

GRANTS, DONATIONS AND SPONSORSHIP POLICY

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Scope

The Group uses the term 'donation' to encompass all voluntary contributions with monetary value (in the form of money, working time provided by employees, materials, goods, or services) expended by the Group to support not-for-profit causes without expecting a commercial advantage or other service in return. Donations include grants or sponsorship. The Group seeks to ensure all donations are aligned with its strategic aims, as set out in this policy, and its core values of integrity, teamwork and excellence.

Donations are not made retrospectively, and the Group does not make donations to political parties, political organisations or individuals standing for political office.

Strategic aims

The Group's strategy is for grants and donations to support projects in one of the following categories:

- i) Benefits the local community in the immediate vicinity of its offices and operations either directly or indirectly, with a preference for education, health and community events;
- ii) Improves understanding of, or support for, conservation or biodiversity in the countries of its operations;
- iii) Advances human knowledge on sustainability.

These aims are intended to support the UN Sustainable Development Goals: 4 (Education); 8 (Sustained, inclusive and sustainable growth); 9 (Resilient infrastructure) and 15 (Protect terrestrial ecosystems).

Evaluation criteria

Potential donations will be evaluated prior to a decision about whether or not to provide funding, paying particular attention to the following criteria:

- Clear accountability by the recipient for managing the donation and delivering the stated objective;
- Proposals for innovative approaches to achieving the objective;
- Opportunity to build strategic partnerships between relevant organisations;
- Proposed measures to monitor progress and determine completion.

Time span

Donations are generally for immediate disbursement in respect of projects to be completed within three months. However, the Group may commit to funding projects of up to four years' duration.

Resources

A budget for donations is set annually and disbursement is monitored continuously.