



EMBRACING LOCAL COMMUNITIES

2022 Corporate Social Responsibility
Report

 OUR PLANET,
OUR DUTY.

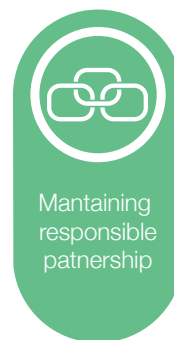
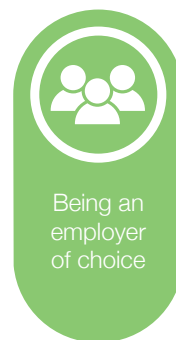
 **MERCURY**

OUR COMMITMENT

INTRODUCTION

Our commitment to being a responsible business is based on *Our Planet, Our Duty* which is the blueprint guiding us on Mercury's Sustainability mission. *Our Planet, Our Duty* is our promise to help create a more sustainable environment around us. It forms one of the foundation blocks of Beyond50, our five-year plan to push further and take Mercury beyond our 50th year in business.

As part of our Beyond50 strategy we have identified four key sustainability duties, which outline the roadmap framework we use to set targets, implement initiatives, and report on outcomes. Corporate giving and local community support fall predominantly under the fourth Duty: **Local Community Well-being**.



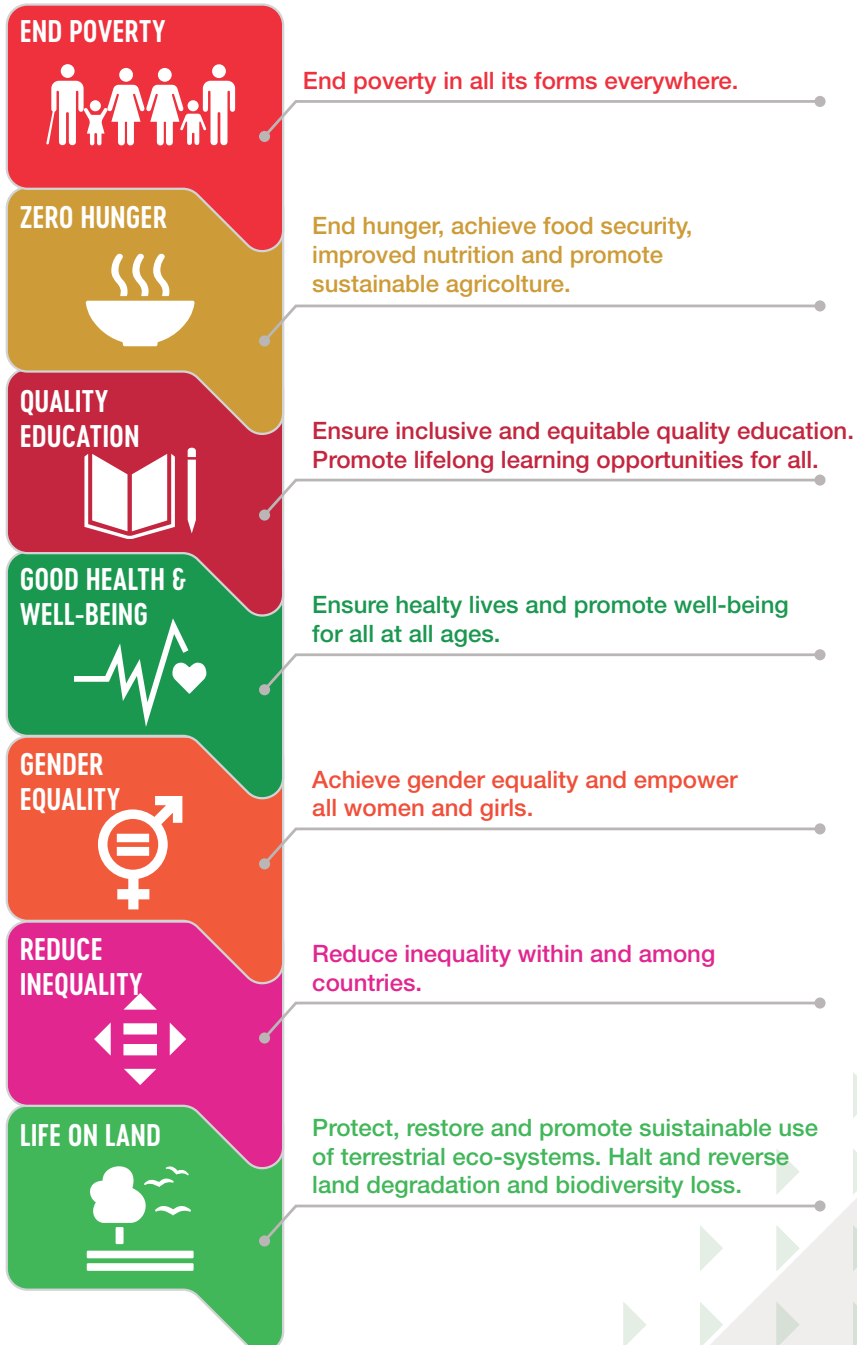
Our Planet,
Our Duty lays
the foundation,
helping us to
have meaningful
impacts in all
communities
where we work.

