

# Siemens Energy (UK) Societal Engagement Programme

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**SIEMENS**  
ENERGY

# Introduction – Siemens Energy Sustainability Programme

At Siemens Energy, our mission is to empower our customers to meet the growing demand for energy while transitioning to a more sustainable world. With our innovative technologies and extensive energy experience we are committed to decarbonising global energy systems and driving the energy transition.

Our Sustainability Programme is integrated into our company strategy. The Programme is structured around topics that help us to contribute to the most relevant Sustainable Development Goals (SDGs) and be a sustainability leader in the industry.



Responsible operations



Decarbonising our business



Societal engagement means more to us than just charitable donations. We believe it creates shared value for society and a competitive advantage for business.

Through our engagement, we contribute to several SDGs. Our technology related activities are driving the energy transition and helping to achieve SDG 7 "Access to Affordable and Sustainable Energy". By providing access to education, we contribute to SDG 4 "Quality Education", SDG 5 "Gender Equality" and SDG 10 "Reduced Inequalities". And as our community related activities focus on serving local needs, they relate to several SDGs in line with SDG 11 "Sustainable Cities and Communities".

The Siemens Energy societal engagement approach combines a global framework with autonomy for local implementation in the countries in which we operate. To focus our activities and increase our impact, we have defined three focus areas based on our strategic context, our core competencies, the global targets for sustainable development and the influence various global megatrends (demographics, urbanization, climate change, globalization and digitalization) have on our industry and our business.



The focus areas are:

- **Driving the Energy Transition:** Supporting clean energy research and sustainable development
- **Access to Education:** Promoting science, technology, engineering and mathematics (STEM) subjects and climate education – especially for underrepresented demographics
- **Sustaining Communities:** Disaster recovery – especially related to electricity supply and actively reducing poverty

In the UK we have a local Societal Engagement Programme to deliver our global Sustainability commitments.

Our Societal Engagement Programme is led by a core team from across our business and supported by a network of local site and project ambassadors. Our Programme has been developed through engagement with our employee community.

Our Societal Engagement Programme is communicated to our employees and stakeholders and is reviewed on an annual basis.

## Our commitments

- Demonstrate good corporate citizenship and act as a responsible business.
- Empower all our employees to undertake volunteering.
- Support charities and organisations that help us to deliver our purpose to energize society by donating business resources including employee time, knowledge, skills and materials.
- Support charities and organisations to tackle social issues and improve the local communities where we operate.
- Collaborate with our stakeholders.

## Our Key Themes

### Driving the Energy Transition

With worldwide demand for electricity expected to increase by around 25% before 2030, the sustainability of the energy sector is a matter of urgency. Facing these issues means resolving the trilemma between sustainability, affordability, and security of energy supply.

The scale and speed needed to manage the energy transition brings social consequences, to employees, consumers, communities, suppliers, and wider society. In our Societal Engagement Programme, we acknowledge our responsibility to manage the impacts of the energy transition, minimising the negative and promoting the positive for example the creation of new low-carbon jobs and economic opportunities from new investments.

- We support organisations that address energy poverty, social inequality, and low carbon jobs.
- We will look for ways to use our innovative technologies to support renewable energy projects that support local communities.
- We will support training and new skills for the decarbonised economy.

## Our Key Themes

### Access to Education

At Siemens Energy, our mission is to support our customers in transitioning to a more sustainable world based on our innovative technologies and our ability to turn ideas into reality. Our goal is to become the world's leading energy technology company with a focus on sustainability. Our portfolio, extensive energy experience and ambitious strategy to decarbonise global energy systems are all central to our efforts to be a valued partner and driver of the energy transition.

The energy transition will require new industries to be created, with opportunities for both our existing workforce and for future employees.

