

COMMITMENT TO OUR COMMUNITIES



Communities

Our community initiatives are central to the group's values of making an unselfish contribution to society, nurturing an entrepreneurial spirit, valuing diversity and respecting others, which all underpin Investec's aim to be a responsible corporate organisation.

Our commitment to our communities includes:

- Staff volunteerism
- Education and learnerships
- Entrepreneurship and job creation
- Environment and other philanthropy.

Our strategy aims to support the communities in which we exist, with a particular focus on education, entrepreneurship and the environment.

Wherever possible, we seek to collaborate with partners, to leverage resources and expertise that ensure a lasting impact as well as long-term sustainability for our projects.



Through our commitment to our communities, we contribute to the following SDGs:



COMMITMENT TO OUR COMMUNITIES

Our approach

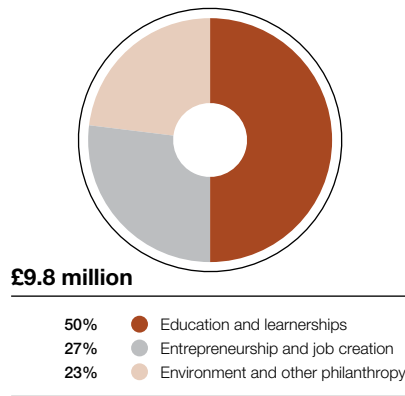
In order to achieve our vision to create sustained long-term wealth, we need a thriving economy with active economic participants. To become economically active, people need to be educated and skilled in order to be employed or create employment for themselves as entrepreneurs. Those professionals and entrepreneurs become our clients and staff, and partner with us to create more wealth. In this way, we are able to address financial inclusion, create active economic participants and engage with communities in a meaningful way.

Our approach focuses on three categories of impact:

- **Education and learnerships** (aligned to priority SDG 4: quality education)
- **Entrepreneurship and job creation** (aligned to priority SDG 8: decent work and economic growth)
- **Environment and other philanthropy** (aligned to priority SDG 6, SDG 7, SDG 9 and SDG 11).

In keeping with our business model of independent, highly autonomous business units, supported by a strong centre, there is no single overriding approach to social investment within the group, although clear commonalities exist. Each region has pursued social investment as deemed appropriate to their circumstances, and where they are in the evolution of their business.

Spend on community initiatives by category (%)



“Our support of education is informed by the desire to make a meaningful contribution in communities within which we operate. Through education, people are better positioned to become resourceful citizens of the world who not only become active economic participants, but also end up taking their rightful places in their chosen sectors for the betterment of their own lives, those around them and society at large.”

Setlogane Manchidi, Head of corporate social investment, South Africa



Promaths contributed 5% of SA's national distinctions in maths and 6% in science

2019: 5% for both maths and science



1 780 Arrival Education learners supported in the UK in the past 12 years

2019: 1 710 learners



1 440 South African youth placed in jobs through the YES initiative over the past two years



154 entrepreneurs provided professional advice through Bromley by Bow Centre

2019: 119 entrepreneurs



28 900 children reached through Investec Rhino Lifeline programme

2019: 21 600 children

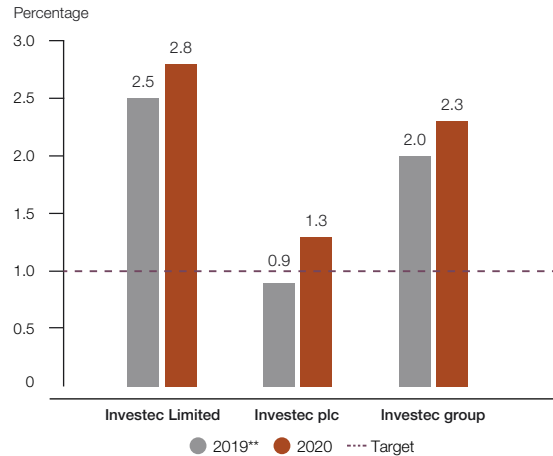


1 500 trees planted by staff in the UK

2019: >2 500 trees

COMMITMENT TO OUR COMMUNITIES

Spend on community initiatives as a % of operating profit*



* Before goodwill, acquired intangibles, non-operating items, taxation and after other non-controlling interests.
 ** Restated to exclude Investec Asset Management (now Ninety One).

