the local school for supplies for disadvantaged sudents who can not afford to buy the basic necessities	August - September	Local brand recognition	Multiple recipients	315	Collected \$600 USD which was matched by the foundation to get 1200 and employees purchased school supplies as well
USA	Community project support	Covid relief- donation of supplies to local hospital, fire department	We provided the local hospital with 50 pairs of Safety glasses, 1000 masks and also 50 Tyvek Suits to the local fire department	March	Local brand recognition in the community for helping fight covid.	Multiple recipients	1100	Help with the fight against Covid - 19
USA	Collecting things for charity (food; toys; clothes...)	Collection for Charity	Virtual drive for food donation for Second Harvest Heartland - Providing food for the needy	November - December	Local Brand recognition	Multiple recipients	4065	Monetary donation provided 4065 meals to neighbors in need. \$ 1,355 was raised with help from employees across North America
Vietnam	Collecting things for charity (food; toys; clothes...)	Projects' donation to charity - to Humanitarian Services for Children of Vietnam	Coordination with the foundation/s, actual duration of donation incl. sending requests & reminders to all employees, buying goods from the donated cash, sorting/counting of donated goods & delivery to the chosen foundation	Nov-20	Team effort, promote CSR, support and give back to the projects' partner hospital	Poor individuals/families living 5 km from the project office & tribes in Zambalez and elders housed by the Foundation	486	Support local community

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Vietnam	Community project support	"Enhancing mobility for ethnic minority people" project supported by the Alstom Foundation 2020	Build 7 km concrete roads connecting 5 communes to enable H'mong minority people to access schools, health stations, markets & highways. Located in high mountainous area with sharp peaks & cliffs, people are isolated with limited infrastructure transport, hence deprived of economic opportunities, social services & connection. Local involvement through trainings on concrete road construction technique, maintenance, as well as sustainable farming methods, all creating employment opportunities	Since Dec. 20	Image as a company engaged with the community	H'mong minority people through World Vision	3960	Enhance mobility & access to schools, health stations, markets & highways
Italy	Community project support	"Train of Integration" project supported by the Alstom Foundation 2019	Aim to promote integration of refugees & asylum seekers in Italian society. A group of women & young adults will learn Italian language, know legal position, rights and duties, start a training pathway to be ready for the local job market & finally learn a job	All year	Recognition as a socially responsible company amongst employees and local population	NGO "Centro Astalli"	53	Integration, skills, jobs, cultures, relationship and mutual knowledge between forced migrants and local community
Italy	Volunteering in support of charities (time + effort)	Italy Corporate Volunteering Program. Each Alstom Italy Site creates, on a voluntary basis, 1 "Social Team" composed of a number of social team members from 2 to 8. The "Social Team members" have at their disposal 5 hours/month of their working time to organize & promote within Site, initiatives to be executed out of the working time. Program started in Bologna, Florence and Bari in FY 17-18; it was extended to Sesto, Lecco, Roma, Savigliano sites in FY 18-19. Dec. 2019 Nola site was included in the program, considering a team of 4 people.	The detailed list of the activities organized by the Volunteers can be found in the document "ItalyCHCorporateVolunteering"	All year	Involvement of Alstom employees of all the IT and CH sites in Voluntary activities with a positive impact on the local communities.	Local NGOs	60	Support the local communities
Italy	Community project support	Collection of plastic caps	Sav Social Team, in collaboration with NGO "Insieme per l'India" promoted the collection of plastic caps. Containers placed in several offices to collect them. Caps are sold to another association for using them for pots, tapes & tubes. Collected money used to support several projects in India	All year	Increase awareness on recycling	NGO "Insieme per l'India"	44	Support the community in India
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	Action against food wastage & hunger started in Bologna site already in 2015: the employees raised 4KEUR for buying a chiller and now the excess food is donated every day to the "Banco Alimentare Foundation"	31/03/2021	Promote solidarity behaviour with the local community	Disadvantaged people, Banco Alimentare Foundation; Association Papa Giovanni XXIII	2372	Fight against food wastage and hunger. xxxx meals created. Alstom pays for the donated food
Italy	Promoting key topics (e.g. diversity; human rights; STEM)	PhD students in "Industrial Research": collaboration with the University of Bologna	The 2 PhD students are doing their PhD in cooperation with Alstom	November 18- November 21	Supporting education	Students	2	Support to education
Italy	Promoting key topics (e.g. diversity; human rights; STEM)	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. It gives specific skills in sustainability & eco-design, with a global vision on the production & designing processes. Alstom involved in the selection of the participants, Alstom experts give lessons for a total amount of 250 h. Alstom to hire students at the end of the program	May 2019 - May 2021	Supporting education	Students of Politecnico of Turin	18	Supporting education
Italy	Promoting key topics (e.g. diversity; human rights; STEM)	Alstom Bari site cooperated with the Technical Institute "ITS Cuccovillo"	The educational project for FY 20-21 includes 144 h of lesson in the school (software design, testing and Life Cycle, ERTMS systems) held by Alstom experts, 2 internships (total 800 hours/each) one in Bari one in Savigliano site	All year	Supporting education	students	22	Support education by giving students the opportunity to learn something about Alstom activities . One class of the institute for the lessons and 2 students for the internship.
