



Social Return on Investment



funded by **MYTILINEOS**Energy & Metals

Social Return on Investment



MYTILINEOS Energy&Metals, in collaboration with the social enterprise Knowl, supports exclusively through the FemStem program, 30 women from all over the country, who seek to work in the field of science, utilizing the awardwinning methodology of the Accelerator of Skills and Employability #mellon. Each benefited woman will receive at least 30 hours of work and business counseling, with skills training, mentoring, scientific empowerment tools and interconnection with market executives.

Gender equality is not only a fundamental human right but also a necessary condition for a sustainable world. For this reason, MYTILINEOS, through its participation in the FemStem program, contributes to the UN Sustainable Development Goals and in particular to Global Sustainable Development Goal 5 which promotes full and equal access of women to science.

The purpose of the SROI analysis is to highlight the "Theory of change" for each stakeholder through their participation in the FemStem program for the period April -December 2023 as well as to maximize its social impact.





Stage 2: Mapping Outcomes



Stage 3: Evidencing Outcomes and Giving Them a Value



Stage 4: Establishing Impact



Stage 5: Calculating SROI



Stage 6: Reporting

Social Return on Investment (SROI) is a method for measuring the social, environmental, and economic impact of a project or initiative. It is a tool that helps assess the value of a Corporate Social Responsibility project beyond its financial returns. It focuses on the benefits that it provides to society.

MYTILINEOS has adopted SROI in order to understand the effects of the activities it invests in and to show that it understands the value created, manages it and proves it, based on the internationally recognized methodology.

The evaluation was prepared by the Social Value Greece team of Equal Society.



"I feel an increased confidence in myself and my knowledge..."

"I used digital tools that I learned to use through the FemStem program and came in contact with information that develops me professionally and personally..."



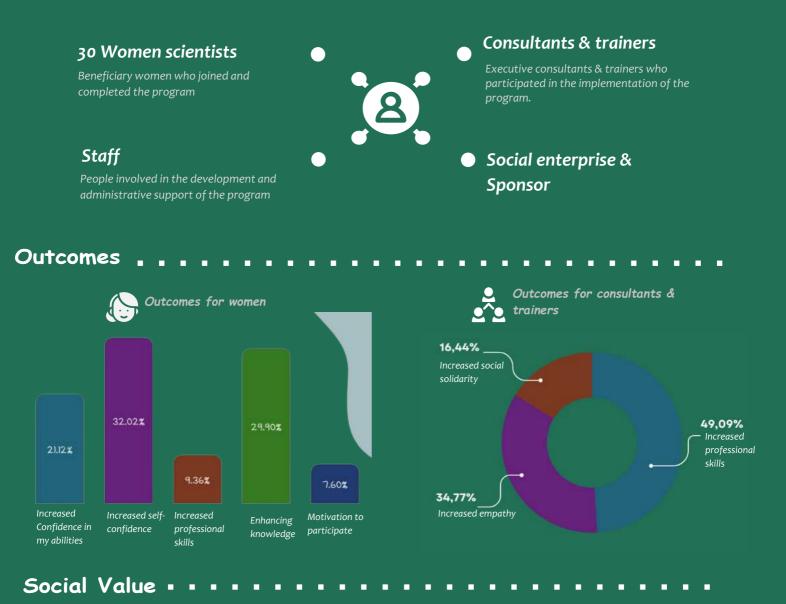
The main objectives of the FemStem program are:

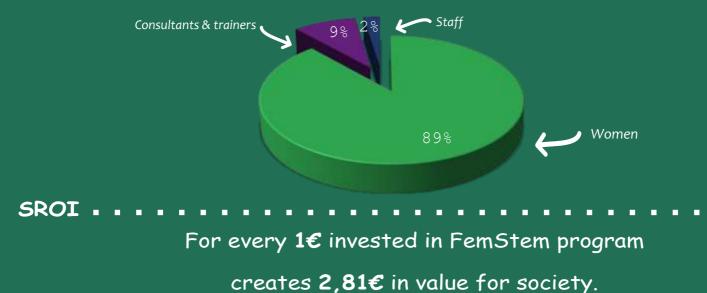


 \checkmark to exploit capabilities and talents

- \checkmark accelerate the pace of change in attitudes
- \checkmark improve the lives of individuals and communities







Theory of change



Inputs	Stakeholders	Outputs	Outcomes	Impact
• Available cost for program	 Beneficiary women who joined and completed the program Executive consultants & trainers who participated in the implementation of the program Staff, who involved in the development and administrative support of the program Staff, who involved in the development and administrative support of the program 	 30 Women scientists 6 women joined the labor market 15 thematic sections 1.132 hours of 	Women	• Increased self-confidence for
			 Increased confidence in their abilities Increased general self-confidence 	women • Increased professional skills
		individual & group meetings	 Enhancement of knowledge and skills Increased professional opportunities 	Increased awareness of the underrepresentation of
Goals		 9 job counselors/trainers implemented the program 29 people participated in the Open Seminar 96 publications in media 12 organizations and contacts with whom communication took place 9 participants received certifications 	• Motivation for new participation for activity or learning	women in STEM
The main objectives of the FemStem program				
are: • to exploit			Consultants & trainers	↓ ↓
capabilities and talents			 Increased empathy Improved professional skills Increased social solidarity 	SROI
 accelerate the pace of change in attitudes 				"For every 1€ invested in FemStem program
 improve the lives of individuals and communities 			Εργαζόμενοι	creates 2,81€ in value for
			Increased communication skills	society".
			Gain experience	