Achieved 2.3% (£9.8 mn) group community spend as a % of operating profit* against our target: > 1.0% (2019: 2.0%, £9.5 mn)**

* Before goodwill, acquired intangibles, non-operating items, taxation and after other non-controlling interests.
 ** Restated to exclude Investec Asset Management (now Ninety One).

Staff volunteering

Through our staff volunteering programme we support and encourage staff participation and engagement. We believe that far more can be achieved through our collective knowledge, expertise and influence than through cash donations alone.

Our people play a pivotal role in our staff volunteering programmes, giving selflessly of their time, money, goods and skills to support our communities. We foster a culture of participation by offering staff involvement opportunities, some of which are outlined below. We offer staff a payroll giving programme in our South African, UK and other regional offices.

In South Africa, our Touch by Giving programme allows staff to donate money on a monthly basis, or once off, to 14 pre-selected and vetted charitable organisations, and financial resources permitting, Investec matches staff contributions. In the past financial year, Investec matched all staff contributions. We also encourage staff to volunteer in their own communities. Through the Cradle Project, staff have the opportunity to present charitable donation requests to a forum and

possibly receive funding for projects in which they are actively involved. In the past financial year, we facilitated 17 staff volunteering events and eight community events for business units in our South African offices that replaced their traditional teambuilding events (2019: 18 staff volunteering events; 11 community events). Over the past year, 1 046 staff in South Africa volunteered 2 878 hours (2019: 674 staff; 2 930 hours).

In the UK, our payroll giving programme, Give As You Earn, enables staff to donate money to a charity of their choice. Staff fundraising endeavours are supported through employee charity funding while small grants are made to local charities within our focus areas. In the UK, staff donated £331 029 to charity through payroll giving (2019: > £476 600). A further £120 238 (2019: £210 800) was raised by staff in the UK, Channel Islands, Ireland and the United States, including through Investec-sponsored events. All staff in the UK are also given two days paid leave to volunteer with our community partners. In the UK, Channel Islands and Ireland, 555 of our staff volunteered 3 217 hours (2019: > 4 200).



COMMITMENT TO OUR COMMUNITIES

*Education and learnerships*

Within our communities, we create education and learnership opportunities, that equip and enable young people to become active economic participants in society. Through these opportunities we contribute to SDG 4 (quality education).

**South Africa**

We aim to create opportunities for young people to become active participants in society. To achieve this, we recognise that there needs to be a continuum of initiatives, starting from high school, moving to tertiary education and continuing through to young adult learning.

Our strategy can therefore be depicted in a progressive pipeline, spanning three stages of personal learning and growth. We are passionate about empowering talented, hardworking individuals so that they may realise their potential.

Promaths programme highlights:

Contributed 5% of the country's national distinctions in mathematics and 6% in science respectively

(2018*: 5% in both mathematics and science)

Winner of the Triologue Strategic CSI award 2019 in recognition of strategic programmes that have both positive developmental and business impact

Funded >8 000 learners on the Promaths programme since inception in 2005

* Academic year: January-December.

Education*Unleashing opportunities through mathematics and science*

Kabo joined the **Promaths programme** in 2017 and matriculated in 2019 with 94% in physical science and 92% in mathematics. Kabo is one of 3 900 learners in eight centres on the Investec-funded Promaths programme that provides extra tuition in mathematics and science to learners in grades 10 – 12 at selected schools across the country.

Kabo describes how challenging it was being raised by a single, unemployed mother and her 89-year-old grandmother in the rural area of Makapanstad in the North West province. However, she did not let these challenges hold her back. "It was really difficult financially, but I didn't let this get in the way of my studies. I made sure that I excelled at school so that I could pursue my dream. At first I didn't see why we had to go to school for so many extra lessons in maths and science, but when I saw the amazing improvements in my results, I knew this was a real opportunity to make my dreams become a reality."