Italy	Community project support	Alstom Savigliano donated 5000 washable fabric masks to the Municipal Administration of Savigliano	Donation of 5000 washable fabric masks to the Municipal Administration of Savigliano. The masks will be distributed to Civil Protection, the fire department and the auxiliary vigilance officers operating in the local territory.	December	Promote solidarity behaviour with the local community	Comune di Savigliano	5000	Support the local communities during Covid Pandemic
Italy	Community project support	Collection of plastic caps	Firenze Social Team with NGO "La Misericordia di Calenzano" promoted the collection of plastic caps. Containers placed in several offices in order to collect them. The collected caps will be recycled and allow the association to purchase wheelchairs for the disabled, crutches, walkers, orthopedic beds	All year	Increase awareness on recycling	La Misericordia di Calenzano	26	Support the local community
Italy	Raising money for charity	Virtual Charity Challenge in collaboration with AIRC	Alstom attended the Virtual Charity Challenge in collaboration with AIRC. Employees could choose to run 5 or 10 km. Each participant Alstom donated more than 25€ to AIRC. Dedicated webinar organized also to underline the importance of a good alimentation and regular sport activity. 168 Alstom employees attended the Virtual Charity Challenge & 210 Alstom employees attended the Webinar	20-21 february 2021	promote health and wellbeing	AIRC	25	promote health and wellbeing and support the reasearch against cancer
Italy	Collecting things for charity (food; toys; clothes...)	Charity drive in order to be near to disadvantaged people in collaboration with the NGO Caritas	Toys & clothes donated by employees of Alstom Bologna site to the NGO Caritas to support children in need	February 2021 March 2021	Promote solidarity behaviour towards the local community	Caritas	70	Support disadvantaged people

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Spain	Promoting key topics (e.g. environment; diversity; human rights; STEM)	Instituto de Empresa (Business School) & Instituto de Empresa Foundation	Think tank of recognized & decision maker companies in the Transport sector. Alstom objective to create a Center for Transport Economics, Logistic & Infrastructure in Madrid & be a reference in the analysis of key questions for the transportation future. Contrac end day: 1July 2020 - Annual fee 100.000€	All year	Possibility to participate in the decisions making process related to the future of mobility and infrastructures.	Public institutions, university, communities of experts,	287	Contribution to the development of the mobility and infrastructure in Spain and its area of influence.
Spain	Community Project Support	Face mask projects to support community projects (hospitals) in Barcelona and Madrid during Covid-19	Program lauched from different internal sites led by innovation leaders in the factory & digital labs. They produced using the 3d printers masks, complements to the mask & parts of breathing machines (air holes accesories) to be delivered in the most affected areas. 2692 pieces - 20h per month & per person	From April to sept 20	Contribution to meet social needs and local community	Severall: Parc Taulí (Hospital), residential homes, Regional Medical College, Sant Cugat School,...	500	Collaboration on Covid-19 pandemic
Spain	Volunteerism in support of charities (time + effort)	Adecco Foundation - Online Assitance Program	Program launched with our diversity social partner Adecco. Disabled people needed to be contacted by phone on a daily basic to ckeck their health conditions as part of the confinement period. Alstom employees were managing the follow up, one by one, one employee with one disabled person	01/05/2020	Contribution to meet social needs	Adecco Association . Disabled peoplle	14	Integration of people with different disabiities (mental, physical)
Spain	Collecting things for charity (food; toys; clothes...)	Delivery for several NGO of christmas gifts	Donation of remaining Christmas food baskets from Alstom to Banco de Alimentos - 260 kilos (26 baskets 53 Euros per unit)	December 20	Local brand recognition/acceptance; team building;	Banco de alimentos - Bank of food	260	Food for donation in kilos 1378 Euros = 260 kilos; 1 kilo = 1 Beneficiary = 5 Euros
Spain	Promoting key topics (e.g. environment; diversity; human rights; STEM)	Through a health activity collaborate also with the largest foods campaign for disadvantaged people. Alstom employees run 5, 10 or 20 kms and the total length is converted into euros of food for Banco de Alimentos for disadvantaged people.	4th Virtual Corporate Race - Weekend 4 & 8th Dic- 108 Runners = 2485Euros	December 20	Brand image and team-building	Banco de Alimentos - Bank of food	468	Food donation in money 2485 Euros = 468 Kilos; 1 kilo= 1 Beneficiary = 5 Euros
Spain	Collecting things for charity (food; toys; clothes...)	Need for social contribution to deprived local community	Organization of toys donation campaign for Christmas 2020 in favour of Red Cross. Number of toys estimated 286 bought	December 20	Contribution to meet social needs and local community	Cruz Roja - Children	286	Collaboration with this entity for social exclusion risk families. 1 Toy = 5 Euros - 4410 Euros donated.
