



2022 COMMUNITY & CHARITY REPORT





OVERVIEW

Ongoing commitment to community contribution

BEAR Scotland's CSR Committee developed a programme to ensure a positive footprint was delivered within the communities in which it operates in.

The annual budget of £20,000 was retained for 2022 and we set a target to build on the success of 2021, which saw almost £38,000 donated to good causes.

The strategic approach was to ensure that this was spent on charities and projects around the country that would make in

impact in ways that align with BEAR Scotland's values.

Employee buy-in and engagement in the programme was also a key driver. The benefit of this is that it embeds the message within the workforce that we work in partnership with the communities where we work.

This report provides an overview of what's been delivered as a result of that investment.

Five pillar approach



There are five strands to BEAR's CSR strategy as follows:

- Ongoing, long-term charity partnerships.** These are with organisations that we've committed to supporting within our NMC quality submissions to Transport Scotland.
- Annual national charity partner.** We ask the workforce to vote on a charity of the year that we commit to support. The idea is that it not only ensures a key focus is delivered for a specific cause but the involvement of the staff in identifying it should ensure some dedicated support and engagement in fundraising efforts.
- Regional/local charity programme.** Employees are asked to nominate a smaller local cause which we will donate £1,000 to. The idea is that these will be more local initiatives that will appreciate the financial boost. It might be an organisation that is close to the heart of the person who nominated it.
- Supporting employee fundraising challenges.** We are keen to support the efforts of team members who take on fundraising personal challenges by giving them a significant donation.
- Support for community clubs and initiatives.** As well as traditional charities we consider applications to support local clubs and organisations such as youth sports groups and community groups.

Summary results

- 2 major fundraising events hosted
- 18 charities supported
- 17 community projects/clubs supported
- 150 (est) employees involved in CSR activities