- The energy industry faces challenges with the threat of skills shortages, with many existing employees reaching retirement age and new skills requirements resulting from new technologies.
- The scale of the challenge to deliver the energy transition means that energy companies in the supply chain will need a significant workforce to deploy projects over the next decade.
- Employment in the energy sector must be more inclusive and reflect diversity, employing people from different backgrounds and supporting local communities.

Our education strategy aims to inspire, engage, and enthuse our next generation in the world of Science, Technology, Engineering and Maths (STEM).

- Educational channels that enable diverse, digital learning and are sustainable for our future.
- Ensure education resources, partnerships and collaborations equip teachers, students and volunteers with informative industry insight that links to careers.
- Create a culture of sustainability, investing in resources, projects & solutions that educate students in providing solutions to real life problems.
- Inspire STEM in the classroom environment, increasing our local outreach and building local talent pipelines.
- Invest in projects and partnerships that embrace Inclusion and Diversity (I&D) and challenge any stereotype that prevents a career in engineering.
- Enable education projects to leave a measurable legacy in terms of aspiration and impact.

### Sustaining Communities

Aligning charity donation choices with local causes that our employees care about, is very important and our employees are encouraged to participate by fundraising and volunteering.

- Encouraging our employees to volunteer, using their skills to support social and environmental projects.
- Supporting charitable and community organisations to accomplish their goals.
- Create a positive, lasting-legacy, in the communities where we operate.
- Making a positive impact in the lives of children and young people.
- Inspiring the next generation of engineers.
- Assisting the most disadvantaged members of society.
- Working in partnership with local organisations to support their aims of increased economic and societal growth.

Siemens Energy supports social enterprises, looking for opportunities to work with businesses that put the interests of people and planet ahead of shareholder gain. These businesses are driven by a social/environmental mission and reinvest profits into creating positive social change.





## Key Results for Business Year 2023 (October 2022 – September 2023)

The results for our third year of reporting shows a significant variance in the ability of data collection across the themes but provides a starting point for understanding how to measure social value delivery and sets a benchmark to measure future success.

### Results across our key themes:

#### Driving the Energy Transition

Siemens Energy have a long-standing commitment for collaboration with the National Energy Action (NEA) Charity.

Around 4 million UK households are in fuel poverty, unable to afford to live in a warm, dry home. National Energy Action is the national charity working to end fuel poverty in England, Wales and Northern Ireland. NEA is also one of the leading providers of domestic energy-related training and education services across the United Kingdom. NEA's online training responds to a demonstrable need for more in-depth practical information about low carbon and renewable technologies in a person's home.

In previous years we have funded the following projects with NEA:

- 80 places on the Decarbonising Homes: Technologies, Impacts and Solutions training.
- Vulnerability Skills Card, a micro 'bitesize' training course viewed on smart phone to help identify what a person in a vulnerable situation.
- Development of an Audio version of the NEA Energy Awareness Course.

In 2023, we funded a project to provide support for first time tenants to thrive in a safe, warm, and healthy first home. Longer term tenancies can help improve

communities and NEA recognised the importance of providing first time tenants with the tools to be able to understand and manage their energy consumption efficiently.

NEA ran a pilot to explore the groups that need help and to develop resources that best suit their needs. Groups of first-time tenants including (but not limited to):

- young adults leaving the care system;
- those overcoming homelessness;
- ex-service personnel;
- those not in employment, education and training;
- migrants;
- school leavers.

NEA will utilise existing partnerships with organisations such as local authorities, Housing Associations and charities such as the Carers Trust, Royal British Legion and NACRO as well as bereavement services to support in the development of the Programme and the resources.

The legacy of the pilot is a resource package that can be used by advisors of different agencies helping in the community.

## Governance, Measurement and Assurance

Siemens Energy considers our activities holistically, taking account of the wider economic, social and environmental effects. Social value serves as an umbrella term for these broader effects. Those organisations making a conscious effort to ensure these effects are positive, are adding social value. They are contributing to the long-term wellbeing and resilience of individuals, communities and society in general.

