

WWRD UNITED KINGDOM, LTD COMMUNITY STRATEGY

WWRD United Kingdom, Ltd (WWRD) actively supports the involvement of its staff in voluntary activity and recognises the benefits that volunteering can have, not only to the community, but to the health, wellbeing and personal development of staff and to the profile of WWRD.

In particular, we see the benefits of supporting our staff coming up to retirement to consider volunteering. We also wish to enable employees to perform any public duties that they may be committed to undertake and so will give them time off to do so where it does not conflict with the operational needs of our business.

WWRD is committed to supporting:

- charitable giving both by for employee-generated charitable initiatives and for corporate initiatives;
- community investment; and
- community commercial initiatives.

WWRD has set the following management objectives:

- promotion and support of individual business unit/department ad hoc charitable initiatives;
- to establish and promote an appropriate corporate/charity partnership;
- to establish and promote targets for involvement in projects linked to community and social issues that impact WWRD.

WWRD has set the following performance indicators for projects linked to community and social issues that impact WWRD:

- Charitable giving:
 - 3 ad hoc local impact initiatives are identified and supported in each financial year.
 - 3 ongoing local impact initiatives are identified and supported in each financial year.
- Community investment:
 - 1 ad hoc local impact initiative is identified and supported in each financial year.
 - Ongoing local impact initiatives are maintained, supported and developed throughout the financial year.
- Community commercial initiatives:
 - Maintain for the life of the initiatives ongoing local impact initiatives.
 - Introduce local impact initiatives as ongoing initiatives are completed.

- Engage with employees to identify an appropriate corporate/charity partnership by end November 2014;
- Engage with selected corporate/charity entity to establish the partnership programme by end March 2015.

This strategy will be reviewed by the Group HR Director and the CEO on an annual basis.