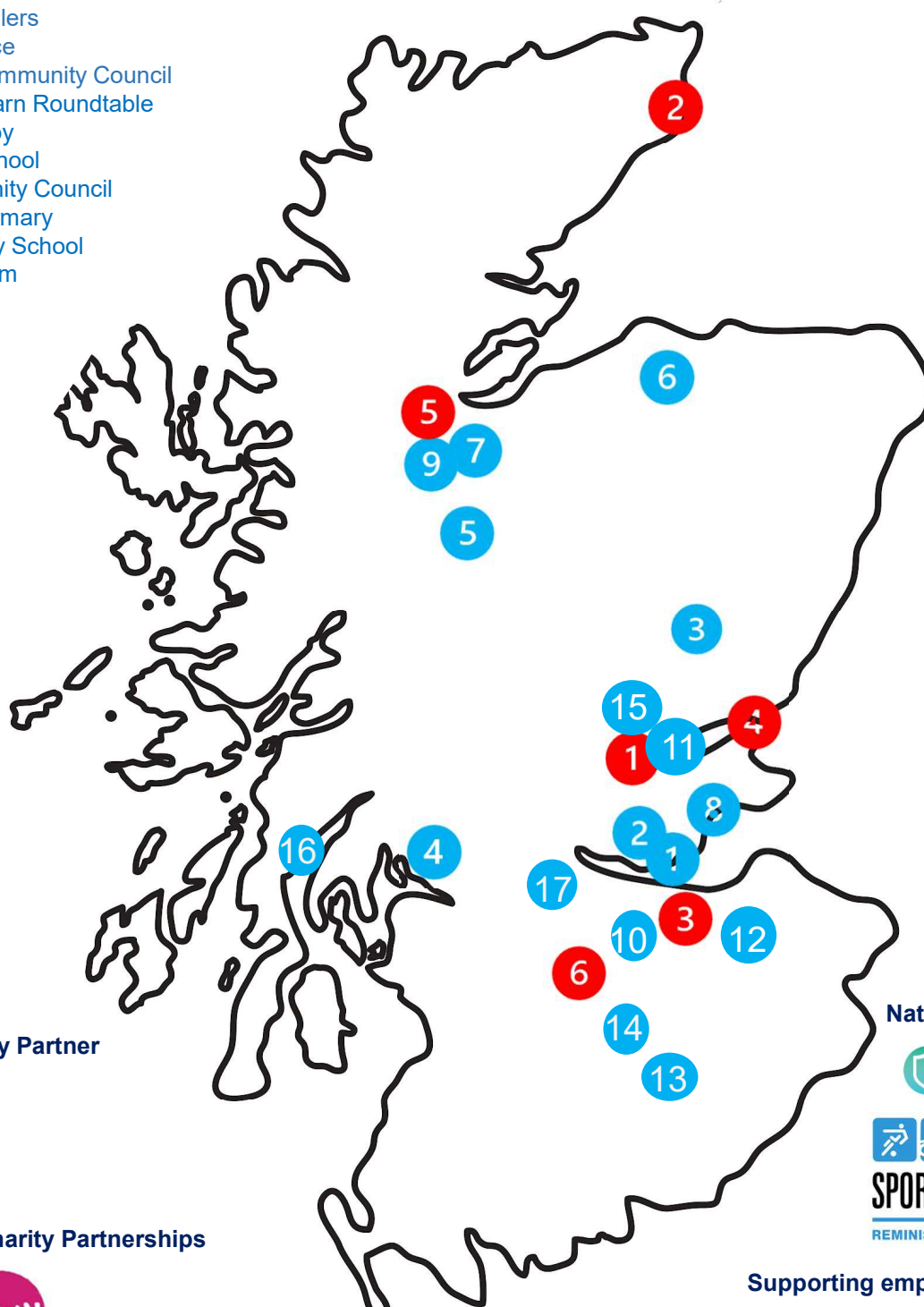
Location of causes supported - 2022

Community Projects/Activities Supported

1. Swifts FC
2. Dunfermline Girls Rugby Club
3. Auchengeich Colliery Memorial
4. Sporting Memories Scotland
5. Newtonmore Primary School
6. Wild Things!
7. Highland Archive Centre
8. Glenrothes Strollers
9. Highland Hospice
10. Queensferry Community Council
11. Perth & Strathearn Roundtable
12. Crusaders Rugby
13. Hawick High School
14. Selkirk Community Council
15. Perth Royal Infirmary
16. Furnace Primary School
17. FIRST swim team

Regional Charity Partners

1. Lighthouse for Perth
2. Caithness Broch Project
3. Queensferry Care in the Community
4. Transform Community Development
5. Clarity Walks
6. Pauls Parcels



2022 National Charity Partner



Ongoing National Charity Partnerships



Nationwide Charities



REMINISCE • REPLAY • RECONNECT

Supporting employee fundraising





1. ONGOING CHARITY PARTNERS

Within our NMC quality submissions to Transport Scotland These are with organisations we committed to supporting some charities on an ongoing basis



£20K + RAISED

As an organisation we've committed to raising at least £10,000 per year for Cash For Kids.

In 2022 that target has been smashed, with a total of **£20,372** being donated as a result of two activities – the staff raffle in January and the [Corporate Charity Golf Day](#) in September.

£910 was raised in the staff charity raffle.

£19,462 was raised at the Corporate Charity Golf Day



£2,010 RAISED

Twenty BEAR employees signed up to Doddie Aid, the six week participation event at the start of the year. They ran, walked, cycled and hopped their way to a total of 3,439 miles between them and raised £505, which BEAR match funded making a total of £1,010 for the charity.

A £1,000 donation was made to Doddie Wier's memorial fund.



£3,728 RAISED

BEAR Scotland's Staff Football Tournament returned for the first time in three years.

£3,728 was raised for SAMH, which included a £2,000 donation from Highways Management Group. The remainder was raised through team entry fees.



£120,000 + in social value to SBMC

BEAR is a member of the RBLI Tommy Club which supports veterans. We also work in partnership with Armed Forces Recovery Centres and the Careers Transition Partnership to encourage new recruits from the forces.

We are continuing to work with Scotland's Bravest Manufacturing Company as the preferred sign supplier. We also support with PR – including the latest [story](#) about delivering over £120k in social value.

Additionally £250 was donated to RBLI's winter campaign.





2. ANNUAL NATIONAL CHARITY PARTNER

We undertake a vote where all staff are given the chance to vote for the Charity partner of the Year. The idea is that the shortlist contains organisations that are Scotland wide and complement the existing long-term partnerships.



£5,404 RAISED

Scottish SPCA achieved 26% of the staff vote. See outcome below.



As a result various initiatives were developed and a total of **£5,376** as well as numerous donations of pet toys, blankets and food were delivered to animal rescue centres.

