

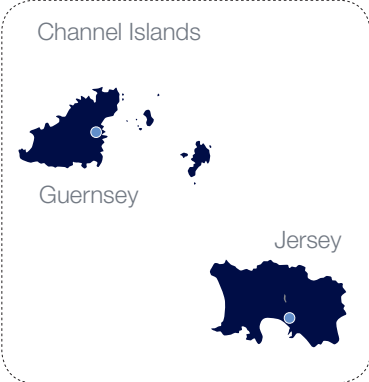
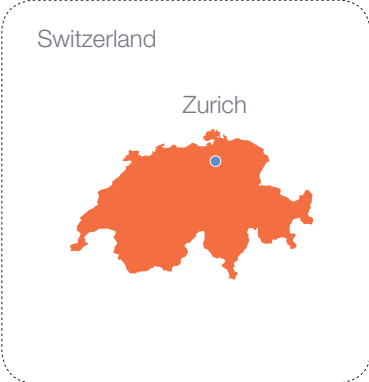
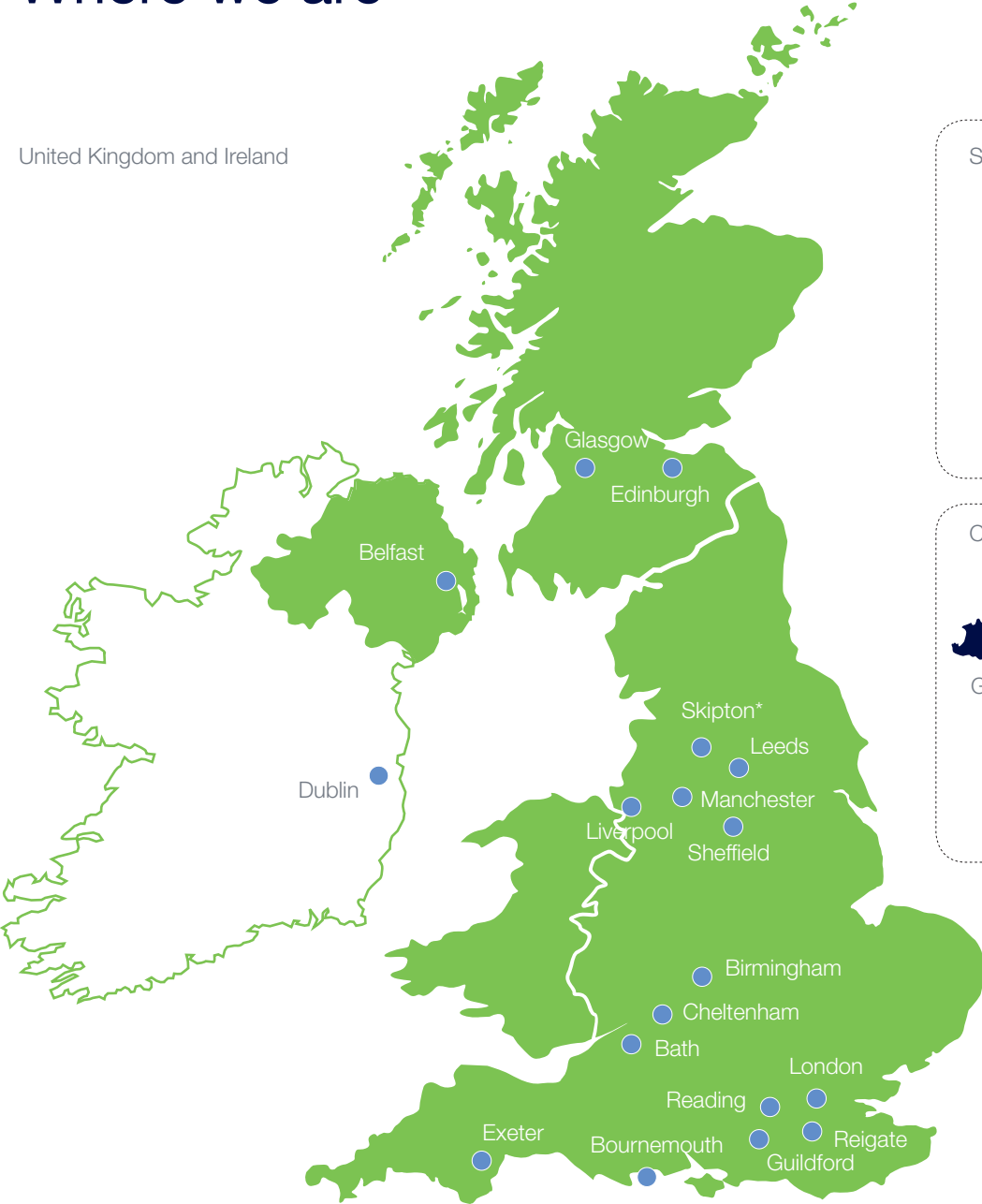
# Corporate Sustainability in Action

