



Axis Europe Community Investment Policy

A community we contribute to will
welcome and value us.

AXIS' COMMITMENT

Axis is committed to making a clear and positive contribution to the communities in which we work and live and in circumstances where we can make a real difference. Our aim is to build and maintain sustainable community relationships so that our partnerships can have lasting results.

The commitment stems from the belief that our relationships with local and national communities should reflect both Axis' core values and our responsiveness to those with whom we work.

Our values are part of our DNA and guide the way we work with our clients, business partners, local communities and with each other. Central to this is a belief that what is good for you is good for us, an ethos that creates a culture of working hard for one-another and where innovation can blossom, people can thrive, and success is a shared experience.

OUR VALUES



Honesty

Integrity, honesty & commitment breeds integrity, honesty & commitment



Respect

Everybody deserves respect



People

Train and develop people - their growth becomes our growth



Diversity

Embracing diversity will broaden our horizons



Co-operation

Harmony, co-operation & openness helps build strong relationships



Community

A community we contribute to will welcome and value us



Environment

Protect our environment, protect our future



Safety

Commitment to health and safety benefits everyone

ADDING VALUE IN COMMUNITIES

Our employees play a key role in the decisions we make at national and local level, both in the types of issues we address and the organisations we support. We also inspire and empower our people to use their skills to make a positive difference in our communities.

To demonstrate our commitment to sustainable community relationships, we focus our community investment initiatives in three key areas:

Employment, Education & Training

We aim to support residents in our local communities to develop skills and access training opportunities to enter, and sustain, employment in the construction industry. Through our work inspiration programme, we are committed to helping young people become the workforce of tomorrow. As well as training and apprenticeship opportunities, we offer work experience placements, career talks, workshops, mentoring and school engagement programmes. Meet some of our apprentices:

James Hedges, Apprentice Plumber

“ The highlight of my apprenticeship has been getting to meet all the people I work with. We get along well so that makes the job a lot easier. I’ve also gained a lot of life skills and knowledge on the technicals of the job that I can transfer wherever I go in life. ”



Francesca Fordham, Apprentice Painter

“ The highlight of my apprenticeship has to be volunteering to refurbish a school in South Africa. We were able to go and help disadvantaged children have a better education. It was an amazing, life-changing opportunity. It was challenging work, but it was worth it to see how much we changed the children’s school experience. ”

Barnaby Havercroft, Commercial Manager

“ Without doing the quantity surveyor apprenticeship I wouldn’t be in the position I currently am in! I’d still be working those dead-end jobs that I had no interest in. My apprenticeship really helped me propel my career and got me to the senior position I’m in now. ”



ADDING VALUE IN COMMUNITIES

Community Projects

We are committed to supporting and investing in the development, welfare and economic growth of our local communities. From community centre refurbishments and repairs projects to our company volunteering programme, we work in partnership with our clients to address local need and help communities to thrive and grow.

Axis Apprentices Build Sensory Barn for Maypole Project

Axis' first and second year apprentices created a sensory barn for The Maypole Project, a Bromley-based charity which provides a lifeline of support for children with complex medical needs across south-east London.

“Being able to open our own Sensory Barn is a dream come true for us and will bring enormous benefits to the ill and disabled children we work with. It will act as both a safe space where they can calm down and relax, and an interactive, engaging learning environment. We are extremely grateful to Axis Europe for all of their hard work and dedication to bringing our vision to fruition, and to Travis Perkins for providing the raw materials to make it happen.”

Sally Flatteau Taylor, Founder of The Maypole Project



Driving DIY

In partnership with our client Kingston Council, we sponsored a DIY bus to tour different estates in Kingston to teach residents simple home repairs. Residents were able to visit the bus to watch DIY videos and live demonstrations carried out by Axis volunteers.



“It was a great pleasure to do my bit for the client and Axis. The residents found the videos very helpful, likewise, I was delighted to be able to offer them support and give them confidence to carry out some basic home repairs.”

Paul Hindmarch, Senior Supervisor at Axis

ADDING VALUE IN COMMUNITIES

Axis Foundation

Valuing the importance of giving back, our charity, the Axis Foundation, was set up in 2009 by our CEO, John Hayes. The vision was to make positive and long-lasting differences in our communities and those within them. Over the last 12 years we have donated over £1.7M to hundreds of different causes that have made a real difference to people's lives, created new opportunities and helped people to realise their full potential.



Bridge to fishing freedom

Disabled people are excluded from fishing by poor design, not their disability. Our donation of £3450 to the BDDA has helped fund the creation and installation of an accessible fishing platform with stop-rails, hand rails and anti-slip strips to allow safe access to the water and to the joys of fishing.

Winter Appeal for Demelza

Our Axis people, our suppliers and subcontractors raised £75,000 for our charity partner Demelza Hospice Care for Children. To put this into perspective, £75,000 is the equivalent of over 1,531 hours of expert, daytime care for a child or young person with a serious or terminal condition or the cost of funding two specialist nurses for an entire year.



Green Health Thames Valley

The horticultural programmes at Green Health Thames Valley (GHTV) help marginalised and isolated people with mental health difficulties. The Axis Foundation's donation of £4,450 purchased a polytunnel, raised beds and green roofs for the sheds for their community garden in Whitley.

Responsibility and accountability

The development and implementation of this policy is the responsibility of John Hayes, Chief Executive and Axis' Community Investment Team. We have formal procedures for deciding how our community investment should be targeted, and we measure and report on progress annually.