

Community Investment Policy

Community investment policy

RSA is a leading international general insurer. We are committed to developing trusted consumer and commercial brands that deliver great service and relevant products. We are here to help people, businesses and society prosper in good times and be resilient in bad times. In a world where our people, customers and communities are facing new challenges, we are committed to meeting their evolving needs, managing our business operations sustainably and having a positive social impact.

Supporting our local communities

We value our relationships with the communities we are part of. Through encouraging employee volunteering and supporting local causes, we are committed to making a positive difference to the people and places around us. Our business and our employees contribute to community-based organisations and initiatives through investments of time, money and products and services, and help to address a wide range of issues and causes.

This policy sets the framework for the type of organisations that can benefit, including charities, non-profits, non-governmental organisations (NGOs), third sector, civil society and social enterprises and the type of contribution we are able to provide, from one-off donations to long term strategic partnerships. The intention of all the activities we fund or support is to deliver a community benefit.

Why do we have a community investment policy?

Playing an active role in the communities where we operate is aligned to our Values. We recognise that the best businesses help the people who live and work around them to thrive. Supporting communities in difficult moments, sharing our skills and resources, and championing the issues they care about is a key focus of our approach to social impact and to achieving high standards in Environmental, Social and Governance (ESG).

We also recognise the positive benefits of community investment for employee engagement, motivation, and skills development. This policy ensures our community contributions have a charitable purpose at their heart, are aligned to our business, employee and community needs and that they are reported accurately and transparently.

Through this policy we have the necessary controls in place to make sure funds are used appropriately and do not result in conflicts of interest. Oversight is provided by our Social Impact and ESG Team and Executive Committee, chaired by our CEO, which monitors policy implementation.

Our commitments

Through the commitments set out in this policy we're able to effectively manage our community activity and have a positive impact on our wider communities.

Our commitments are to:

- Ensure all community investment contributions have a charitable purpose at their heart.
- Provide resources to coordinate community investment activities across our business and support the delivery of the Community Generosity strand of Intact's Social Impact and ESG strategy.
- Raise awareness of our community themes among our employees, customers and wider public.
- Empower employees to support the charitable organisations that matter to them through our matched funding, payroll giving and volunteering schemes.

- Encourage and enable involvement in local communities by supporting our people to take advantage of their two-day volunteering allowance and celebrating their achievements.
- Work in partnership with organisations where we can use our skills, expertise and reach to drive meaningful change on a social issue.
- Align our community contributions including cash donations, volunteering time, matched funding and in-kind donations of products and services with our priority community themes.
- Promote the wider role of business in investing in local communities and as agents of change.
- Measure and monitor our community investment contributions regularly, providing reporting templates and guidance to support consistency and comparability of information.
- Report on our community investment activities accurately and transparently in line with our reporting criteria and industry best practice.
- Publish information externally on the cash, time and in-kind contributions we make as part of RSA's Annual Report and Accounts and Intact's Social Impact Report.

Achieving our commitments

In support of our commitments, we have set the following framework:

What we invest in: Community investment themes

We focus our charitable gifts, strategic community partnerships and commercial initiatives in the community on:

- Supporting activities which help people and businesses to get ahead of risks through education, awareness raising and encouraging behaviour change e.g. safety related campaigns
- Education and employability – supporting the development of skills and knowledge for the future at a local level
- Social inclusion – supporting those facing hardship or discrimination by reasons of youth, age, ill-health, disability, sexuality, ethnicity or background
- Emergency relief – contributions to disaster relief efforts affecting our communities
- Environment – advancing environmental protection, resilience and conservation

Regional and country teams reflect these themes in their choices of causes, initiatives and organisations to support. Employee matched funding and volunteering entitlements may be used to support causes chosen at their own discretion.

We do not support community investment activities that are not in the spirit of supporting all religions and faiths, political donations or contributions in support of any political parties or organisations.

How we invest: Types of community investment

We use the globally recognised Business for Societal Impact (B4SI) standard to categorise our Community Investment activities. These cover:

Volunteering

RSA actively encourages employees to volunteer in support of their local community, offering the equivalent of two working days volunteering per annum for all employees. In line with B4SI (Business for Societal Impact) standards, we collect data on activities undertaken including the type of activity, beneficiary, community theme, number of participants and hours of volunteering.

Cash donations

RSA may provide direct financial contributions to charitable organisations or financially support activities with a charitable purpose, so long as the following requirements are met:

- All donations over the pre-agreed limit or outside our strategic themes are approved;
- The investment activity benefits communities where RSA operates; and
- The donation is to a registered charity or local equivalent charity status.

Matched funding and payroll giving

We seek to offer matched-funding schemes to encourage and support employee fundraising. Where these schemes operate we make cash donations up to set limits depending on whether an activity is a team or individual event. We also offer local payroll giving schemes to encourage and support employees to make regular charitable donations in a tax efficient way, offering matched donations as part of our employee benefits offer in certain countries.

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. Examples include:

- Donation of products
- Provision of pro bono legal, accounting or other professional services
- Contributions of used office equipment or furniture
- Use of company premises such as meeting rooms

Scope

This policy applies to all RSA UK and International operations.

Further information

[RSA Annual Report and Accounts](#)
[Intact Social Impact Report](#)

Approval

Ken Norgrove
CEO, RSA UK & International

Date: January 2023

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