Through financial contributions, collaborations with non-profit organisations local to our sites, and employee volunteerism, Mercury brings positive, lasting change to communities across Europe and beyond.

In addition to corporate giving support, Mercury also helps local communities through volunteer activities by local employees. Our volunteering policy allows Mercury employees up to two paid working days for volunteer work. This year we have increased our focus and once we have established a partnership with a local non-profit organisation, we look for more team opportunities where Mercury volunteers can contribute their efforts - helping in ways that go beyond donating money.

OUR 2022 GIVING APPROACH

Our 2022 plan set out to ensure we were supporting local non-profit organisations across all the locations where we have construction activities and our giving aligns with the seven UN SDGs (United Nations Sustainable Development Goals). Our process of sourcing, vetting and engaging with non-profit organisations aims to manage any risks related to misrepresentation or malpractices around spending of donations.



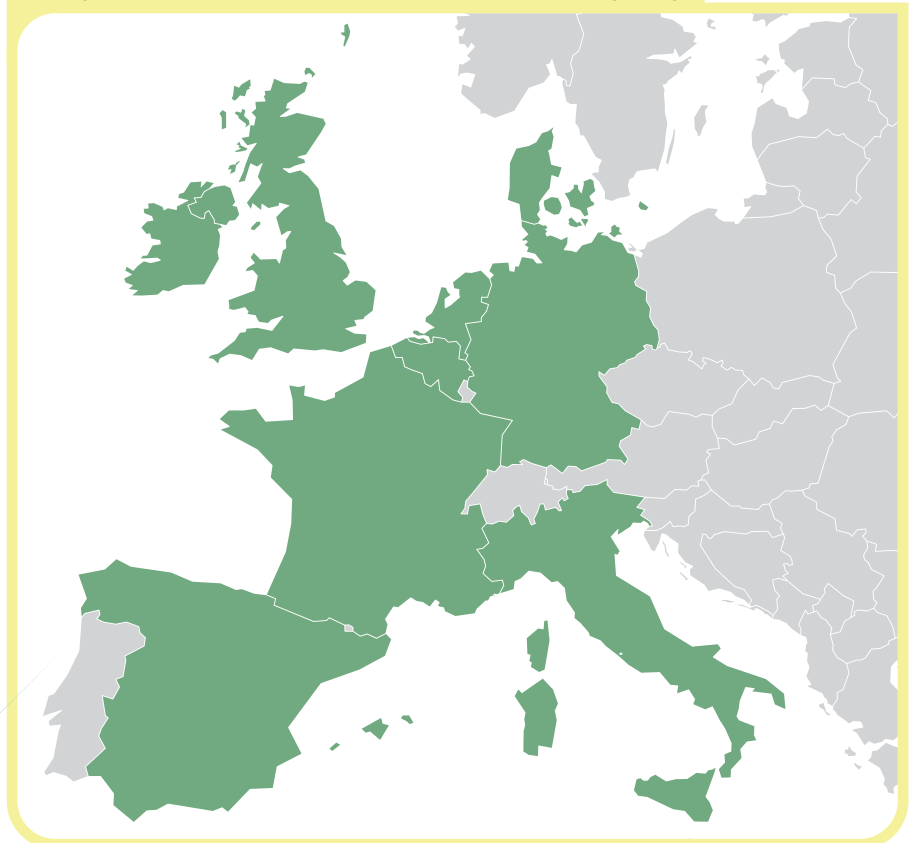
2022 OUTCOMES ACHIEVED

Using our planning, the following outcomes illustrate how we were able to spend the budget. The graphics illustrate the geographies where we spent the corporate giving budget and also the cumulative spend rate achieved at the end of each quarter. After a slow start at the start of the year involving planning and internal process reviews, we were able to quickly progress to achieve our target of 100% spend by the end of 2022.

