

Community policy

Active and prosperous communities provide an ideal trading environment for business. Friends Life believes that building and maintaining relationships of trust in the community is vital to the sustainable future of our business.

We are committed to supporting charitable and community initiatives that are relevant to our business, and inspire our employees. We assess the output and impact of our programme, and report on our progress every year. The completeness and accuracy of our data is third party verified. Our investment is structured around two main areas:

Strategic Community Investment

Strategic community investment is focused on creating substantial partnerships that address particular business issues or aims such as improving the financial capability of our customers, or leveraging opportunities associated with the changing climate. The corporate responsibility team take the lead in identifying suitable partners from the voluntary sector and liaising with the relevant operational team.

Separately, the Friends Provident Foundation, a registered charity that operates independently of the business also has a strategic grant-making programme to address issues relating to financial systems and poverty in the UK. For more information go to: www.friendsprovidentfoundation.org (external site, opens in new window)

Employee Led Giving

We have a significant giving programme to encourage and support employees who wish to support community organisations, whose main objectives are compatible with our own core purpose: to give people more freedom and choices to flourish and enjoy their lives. This element of our community programme is driven and chosen by employees and is made up of three schemes:

- A Charity of the Year, chosen by employee vote
- Structured volunteering opportunities, principally based around team events; and
- Matched funding through Payroll Giving, up to £20 per month per employee.

Friends Life allows all employees 3 days paid leave to volunteer, subject to consultation with their line manager and the availability of suitable opportunities. Business Units are also encouraged to consider appropriate recognition schemes for employees or teams who act as role models of this policy to others.

Policy exclusions

Please note that we do not support the following:

- Individuals outside the company conducting their own fundraising for charity.
- Direct funding to organisations that have not been selected by employees, other than those specifically chosen to deliver a strategic element of our programme by the Corporate Responsibility team.
- Promotion of political or religious beliefs.
- Overseas trips and travel expenses.

Last reviewed March 2011