### In our Societal Engagement Programme, we target Social Value outcomes.

We work to create sustainable communities through the integration of social value into day-to-day activities.

We measure environmental, social and economic activities and help to identify and measure the additional social value delivered through a project, development, site or asset in terms that are meaningful to landowners, investors and occupiers.

The measurement and reporting framework used is aligned with the National Social Value Measurement Standard ('National TOMs' – Themes, Outcomes & Measures).

The National TOMs have been developed with a cross-sector stakeholder group – the National Social Value Taskforce. They are the result of extensive consultation across local authorities and public sector organisations and are widely used cross-sector as the default social value measurement solution.

The TOMs are built around five key themes, supported by a number of outcomes and specific measures. The themes centre around promoting jobs and skills, supporting regional growth, empowering communities, protecting the environment and promoting social innovation. Financial proxy values have been attributed to measures within the framework, allowing organisations to report their overall contribution to society in both financial and non-financial terms. By reflecting real needs of communities, the TOMs enable a positive contribution towards economic, social and environmental wellbeing.

As a new independent business, Siemens Energy has the opportunity to develop a market-leading social value strategy as part of our Societal Engagement approach, supported by The Social Value Portal (SVP) organisation.



## Accessing Education

### Stemettes

Siemens Energy has continued our partnership with the Stemettes, an award-winning social enterprise working across the UK and Ireland to inspire and support young women and non-binary people to study STEM subjects.

In 2023 supported the following activities:

- Hosted a virtual STEM Goals event together with Siemens Gamesa. This event focused on students building their communication and presentation skills. Volunteers from Siemens Energy and Siemens Gamesa provides guidance and support on the topic of renewable energy, whilst participants worked in groups to create an app to tackle an energy challenge. A total of 295 girls from three different schools in London joined the event, in addition to students who were based in Newcastle, Lincoln, Manchester, Worcester and Warwick. Priority was given to young women and non-binary people from low socio-economic backgrounds, providing an opportunity for them to learn more about their interests and future careers, whilst gaining an insight into the world of Siemens Energy.
- We supported the Stemettes 10th Birthday Festival at Newcastle University, a hybrid event for young women and non-binary people, aged 5-25 years old and their families. A total of 52 young women and non-binary people joined the festival and priority was given to people from low socio-economic backgrounds.

### Primary Engineer

Siemens Energy has an ongoing commitment to support Primary Engineer, an organisation that aims include the development of children and young people through engagement with engineering, the promotion of engineering careers for pupils through inspiring Programmes and competitions, the development of engineering skills for teachers and practitioners as a sustainable model and working to address the gender imbalance in science and engineering.

Siemens Energy continues to support the Primary Engineer Leaders Award which asks the question, 'If you were an engineer, what would you do?' Siemens Energy volunteers provided advice for the student entries to the competition and judges for the competition.

### Work Experience

In 2023, we ran two Virtual Work Experience Programmes in partnership with Siemens Energy (July & October) with Springpod with 704 participants enrolled across both of your Programmes.

*"Thank you very much for this valuable experience. It is a wonderful and informative course that offers behind-the-scenes information about these industries you would rarely find elsewhere."*

*"Thanks to everyone at both Springpod and Siemens Energy for creating this experience and really giving me a taste of the Energy sector and the opportunities it brings."*



## Sustaining Communities

Siemens Energy supports numerous local charities at our sites across the UK coordinated by our Societal Engagement team and local charity committees.

In addition to employee fundraising, Siemens Energy donated over £60,000 for charities in BY 23.

### Two Brews, Manchester

Our Manchester office supported local charity Two Brews, a charity making a valuable contribution to local community with their mission is to fight homelessness, poverty and loneliness. Employees supported the charity with fund raising events with donations matched by the business. Volunteers joined Two Brews in the city providing support to the homeless. Employees joined the charity to bring Christmas cheer with music, hot food, presents and even a snowball fight in St Peters Square.

