



Frequently asked questions

Can I pick and choose the programme I participate in?

Yes. The advantage of the Community Investment Programme is its flexibility. You can choose any of the themes below that your company is passionate about:

- Inspiring young people about your business and sector
- Developing the skills that enable unemployed people to get a job
- Enhancing the environment to improve biodiversity and the wellbeing of local people.

Or you can decide your involvement based on the time and flexibility you have. We have projects such as careers advice that is no more than two hours of your time (excluding travel), CV and interview training for unemployed people that requires half a day, or one of our environmental projects that requires one day of your time.

How do I know if my contribution has made a difference?

We measure the impact across all our Community Investment Programme projects through social media engagement to ensure we are making a meaningful difference to our beneficiaries and your business. This can involve teachers as well as the students. For our employability programme, we can track the participant's progress, including whether they successfully find a job.

Environmental projects typically involve transforming a community space, so you can see the difference you've made at the end of the day!

What is the cost of participating in a Community Investment Programme?

There is no cost to external participants, customers, suppliers, and public sector partners. SEGRO funds the delivery of the programme, so at this stage we are only asking for your time and enthusiasm for helping members of the local community.

How much time do we need to give?

It is up to you. For example, you can dedicate as little as two hours by participating in our careers programme or 16 hours (over a period of three months) as a mentor. The programme is flexible, so you can pick and choose what works best for you or your organisation.

How much work is involved?

For any projects involving students or unemployed people, there is always likely to be some preparation time required. However, Community Investment Programme delivery partners will provide all the necessary information and guidance you need and will also be available on the day. In some cases, such as mentoring, there is an induction programme.

I am not sure when I have availability, can I still get involved?

Yes, speak to us and we can review the programme and alert you to community projects when they arise.

What if something urgent comes up and I can't attend one of the volunteering events?

We recognise that urgent issues arise, but given the groups we are working with – schools and unemployed people – it is incredibly difficult to re-arrange volunteering events at short notice. We'd encourage you to notify us as soon as possible and provide a replacement.

Is there training and support if I decide to get involved?

Full training, materials, safeguarding and health and safety measures will be in place for every single one of our initiatives.

How do you manage the health and safety of participants?

The health, safety and wellbeing of our volunteers as well as the beneficiaries of the programme is paramount. All our Community Investment Programme partners are highly reputable and respected charities that are fully vetted by SEGRO. They have safeguarding policies and procedures in place but also attend all activities to provide additional on the day support and oversight, especially if the activity involves working with young people or adults with special educational needs.

In addition, any volunteer participating in our schools mentoring programme will need to do a Disclosure and Barring Service (DBS) check and will be required to participate in an induction programme. **The DBS check for volunteers is funded by SEGRO.**

Where a community partner is not involved in a project, such as SEGRO's Day of Giving, our in-house Health & Safety team will undertake a full risk assessment in advance of the activity date.

Is there a minimum number of people from my company that need to sign up?

No, we are happy to work with one employee or more to suit your business needs.

Can we promote our volunteering activity externally?

We encourage customers, suppliers, and public sector partners to promote their efforts and the success of the programme. We will work with customers to create a joint communications plan and boost engagement across our social media channels.

Is volunteering the only way of supporting the programme?

Volunteering is the most popular way to support the Community Investment Programme, but we also encourage our customers and suppliers to provide a breadth of support that is highly impactful, including:

- Hosting business or site visits for local students to help bring to life the world of work but also showcase their brand and sector to inspire future employees.
- Providing direct professional skills to a young person through a work experience placement.
- Donating equipment, food and other material products to our community partners, charities and faith groups, that will be passed to local people in need.

Will SEGRO cover my expenses if I participate in the programme?

No. SEGRO funds the development and delivery of the Community Investment Programme as well as the DBS checks for volunteers that are mentoring. Expenses such as travel costs will need to be covered by the individual or company.

Why should I or my business participate in the programme?

Ultimately, this programme is about helping members of the local community that face significant barriers to a rewarding and fulfilling life. Our Community Investment Programme is designed to tackle these issues in collaboration with local partners, but with your help we can make an even bigger difference.

Volunteering will enable you to build your reputation as a responsible business as well as strengthening relationships with important local stakeholders and community leaders.

Employee productivity and engagement is boosted at companies that demonstrate a culture of giving back, as well as improving hiring and retention.

But importantly, you could be inspiring and engaging with your future employees and not even know it.



VOLUNTEERING IN THE LOCAL COMMUNITY FREQUENTLY ASKED QUESTIONS

Where can I find out about SEGRO's Community Investment Plans (CIP)?

Please visit: [SEGRO.com/cip](https://www.segro.com/cip)

How do I get involved?

We have dedicated Partnership Development Managers that will help to identify the appropriate community investment programme project to support based on your needs. They may decide to connect to one of our delivery partners for more information and advice, but this will happen once they've had a conversation with you.

Visit [SEGRO.com/cip/getinvolved](https://www.segro.com/cip/getinvolved) or email the team at community@segro.com



CONTACT INFORMATION:

Visit the website
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Email us
community@segro.com