Since inception of our flagship programme, Promaths, 15 years ago, we have matriculated over 8 000 disadvantaged learners through the programme. In 2019, 222 034 learners wrote mathematics and 164 478 wrote science nationally. In the Promaths programme there were 224 distinctions in mathematics and 459 distinctions in science from 1 392 learners writing their final examinations, both of which contributed 5% and 6% of the country's national distinctions in mathematics and science respectively. The programme seeks to supplement the role of mathematics and science educators in schools to improve the performance of high-potential learners in these subjects.

Kabo is now studying astrophysics at the University of Cape Town. "I want to work for NASA. I would like to design space programmes so that our economy can grow through investing in space science. My biggest wish is to train to be an astronaut and travel to space."

Kabo Eva Tladi, Makapanstad, North West



COMMITMENT TO OUR COMMUNITIES

**Bursaries and alumni programmes**

We offer bursaries at a school and university level to learners and students who are both academically and financially deserving.

46 high school bursaries

(2018*: 40 bursaries)

125 university bursaries

(2018*: 133 bursaries)

2 585 Promaths alumni students

(2018*: 1 724 students)

* Academic year: January-December.

Investec awards **high school bursaries** to learners in grades 10 – 12 to access quality education around the country. In 2019, Investec awarded 46 high school bursaries, 22 of whom matriculated in 2019 (2018: 40 high school bursaries). Of the 46 bursary recipients, 36 of the learners are female. The bursaries cover tuition in high performing private and government schools.

Post high school, Investec awards **university bursaries** to students wishing to study towards scarce skills-related degrees at universities across the country. The 125 bursary students in 2019 (2018: 133 bursaries) ranged from first year to honours level. Of these, 18 were part of the Promaths Bursary Fund, awarded to learners who have been through the Promaths high school programme. 24 of the 125 bursary recipients completed their degrees at the end of 2019.

Investec supports **Promaths alumni societies** that aim to connect, motivate and empower previous Promaths high school learners who are now studying at tertiary institutions across the country. The programme has expanded in the past year with 2 585 students on the programme in 2019 (2018: 1 724) in 16 alumni societies (2018: 13 societies).



To read about Investec Promaths alumnus and Investec bursary recipient, Mmane Boikanyo, now the TuksSport marketing manager, click here: www.investec.com/en_za/welcome-to-investec/women-on-the-rise/mmane-boikanyo.html



For information on our career guidance, work readiness, mentorship and teacher internship programmes, please visit www.investec.com/en_za/welcome-to-investec/corporate-responsibility/our-community.html

Learnerships**From learnerships to employment**

Investec supports three external learnerships, namely the Umuzi Academy, Afrika Tikkun and ORT SA CAPE.

The **Umuzi Academy** offers one-year learnerships that produce high calibre, entry-level designers, copywriters, digital and multimedia professionals. The learnership includes nine months of on-the-job training at Umuzi, and three months working at a leading employer gaining practical experience. During 2019, Investec funded 60 Umuzi learners; of which 58 completed the learnership. In 2020, nine of Umuzi's digital learners will be based at Investec for their on-the-job training.

The **Afrika Tikkun** end-to-end learnership aids the empowerment of young job seekers by providing them with entry to mid-level jobs. During 2019, Investec funded 82 learners on the programme to study end-user computing and business administration. Some learners are placed in our regional offices with others at partner hosts. In January 2020, 62 learners graduated from the learnership.

From January 2020 we combined our learnership model with our YES commitment to create greater impact. 30 who graduated from the YES programme with one of our partners **ORT SA Cape**, started a new 18-month learnership to become qualified teacher assistants.

R11.2 mn invested in Umuzi Academy, Afrika Tikkun and ORT SA CAPE learnerships

82 learners on the Afrika Tikkun learnership



To read about an alumnus of the Umuzi Academy, Tshepiso Mabula and her budding career, click here: www.investec.com/en_za/welcome-to-investec/women-on-the-rise/tshepiso-mabula.html

COMMITMENT TO OUR COMMUNITIES



United Kingdom

We aim to empower young people to achieve their goals in life through the education projects we support. While we recognise the importance of academics, our community partners also focus on employability and life and interpersonal skills.

Education

Encouraging social mobility

Faisal Islam was 16 years old when he got the opportunity to join the **Arrival Education** programme. From the London Borough of Newham, Faisal joined the programme in October 2019 to learn new skills to help him secure a good job in the future.

