

We give time and money to support education and charities in our key markets. This is an important investment for our business. We invest in skills and will continue to do so.

Education programmes

Our education programmes are designed to interest young people in science and engineering and help combat the skills shortage affecting our industry. They challenge perceptions that engineering is a male career choice and support our efforts to recruit a diverse workforce.

Below are some examples of the numerous education programmes we supported during 2008:

- **Australia:** The Northern Advanced Manufacturing Industry Group (NAMIG) is a collaboration between BAE Systems Australia and other businesses to improve education for students in Northern Adelaide, an area of traditionally high unemployment and lower education standards. It aims to encourage more students to pursue careers in science, mathematics and technology through teacher and student industry tours, short courses, workshops and curriculum development
- **Kingdom of Saudi Arabia:** Provision was made for 20 Saudi academics to conduct research at UK universities in the summer through a programme organised by the British Council and supported by BAE Systems. The programme provides access to facilities, resources, papers and colleagues that would be otherwise unavailable to them
- **South Africa:** Our funding supported a maths teacher at a local school in Johannesburg and provided bursaries for talented students
- **Sweden:** Our employees in Örnköldsvik support schools and encourage interest in engineering by organising activities to help 7-14 year olds with their technical studies and two week practical training placements for older children

- **UK:** Our innovative schools roadshow reached over 15,000 young people, helping to challenge stereotypes about engineering and excite young people about possible careers in science and engineering
- **US:** Our employees volunteered at local schools helping elementary and high school children with their maths, science, reading and engineering studies. The programme is helping more students complete their studies and improve their grades.

Supporting charities

Our businesses support local charities through corporate donations and employee fundraising and volunteering. This helps us develop good relationships with the communities near our sites and motivate and engage our employees.

Our current partner charities are: Sue Ryder Care (UK), supporting people with serious illnesses; Leukaemia Foundation (Australia), supporting patients with leukaemia; America Supports You (US), helping members of the armed forces and veterans. BAE Systems gives £50 for every employee who spends a day volunteering for our partner charities.

Activities in 2008 included:

- 40 BAE Systems Australia employees volunteered 200 hours, to make the Leukaemia Foundation's 'Light the Night' event a success
- A team from Farnborough, UK, volunteered to help paint and decorate a local Sue Ryder Care Hospice
- Employees from CS&S International in Saudi Arabia raised approximately £15,000 for the Disabled Children's Association in a 'dash-for-cash' event. The five employees ran 254 miles, the distance from Riyadh to Dhahran, on a running machine in just 23 hours

- Electronics, Intelligence & Support employees donated 112 bicycles and helmets to the children of military families stationed at Fort Dix, McGuire Air Force Base and Lakehurst Naval Center. More than 30 employees helped assemble the bicycles on build-a-bike day.

Help for veterans and their families

Our support for troops and veterans in 2008 included:

- **Australia:** funding for the Australian War Memorial Trust
- **UK:** sponsorship of the Ministry of Defence's 'Christmas Box' scheme and morale-boosting concerts for troops organised by the British Forces Foundation. We made charitable donations to support wounded service personnel and to help provide accommodation allowing families and loved ones to visit UK rehabilitation centres
- **US:** support for United Service Organizations, a not-for-profit organisation which provides assistance to US military personnel and their families.

Investing in the workforce of the future

Since the early 1990s, BAE Systems has sponsored FIRST (For Inspiration and Recognition of Science and Technology), a non-profit educational organisation which strives to excite young people about science, technology and engineering through a robotic competition in the US. In 2008 we became a strategic partner with a contribution of more than £600,000 made in money, resources, and volunteer support, making us FIRST's largest corporate supporter.

FIRST's goal is to create a world where science and technology are celebrated and where young people dream of becoming science and technology heroes. The annual FIRST Robotics Competition involves students from around the world. Teams of young people designed and developed a robot and competed in local competitions culminating in a two-day championship held in Atlanta, Georgia. More than 1,300 teams took part in 2008, increasing their skills and self-confidence.

BAE Systems supported some 70 teams from schools near our sites, several of which won awards for gracious professionalism, innovation, design and safety. We also sponsored 7 regional events and the FIRST championship. Employees from across our US business volunteered their time to mentor teams, judge competitions and support regional events.

BAE Systems also funds grants and college scholarships for FIRST students attending select universities across the US, with the goal of inspiring young people to choose careers in science and engineering.

As a result of our long standing commitment to FIRST, BAE Systems was awarded the 2008 Founders Award from Dean Kamen, inventor and founder of FIRST.

Supporting teachers in the UK

In 2008, BAE Systems agreed to be one of six corporate partners, each contributing £1m over 5 years, to Project Enthuse in the UK. Project Enthuse has been set up to help improve the quality of science teaching in schools across the country. BAE Systems funding and that of the other corporate partners, will ensure that over 2000 science teachers a year will be able to receive training on best practice in science teaching at the new National Science Learning Centre at York University. The aim of this project, is to see improvements in the attitude and motivation of young people to study science, which will hopefully increase the number of students studying A Level science.



Monica Ingelsson

Education coordinator, Sweden

"I work with schools and colleagues within BAE Systems to enable students to visit our sites and find out about the different types of work we do. It is really exciting for children to see what we are doing with their own eyes, and can be very inspiring for them.

Older children can come to our factory for work experience for a week or more in the school holidays. We give them a half day session at each different station within the factory so by the end of the week they have seen the whole production line and all the different job possibilities.

This provides a great learning opportunity for the children. And it is really important to BAE Systems that there will be technically skilled people available to hire in the future. I also go out to schools to talk about what we do at BAE Systems and get the children interested in technical and engineering careers."



Louise Routledge

Charity Challenge coordinator, Australia

"As a Charity Challenge coordinator, I help organise all the fundraising events at the Tamworth Flight Training site to benefit our charity partners. Doing something to help those less fortunate than myself is really important to me, and being involved in Charity Challenge gives me a great sense of satisfaction. It is also a fantastic opportunity to get to know colleagues working at other sites. There is a real sense of camaraderie and working together for a common cause."