Spain	Community Project Support	"Plastic beings" project supported by the Alstom Foundation 2019	Alstom Foundation project : Seres Plasticos - Different actions on going: 1.- Awareness videos produced on youtube and e-learning for children about "How to become a sustainable and healthy expert" and "How to reduce your environmental footprint and take care of your health" 2.- Reduction of plastic in the different sites by delivering steel bottles.	All year	Being seen to be active in the community.	Local people: Artists, Teachers and Students.	680	Allow the local population in Madrid and Barcelona to have online access to information on the plastic environmental crisis & Mediterranean marine pollution. Teachers & students in Villaverde (Madrid) are informed & trained with experiential methodologies and encouraged to promote changes within their daily/school spaces in order to contribute to reducing plastic consumption
UK + I	Support to local Colleges/Universities	"Social mobility for young people" project supported by the Alstom Foundation 2019	Funding of Liverpool Office in addition to supporting a residential for Liverpool students and supporting a cohort of underrepresented white working class boys.	All year	Supporting disadvantaged young people to break cycle of social immobility, plus widen talent pool	Young people	541	Support which is not usually found in less affluent families
UK + I	Helping disadvantaged individuals	"Providing support to children in crisis" project supported by the Alstom Foundation 2020	Supporting Safeguarding on Transport Programme referring vulnerable young people to British Transport Police for tailored intervention, where appropriate in the North West	01/01/2021	Supporting the most vulnerable in our local communities using rail network.	Young people through Railway Children	10	Tailored intervention for young people at safeguarding risk
UK + I	Developing local supply chain sustainability	Supply Chain Sustainability School - School is FREE & 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. Funded 2020/21 and 2021/22. Learning pathways in Modern Slavery and EDI being launched with CSR supplier sessions asap after acquisition.	01/04/2020	Influencing supplier knowledge in sustainability topics	Suppliers	75	Increased sustainability knowledge
UK + I	Volunteering in support of charities (time + effort)	Glasgow Rogart SAS - local charitable action group supporting those shielding during COVID19 lockdown	4 employees volunteered to deliver 180 food parcels to elderly.	21/05/2020	Community investment - caring for vulnerable community members	Elderly	180	Being cared for during lockdown for COVID19
UK + I	Support to local Colleges/Universities	STEM activities to engage young people into science technology engineering and maths and promote the exciting careers within rail	Mentoring- SMF mentoring, Barry Parkes Industrial Cadets Gold	Ongoing	Widening future talent pool	Young people	37	Career advice and inspiration for exciting careers in STEM
UK + I	Support to local schools	Face to face work experiences are an invaluable insight for young people to gain an understanding of rail and future careers, now on hold due to pandemic COVID19 prevents	Adapted to offer a 5 day work experience over Teams	10/08/2020	Widening future talent pool and investing in young people	Young people	40	Real life work experience, insight into world of work and raising career aspirations
UK + I	Support to local Colleges/Universities	Supporting school and college students by giving talks and supporting insight events with external partners	Steve Simmonds supported SMF virtual work experience Mike Muldoon & Peter Broadley supported Ready 4 Rail Rebecca Taylor attended employer panel. Paid for partnership with Dicey Tech to develop and deliver Intro2Rail programme but this is postponed due to COVID.	11/08/2020	Engaging disadvantaged students to widen future talent pool and invest in community	Young people	172	Learning about rail and engineering, raising career aspirations
UK + I	Raising money for charity	COVID pandemic has led to fewer fundraising events and charities needing funds more than ever.	Alstom UK&I Match Funding process was reviewed and increased to pond for pound match up to £800 cap as agreed by Chief Compliance Officer and VP Sustainability & CSR. 9 applications made, estimate £8000 donated by end of year	Ongoing	Employee fulfillment, feeling valued, community support	Charities	38	Charity funding

Country	Initiative	Context	Action	Dates of action (dd/mm/yy)	Overall benefits to Alstom	Who?	How many?	Overall benefits to the beneficiaries
UK + I	Support to local Colleges/Universities	Virtual Assemblies - 3 X 20 minute Session 1: Alstom Apprenticeship Programme overview Session 2: Alstom near you – A presentation and virtual tour Session 3: Meet the Apprentice – Hear first-hand	Delivered to over 10 local schools and colleges.	Ongoing	Raise awareness of Alstom apprenticeship scheme to potential future employees entering the employment market	Students	2126	Information on how to progress a career in a STEM role with Alstom and what we can offer them.