Arrival Education is a social enterprise that focuses on supporting young people from challenging backgrounds and minority ethnic groups through programmes which encourage social mobility.

Arrival Education aims to raise aspirations and develop the mindsets and skills required for students to achieve success in their lives. As a primary partner of Arrival Education, Investec hosts volunteer-led workshops and coaching sessions in our London office, as part of the Access Network, for ambitious 16 – 18-year-olds interested in pursuing a career in business.

In the past financial year, we have supported 73 students, many of whom have attended more than one of the workshops we offer. We delivered six Access Network workshops, supported by Investec volunteers, for 32 students to develop valuable employability skills and enhance future career success. "I found the Networking for Success workshop the most useful," says Faisal. "It gave me an entirely new way of thinking and helped me connect with people working in corporate jobs," he added.



Investec employees volunteered to be coaches to 14 students, having provided mentoring over a nine-month period. We also hosted Invest for Success, an innovative six-month programme designed for students wanting to succeed in the financial sector. Over the course of the programme, 50 students were taught the principles of trading through a simulated stock portfolio game where they were given fictitious funds to invest in five stocks, whilst being supported by 24 Investec volunteers from the London and Liverpool offices.

When asked of his plans for the future, Faisal replies, "After completing my final year at college, I plan on doing an apprenticeship in business."

Faisal Islam, London Borough of Newham

Supported 1 780
Arrival Education
learners in the UK
in the past 12 years

(2019: 1 710 learners)

Partnership with
Arrival Education
shortlisted for the
Financial Services
Charity Partnership
Award in 2020

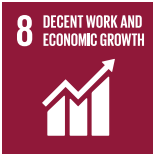


For information on our education and learnership programmes in the UK, please visit www.investec.com/en_gb/welcome-to-investec/corporate-responsibility/our-community/education.html



We aim to empower young people to achieve their goals in life.

COMMITMENT TO OUR COMMUNITIES



Entrepreneurship and job creation

Investec's roots are based in the spirit of entrepreneurship and we strive to nurture an entrepreneurial spirit from school-going age to working entrepreneurs. We aim to provide job creation for youth through quality work experience placements. Through our various initiatives in entrepreneurship and job creation we are contributing to SDG 8 (decent work and economic growth).



South Africa

In a country characterised by a high unemployment rate, especially amongst our youth, the significance of entrepreneurship as a vehicle to facilitate economic inclusion should not be underestimated. Our focus, aimed at stimulating both entrepreneurial thinking and activity, is extended with the recognition and understanding that in the growth of emerging entrepreneurs lies the possible growth of many other people who will find employment and be in a position to support themselves and their families.

"I am so thankful to everyone who is part of the Startup School Africa team as well as Investec for creating such an incredibly insightful course. The course gave me the tools to add changes to my business and become a confident and successful entrepreneur."

Ruth, Startup School student, 2019

Startup School

Startup School, in partnership with Investec, offers a 12-week online entrepreneurial learning programme for startup and scale-up entrepreneurs in South Africa as well as Africa at large. The course aims to bridge the gap between entrepreneurs who succeed and those who do not. Students are supported by an experienced team of educational, coaching and entrepreneurial specialists. The Startup School approach combines interactive learning, business coaching and mentorship, to facilitate the development of a set of core behaviours that have been identified by research as critical for sustained entrepreneurial success and the development of an entrepreneurial mindset. In the past year, Startup School ran three presentations and 202 entrepreneurs completed the programme (2018: 157 entrepreneurs).

Entrepreneurship

Providing global exposure to select entrepreneurs

Investec's Nextwork Global Exposure Programme, in partnership with the Entrepreneurship Development Trust (EDT), takes aspiring entrepreneurs from different sectors on overseas trips to expose them to sector-leading countries. The trip itinerary is designed based on the entrepreneurs selected, as well as the sector focus, and includes visits to think tanks, universities, start-ups, venture capitalists, angel funders, leading companies, and thought leaders. It also provides formal and informal opportunities for the entrepreneurs to network and showcase their businesses. In the last year, our Nextwork Global Exposure Programme hosted three international trips with a sector focus on the built environment, media, and food and beverage. 50 entrepreneurs were given global exposure in the past year, of which more than 50% were women.