The spread of spending across the selected UN SDGs is shown on the next page. The pages that follow that, summarise our engagement with charities in local communities across the UN SDGs we have selected to address through our corporate giving efforts.

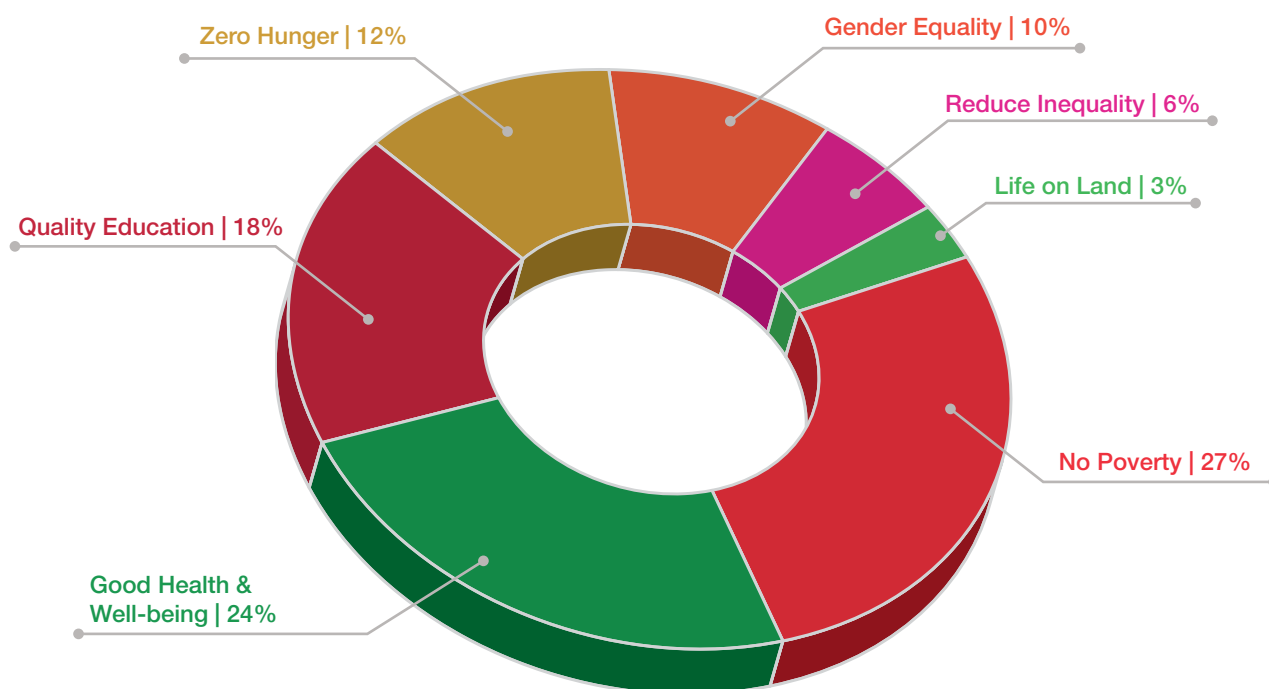
Charity Budget cumulative spend by the end of each quarter	
Q1	10%
Q2	37%
Q3	91%
Q4	100%

Geographic representation of CSR Corporate giving



The corporate giving budget for 2022 was increased by 60%.

CSR Corporate giving alignment with UN SDGs



Over 40 charities across 10 countries benefitted from our corporate engagement and giving programme this year.



MERCURY HIGHLIGHTS



GOOD HEALTH AND WELLBEING

To ensure healthy lives and promote well-being for all at all ages.

In Ireland we have supported several non-profit organisations working towards the health and well-being of people here. While we made some donations, we also supported several fundraising events and provided volunteers at special events, as needed. Some of our responsible business partners in Ireland are:

Dublin | Ireland - Aware - Founded in 1985, *Aware*, a national organisation, provides free support, education and information services to those impacted by anxiety, depression, bipolar disorder and related mood conditions. They strive towards creating a society where people affected by stress, depression, bipolar disorder and mood related conditions are understood, supported, free from stigma and are encouraged to access appropriate therapies.

Dublin | 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 supports upgrading and replacing essential equipment, the provision of support for patients and parents, site redevelopment and creating new services. They also support CHI hospitals and urgent care centres and invest in life-changing research.