An overview as of 2015



# Where we are

United Kingdom and Ireland



\*Investec's Skipton office has now closed.

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# Our approach





## Our approach



**Dr. Allen Zimble**  
Chief Integration  
Officer, Investec plc

While our clients remain at the forefront of our business, and we are fundamentally committed to doing the best we can for our shareholders, we recognise fully that there are other significant stakeholders to whom we need to remain committed, and that our sustainability as a business is irrevocably tied up with the sustainability of our immediate business environments in particular and the planet in general.

It is very difficult to imagine that, two underground train stops away from our elegant offices in the beautiful old City of London, there are deprived communities in which children never travel beyond the geographical post codes into which they are born and schools provide perhaps the only meal these children will have in a day. Sadly, this is true also for other cities in the United Kingdom, as it is elsewhere.

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“It is easy perhaps to say that our core values include unselfishly contributing to society, valuing diversity and respecting and caring for others. In reality, we need to live these values in a way in which a real contribution is made to ameliorating the lot of others and trying to promote the kind of environments that recognise talent and encourage entrepreneurial spirit and self-betterment.”

In this regard, being a responsible and sustainable business means contributing to society beyond our focus on driving profits. It means creating a sense of responsibility, accountability and commitment in all of our staff and making a contribution that in every way seeks to preserve our straitened planet and engages with those communities and individuals, less fortunate than ourselves, who need our assistance.

This booklet highlights some of the sustainability projects that Investec supports in the UK, Ireland, the Channel Islands and Switzerland, and the success stories behind them.



Our approach to sustainability encompasses the group's triple bottom line, which seeks the right balance between the 3 P's:



**Financial strength and resilience (of the business and the economy)**

- Balanced and resilient business model

**Risk management and compliance**

- Strong risk consciousness
- Responsible banking practices
- Responsible lending and investing

**Governance**

- Strong culture and values to underpin our processes, functions and structures

Client focused



**Employees**

- Develop a strong, diverse and capable workforce
- Provide a progressive work environment

**Engage | Develop | Retain**

**Local communities**



**Internal**

- Reduce operational impacts

**External**

- Embed environmental considerations into business activities
- In the community

**Energy | Water | Waste | Sustainable travel | Sustainable procurement | Air quality**



## Corporate Sustainability

### Our mission

Our mission is to ensure that, as Corporate Sustainability is Investec's business, it is every employee's business too.

### Values

Our Corporate Sustainability initiatives play a key role in the fulfilment of Investec's core values which include making an unselfish contribution to society, nurturing an entrepreneurial spirit, embracing diversity and showing respect for others.



### Focus and strategy

Our employees and management team chose to focus our activities in the areas of Education, Entrepreneurship, and the Environment, which includes internal initiatives to minimise our impact on the environment as an organisation and external initiatives working to improve the local communities' experience of their environment. These fit well with our culture, ethos and the interest areas of our employees.

### We champion Corporate Sustainability by:

- Encouraging the monitoring of environmental and social risk factors
- Building dedicated partnerships with community organisations we believe have the potential to effect real and measurable change in the lives of those they serve
- Reducing the environmental impacts of our buildings and operations
- Harnessing our diverse resources and collective talent
- Engaging all Investec people in making a positive difference

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“Our culture and values are based on a desire to contribute to more than just profits. We not only build sustainable businesses that can contribute to macro-economic stability but also look to contribute to society and to our natural environment... We have always believed that sustainability in its broadest sense is about managing and positioning the group for the long term and we do this by focusing on three key areas of people, planet and profit.”

