



Embracing Local Communities

2023 Corporate Giving Report



 **OUR PLANET,**
OUR DUTY.

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OUR COMMITMENT



INTRODUCTION

As part of our sustainability statement **Our Planet, Our Duty** - we have committed to meeting key environmental targets, while engaging thoughtfully with our local communities to help address their needs, and working closely alongside our employees, supply chain and other stakeholders to ensure we lead with integrity and transparency. Our commitment to sustainability is a core element of our vision for a better tomorrow and we are passionate about pioneering change, introducing best practices, and inspiring our industry towards decisive social action.

Mercury has made a commitment to align our actions and operations as an organisation with the United Nations Sustainable Development Goals (SDGs), which provide a framework for the international fight against hunger, poverty, inequalities, and our planet's degradation. It is also a significant framework in our effort to promote education, gender equality and overall wellbeing of the society we live and operate in.

Through sustainable business conduct, financial contributions, collaborations with local non-profit organisations, and employee volunteerism, Mercury brings positive, lasting change to communities in which we operate across Europe and beyond. In addition to corporate giving support, Mercury also supports local communities through volunteering activities. Our volunteering policy allows Mercury employees up to two paid working days for volunteer work.

This year we have strengthened our focus and partnerships with local non-profit organisations so as to create a more meaningful social impact. The 2023 plan set out to ensure that Mercury actively aided local non-profit organisations across all locations where we undertake construction activities. Donation matching has been for years our corporate giving initiative in which we matched our employee's contribution to specific causes across Europe. Our local teams have been proactively involved in our efforts by organising relief, attending marathons and fundraising. Mercury giving plan aligns with the seven UN SDGs.

Our process of sourcing, vetting, and engaging with non-profit organisations aims to manage any risks related to misrepresentation or malpractice regarding the allocation of donations.

OUR 2023 COMMUNITY FOCUS

Our 2023 plan set out to ensure we supported local non-profit organisations in a way that aligned with our level of presence at each location and aligned with our target UN SDGs:

Our internal process involves:

1. Separate parties collecting the necessary back-up data for each organisation associated with the targeted spend.
2. One approver verifying alignment with the 2023 plan in terms of geography, amount and UN SDGs targeted.
3. Another approver ensuring that all required back-up documentation is present and completed to set standards.



End poverty in all its forms everywhere.



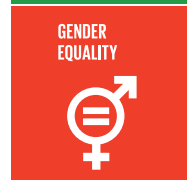
End hunger, achieve food security, improved nutrition and promote sustainable agriculture.



Ensure inclusive and equitable quality education. Promote lifelong learning opportunities for all.



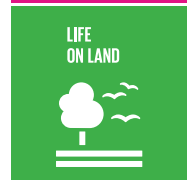
Ensure healthy lives and promote wellbeing for all at all ages.



Achieve gender equality and empower all women and girls.



Reduce inequality within and among countries.

