



We want to actively engage with our communities to provide practical, lasting support that benefits society

COMMUNITY

Our progress

21 students attended the Xaar STEM morning for a robotic duck project

14 students enrolled in Xaar hosted STEM afternoon clubs

22 charity champions volunteer to support our Charity partner Break

2 industry placements completed

Xaar supports the Cambridge Standing Tall trail volunteer programme



Our community

We are incredibly proud of the progress we have made to support our Community goals and ambitions during 2023. This year, we focused our efforts on making a positive social impact and working alongside organisations that deliver targeted support where it is needed most.

A key of activity has been our continued support of Science, Technology, Engineering and Mathematics (STEM) subjects within our local communities. These initiatives and activities are making a tangible and positive impact to young lives.

Alongside our STEM outreach, our commitment to our charity partnership remains strong. This year, our Charity Champions and colleagues have worked very hard to raise funds for our UK charity partner, Break. Thanks to their collective efforts we have raised £35,772, with Xaar match funding what we have raised, our total is £71,544 since the beginning of our partnership.



Joining forces with educational charity the Smallpeice Trust our UK team funded and hosted a workshop for 50 students from St Peter's Secondary school in Cambridgeshire. The students were given an opportunity to build fully functional speakers which they were able to take home and enjoy using. Showing the value of STEM outreach, 87% of the students provided feedback that they enjoyed the day, and 85% felt they had gained new skills.



Thanks for giving me the opportunity to express myself in engineering and to discover what I'm capable of. Feedback from a Year 10, female student



