



Community and Charitable Policy

Background

Our community and charitable activity is focused on finding ways to address material social issues relevant to our business, our people and our customers. We look to create positive social impact wherever we do business and encourage our employees to support the causes they feel passionate about.

Scope

This policy applies to all RSA operations, including wholly or majority owned subsidiaries and associated companies where RSA has management control.

What areas we support

RSA supports the following priority focus areas which all have a clear link to our business, namely:

- Education and Employability;
- Enterprise and Entrepreneurship; and
- Charities of importance to our people.

We also support charities addressing safety and environmental issues in our communities. These focus areas act as a guide but regional variations are acceptable as long as a direct link to the business exists.

What we don't support

We are unable to support any organisation which supports one specific religious faith, political organisations or parties, sports or arts (unless supporting disadvantaged groups) or sponsorships, entry fees and travel arrangements for individual staff fundraising.

Direct financial support

RSA will provide direct financial support only if one or all of the following conditions is satisfied:

- The scope falls under one of the priority focus areas above or pre-agreed regional variations;
- Activity involves RSA employees in volunteering or fundraising activities;
- Is part of a wider business relevant partnership or is in response to a specific event (for example a natural disaster).

Volunteering

RSA actively encourages employees to volunteer, RSA operates a flexible policy for time off for volunteering which varies by region. It is recommended that a two day allowance per member of staff, per year, is provided for volunteering.

Payroll giving

RSA (where systems permit) will operate local payroll giving schemes for employees which allows matched funding in a tax efficient way.

Matched funding

Where budget allows, RSA will provide capped matched funding for employee fundraising initiatives each year (nationally set amount).

Gifts in kind

RSA employees and business units are encouraged to provide a range of 'in-kind' donations each year utilising business skills, expertise and resources.

Signed:

A handwritten signature in black ink, appearing to read 'Stephen Hester'.

Stephen Hester
Group Chief Executive
Date: 27 June 2016

This policy will be reviewed annually, or more frequently in light of significant legislative or organisational changes.