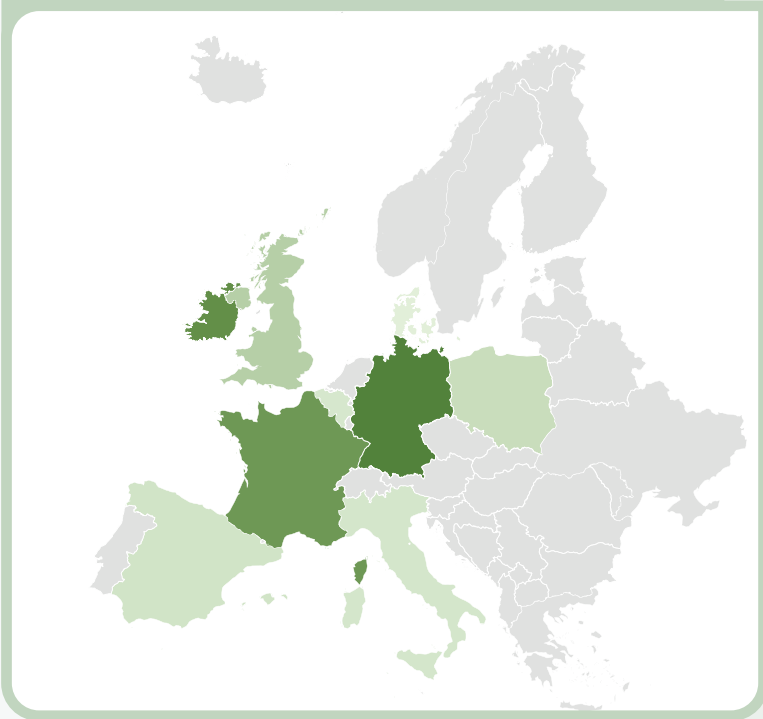


Protect, restore and promote sustainable use of terrestrial ecosystems. Halt and reverse land degradation and biodiversity loss.

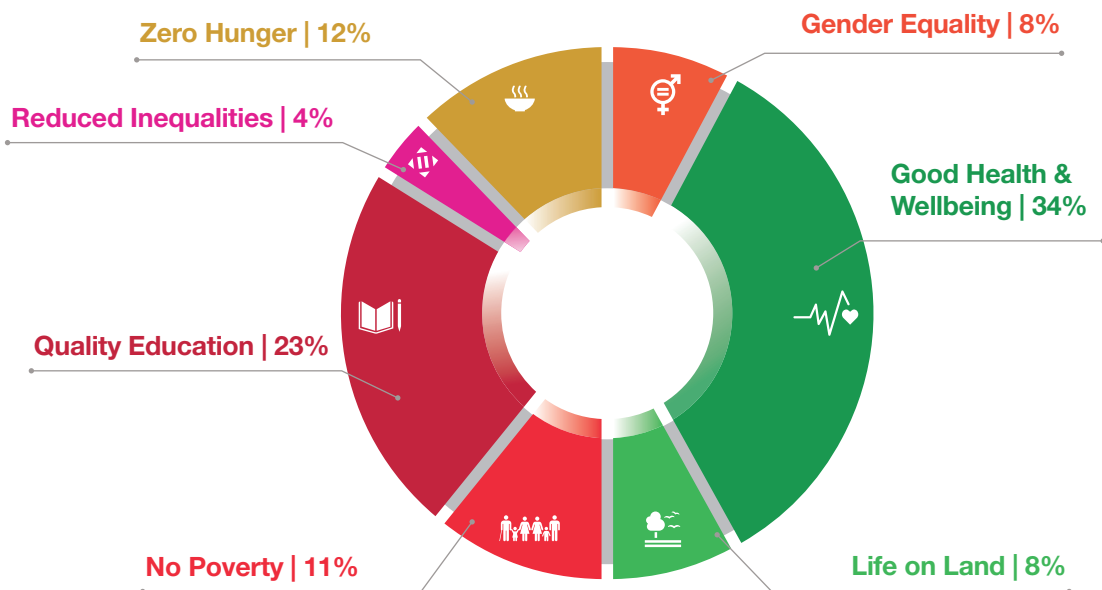
Mercury brings positive, lasting change to the communities in which we operate across Europe and beyond.

The corporate giving budget for 2023 covered more than 60 organisations from nine countries seen in the graphic below. Darker colours indicates a higher relative level of corporate spending planned based on geographic revenue forecasts for the year. Our total spent on local charities and organisations has been increased by 6% than the initial planning in January 2023. Mercury tries to support organisations that reach out to us, if they are aligned with our core values and commitments, so this year we assisted other organisations in their efforts to promote good health and wellbeing.

Geographic representation of CSR Corporate giving



CSR Corporate giving alignment with UN SDGs



HIGHLIGHTING OUR SPENDING PER UN SDG

As part of our commitment to our communities, we have partnered with a number of local charities. Each organisation is an invaluable resource to its local community and its work positively impacts the lives of others and the environment around them.



GOOD HEALTH AND WELLBEING

To ensure healthy lives and promote wellbeing for all at all ages.