Supporting STEM

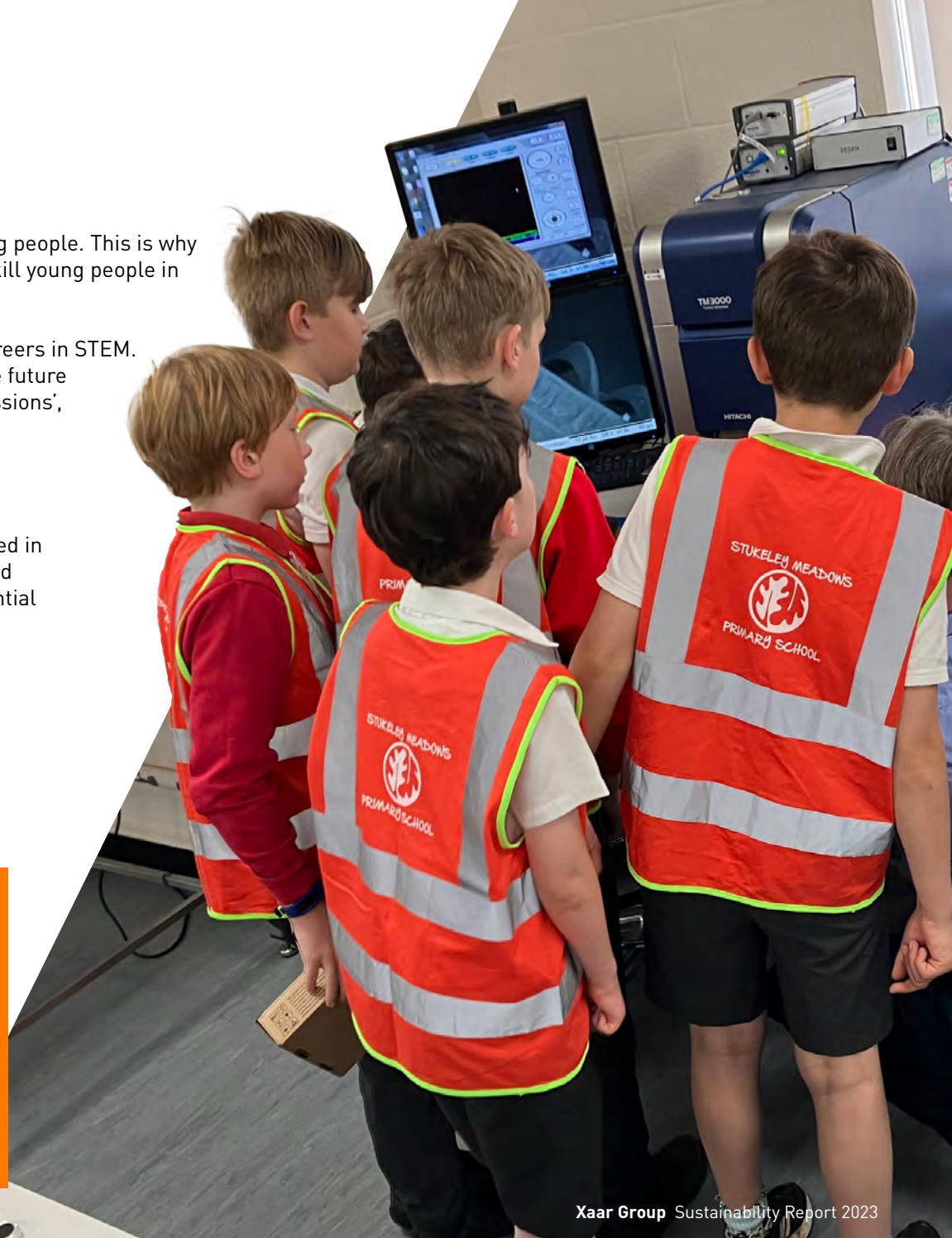
How we're making a difference

Career pathways in STEM subjects offer rewarding, high-value opportunities for young people. This is why we made a commitment in our Sustainability Roadmap to support initiatives that upskill young people in areas such as science and engineering.

During 2023, we invested time and resources to inspire future generations to seek careers in STEM. Our work in this area is group-wide; each of our businesses is working hard to inspire future generations through a wide range of activities. This includes hosting 'STEM taster sessions', careers fairs, after-school clubs, Xaar experience days, and careers talks.

Inspiring the next generation

We welcomed 13 students to our Huntingdon site from local primary school Stukeley Meadows' Imagineering after-school club. The children toured our site and participated in activities designed to inspire their interest in technology-focused careers. This allowed them to experience the world through the lens of a microscope and discover the potential of 3D printing.



This visit has been a great way for us to build on the work we do in school. Seeing science and engineering in real life applications that are leading inkjet technology's use around the world is inspiring and will help us develop our students' science and engineering skills even further. The team from Xaar provided a deep and inspiring insight into the diverse world of engineering within their business – and our visit also ensured everyone had a lot of fun!