UK + I	Collecting things for charity (food; toys; clothes...)	Collect and donate coats for the homeless	Collected and donated coats	11/11/2020	Helping raise awareness of the homeless and providing a warm coat for winter.	Wrap up London	23	23 people received a coat
UK + I	Collecting things for charity (food; toys; clothes...)	Children First Charity est in 1974 to prevent child neglect. Their centre provides offices, a day nursery for children, and facilities for parents. 3 bespoke services; Supervised Contact, Family Support and Mentoring services for over 1000 vulnerable children, young adults and families.	In late November staff reached out to confirm the charity was accepting Christmas Presents. In that short space of time Staff raised £130.60 via paypal towards buying over 50 presents.	01/12/2020	Community engagement	Children	50	Feeling valued by their community
UK + I	Developing local supply chain sustainability	Focus to try and support and collaborate with SMEs (small and medium size enterprises)	Supplier session held for prospective SMEs for signalling business unit covering Alstom background, sustainability supply chain school, work bank and how to become an Alstom supplier.	23/02/2021	Supporting supplier diversity and small businesses	SMEs	100	Support from large employer
UK + I	Support to local Colleges/Universities	Visit to site by Network rail graduates	Site Tour & Q/A	09/02/2021	Showing support to local frontline workers, community investment	Local Community	7	Life experience
UK + I	Collecting things for charity (food; toys; clothes...)	Nottingham HOPE charity Foodbanks (A part of the Trussell trust foodbank network)	Collection of food items for foodbank	22/12/2020	Meeting local social needs	HOPE/Trussell Trust	100	Provision of much needed support, We helped the HOPE charity support 900 families in 2020 with over 1000 items donated.
UK + I	Volunteering in support of charities (time + effort)	KEY Cafe closed due COVID, but work with community has continued through picking up and dropping off of food parcels.	Collection and delivery of food parcels around the York area.	01/04/2020 - 01/03/2021	Meeting local social needs	Local Vulnerable Community	100	Helping vulnerable locals with the provision of food and ensuring they are OK during the Covid-19 pandemic
Tunisia	Helping disadvantaged individuals	Facing global health crisis and following the example of the Alstom Group's commitment to contribute to the fight against the effects of the Covid-19 pandemic	2 vehicle disinfection stations brought & areas sorted as part of the preparation of the Covid circuit at the entrance of hospitals to support healthcare staff against pandemic	09/05/2020	Solidarity & cohesion image. Good perception	Patients doctor & medical staff	8250	First-line protection & Covid prevention
Tunisia	Community project support	"Provide transport for young student at Al Mnasria primary school" project supported by the Alstom Foundation 2019	Project intends to fight against school dropout in El Mnasria primary school and solve the problem of transporting students.	All year	Image as a company engaged with the community	School children through Face Tunisia	270	Ensure access to education to local children
Tunisia	Helping disadvantaged individuals	Support the socio-professional integration of young people leaving prison and at risk of radicalization	Alstom participated in the "Job search techniques" workshop to guide the beneficiaries according to their profiles & their professional objectives	30/03/2021	Company social-responsible image	Vulnerable youth through Face Tunisie NGO	60	Employability
South Africa	Support to local schools	Maths and Science Lecture and learner Development (High Schools)	Continuation of a three year programme that started in March 2019 and will end in December 2021	All year	Local Brand recognition/employee involvement and building goodwill with the surrounding communities	Maths Center	1193	Teachers learn and sharpen their content delivery skills in Maths and Science
South Africa	Community project support	October as "Breast Cancer Awareness Month" reflects a nationwide drive by public & private healthcare structures to raise awareness. Ubunye spent an afternoon day at "Keurboom Care Home" with patients that have been diagnosed with various cancers. Site MD (Logan Naicker) & employees visited the home, distributed health care packs to the	Alstom Ubunye spent time with patients that suffer from various types of cancer	27.10.2020	Local Brand recognition/employee involvement and continuation on building sustainable relations	CANSA	35	Support individual at the CANSA Keurboom Home struggling with cancer, provide them with much needed
South Africa	Community project support	Children from the Alra Park Secondary School tested positive for HIV approached one of our employees for guidance on how to live a healthy & fulling life with this disease. On Dec. 1, 2020 Alstom visited the School & presented the kids with string bags that will have water bottles, notebook/pen and packs from our clinic with pamphlets & other items related to this topic to give them some knowledge & support as to what they can do and who they can get help from	Alstom Ubunye employees spent time at the school, educating and motivating children from local community to take care of their health and handing out the bags	01.12.2020	Local Brand recognition/employee involvement and continuation on building sustainable relations and educating children from the community on HIV and Wellness	Alra Park Secondary School through	500	Support and Advise to the children in the local community.