



SPONSORSHIP, COMMUNITY INVESTMENT AND CHARITABLE GIVING POLICY

1 Background

- 1.1 Tideway is committed to conducting our business in a sustainable way and to contribute to the society in which we operate.
- 1.2 To help us deliver on these commitments, we invest in community projects and give donations to charitable organisations.
- 1.3 Tideway has embedded community investment into our agreements with Main Works Contractors and we co-ordinate their activities with our own sponsorship, community investment and charitable giving.
- 1.4 Our sponsorship focus is to support our legacy commitments by investing in community partnerships with pan-London and more local organisations. Tideway may develop partnerships or sponsorships to engage the public or stakeholders but we are not investing in sponsorships purely to build project awareness.

2 Community investment – selection criteria

- 2.1 For our community investments and sponsorships, we aim to create partnerships which deliver tangible, measurable benefits and support our legacy aims. To ensure they are relevant to the project, we consider them against five criteria, all underpinned by a commitment to delivering value for money for customers and shareholders:
- Concerned with the river and/or the environment, themes at the core of our project.
 - Bringing communities together, ultimately making them more cohesive and inclusive, in line with our legacy commitments
 - Involving young people, linking to our legacy commitment to inspire and upskill the next generation
 - Concerned with health and wellbeing, linked to our health and safety and Legacy objectives.
 - Relevant to the development and execution of the project and its role in London's future development.
- 2.2 Tideway's community investment programme is reviewed against our External Affairs strategy and this programme spend is approved each year by our main Board. We also support local community organisations through the community investment plans of our main contractors.
- 2.3 Tideway encourages charitable giving generally in order to support the most vulnerable and create a more socially just society. This includes a matched giving

scheme in order to encourage staff fundraising and corporate charitable donations governed by the process outlined in section 3.

- 2.4 Tideway does not make donations to political parties.

3 Selection and approval process

- 3.1 Our community investment and charitable giving falls into three categories: pan-London partnerships; investments with charities and community organisations close to our sites; and donations to other charities and community organisations that are recognised by HMRC as having charitable status.
- 3.2 Charities in the first two categories are proposed for investment by the Corporate Responsibility team within External Affairs, working with colleagues and external advisers such as Business in the Community. These investments are approved through the annual business plan and budget process signed off by the Tideway Board and then managed by External Affairs, with oversight from the Community Investment and Charitable Giving Committee, which is a sub-committee of the Tideway CEO Team.
- 3.3 For the third category, we have a small number of staff charity partners and client and Programme Manager staff are involved in their selection. They are chosen with reference to the above criteria and we also consider where our involvement can leverage the skills and experience of the people who work on the project. We support these charities through corporate charitable giving, through paid volunteering time and by supporting events that raise staff funds. We also give donations to other charities and community organisations within a capped budget in order to contribute to a range of causes and encourage staff engagement with charitable giving. This includes donations under our matched giving scheme.
- 3.4 We consider further community investment partnership proposals and requests for charitable donations through the Community Investment and Charitable Giving Committee. Any proposals for sponsorships related to project awareness or reputation, or community relations (project mitigation), will be considered by the External Affairs Director, CEO Team and Board as required.

Andy Mitchell

Chief Executive Officer

06-Apr-2021

Mark Sneesby

Chief Operating Officer

06-Apr-2021