

CSR (Corporate Social Responsibility) Country Action Plans

May 2013

ALSTOM

Strong rationale: people motivation, CSR policy, Alstom reputation

- Result of the opinion survey in November 2011 : Strong desire from employees to participate

Question: Would you welcome the opportunity to become more involved in Alstom's CSR community?

- 14'120 answered « Yes! » (41% of respondents, 25% of interrogated)
- 210 000 suggestions for actions

- Alstom way to CSR (IN Days 5 July 2012)

With our technologies

With our partners and stakeholders

With the way we operate

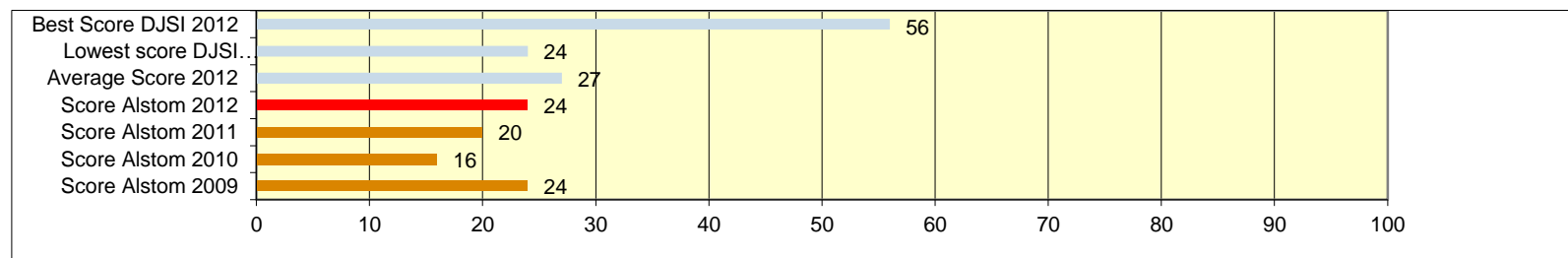


- We innovate and **work in partnership with our stakeholders** to achieve sustainable value chains

- We assess our customers' needs
- We have a responsible sourcing
- **We are involved with local communities on social and environmental issues**

- Improvement of results in customer satisfaction surveys
- Number of suppliers and subcontractors compliant with our charter
- **Number of country action plans on social and environmental issues**

- Our notation on citizenship is poor (Dow Jones Sustainability Index)



Need for an Alstom Group policy and decentralized action plans

- To improve our CSR performance et get more benefit from it, there is a need for both
 - **a visible programme at group level**
 - A commitment on Education taken by Alstom at Rio+20: all countries above 1000 employees should have an action plan on that theme: USA, Canada, Mexico, Brazil, France, Germany, Italy, Poland, Spain, Switzerland, Turkey, UK, China, India, Indonesia
 - Objectives for reduction of environmental impacts from our activities
 - A new policy on Community investment
 - **a decentralized approach via a country action plan**
- The country action plan has to be identified as a CSR action plan, to be communicated at least internally and to set indicators for follow-up.
- The appointment of a CSR leader for the country could be helpful in large countries
- Inclusion of CSR data or action plan in the Country Strategic Plan



CSR country action plan definition (1/2)

CSR action plan :

- Is built after identification of our stakeholders, their expectations and our own country stakes
- Includes initiatives from our CSR levers (ideally at least one in each domain):
 - 1. Improving impact on local communities such as:**
 - Contribution to Education (This initiative is mandatory for countries over 1000 employees)
 - support of Universities and schools
 - participation in R&D programmes, internships, lectures, scholarships....
 - Contribution to local development
 - local partnership
 - support of start-ups
 - contribution to SME development...others...
 - Partnership with stakeholders
 - charitable contribution
 - development of relationship with NGOs
 - participation in local CSR or Global Compact Network:
 - Promotion of inclusion
 - action for people with difficult access to employment such as person with handicap, young people without skill
 - sourcing with companies employing disabled people
 - contribution to national programmes



CSR country action plan definition (2/2)

2. Reducing our impact on environment such as:

- Mitigation of environmental impacts from permanent sites and significant projects:
 - ❑ identification of relevant stakeholders and development of relationship
 - ❑ working with Sectors and EHS Group to set and follow-up Country objectives
 - ❑ mapping environmental impact of projects
- Highlighting of green credentials in all the projects



3. Improving Alstom employees life at work or social benefits such as:

- Internal promotion:
 - ❑ specific training programme to foster workers promotion
 - ❑ pro-active action plan for equal opportunities including diversity, gender
- Health protection:
 - ❑ propose specific country health programme
 - ❑ well being policy, medical insurance coverage
- Development of employees' volunteerism:
 - ❑ organisation of volunteerism days
 - ❑ competency volunteerism ...



Example of CSR UK dashboard

	Global	UK	Rugby (Power focus)	Stafford (Grid Focus, Power contrib)	Manchester (Transport focus, Power contrib)	Nottingham (Transport focus, Power Grid contrib)
Education & Skills	<ul style="list-style-type: none"> UN Compact on Skills Alstom University 	Engineering UK	<ul style="list-style-type: none"> IMechE, STEM EES, Schools liaison Training Centres 	Apprenticeships / Grad Programme (Power & Grid) / Young Enterprise / IET, CIGRE NGN, STEM, Welcing Facility, Gen Training School, Automation Training Facility - APPS	Apprenticeships,. Stegta.-NVQ IMechE.University Tour. (NRail,Bham Uni)	University of Nottingham
Health & Wellbeing	Zero Deviation	<ul style="list-style-type: none"> British Heart Foundation Pedometer Challenge, Health Week, Cycle Scheme, EAP 	Global Corporate Challenge – walking competition (AT Only, with Oxley) Cycle to Work	<ul style="list-style-type: none"> West Midlands Ambulance Service – onsite Emergency Centre HeartStart Campaign, Virgin Active Cycle to Work 	Cycle to work scheme (extra bike racks). Flexible working Defribulators St Johns Ambulance Family friendly roster	Cycle Lane Scheme?
Environmental Sustainability	<ul style="list-style-type: none"> 20% CO2 Reduction by 2020 UN Compact on SD 	<ul style="list-style-type: none"> CEMARS, CRC, Environment Week 	<ul style="list-style-type: none"> Car Sharing Scheme Cycle to Work Energy Initiatives (lights etc) EV charge points 	<ul style="list-style-type: none"> SEESA Alliance Waste Management Programme Energy Initiatives Cycle to Work EV Charge Points 	Waste Reduction Programme. Zero to landfill award Cycle to work Energy initiatives	<ul style="list-style-type: none"> Biodiversity / Disruption reduction
Charities & Sponsorships	Alstom Foundation	<ul style="list-style-type: none"> Alstom Foundation UK Matching Policy 	SCORE Stove (Alstom Foundation)	Stafford Town FC Defib to rugby clubs	St Johns Ambulance Eric Kerr Ch Click Sergent. Help for Heroes Trains Olympics	

Established / Maintain

Operating / Needs focus

New / Needs Focus

Not yet established / non-existent / tbd

Global Programme

Next steps

- Each year, collection of best practices for the Registration document and the Activity and Sustainable Development Report, with a focus on Education
- Publication of country action plans and best practices on intranet and internet
- **KPI of success: Improvement of our citizenship performance by the rating agency SAM for the DJSI Index**



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