Dublin | Ireland - Darkness into Light - Pieta House - Since starting in 2009, when 400 people set off on the inaugural Darkness into Light 5km walk to raise funds for *Pieta House* at Dublin's Phoenix Park this charity has continued to grow, and now there are about 200,000 participants each year. The walk provides an opportunity for people to connect with their local community and to bring hope to people who have been impacted by suicide. These events are successful in helping to raise awareness and hope in the global fight against suicide and self-harm.



Dublin | Ireland - Irish Red Cross - supporting the Ukraine crisis. The *Irish Red Cross* organisation has been supporting refugees from war-torn countries since 1945. Helping refugees with direct assistance to families and single people through the provision of professional casework services offering supports to refugees, promoting engagement with education, employment, social protection, and health services.

END POVERTY



NO POVERTY

End poverty in all its forms everywhere.

Charities supporting this UN SDG are working in cities around Europe to help people living on the street in various ways: providing clean clothing, shelter and access to warm showers.

Milan | Italy - Opera San Francesco

Founded in 1959 by the Capuchin Friars of Viale Piave in Milan, this organisation provides the poor with free assistance and hospitality by providing basic needs to people such as a hot meal, clean clothes, and a warm shower. Volunteers help with the selection of footwear and clothing that best suit the needs of each individual. Offering people the freedom to choose what to wear is part of the protection of human dignity which is of primary importance for this charity.

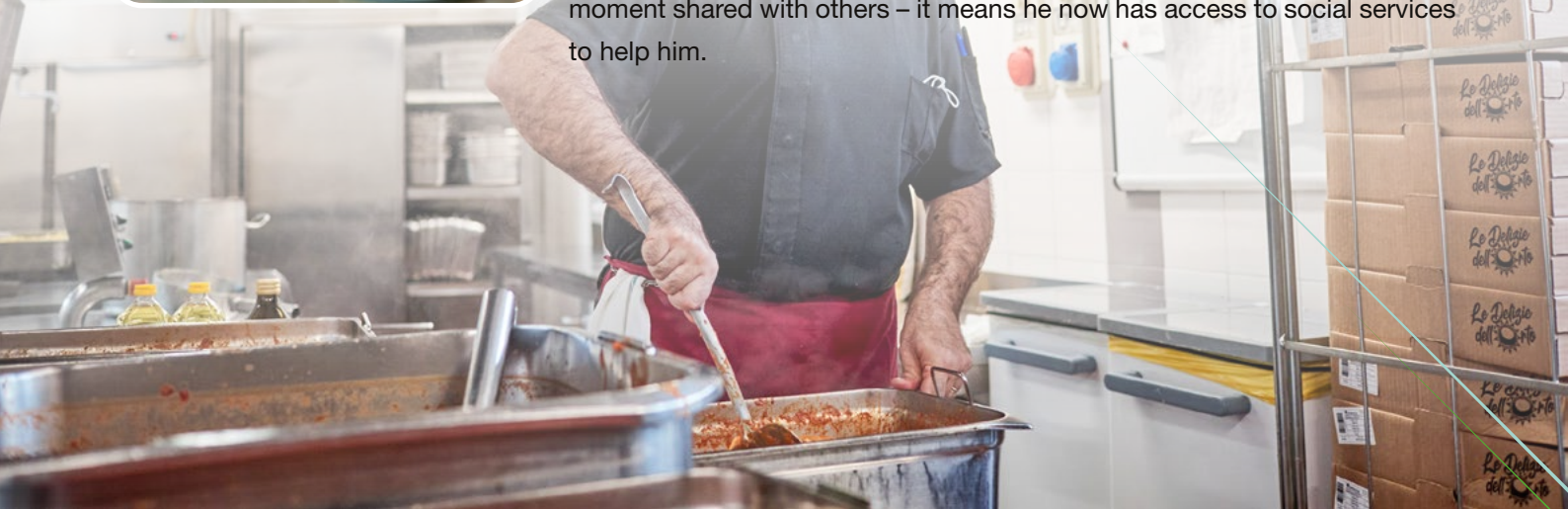


Amsterdam | Netherlands - De Regenboog (The Rainbow)

A non-profit organisation which started over 40 years ago when Reverend Wouters found himself caring for young, homeless people suffering from addiction in Vondel Park. Now a large organisation, they offer care programmes to benefit the most vulnerable people in Amsterdam. Their dream is for Amsterdam to be a city where all people live and work together to co-create a good life with concern for the well-being of one another. They would like to see volunteers and those in need of assistance work side-by-side to help each other grow.