In 2023, we supported multiple non-profit organisations working towards the health and wellbeing of people living here. In addition to donations, Mercury also took part in several fund-raising events and volunteered at special events. Below are some of our responsible business partners that promote good health and wellbeing:

Poland | Fundacja Dzieciom Zdążyć z Pomocą - For over 25 years, the *Foundation for Children Help on Time* has taken care of sick and disabled children from all over Poland. These are children with cerebral palsy, heart defects, autism, down syndrome, muscular dystrophy, epilepsy, and cancer. The organisation takes care of approximately 43,000 children in Poland per year. The *Foundation for Children Help on Time* raises funds for treatment; rehabilitation; and the purchase of medications, medical equipment, educational aids, and other needs related to the children's development and return to independence.

Belgium | Stichting tegen Kanker/Fondation contre le Cancer - Since its founding in 2004, *Stichting tegen Kanker/Fondation contre le Cancer* has played an important role in three areas: scientific progress in the cancer field, patients and relative support, and cancer screening and prevention. We began our partnership in 2022 by financially supporting the cancer research programmes developed by this organisation.

Every organisation serves as a vital asset to its local community, influencing the lives of individuals and the surrounding environment.



Ireland | Children's Health Foundation - *Children's Health Foundation* raises vital funds to support sick children and their families in *Children's Health Ireland* hospitals and urgent care centres in Crumlin, Temple Street, Tallaght, and Connolly. The foundation works towards the provision of support for patients and parents, site redevelopment and creating new services, and upgrading and replacing essential equipment. They also support CHI hospitals and urgent care centres as well as invest in life-changing research.



Ireland | The Irish Cancer Society - Since 1963, the *Irish Cancer Society* has grown into a key national cancer charity in Ireland, providing information about cancer prevention, detection, treatment, and support. They have become a community of patients, survivors, volunteers, supporters, health and social care professionals, and researchers. The society's mission is to transform the experiences and outcomes of people affected by cancer through advocacy, support services, and research.

UK | Great Ormond Street Hospital Children's Charity - *GOSH* was founded in 1852 with 10 beds. It has since become one of the world's leading children's hospitals and the home of vital advances in paediatric medicine and care, the impact of which has reverberated across both the UK and the globe. *GOSH* connects multi-disciplinary teams of healthcare professionals and scientists to improve the lives of children with rare and complex diseases.





NO POVERTY

End poverty in all its forms everywhere.

Charities supporting this UN SDG are working in cities around Europe to help those who are deprived of homes, access to clean and warm clothing, and are unable to use financial means to address their circumstances.



France | Serve the City - *Serve the City Paris* is part of a global movement of international, English-speaking volunteers that show kindness and generosity in practical ways to help the people in cities, who are in need. The Paris Association is a registered NGO, focused on helping asylum seekers, refugees, the unhoused, and underprivileged foreigners in Paris. Their mission is to provide opportunities, activities, and programmes that mobilise and leverage the skills of their volunteers. This organisation offers a connection between the humanitarian needs of the city and the generosity and talents of people who make volunteering a part of their daily life.

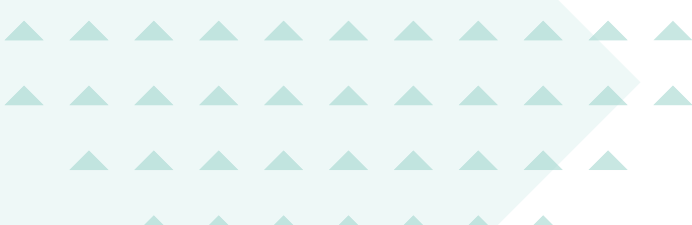


Germany | Caritasverband Frankfurt e.V. - *Caritasverband Frankfurt e. V.* is the largest welfare organisation in Frankfurt am Main. Under the motto “*Strengthening people. Finding ways*”, they offer a unique network of over 100 facilities and social services with more than 1,800 employees and around 1,400 volunteers. The organisation offers help for the elderly and sick, providing specialist services for those in difficult circumstances, integration aid for children and young people, outpatient youth welfare, day-care centres, and other impactful services.



Germany | Klik e.V. Berlin - *KLIK e.V.* is a charitable aid association helping the unhoused or individuals at risk of homelessness in Berlin. *KLIK e.V.* focuses its assistance and support programmes on unhoused people aged between 18 and 26 years and intra-EU migrants. Qualified professionals and volunteers of the multi-lingual team at *KLIK e.V.* are fully committed to the issues of those seeking advice and trying to find their way in the local community. They provide showers, washing machines, hot meals, computers, Wi-Fi, group offers, and psychosocial advice without an appointment.