STEPPING UP SUPPORT ACROSS THE BUSINESS

In May we linked Scottish SPCA fundraising to Eurovia's Steps to Health Challenge. We managed to raise a total of £442, which was topped up by BEAR to total **£1,027**.

We also donated various useful items to SSPCA, including bedding, food and toys which were distributed to SSPCA centres across the country.



September 27, 2022

FORTH ROAD BRIDGE OPEN DAY SUCCESS

Open day attracted over 400 visitors and raised over £2,000 for charity BEAR Scotland pledges to repeat the event next year Doors Open Day at the Forth Road Bridge has been hailed a great success, attracting over 400 visitors and raising over £2,000 for charity. The



KILT WALK RAISES £1,522

Gillian Laurie took part in the Kilt Walk and raised a total of £1,522.50 this includes a corporate donation of £250 and top up from the Hunter Foundation.



CHRISTMAS JUMPER DAY

The final fundraiser of the year to raise more funds for SSPCA was linked to Christmas Jumper Day. Staff were asked to wear their festive jumpers to work and donate £5 to the charity. £792 was raised.



3. REGIONAL / LOCAL CHARITY PROGRAMME

At the start of the year, employees are asked to nominate a smaller local or regional cause which we will donate £1,000 to. The idea is that the six organisations chosen will be more local initiatives that will appreciate the impact of the financial boost. It might be an organisation that is close to the heart of the person who nominated it.

In 2022 we ensured that two organisations in the region of each unit, NW, NE and SE benefited from this programme.



March 25, 2022

BEAR SCOTLAND GIVES THE LIGHTHOUSE FOR PERTH £1,000 FUNDING BOOST

The Lighthouse for Perth, the charity that offers crisis support for anyone aged 12 or above who is at risk of self-harm or suicide, or who find themselves in emotional distress or crisis, will benefit from a £1,000 donation made by road maintenance company BEAR Scotland, which has its headquarters in Inverlomond, Perth. The Lighthouse .



May 2, 2022

CAITHNESS BROCH PROJECT RECEIVES £1,000 DONATION FROM BEAR SCOTLAND

BEAR Scotland has donated £1,000 on behalf of all staff to Thurso based charity Caithness Broch Project, a charity dedicated to the promotion, preservation, and conservation of Caithness archaeology and heritage sites. The Caithness Broch Project is the second cause this year to benefit from BEAR's charity initiative which focuses on local and regional causes .



June 6, 2022

QUEENSFERRY CHURCHES CARE IN THE COMMUNITY FUND RECEIVES £1,000 DONATION FROM BEAR SCOTLAND IN CHARITY GIVING DRIVE

BEAR Scotland has donated £1,000 on behalf of all staff to Queensferry Churches Care in the Community, also known as Queensferry Care, a charity dedicated to providing daily services to those who are socially isolated, have reduced mobility, long term health conditions or a diagnosis of dementia.



June 29, 2022

TRANSFORM COMMUNITY DEVELOPMENT RECEIVES £1,000 FUNDING BOOST FROM BEAR SCOTLAND

BEAR Scotland has donated £1,000 on behalf of all staff to Dundee-based charity Transform Community Development, an organisation dedicated to supporting the needs of vulnerable people by finding solutions ranging from temporary accommodation to sheltered employment. The charity's FareShare project aims to reduce food poverty amongst people suffering from social and economic distress.



August 1, 2022

CLARITY WALK RECEIVES £1,000 FUNDING BOOST FROM BEAR SCOTLAND

BEAR Scotland has donated £1,000 on behalf of all staff to Inverness-based charity Clarity Walk, an organisation dedicated to bringing people together through nature to connect communities and reduce isolation, anxiety and depression. The charity offers various activities where they aim to encourage people to take time away from digital devices and spend more time .



September 2, 2022

PAUL'S PARCELS RECEIVES £1K FUNDING BOOST FROM BEAR SCOTLAND

North Lanarkshire food poverty prevention charity gets support from roads team BEAR Scotland has donated £1,000 to Shotts-based charity Paul's Parcels, a small independent charity that provides support to local villages in the surrounding area. Paul's Parcels' mission is to help tackle food insecurity or poverty by providing families with fresh food .