### Spark Engineering Festival, Lincoln

Siemens Energy supported the Spark Engineering Festival at Lincoln Cathedral, a bi-annual event showcasing innovation and engineering capabilities of Lincolnshire businesses. On the first day 600+ children visiting the festival from local schools. On second day, visitors the festival welcomed, students from Key stage 4, colleagues and university, as well as the general public. Volunteers manned the Siemens Energy Exhibit showcasing the products, industry and entry-level talent.

*"Once again, we were able to showcase our products and industry but also share more about our entry-level talent opportunities at SPARK engineering festival, where I was joined by fellow graduates, interns, apprentices, as well as experienced technical and commercial staff to host such a great event. It was a fantastic experience, which I was grateful for being able to take part in!" – Yalda Mazaheri*

### STEMFest, Newcastle

Siemens Energy supported the STEMFest in Newcastle, a festival delivered by the local STEM Ambassador Hub, designed to kindle enthusiasm and clarity among young minds in Yorkshire and Humberside schools about the wonders of STEM subjects.

*"I had a great time at STEMfest representing Siemens Energy. It was exciting to connect with brilliant young minds and teach them about energy consumption, green energy, and Siemens Energy's work for a sustainable future. Our booth showcased renewable energy sources like wind and solar power. We used fun displays and hands-on activities to inspire them to imagine a cleaner and greener future. We encouraged students to think about their own energy use and how they can help the environment. Seeing their determination to make a difference was truly inspiring.*

*Being part of Siemens Energy's mission to educate and inspire the next generation for a sustainable future has been incredibly fulfilling. It's rewarding to make a positive impact and empower them to become leaders in sustainability" – Merna Riad, Project Manager*



### Wildlife Trust

Siemens Energy support the Wildlife Trusts in their work to make local areas wilder and make nature part of life, for everyone. Employees are encouraged to use their volunteer days to get involved with a wild workday, which is great for teambuilding, wellbeing and learning about our environment.

### Volunteering day with Surrey Wildlife Trust

*"It was a fantastic event which brought the various teams working out of the Camberley together to dig, chip, cut and saw and build (bug hotels). Wow was it hard work but so rewarding and great to all pull together to get it done. Carbon capture was also a winner from the event as we learnt that Heathland is very important due to the amount and how deep in the ground the carbon is held (much deeper than a tree)."*

– Jo Sales

### Volunteering day at The Haining with Northumberland Wildlife Trust

*"Our Environmental Specialists team took a day out of the office to volunteer with the Northumberland Wildlife Trust. We were supporting with a newly acquired site "The Haining" near Elsdon in Northumberland, where the Trust are working to restore the habitat and enhance biodiversity. The team spent the day removing plastic tree guards and wooden posts from saplings. It was such a satisfying and rewarding day and it was a great to be together, outside with nature" – Emma Birkett*