Italy | Opera di San Francesco - *OSF*, founded by the Capuchin Friars of Viale Piave in Milan, has been committed to ensuring free assistance and hospitality to the poor people since 1959. Regardless of ethnicity, culture, religion, or language, they offer support to those who find themselves in difficult situations, such as homelessness, unemployment, or other life challenges. In 2022, Mercury visited the organisation and met an incredible team that strives to support its those in need by offering hot meals, showers, and clean clothes. The organisation also guarantees the right to health with free medical visits and medicines.





ZERO HUNGER

End hunger, achieve food security and improved nutrition.

There is acute need to help and support those who are unhoused, unable to cook for themselves, or do not have the opportunity to eat something every day on their own. Below are some examples of great charities that are dedicated to alleviating hunger in major cities across Europe.

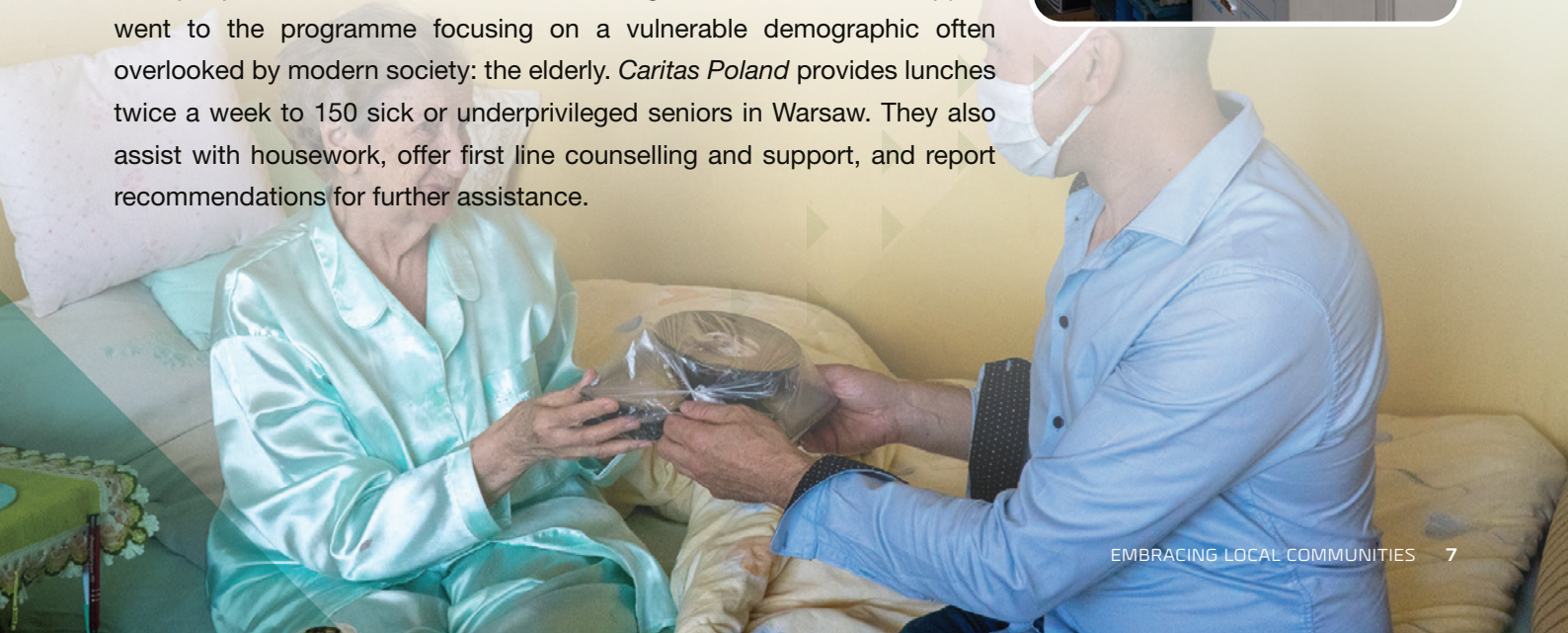
Italy | Ronda Charity and Solidarity Onlus - Founded in 1998 by Magda Baietta, *Ronda Charity and Solidarity Onlus* aims to support the unhoused, particularly addressing the lack of availability of nutritional meals. For over 20 years, volunteers travel the city of Milan four evenings a week with a street unit to bring assistance, food, and emergency clothing to those living on the street. In addition to its street unit, Ronda supports numerous families through the donation of food packages each month. Each year, they support approximately 500 unhoused people with the mobile unit and day centre, and about 80 people in dire need with its food package service. We started our partnership in 2022, when a Mercury team accompanied the street unit team, assisting *Ronda Charity and Solidarity Onlus* volunteers in delivering food to unhoused people.