4. SUPPORTING EMPLOYEE FUNDRAISING CHALLENGES

We are keen to support the efforts of BEAR Scotland team members who take on fundraising personal challenges by giving them a significant donation.

£1,405 Raised for Highland Hospice

A four-strong team from our Inverness depot helped raise a total of £1,405 for Highland Hospice by taking part in its recent fundraising event.

James Duthie, Forbes Fraser and Kevin MacCallum ziplined the Kessock Bridge raising £805, which was topped up with a further £600 corporate donation by BEAR.

The 1,500ft zipline went across a section of the Beaully Firth from the North West pylon (at road level) to North Kessock shoreline.



SCOTTISH HALF MARATHON

Jess Cleland from the engagement team raised £620 for the Mental Health Foundation by taking part in the Scottish Half Marathon in Edinburgh on Sunday 18 September.

Jess ran the 13.1 miles in 2 hours and 1 minute, raising £370 which was topped up by a £250 corporate donation by BEAR.



Boxing for Cancer Research

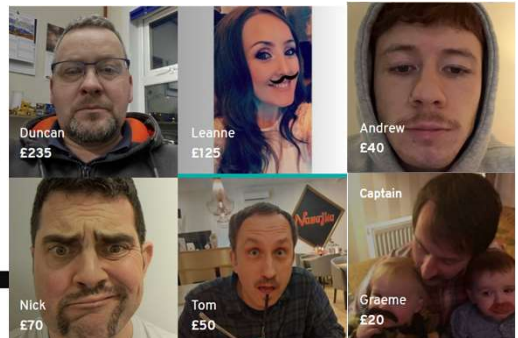
Scott Dodds took part in a charity boxing tournament. BEAR provided a corporate donation of £500 which helped him raise a total of £1,250.



MOVEMBER BEAR SCOTLAND



£1,450



Sixteen BEAR staff decided to take on the Movember challenge to either grow a moustache or Move 60 KM in November for the men's health and suicide prevention causes supported by the charity. Between them they raised £725 by the end of the month. BEAR added a corporate donation of £725 bringing it to a total of £1,450.



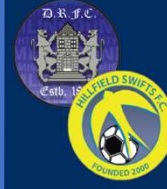
5. SUPPORTING COMMUNITY CLUBS AND INITIATIVES

Throughout the year, we receive requests for donations to help fund community projects, schools, youth and adult sports clubs, mental health initiatives and much more.

Crusaders sponsorship support

This year, we were proud to sponsor the Crusaders RFC with donation of £500 for a sponsorship package. All players and volunteers of the Crusaders RFC have in some way been affected by Cancer, either having fought it themselves or supported a family member or friend who has.

The sponsorship programme throughout the year to raise funds and build partnerships with businesses to support in enabling attendance and participation at invitational tournaments, hosting touring fixtures, and developing a Crusaders youth rugby initiative.



We have also donated funds to two local community sports groups, Swift FC in Inverkiething and Dalgety Bay, as well as Dunfermline Rugby Club girls' team, who will use the funds to purchase new equipment and kit and carry out facility repairs.



FIRST Swimmers bus transport boost



BEAR helped fund a minibus so eight young talented swimmers from Falkirk Intergraded Regional Swim Team (FIRST) could travel to Aberdeen for a competition. The FIRST programme supports swimmers from 3 feeder clubs, Grangemouth, Falkirk and Bo'ness, on an elite pathway.



BEAR helps Hawick pupils win award

A £750 BEAR Scotland community fund donation to Hawick High School was instrumental in supporting the school's successful bid to achieve the prestigious Royal Horticultural Society (RHS) Schools Gardening Award level 4. The school's gardening focus has also seen three pupils achieve a John Muir Discovery level award by exporting their skills to a local animal sanctuary.



We were also delighted to sponsor the Sporting Memories Foundation Awards again this year. This charity uses the power of remembering and talking about sport to tackle dementia, depression, and loneliness.



Other causes that have benefited

- Newtonmore Primary School** received funding for Hi-Vis safety vests for pupils.
- Furnace Primary School**, Inveraray received funding for waterproofs for the pupils
- Letham Community AFC** – Received funding for Kit
- Glenrothes Under 12's Football Club** also received sponsorship for coaches jackets.



We have also made corporate donations in BEAR's name to Rookie Rockstars, a mental health counselling service for young people based in Cumbernauld, Glasgow.