

# Corporate social responsibility at Threadneedle

We believe that we have a responsibility to exercise environmental and social stewardship throughout our business. We actively work to minimise our impact on the environment and engage with employees and the community to promote sustainable practices. Our commitment to corporate social responsibility reflects our focus on maintaining high standards. We continuously strive to find innovative approaches to improve in this area and believe that it makes a positive difference to Threadneedle operations.

## Environmental Stewardship

Threadneedle is committed to minimising our environmental footprint and have successfully achieved ISO14001:2004 certification of our headquarter building in London. The Threadneedle Environmental Committee meets regularly to discuss environmental ideas and developments. The majority of the committee members have been environmentally trained and are responsible for maintaining the environmental management systems. We are also members of the Clean City Awards scheme and won the gold award in 2007. We have been nominated again in 2008.

### Key environmental focus areas within Threadneedle:

#### Increased energy efficiency

- Movement sensors on lighting
- Environmental training for staff to turn off computers and monitors
- Working with the carbon trust on further initiatives to limit our greenhouse gas emissions and help combat climate change

#### Reduced water consumption

- Using refillable water bottles instead of buying water externally.

#### Recycling awareness

- Recycle toners, mobile phones and office waste.
- Encourage staff to increase recycling by limiting the use of desk bins.
- All types of office waste are placed in colour coded recycling bins.

## Health and Safety Stewardship

- In 2008, we were awarded the British Safety Council Sword of Honour for excellence in health and safety management.
- The Threadneedle Operational Committee is responsible for the Health & Safety policy and procedure in respect of all staff and all sites occupied by Threadneedle. The committee meets regularly and circulates meeting minutes internally.
- Our employees are our greatest asset and we strive for excellent employee welfare, a safe working environment and continuous learning. We support equal opportunity principles of employment.



## Philanthropy and Charitable Giving

- We are committed to good causes and in March 2008 we were upgraded to silver status from the Institute of Fundraising.
- We have a dedicated Charity Committee that organises fund raising events, and employees are encouraged to donate money through a "Give As You Earn" programme.
- The WWF, the Great Ormond Street Hospital for Children and Age Concern are among the good causes we have been pleased to assist.
- Threadneedle sponsors the Mall Galleries, specialists in Contemporary Figurative Art, which has enabled a complete refurbishment of the gallery since 2007. Threadneedle announced its sponsorship of a major new contemporary art prize in April 2008.

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