James Singletery,
Headteacher, Stukeley Meadows School, Cambridgeshire

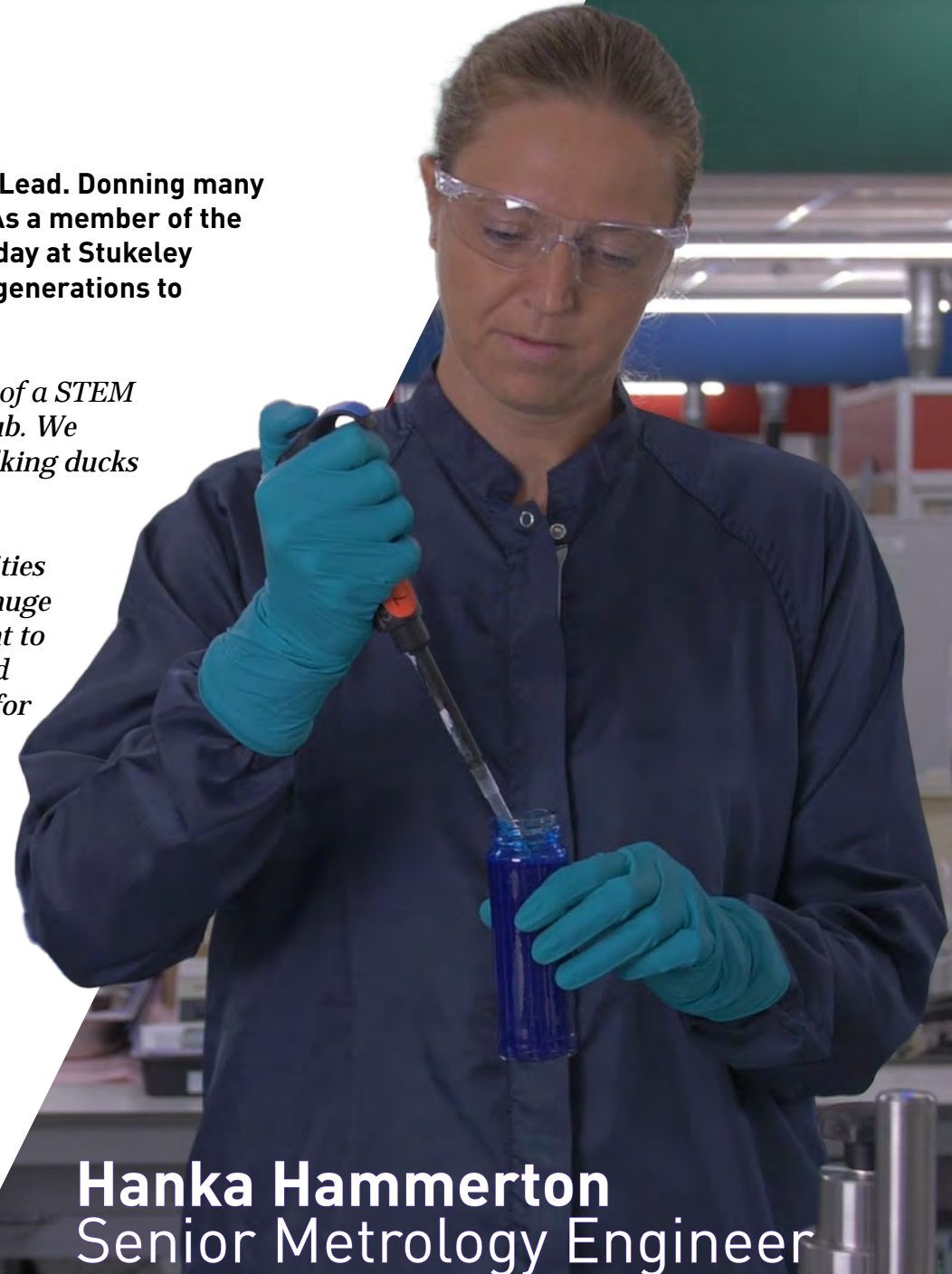


Making an impact

Hanka Hammerton is our Senior Metrology Engineer/ Engineering Lead. Donning many caps, Hanka also holds the role of one of our STEM Ambassadors. As a member of the small team which runs the popular after-school club each Wednesday at Stukeley Meadows School, Hanka inspires our local communities' youngest generations to explore the opportunities found within a STEM career.

“Seeing first-hand how the kids become inspired by the possibilities of a STEM skillset, is the most rewarding aspect of running the after-school club. We organise projects for the kids, everything from building robotic walking ducks to electronic games.”

I think it's so important to show younger generations the opportunities available to them, especially for the younger girls. We have seen a huge spike in the number of girls coming to the club; it is really important to me to have the opportunity to represent how a future in STEM could look for them. Having the space to embody a potential career path for girls is great, I can really show them what's possible.”



Hanka Hammerton
Senior Metrology Engineer



Xaar - Stepping up

Seven employees from Xaar committed to walking one million steps in just three months to raise money for our UK charity partner, Break. The team smashed their target, with a grand total of 7,638,660 steps. This raised a remarkable £1,318 which was match funded by Xaar – increasing their total contribution to £2,636.



Real-world experiences

In the UK, we were delighted to offer work experience placements at Xaar and FFEI for 11 students from various secondary schools in the Huntingdon and St Albans areas. The feedback from students and teachers has been fantastic – and we aim to repeat this in 2024.



*70.5% of young people 'strongly agree' that work experience helps you to make decisions and choices about your future.**

We also offer regular careers talks and attend career fairs at local schools. Each event or initiative is designed to spark an interest – and show students what STEM means in the real world of work.

We actively encourage our colleagues to make a difference to young lives. This commitment is evidenced by our rewarding relationship with Stukeley Meadows School. For the last 15 years, every Wednesday afternoon a dedicated team from Xaar runs a STEM club for 14 children in Year 6.

These popular sessions are one of the many initiatives driven by our people-centric ethos, inspiring future generations of engineers from a diverse range of backgrounds.



*76.1% of young people 'strongly agree' that work experience helps you to BUILD experience that can help you get a job.**

*Source: Youth Voice Census - 2023. 4,276 young people completed the Youth Voice Census: <https://www.youthemployment.org.uk/dev/wp-content/themes/yeuk/files/youth-voice-census-2023-report.pdf>



Our STEM outreach will help us to inspire, nurture and develop skills for future generations of engineers and innovators...





Supporting our charity partners

Our Group-wide Volunteering Policy allows a matched period for time taken by an employee to volunteer with a recognised charity up to 2.5 days a year. This policy has led to some incredible – and impactful – initiatives. For example, one of our UK-based colleagues returned to Kenya to continue his work helping local schools.

Our Charity Champions worked hard to help us achieve our ambitions. This passionate and committed group includes colleagues from across Xaar Group. Their aim is to raise funds for our charity partner.

Our three-year charity partnership with Break has been very rewarding. This East Anglia based organisation provides a brighter future to local children and young people on the edge of care, in care and leaving care. Xaar has committed to match-fund up to £20,000 of our fundraising activities in the UK. In the last twelve months, the UK business has raised **£35,772**, which will be match-funded by the company. This means a grand total of **£71,544** has been donated since the beginning of our partnership.



Leap of faith

Eight of our UK team members took the plunge when they skydived from a plane 13,000 feet above the Cambridgeshire countryside. These brave folks raised £3,713 for our charity partner Break.