There are over 300 South African entrepreneurs from a wide range of different sectors that are alumni of the Nextwork Global Exposure Programme. These alumni form the pipeline for the supporting developmental programmes within the Nextwork entrepreneurship umbrella. These alumni programmes aim to provide the necessary support to develop the entrepreneurs' businesses to ensure sustainable growth for those who participate.



To read about Startup School alumnus, Palessa Moloi, CEO and Co-founder of ParkUpp, click here: www.investec.com/en_za/welcome-to-investec/women-on-the-rise/palessa-moloi.html

For more information on our entrepreneurship programmes, please visit www.investec.com/en_za/welcome-to-investec/corporate-responsibility/our-community/Entrepreneurship.html

COMMITMENT TO OUR COMMUNITIES

Job creation

Creating quality work experiences for South African youth

At the beginning of 2018 Khensani Mongwe was a young unemployed mother living in Bushbuckridge, Mpumalanga. In March 2018, she responded to a **Youth Employment Service (YES)** advert for a one-year internship at the Sabi Sands Pfunanani Trust (SSPT), close to where she lives. SSPT is responsible for the maintenance, daily running and protection of the world-renowned Sabi Sands Game Reserve. Two weeks after starting her job, Khensani travelled to Johannesburg together with 20 other interns from SSPT for the official launch of the YES programme. She was part of both Investec and the country's first cohort of YES interns. "The trip was such an adventure for me. I stayed in a hotel for the first time, watched a movie for the first time and met President Cyril Ramaphosa," says Khensani. Excelling in her job as an environmental monitor, she was offered a permanent job at SSPT after her one-year work experience. "In November 2019, I was selected as one of the YES candidates to participate in the Business is an Adventure event sponsored by Virgin Atlantic. I flew on a plane for the first time and had a personal interview with Richard Branson."

YES, a collaboration between government and the private sector, was launched by President Cyril Ramaphosa in March 2018 in recognition of the crisis we face in our country with respect to youth unemployment. The main objective of YES is to create one million quality work experiences for South African youth (between the ages of 18-35) over three years. Stephen Koseff, former CEO of the Investec group, is a co-convenor of YES, with Investec being one of the first companies to sign up to the programme.

In the two years, Investec partnered with 11 organisations across South Africa to host over 1 440 youth. Our partners were selected from sectors where South Africa currently has a shortage of skills, including tourism, early childhood development and artisans. Some of our partners include SSPT, Care for Wild Rhino Sanctuary, Artisan Development Academy, Click Foundation and ORT SA CAPE. The majority of Investec's first cohort completed their year of work experience at the end of March 2020.

The success of the programme is highlighted by the fact that approximately 50% of the first cohort have since been permanently employed, while others have returned to further their studies.

In January 2020, Investec committed further funding towards a second cohort of YES interns. Furthermore, we have introduced learnerships at two of our partner organisations involved in the training of early childhood development teachers and artisans. These learnerships are open to interns that have outperformed in year one of YES and offers them the opportunity of obtaining an accredited qualification and a higher chance of permanent employment on completion.



Khensani Mongwe, Bushbuckridge, Mpumalanga

Placed 1 440
of youth in jobs
through the YES
initiative in the past
two years

50% of the
first cohort of
interns received
permanent jobs
in the past year

Spent >R75 mn with
11 partners over the
past two years

Committed
further funding
to the YES
initiative over the
next two years

COMMITMENT TO OUR COMMUNITIES

**United Kingdom**
Entrepreneurship**Empowering people in local communities**

The Bromley by Bow Centre focuses on socio-economic regeneration in the London Borough of Tower Hamlets, one of the most deprived boroughs in the UK. In 2011, Investec became the sole funder of the centre's Beyond Business programme, now known as Investec Beyond Business, a unique social enterprise incubator providing seed funding and professional advice to entrepreneurs looking to start their own social enterprise businesses.

Each year, Investec helps to launch five to six new social enterprises. The launched enterprises address a variety of social issues including youth unemployment, social exclusion, vulnerable families, community cohesion, homelessness, mental health, rehabilitation of ex-offenders and food poverty. Many of the entrepreneurs are female, black and of ethnic minority.

