





Approved: 13 January 2022

Next Review: January 2023

Sustainability is at the heart of our business, shaping the future together and creating that all-important life of possibilities for our customers, investors, colleagues and community partners. Phoenix Group is committed to making a difference in the communities in which it is based. Through its community engagement programme it seeks to maintain and forge new partnerships with charities, schools, youth groups, local businesses and local council to collectively address societal needs.

<p>Corporate Charity Partnerships</p>  <p>The Group will manage a programme of charitable activity in aid of the Group's chosen charities.</p> <ul style="list-style-type: none"> - The Group will operate charity partnerships. - Colleagues will be provided with opportunities to participate in fundraising initiatives on and offsite. - The Group will promote any fundraising through internal and external media channels. - The Group will regularly work with the charity partners to share learning, fundraising progress and achievements. 	<p>Volunteering</p>  <p>The Group will provide a regular programme of volunteering opportunities benefiting local charities and community groups, whilst promoting skills development for colleagues.</p> <ul style="list-style-type: none"> - Time within business hours will be made available for community volunteering activity. - Programme of financial education and literacy support delivered in conjunction with local schools. - Team challenge events arranged, benefiting community groups close to Phoenix's sites. - Promote Phoenix as an employer of choice. - Colleagues can take personal responsibility and support the wider sustainability agenda through participating in environmental-focused volunteering projects.
<p>Resource Donation</p>  <p>The Group will seek to provide support in a variety of non-monetary ways, for example through donating its resources, skills and time.</p> <ul style="list-style-type: none"> - The Group's 'office facilities' can be made available to community partners as deemed appropriate. - Colleagues will collect a range of alternative recycling to benefit local and national charity campaigns. - The Group will connect its various community partners to help address societal needs and benefit the wider community. - Pre-loved office furniture and surplus IT equipment will be freely offered to community group ahead of disposal. - The Group will offer a printing facility for its corporate charity partners. - The Group operates a community secondment programme. 	<p>Monetary Donations / Fundraising</p>  <p>The Group will offer matched fundraising for charitable activity that colleagues actively pursue in their own time. In addition the Group is able to match funds raised through onsite charitable fundraising.</p> <ul style="list-style-type: none"> - Guidelines are made available to colleagues on the Company intranet, together with criteria and limits for matching. - The Group operates a 'Give as You Earn' Scheme benefiting registered charities from regular colleague donations.

Community Investment

The Group will provide ad-hoc donations or sponsorship opportunities which primarily benefit the communities in which it is based and will support causes chosen by the Group's supply chain partners.



- Positively build the Group's reputation.
- Opportunities to promote the Phoenix brand in the local community.
- The Group will operate school partnerships.
- The Group will invest in opportunities that are designed to raise literacy and financial literacy levels and overall wellbeing of the wider community.

Phoenix Group does not financially support any political causes.