Spain | FESBAL, Madrid - Founded in 1995, *the Spanish Federation of Food Banks (FESBAL)* is a non-political and non-denominational entity that promotes the work, image, and standing of associated food banks in their fight against hunger, poverty, and waste. *FESBAL* is made up of 54 food banks from across Spain and is a member of the European Federation of Food Banks (FEBA). 2023 marked the second year of our collaboration, supporting the organisation in supplying food to the needy in Madrid.



Poland | Caritas Polska - *Caritas Polska* is the largest charity entity in Poland. Caritas in Warsaw implements aid programmes that benefit many groups in need including seniors, people facing financial difficulties, the sick, people with disabilities, and those facing homelessness. Our support went to the programme focusing on a vulnerable demographic often overlooked by modern society: the elderly. *Caritas Poland* provides lunches twice a week to 150 sick or underprivileged seniors in Warsaw. They also assist with housework, offer first line counselling and support, and report recommendations for further assistance.





QUALITY EDUCATION

Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

The charities we support under this UN SDG are doing much to prevent school dropouts, offer young people a chance to succeed at school, and promote the learning of IT skills – all of which contribute to better chances towards living a fulfilling life as adults.



Italy | Dare, Milan - *Dare* is an international relief organisation that supports educational programmes. In Italy, they provide tutoring for children 5-14 years old, particularly for developing IT skills. In 2022, we began supporting *Dare's* Corvetto Digital Project. *The Corvetto Digital School*, designed to teach digital skills to children aged 14-17, enhances social cohesion and self-esteem in children that are most at risk of dropping out of school. Children are referred by schools in the area and training sessions are delivered every Saturday, over 12 months. The digital experts teaching the children are all volunteers. After completion, each student receives a leaving certificate and the IT equipment they used during the training.



Spain | Tajamar Fundacion, Madrid - Established in 1985, the foundation focuses on providing a high-quality education to young people in Madrid and Vallecas. They promote and encourage excellence in education by supporting teaching and offering educational, social, cultural, and training activities in the area. *The Tajamar school* is a major pillar in this area and the foundation's support includes a sports club as well as other programmes extending learning beyond school walls, homework, and parental support.

This year, Mercury continues to support the Excellence Programme designed to prevent underprivileged children from dropping out of school. The Excellence Programme consists of English lessons that contribute to the personal and professional development of the students. It also provides home skills, engineering, sports, and many other activities. Mercury's donation has been used to cover utilities costs, device purchases, and sports equipment.



Germany | Children for a better world - *Children for a better World* (*CHILDREN* for short) is a donation-financed children's aid organisation based in Munich. The organisation was founded in 1994 by Gabriele Quandt and Dr. Florian Langenscheidt and engages in three key activities: campaigns against the consequences of child poverty in German hotspot districts; supports children and young people who use their own ideas to help other people; and lets children to decide for themselves about the allocation of funding. This year, we supported *The CHILDREN Discoverer Fund*, a project that enables children in poverty to leave their confined living environment and gain new experiences. These experiences are part of a normal childhood and are important for a successful, self-determined future. *CHILDREN* funds more than 500 Discoverer Activities for children from deprived neighbourhoods each year.