Investec staff volunteer on the selection panel, to offer one-on-one advice to shortlisted aspiring entrepreneurs and grant seed funding to the successful applicants. This year's successful applicants were given over 65 hours of specialist advice by 25 Investec volunteers in the areas of HR, legal, finance, project management, product marketing and business development.

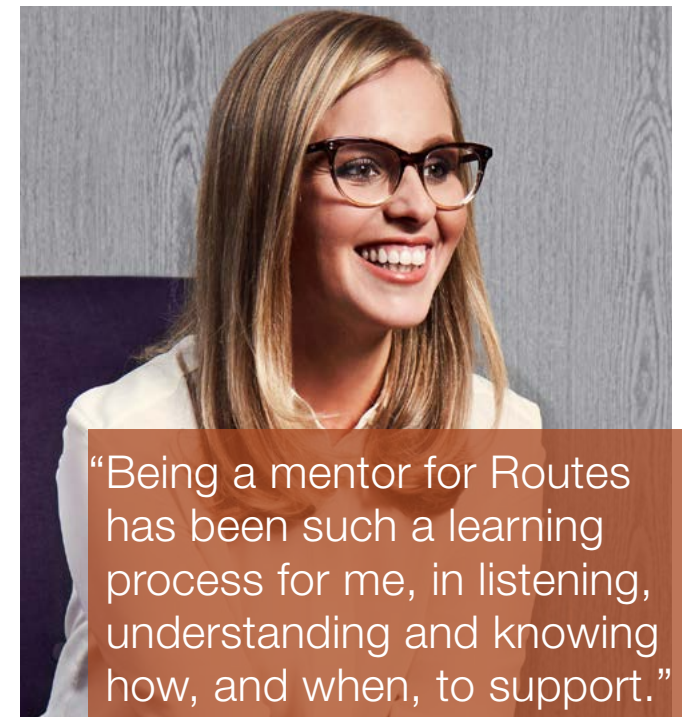
Routes Collective (Routes) is one of the enterprises launched last year. Routes is a social enterprise that empowers female refugees and asylum-seekers to improve spoken English and develop new skills and social networks through one-on-one mentoring and theatre-based sessions. Investec helped launch Routes Collective by giving them seed funding of £17 000 and one-on-one practical business support as well as continuous commercial advice to ensure they succeed in the crucial early years of trading, and beyond. Deborah Sayagh, the Investec mentor for Routes, says "Being a mentor for Routes has been such a learning process for me, in listening, understanding and knowing how, and when, to support."

The business has had to adapt its model due to COVID-19. Razia Nizamuddin, Investec sustainability programme manager for Investec Beyond Business, says: "With the current pandemic, refugee and asylum-seeking women are some of the most at risk of becoming isolated. To adhere with the social distancing rules, Routes had to change their programme format from in-person to online. Investec donated new laptops to support Routes to launch their online mentoring programme. Each refugee and asylum-seeking woman is paired with a business woman mentor whom Routes train in communication, coaching and leadership skills. The current pairs of women are working together virtually over the 10-week programme to achieve their personal and professional goals."

154 entrepreneurs
given advice in the
past year

(2019: 119 entrepreneurs)

Six social
enterprises launched
in the past year
with Investec's
seed funding and
professional
advice



"Being a mentor for Routes has been such a learning process for me, in listening, understanding and knowing how, and when, to support."

Deborah Sayagh, Investec mentor for Routes

COMMITMENT TO OUR COMMUNITIES



Environment and other philanthropy

Investec recognises that communities require a clean, resource-rich natural environment that supports the growth of business and the economy. Through our environmental initiatives, we are preserving our communities, supporting the economy of wildlife and contributing to SDG 11 (sustainable cities and communities).



South Africa

Given Investec's African heritage, we are passionate about ensuring the continued existence of a number of African species. We fund several biodiversity projects which help to ensure the sustainable existence of South Africa's rich wildlife. Our philanthropic donations recognise that there are many other needs and related causes that fall outside of our key focus areas.

Environment

Investec Rhino Lifeline (IRL)

Established in September 2012, **IRL** focuses on youth education and rhino rescue. We partner with specialists and support their efforts by raising awareness, funds and donations.

