

BRITISH STEEL COMMUNITY ENGAGEMENT STRATEGY

Building Stronger Communities

As a responsible employer British Steel plays a proactive role in supporting the economic development and social wellbeing of our local communities. This involves listening to local stakeholders and working in partnership with them to respond to the needs and aspirations of our neighbours and the wider community.

The aim of this programme is to provide relevant support to local community organisations, in order to support the economic development and social wellbeing of the wider community.

The themes of the programme are as follows:

- Learning & skills
- Health, safety and wellbeing
- Protecting and enhancing the environment

Donations

Financial and in-kind donations to charitable and non-profit organisations

- Local charities and non-profit community organisations eligible to apply for financial or in-kind donations of support
- Organisations can apply for a maximum of £2,000
- Organisations are required to complete and submit an application form within a given time period during the financial year
- Applications will reviewed and assessed by the Community Liaison Manager in consultation with trade union colleagues and other relevant internal and external stakeholders
- Donations are centrally managed by the Community Liaison Manager, and shouldn't be made by other departments and functions
- All donations must be aligned to the three themes of the Building Stronger Communities programme
- Donations cannot be made to individuals
- Donations cannot be made for trips or expeditions
- Applicants must demonstrate the donation will have a sustainable impact on the communities in which British Steel operates
- Where an applicant requests support to purchase a piece of equipment, they will be asked to provide three comparative quotes from suppliers
- British Steel reserves the right to withdraw an offer of support in the following situations:
 - The applicant no longer meets the conditions explained above
 - The donation no longer supports the best interests of the community
 - There is evidence of misconduct or conflict of interest
- Successful applicants will be asked to complete a post-donation review form 6 months after receiving the donation to provide quantitative and qualitative feedback on the impact of the donation.

Volunteering

Providing volunteers through an employee volunteering programme

- Opportunities will be made available for employees to volunteer to support a local community initiative as part of team building exercises during work hours
- Opportunities will be provided by the Community Liaison Manager in co-operation with local community stakeholders
- All opportunities will be aligned with the programme themes and support the wider agenda to support the economic development and social wellbeing of our communities.

Community Champion awards

Providing financial support to employees who regularly play an active role in their local communities

- The Community Champion Awards will provide financial recognition to employees supporting local charities and participating in sponsored activities
- Up to 50 Community Champion Awards of £200 will be presented in each financial year
- All British Steel employees are eligible to apply for an award for their charity or organisation if they:
 - Have undertaken at least four sponsorship activities to raise money for a charity or non-profit community organisation in their local area or a national charity which provides support in their local area

OR

- Have volunteered in an official capacity with a charity or non-profit community organisation in their local area for a minimum of one year
- Once an employee has received an award for their charity or community organisation, they cannot reapply for a further award for the same organisation for a period of three years
- Employees can apply for an award for a different organisation if they are supporting more than one community initiative
- Employees will be asked to complete a short application form and if successful, they will be asked to provide an image to enable British Steel to promote their award internally and externally
- Awards will be decided by the Community Liaison Manager in consultation with trade union colleagues and other relevant internal and external stakeholders
- Deadlines will be set during each financial year for employees to submit applications

Community partner

Every two years employees, suppliers and customers at British Steel's key sites have the chance to vote for a local charity which will receive enhanced support from the company and its employees as the company's closest community partner

- Employees, suppliers and customers will be given a shortlist of charities to choose from
- The key sites include:
 - Teesside
 - Scunthorpe
- The community liaison manager will work proactively with each community partner to identify opportunities for British Steel to work with them
- Lost time injury awards will automatically be allocated to community partners
- The community liaison manager will work with trade union colleagues and other relevant internal and external stakeholders to decide how much money to allocate from the donations budget to the community partner charity.

Landfill Communities Funding

British Steel supports the development of the local environment and community facilities through its Landfill Communities Funding programme.

- As landfill site operator in Scunthorpe, British Steel is able to participate in the Landfill Communities Funding tax credits scheme
- British Steel will invest its Landfill Communities Funding in projects that match its three Building Stronger Communities themes

- Applications for Landfill Communities Funding must also meet the requirements set out by the scheme operators and are detailed at <http://www.mondegreen.org.uk/>
- Applications can be made at <http://www.mondegreen.org.uk/>
- Applications will reviewed and assessed by the Community Liaison Manager in consultation with trade union colleagues and other relevant internal and external stakeholders.

Learning & Skills

British Steel actively supports the teaching of science, technology, engineering and maths (STEM), with a programme of activities involving schools in our key communities. This programme includes the nationally-recognised Industrial Cadet scheme, which we offer to 90 youngsters from our key communities each year. Schools are also supported by employees who volunteer as STEM ambassadors to inspire the next generation of scientists and engineers. Further details of our Learning & Skills activities can be provided by our Talent team (01724) 402873.