France | Apprentis D’Auteuil, Paris - Promoting a quality education in Paris, this organisation has a long tradition (dating to 1886) of the education and integration of young people facing difficulties. *Apprentis d’Auteuil’s* main mission is to support parents in their educational role. An essential part of their work is to provide an educational plan and boarding school for young people aged between 5 and 20 years of age - offering vulnerable children the opportunity to benefit from a double support system in the boarding school and class. This system designed for students who do not fit into traditional schools or whose family situation does not allow their parents to fully care for their child. To date, 98% of students stay within the school system until graduation. 2023 marked our second year of collaboration with *Apprentis d’Auteuil*.

UK | BookTrust - *BookTrust* is the UK’s leading children’s reading charity whose aim is to get every child reading, regularly and by choice. Reading can positively impact a child’s attachment to their parent/carer, educational performance, physical and mental health, and life chances. *BookTrust’s* strategic focus is to prioritise the needs of children from disadvantaged and vulnerable backgrounds. In 2023/24, *BookTrust* will provide 1.75 million books and support resources to get children and families reading.

This year, Mercury continued to support their commitment by funding the Storytime project. Storytime operates as a behaviour change intervention, designed in conjunction with librarians and families. The project delivers and promotes shared reading experiences in libraries, early years settings, and in the family home. *BookTrust* Storytime equips librarians and childcare professionals to work with families - with a focus on those from socially and economically disadvantaged backgrounds - to support the development of the early skills needed for literacy in children aged under five.





LIFE ON LAND

Protect, restore, and promote sustainable use of terrestrial ecosystems. Halt and reverse land degradation and biodiversity loss.

We supported several organisations involved in restoring habitats for endangered species as well as projects that strive preserve and restore biodiversity.



Denmark | Den Danske Naturfond - It is the aim and purpose of *Naturfonden* to promote the protection of nature and water environment in Denmark thus bettering the conditions for positive development of biodiversity. In addition, *Naturfonden* also works to improve the conditions and possibilities for nature experiences to the public.

Their work includes purchasing land to hold and protect it and preserving species that are red listed as endangered species by the EU. Great Horned Owl, Forest Mart, Black Woodpecker, and badger are just some of the species to be preserved in an upcoming forest project in Jutland.



Poland | The Polish Ecological Club - *The Polish Ecological Club* in Gliwice is the Municipal Branch of the *Polish Ecological Club* - one of the leading, independent, non-governmental ecological organisations operating in Poland. *The Polish Ecological Club* in Gliwice was founded in 1988 and entered into the register of associations in 2001. Since then, the Municipal Circle in Gliwice has been continuously conducting its non-profit activities, implementing numerous domestic and foreign projects. Their main goals are to shape ecological awareness in society, provide universal ecological education, improve the condition of Poland's natural environment, and protect cultural and natural heritage. In 2023, Mercury supported a project aimed at saving the Pygmy Damselfly (*Nehalennia speciosa*), the smallest dragonfly in Europe. In Poland, this dragonfly is under strict species protection. It is also the only insect species in Poland whose preservation requires a zone protection. This protection applies throughout the year to breeding places and regular stays as well as an area within a radius of up to 100 m.





Spain | Fundación Global Nature - *Fundación Global Nature* is a private national and charitable organisation founded in 1993. Its projects contribute to the maintenance and restoration of habitats and endangered species, technological innovation, and recovery of traditional farming activities. *FGN* has coordinated 25 projects granted by the European LIFE Programme, in addition to many other national and regional projects. *FGN* combines the devising of strategies and plans with fieldwork and applied projects.

Through *FGN*, Mercury has helped support the preservation of El Hito wetland, a hyper saline 300 ha temporary wetland that is located 100 km southeast from Madrid. It hosts endemic species of insects and flora and the second biggest wintering colony of cranes in central Spain. *FGN* is currently in the process of purchasing more than 500 ha of E.U. priority habitats (wetlands and steppe priority habitats), implanting agri-environmental schemes with farmers, beaconing electric power lines, removing old stables, warehouses, old fences, and tons of debris, etc.



Germany | NABU (Naturschutzbund Deutschland) e.V. - *NABU's* main objectives are the preservation of habitats and biodiversity; the promotion of sustainability in agriculture, forest management, and water supply and distribution; and to enhance the significance of nature conservation in our society.