We recognise the important role IRL plays in both community support and, more recently, in combatting illegal wildlife trade (IWT). Beyond project support, raising awareness is critical to maintaining the cause in the public domain, increases goodwill and brand trust, and facilitates donations. In the past year, we ran four campaigns, reaching 12.1 million people and raising R2 million in third party donations.

Notable campaigns included the release of two rhino rescued and rehabilitated by the Hoedspruit Endangered Species Centre (HESC), and a community trail run in Bushbuckridge called the Extra Mile, which involved all our partners, and raised conservation awareness and R240 000 for the community. January 2020 saw a successful workshop on IWT, the first of its kind in South Africa, hosted by United for Wildlife and Investec, and attended by the country's top banks, law enforcement and NGOs. This collaboration promises to significantly impact IWT and organised crime in South Africa and abroad.

Investec Rhino Lifeline's partners are Care for Wild, HESC, Good Work Foundation and Coaching Conservation.



To read about HESC's release of two rhino orphaned from poaching, click here: www.investec.com/en_za/focus/beyond-wealth/rescue-rehabilitate-release-the-story-of-a-rhino-orphaned-by-poaching.html



For more information on Investec Rhino Lifeline, please visit www.investecrhinolifeline.com

28 900 children impacted through IRL

(2019: 21 600 children)

Senzo Msibi, aged 12, plays in one of five soccer teams in the New Consort Mine community that Care for Wild supports, by cheering on the sidelines and with balls, kit and regular meals for players and coaches. During the COVID-19 pandemic, Care for Wild ensured all the families of these soccer-playing children received food packs when they left the mines to return to their homes in Sheba, Fairview and Matsulu. Care for Wild also recruited local women to prepare hot food for the remaining children and their unemployed families living in the extensive mine village bordering the reserve.

Fairview and Moodies are two local schools supported by Care for Wild, whose grade 5 pupils have enjoyed participating in the Coaching Conservation kids' soccer programme since 2017. These 540 children are part of a greater group of 20 000 children reached by Coaching Conservation since IRL teamed up with them in 2013. Together with Good Work Foundation and their Open Learning Academy, a total of 28 900 children have been reached through IRL partners.

IRL has partnered with Care for Wild and HESC in the protection of rhino orphaned or injured by poaching since 2016, supporting the rescue and rehabilitation of over 85 rhino and release of 35 rhino back into the wild. Our partnership with Care for Wild has broadened from awareness and fundraising campaigns to sustainable environmental and community projects.

R5.5 mn donated via IRL including 3rd party funds in the past year

(2019: R4.1 mn)

Care for Wild were pleased to use a R200 000 donation from IRL to assist their surrounding communities whilst they were unable to work during the national lockdown. The funds enabled Care for Wild to provide food parcels to 56 pensioners and their families, hot food and packs for 35 families in the soccer feeding scheme and hot meals to 100 staff daily during April and May.

Care for Wild acknowledges the critical role neighbouring communities play in protecting their rhino and thus work closely with the communities on joint projects to educate, employ and uplift them with conservation and related skills. Care for Wild support local schools' projects, young adult conservation education programmes with Good Work Foundation, employ and upskill youth through the YES initiative with Investec, and have embarked on an ambitious farming project with the Lomshiyi community, planting 5ha of Macadamia and 25ha of vegetables, in which both Care for Wild and the community have an equal 50% ownership and profit stake.



Senzo Msibi, New Consort Mine village, Mpumalanga, with Care for Wild's Ferdi Terblanche

COMMITMENT TO OUR COMMUNITIES

Responding to climate-related disasters

We donated R300 000 to **Gift of the Givers Foundation** in South Africa to support drought-stricken communities in the Eastern Cape. The funds were used to install two boreholes in local communities, one of which was erected at a school in Butterworth supporting both the school and the community.



We donated AUD50 000 to **Wildlife Information, Rescue and Education Service (WIRES)** in response to the worst bushfires Australia has experienced in the past decade. Australian army reservists were called up to help fight the fires, among them were a number of our staff.

