

## Community Investment Strategy

### Context

The Community Investment Strategy has been devised as a way of providing a structure to achieve the key elements of our Community Investment Policy, and is best read in conjunction with that document.

The aim of the strategy is to maximise the impact in our communities of our Community Investment Policy and to engage our employees throughout the process.

### This will be achieved through the approach and processes

- Charitable donations will be managed through the Group's Charities Committee and approved by UK Trading and Operations Team. Employees will be encouraged to suggest organisations for consideration through the intranet and a list of charities receiving charitable donations will be produced annually.
- The depot network will be encouraged to engage, primarily, but not exclusively through free equipment hire where appropriate, for charitable purposes
- Payroll giving will be encouraged by the Group.
- The sustainability of projects receiving substantial support from the Group will be taken into account, and where appropriate key performance indicators will be established to manage projects and achieve the greatest impact.
- The Group will take a proactive approach to the rehabilitation of ex-offenders and seek to support the rehabilitation agenda within the prison population.
- The Group will seek to have ongoing dialogue with the main beneficiaries of its Community Investment Policy.
- The Group intranet includes a community involvement matrix to allow employees to register their involvement, and as a point of contact for employees to share best practice.
- Up to Speed will cover an element of Community Investment in each issue.
- Where appropriate targets for our community investment will be advertised on the intranet.
- Community investment will be evaluated annually, and reported on in the Corporate Responsibility Report.