Many birds are threatened within the region; not only rare birds such as cranes and storks, but also barn swallows and house sparrows. As habitats disappear, these animals are significantly affected. This loss of biodiversity is the main reason why Mercury has partnered with *NABU* and supports the project that the organisation is developing for the protection of the local avian population.

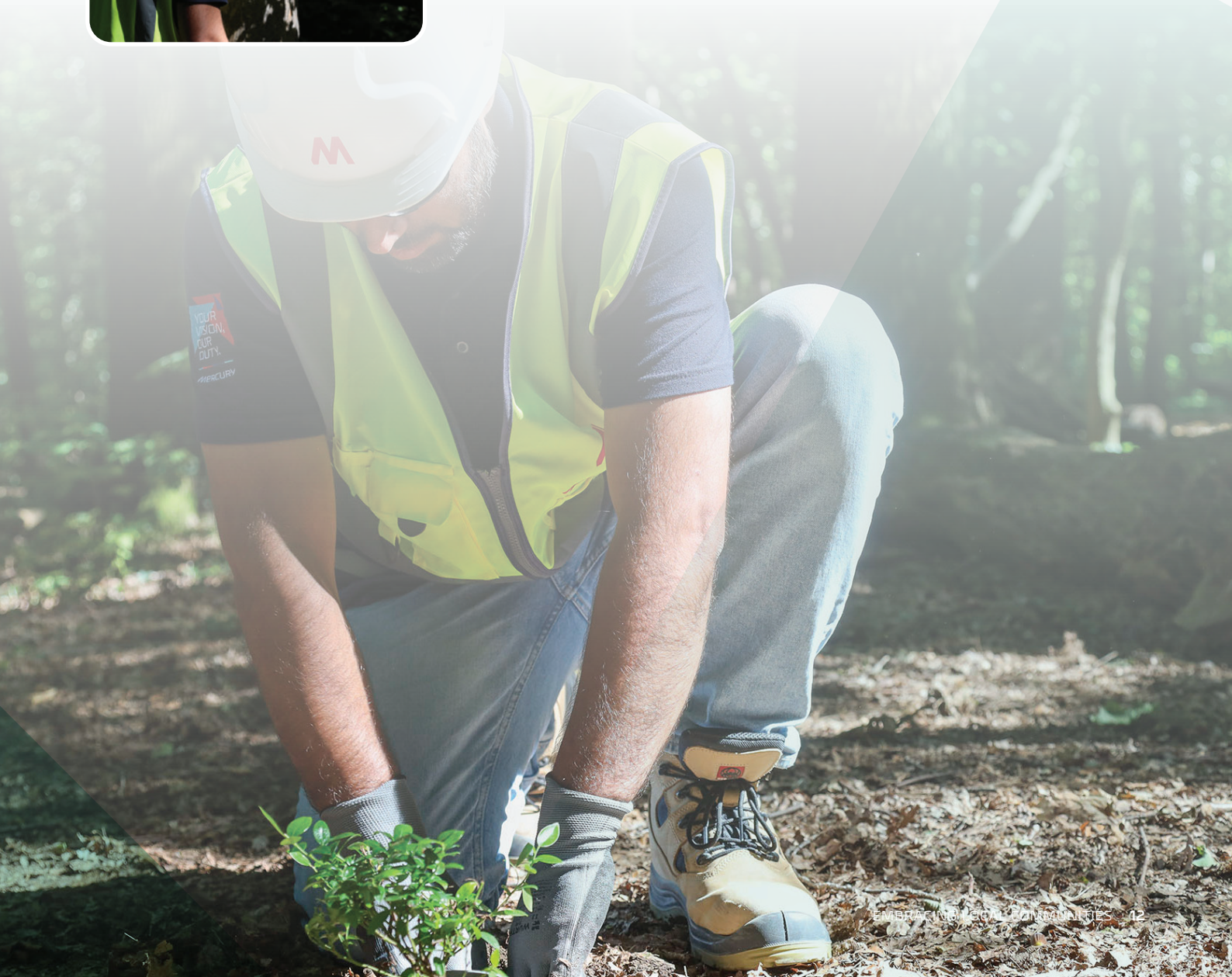




Ireland | Host In Ireland, DC's for Bees - *DCs For Bees* is an industry initiative led by Host in Ireland to help save Ireland's declining bee population. This sub initiative aims to bring an industry together in a way that has never been done before.