Their programmes include walk-in homes where homeless people can get food, advice, company, and where lonely people can join others for a cup of tea. We visited to meet some of the Ukrainian refugees helped by the charity and to spend some time with homeless people relaxing in the art room where one man just received his identity document. This was a happy moment shared with others – it means he now has access to social services to help him.



ZERO HUNGER



ZERO HUNGER

End hunger, achieve food security and improved nutrition.

Large cities where we work each have challenges to help homeless people and those in need of nutritious meals. Here are some highlights of projects we have supported this year.

Milan | Italy - Ronda Charity and Solidarity Onlus

Founded in 1998 by Magda Baietta, with the aim of supporting homeless people and especially addressing availability of nutritional meals. For over 20 years, four evenings a week, volunteers have been scouring the city of Milan with a street unit to bring assistance, food, and emergency clothing to those living on the street. In addition to the street unit, *Ronda* supports numerous families through the donation of food packages each month.

Each year they support approximately 500 homeless people with a mobile unit providing food packages and a day centre. About 80 additional people in need are also supported with a food package service.

Warsaw | Poland - Caritas

This organisation is the largest charity entity in Poland. *Caritas* in Warsaw implements aid programmes that benefit many groups in need including seniors, people in 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 to 150 sick or underprivileged seniors in Warsaw. Twice a week, the volunteers bring lunch to these people. They also assist them with some housework, offer first line counselling and support and report the needs or recommendations for further assistance.



**QUALITY
EDUCATION**


QUALITY EDUCATION

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

The charities we support in this UN SDG are working hard to help avoid school dropouts. They help youngsters with homework and give them chances to acquire IT-related skills. This can lead to great careers in future.



Milan | Italy - Dare

This young non-profit organisation is an international relief organisation supporting educational programmes such as school drop-out prevention. In Italy, they support tutoring for children 5-14 years old and especially learning IT skills. *The Corvetto Digital School*, designed to teach digital skills to children aged 14-17, enhances social cohesion and self-esteem in the children most likely to drop out of school. The children are referred by schools in the area and the 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 (a minimum attendance is required).



Madrid | Spain - Fundación Tajamar

Established in 1985, the foundation focuses on providing 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, and also other programmes extending learning beyond the school walls, homework, and parental support.

Paris | France - Apprentis D'Auteuil

Promoting a quality education in Paris, this organisation has a long tradition (dating to 1886) of education, and the integration of young people facing various difficulties. *Apprentis d'Auteuil's* main mission is to support parents in their educational role. An essential part of their mission is to provide an educational plan and boarding school for young people aged between 5 and 20 years of age – offering vulnerable children support both in the boarding school and in classrooms. This reduces instances of children dropping out of school. The programme is designated for students who do not fit into traditional schools or whose family situation is not able to support their educational needs. To date, this programme has shown they are retaining 98% of students within the school system up to graduation.





LIFE ON LAND

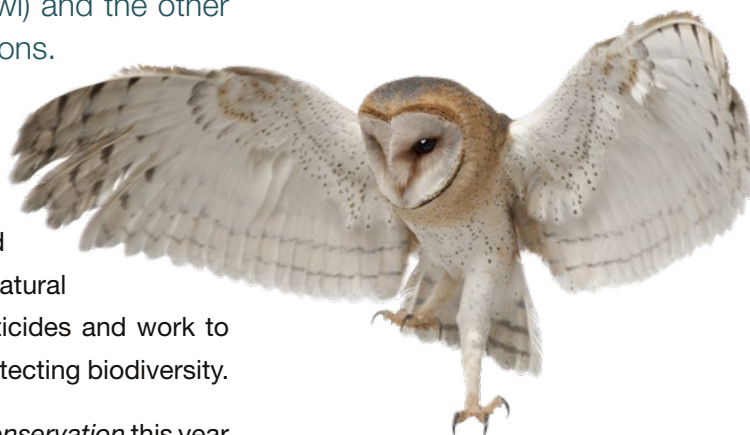
Protect, restore and promote sustainable use of terrestrial ecosystems, and halt and reverse land degradation and halt biodiversity loss.

We supported two organisations involved in restoring habitats for an endangered species (owl) and the other strives to reverse biodiversity loss in specific regions.

Copenhagen | DK - The Danish Society for Nature Conservation, *Danmarks Naturfredningsforening*

The Danish Society for Nature Conservation works to create space for nature by converting agricultural land to nature, connecting natural areas, and preserving natural gems. They advocate for reductions in the use of pesticides and work to raise awareness of the importance of preserving and protecting biodiversity.