Philanthropic initiatives

Understanding that there are many good causes that fall outside of our current key focus areas, we make available a budget for quarterly donations to charities and/or organisations that are not aligned to our corporate social investment mandate and strategy. The budget is distributed in the form of smaller donations in response to requests received for assistance across South Africa. These donations cover a range of sectors from early childhood development, environmental conservation, crime deterrence, sports development, arts and culture, to health and welfare. One such donation included assisting with the provision of a lecture hall and doctor's lounge at the **Prince Mshiyeni hospital**, a teaching hospital in Umlazi, KwaZulu-Natal. In the last financial year we made 71 ad hoc donations across South Africa to the value of R1.7 million (2019: 99 ad hoc donations; R3 million).

71 ad hoc donations made to the value of R1.7 mn

Planted 1 500 trees

Environment Trees for Cities

Investec continues to partner with the charity **Trees for Cities**, offering a variety of volunteering opportunities to staff to plant trees in urban areas across the UK. Trees for Cities helps local communities and schools to plant trees and shrubs, and to grow food, reconnecting urban areas and residents with nature. In the past year, 266 of our staff volunteered 1 330 hours of their time planting 1 500 trees, 530 bulbs, and three edible playgrounds (made of herbs, vegetables or fruit) in various schools.

Philanthropic initiatives

In the past financial year, we funded several philanthropic initiatives. One such initiative was the provision of 500 hot meals for the homeless through the social enterprise, **the Canvas Café**, one of Investec Beyond Business's alumni. A second initiative was the donation of £3 000 to **The Lord Mayors Appeal** which brings together businesses, employees, neighbouring communities and charities to find solutions to some of London's most pressing societal issues. The donations are used to support the ground-breaking work of their charity partners. In addition, Investec UK's donation committee provided over £72 000 to non-partner charities through employee charity funding and external charity project donations.



For more information on our conservation efforts and our contribution to Birdlife South Africa and the Endangered Wildlife Trust (EWT), please visit www.investec.com/en_za/welcome-to-investec/corporate-responsibility/our-environment.html



For more information on the many ways our regional offices are contributing to the community, please visit www.investec.com/en_za/welcome-to-investec/corporate-responsibility.html

COMMITMENT TO OUR COMMUNITIES

Community dashboard

	31 March 2020	31 March 2019*	Commentary	Reference
Southern Africa community spend				
Education and learnerships	4 563 470	4 318 559		
Entrepreneurship and job creation	2 334 749	2 536 044		
Environment and other	1 141 810	1 161 564		
📌 Total Southern Africa community spend (£)	8 040 028	8 016 167		
UK and Other community spend				
Education and learnerships	370 542	393 327		
Entrepreneurship and job creation	307 568	397 161		
Environment and other	1 086 586	732 627		
📌 Total UK and Other community spend (£)	1 764 696	1 523 115		
Group community spend				
Education and learnerships	4 934 012	4 711 887		
Entrepreneurship and job creation	2 642 317	2 933 205		
Environment and other	2 228 396	1 894 191		
📌 Total group community spend (£)	9 804 725	9 539 283		
UK and Other community spend according to LBG	1 825 799	1 810 805	The London Benchmark Group (LBG) is the global standard for measuring, benchmarking and reporting on corporate community investment in the UK	This report: page 33
Group community spend according to LBG (£)	9 865 828	9 826 972		
Spend as a % of operating profit	2.3%	2.0%	Target maintained at >1.0%	This report: pages 32 and 33
Percentage spend on education and entrepreneurship	77.3%	80.1%		
Contribution to the South African matric mathematics distinctions through our Promaths programme	5%	5%	Impact measurement	
Contribution to the South African matric science distinctions through our Promaths programme	6%	5%	Impact measurement	This report: page 34 to 36
Number of high school bursaries granted in South Africa	46	40		
Number of university bursaries granted in South Africa	125	133		
Total volunteering hours	6 095	>7 100		
Volunteering hours in South Africa	2 878	2 930		This report: page 33
Volunteering hours in the UK, Channel Islands and Ireland	3 217	> 4 200	All staff in the UK are given two days paid leave to volunteer with our community partners	
Children reached through Investec Rhino Lifeline since inception	28 900	21 600		This report: page 40

* Excluding Investec Assets Management (now Ninety One).