### Volunteering day at Little Woolden Moss Nature Reserve with Lancashire Wildlife Trust

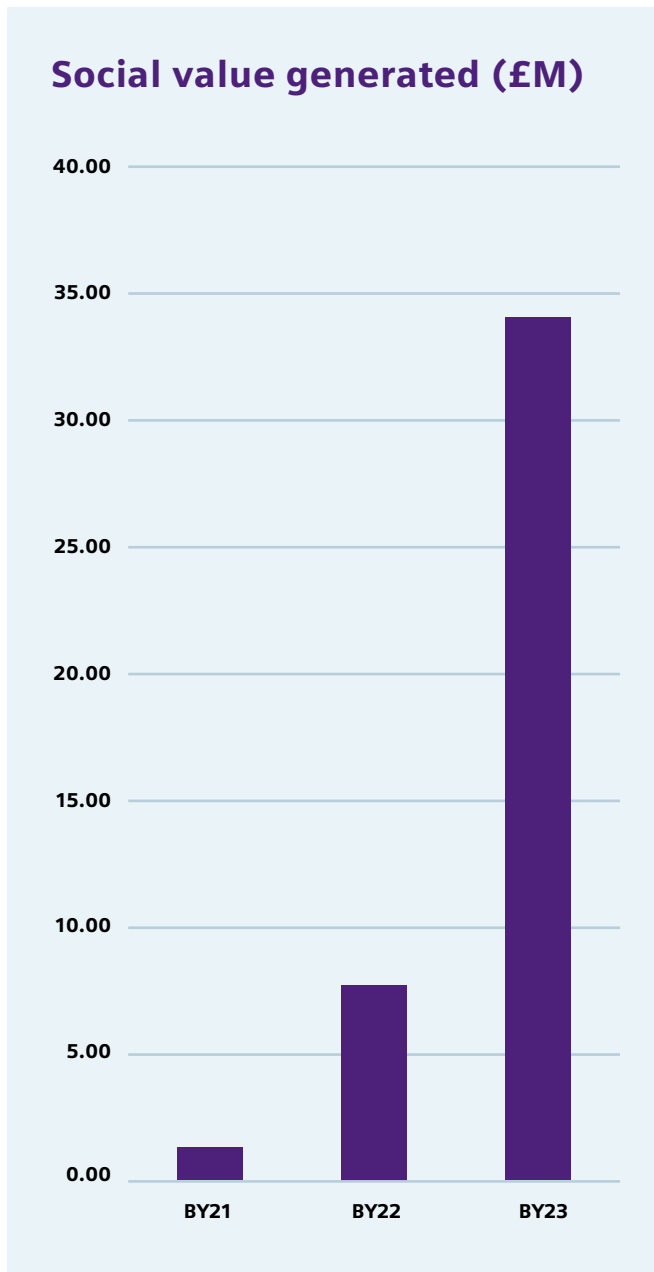
*"Some tasks included building hedging and fencing as well as digging out weeds and planting new moss that will in time grow and assist in the restoring of the important peat bog, it is an important element as this allows peat to capture and store carbon from the atmosphere making peatlands one of our most important natural resources in combating the climate emergency" – Tracey Ralph*



# Social Value Impact Results

For Siemens Energy in the UK, Business Year 2023 was the third year of reporting social value, building in the baseline established the previous years. The measurement of social value was split across our main business areas and this year we were able to calculate local spend and spend with social enterprises, which made a significant contribution to our overall value generation.

**Business Year 2023 (October 22 – September 2023) Total Value Delivered:**  
**£34,113,457.95**



### Apprenticeships

Delivered: 9,516 weeks  
Delivered SLEV: £2,132,228



### Community support

Delivered: £29,926  
Delivered SLEV: £29,926



### Educational sessions

Delivered: 746.50 hrs  
Delivered SLEV: £12,011



### Car miles saved

Delivered: 1,054,230 miles  
Delivered SLEV: £12,651



### Charity support

Delivered: £64,779  
Delivered SLEV: £64,779



### MSME spend

Delivered: £16,950,952  
Delivered SLEV: £31,716,145



### Volunteer hours

Delivered: 1,326 hours  
Delivered SLEV: £21,343



### Work experience

Delivered: 712 weeks  
Delivered SLEV: £120,129

Theme	Social Value (SV)	Local Economic Value (LEV)	Delivered SLEV*
<b>JOBS</b>	£2,264,367.54	£0	£2,264,367.54
<b>GROWTH</b>	£69,315.52	£31,717,736.78	£31,787,052.30
<b>SOCIAL</b>	£29,460.86	£0	£29,460.86
<b>ENVIRONMENT</b>	£32,577.25	£0	£32,577.25
<b>INNOVATION</b>	£0	£0	£0
<b>Total SLEV</b>	<b>£2,395,721.17</b>	<b>£31,717,736.78</b>	<b>£34,113,457.95</b>

\*Social and Local Economic Value (SLEV)

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