

**Codan A/S**  
**Codan Forsikring A/S**  
**Forsikringselskabet Privatsikring A/S**

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**Charitable Donations**  
**Guidelines of the Board of Directors**

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## EXTERNAL POLICY STATEMENT

### **Codan Community Policy Statement**

#### **Background**

Our community program is focused on finding ways to address material social issues relevant to our business, our people and our customers RSA seeks to provide our customers with the best insurance products and excellent customer service while focusing on ways our products and services can contribute further to society

We empower our people to champion the issues that are close to their hearts, helping communities around the world to thrive.

#### **Scope**

Management is responsible for conducting the business in a manner consistent with this statement. This policy applies to all employees and operating units.

#### **What areas we support**

Our priority focus areas for community programmes all have a link with insurance and are as follows:

- Safety;
- Social Inclusion, including Education & Employability and Education and Enterprise (e.g. education, youth, financial inclusion, etc.);
- Environment.
- Children (e.g. through our Children Accident Prevention Foundation)

These focus areas act as a guide but variations are acceptable as long as a direct link to the business exists.

#### **What we don't support**

We are unable to support any organization which supports one specific religious faith, political parties, sports or arts (unless supporting disadvantaged groups) or individual sponsorships. . We do not offer matched funding for personal donations.

Unless otherwise approved by Head of Corporate Responsibility, we will not make corporate donations to non-registered charities or local equivalents.

#### **Direct financial support**

We will provide direct financial support only if one or all of the following conditions is satisfied:

- The scope falls under one of the priority focus areas or regional variations
- Actively involves The Company's employees volunteering
- Part of wider active partnership

**Volunteering**

The Company will actively encourage employees to volunteer for corporate led events during work time. The Company operates a flexible policy for time off for volunteering which varies by region but recommends a two day allowance per year.

**Payroll giving**

The Company (where systems permit) will operate local payroll giving schemes for current employees which allows matched funding in a tax efficient way.

**Matched funding**

The Company will provide capped matched funding for employee fundraising initiatives each year (nationally set amount). Matched funding is not available for external parties or friends and family of employees and priority should be given to fundraising relating to the priority focus areas.

**Gifts in Kind**

The Company's employees and business units are encouraged to provide a range of donations and 'in-kind' services each year around the Group utilising business skills, expertise and resources.

- The company will engage and communicate with relevant stakeholders. We seek to work with peers and business partners and participate in public policy debates to further responsible behavior
- The company will communicate its principles externally independently verifying relevant content, targets and KPIs on an annual basis via the Annual Report & Accounts, CR Report and corporate website
- Progress against this statement for all operating countries will be reviewed as required by the Corporate Responsibility Team, and annually by the Senior Executive Team and the Board.