We have teamed up with the *Danish Society for Nature Conservation* this year to help create more natural habitat spaces and also to save the Barn Owl, an endangered species in Denmark (and other countries). It is Denmark's smallest owl species, only the size of a blackbird, and it does not hoot like other owls – it whistles. It is estimated that there are only 13 breeding pairs left in Denmark. Most of them need the help of humans to breed and thus survive in the long term. By creating this habitat, reports show that it has already attracted a few Barn Owl families to those protected areas. These birds have special feeding needs, especially during the breeding season. They also need special nesting conditions to reproduce. Volunteers made and installed the special nests and GPS tracking provides valuable information about this small bird which helps planning and implementation of further protection measures.



Copenhagen | DK - The Danish Nature Foundation, *Den Danske Naturfond*

The *Nature Foundation* improves nature in Denmark by creating more habitats for animals and plants and giving the public access to memorable nature experiences. The *Nature Foundation* ensures more space for nature throughout the country by buying land which they restore, care for, and secure to preserve biodiversity. All purchases are made through voluntary agreements with private landowners. They protect the natural environment that is present or restore the nature that once was present in a location, and then keep all areas open to visitors all year round. Buying land which they restore, care for and preserve for future generation is how they ensure better diversity, cleaner water and a better climate in Denmark.

Some of the endangered species to be protected by their most recently purchased land include: the Great Horned Owl, the Forest Mart, Black Woodpeckers and Badgers. Their integrated approach protects the whole ecosystem.

Our donation was used to secure land at Engelsholm Sønderskov. It is located in Vejle Ådal's hilly terrain, which is one of the most beautiful places in the country. The *Nature Foundation* has bought the forest to let it develop freely as a natural forest. Europe's largest owl, the Great Horned Owl, Denmark's largest woodpecker, the crow-sized woodpecker, as well as the beautiful green woodpecker, the badger, mosses and insects are all going to thrive in this environment.

GENDER
EQUALITY

GENDER EQUALITY

Achieve gender equality and empower all women and girls.

Two of our projects benefit girls and also adult women in different cities. The first one helps young girls develop their own career and life goals, while the second supports mature women in difficulties towards having safe accommodation and access to stable employment.

London | UK - The Girl's Network



The *Girl's Network* works on the premise that no girls should have their futures limited by their gender, ethnicity, background, or parental income, and focus on reducing inequality across the UK. They connect girls to a mentor and a network of professional female role models who offer them the opportunity to get valuable developmental feedback and advice, which inspires the girls towards becoming more confident, and can lead to career aspirations. Mercury's donation will directly support 15 girls by providing mentoring funds to support development activities and events for their benefit. The Girl's Network mentors are screened, trained in safeguarding and mentoring, and supported in their mentoring activities with the girls.

Frankfurt | Germany - Frankfurt Verein

Frankfurt Verein has a long-term goal for women enabling them to lead independent lives, leveraging skills they had learned in the past. This organisation especially focuses on providing services for women in need. The organisation provides women in Frankfurt with advisory services, temporary shelters, counselling centres, and transitional housing. They initiated a remarkably successful programme to support women in getting their independence and a fair chance at employment. The project we support gives women access to education, training, continuing education, and employment. This charity also works with career guidance and employment experts providing advice, accompanying women to interview appointments and assisting them with application documents.



REDUCE
INEQUALITY

REDUCED INEQUALITIES

Reduce inequality within and among countries.

We look for ways in which we can support efforts to reduce inequalities related to accessing a good job, a comfortable home and we support organisations with this mission.

Paris | France - Secours Populaire

Since launching in 1945, this organisation has been committed to creating a fairer and more united world. They focus on providing short-term relief and supporting those in need of food and clothing in times of insecurity, poverty, natural disaster, and conflict. The organisation supports individuals and families by eliminating any social inequalities that are impacting families. It also ensures access to housing, health and professional integration. They are one of the few organisations that help people without an official address. Helping people with no address to have access to social services is the first step to a dignified life that everyone deserves.



Mercury is committed to continue playing an active role in all our communities, working together to make our planet more equal, prosperous, sustainable and fair.





For enquiries about job opportunities with Mercury Engineering, visit:

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

Or email: recruit@mercuryeng.com

For more information on our Sustainability Activities, visit:

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

Or email: sustainability@mercuryeng.com



YOUR VISION. OUR DUTY.

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