Orchards play a key role in providing an early food source for our struggling bees as they emerge from winter. Continuing our dedication, Mercury bought and donated a number of orchards to local communities in 2023.

Germany | Impact Hero, Grow my Tree - *Grow my Tree* is a member of *B.A.U.M. e.V.* whose mission is to raise awareness about environmental protection and support ecological and social initiatives. Noting that every tree can absorb ~22 kg of CO₂ per year to fight climate change, Mercury has supported the planting of 750 trees in Germany and an additional 750 in Global South, as part of our contribution towards CO₂e reduction.





GENDER EQUALITY

Achieve gender equality and empower all women and girls.

We support projects that benefit girls and women, from a mentoring and development programme to care for women in need.



UK | The Girls' Network - *The Girls' Network* operates on the premise that no girl should have their futures limited by their gender, ethnicity, background, or parental income, and focuses on reducing inequality across the UK. They connect girls to a mentor and a network of professional female role models who offer valuable developmental feedback and advice, which can build confidence and inspire new career aspirations. Mercury's 2022 donation directly supported 15 girls by providing mentoring funds to promote development activities and events for their benefit. After screening, *The Girls' Network* mentors are trained in safeguarding and mentoring and supported in their mentoring activities with the girls.

This year, we continued to support the organisation in their mentoring journey. Our 2023 donation went towards inspiring and empowering 10 girls from disadvantaged communities by connecting them with a mentor and a network of positive female role models.



Germany | Frankfurter Verrein - A special focus of *Frankfurter Verrein* is on providing services for women in need such as care, accompaniment, residential facilities for refugees, counselling, low-income help, and emergency rooms. The organisation also provides women in Frankfurt with advisory services, temporary shelters, counselling centres, and transitional housing.

In 2023, we supported the *Women House - Frauenhaus* - service. *Frauenhaus* is an emergency shelter for women who are affected or threatened by violence. Women receive protection and support until they have stabilised in their new life situation.



Germany | ReDi School of Digital Integration - *ReDi School of Digital Integration* is a non-profit tech school that provides access to free digital education. They speed-up job market integration for newcomers and locals. Since 2016, they offer a variety of courses, from Computer Basics to more advanced tech classes. Additionally, *ReDi* offers a unique career programme that features mentorship opportunities, career workshops, company visits, and job matching.

As per 2022, Mercury continues to support an upskilling project dedicated to women. We believe in the results of this continuous project as it has shown success in empowering women improving their skills. The project consists of technical upskilling of refugee and migrant women in Berlin.



REDUCED INEQUALITIES

Reducing both within- and between-country inequality.

Mercury has worked towards tackling and eliminating discrimination of any kind not only by implementing its own company policies and procedures but also by financially supporting organisations that advocate for equality in the local communities in which we operate.

France | Secours Populaire, Paris - Since launching in 1945, *Secours Populaire* has promoted a unique relationship of equals, based on mutual learning exchanges. *Secours Populaire* is committed to a fairer and more united world, acting as a conduit for short-term relief and supports those in need of food and clothing in times of insecurity, poverty, natural disaster, and conflict. It also ensures access to housing, health, holidays, culture and leisure, sport, and professional integration.

Secours Populaire of the few organisations that helps people without IDs or official addresses who therefore cannot access basic social, medical, or care assistance. Last year, Mercury began working with *Secours Populaire* by focusing on this group in need. Helping this group gain access to social services is the first step to a dignified life. The organisation provides them with an official address so that they may obtain the documents they need. *Secours Populaire* continues to provide the necessary social services even if an individual does not yet have an ID.

Mercury has worked towards tackling discrimination by financially supporting organisations that advocate for equality in the local communities in which we operate.







YOUR VISION, OUR DUTY.

For more information about our sustainability commitments, visit:

<https://www.mercuryeng.com/about/sustainability-statement/>

Or email: sustainability@mercuryeng.com

For enquiries about job opportunities with Mercury Engineering, visit:

<https://www.mercuryeng.com/careers/>

Or email: recruit@mercuryeng.com



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