Stephen Koseff, Chief Executive Officer, Investec Group



Through our strategic partnerships with a variety of community organisations and the engagement of our people in volunteering initiatives, we have a positive impact in the communities in which we operate.

All of our people are given two days' paid leave a year to volunteer with our partners; they have reported gaining many valuable skills and memorable experiences in the process. We currently have dedicated Corporate Sustainability personnel in our London office only, with part-time support in our Guernsey and Jersey offices. The rest of our initiatives are co-ordinated with the support of employees taking on tasks on top of their day jobs.

Our Give as You Earn payroll giving facility enables our UK based people to make donations directly from their (pre-tax) salaries to charities of their choice.

Our people are encouraged to apply for Employee Charity Funding through our Donations Committee. Through this avenue Investec recognises the fundraising endeavours of our people and contributes additional funding to numerous charities supported by them. Our corporate social investment spend figures received a limited assurance sign-off from Grant Thornton for the 2013-15 financial years.

Non-partner charities local to our offices, with projects in our focus areas, can also apply for project grants from the Donations Committee. We support many worthwhile projects through these grants.





As a niched, specialist, financial services organisation with a small physical presence, the direct environmental impacts of our daily operations are limited. However, we will consider any meaningful activity that either reduces the negative impact or prolongs life on our planet.

Internally, we focus on creating awareness and encouraging positive sustained behaviour change, while externally we increasingly incorporate environmental considerations into our daily operations. We recognise the opportunities for our clients and businesses in cleaner and renewable energy sources and energy efficiency.

### Focus areas

Our environment programme focuses on driving efficiencies in our buildings in the use of

- Energy
- Waste
- Water
- Sustainable procurement
- Sustainable travel
- Air quality

Our people also take part in outdoor volunteering opportunities, working to improve how local communities experience their physical environment.



### Team Green

Our environment programme is communicated internally through our Team Green brand. Team Green was launched in our Gresham Street office in 2006 when a group of colleagues, passionate about the environment and determined to help reduce our environmental footprint, got together and came up with a Green Action Plan. Team Green has its own Investec brand through which it communicates our environmental messages. The Team is made up of volunteer representatives from across the business areas and on-site suppliers. They aim to raise awareness around our environmental impact and to encourage positive and sustainable behaviour amongst our employees through education and engagement.

The Team Green model has been adopted in many of our global offices.

In 2014, following support from our senior team, we officially introduced Team Green to all of our Wealth and Investment offices across the UK. All offices have their own volunteer environment representatives who focus on local action. All teams catch up monthly via conference call to discuss local progress and to support each other in our co-ordinated UK-wide campaigns.



Team Green has run a number of campaigns and events over the years, including:

- **Watch Your Waste** - focusing on reducing our overall waste by 10%
- **Act on Recycling** - aiming to increase our recycling rates
- **Love Food Hate Waste** - raising awareness around food waste
- **Fairtrade for a Fortnight** - precursor to us moving to the procurement of Fairtrade beverages
- **Sustainable Food Day** - engaging colleagues and food suppliers in conversation about global food supply chain
- **Walk to Work** - encouraging employees to walk at least some their daily commute
- **Step into Health** - encouraging employees to take 10,000 steps each day for their health and wellbeing
- **Eco on the Go** - introducing interactive sustainable travel options to employees
- **Switch on your conscience Switch off your electricals** - encouraging employees to switch off unnecessary appliances
- **Annual Earth Hour** - encouraging employees to switch off lights at home
- **Annual Switch off for Christmas** - encouraging colleagues to switch off all electricals before they leave for the Christmas holiday
- **Green Movie Nights** - we screen environmentally themed movies for employees



Investec focuses on its clients, delivering distinctive profitable solutions in three core areas of activity namely, Asset Management, Wealth & Investment and Specialist Banking. The group was established in 1974 and has core activities in the UK, South Africa and Australia, employing over 8,000 people.

Our strategy for the past 20 years has been to build a diversified portfolio of businesses and geographies to support clients through varying markets and economic cycles. Since inception we have expanded through a combination of organic growth and strategic acquisitions remaining driven by our core values.

Our strategic goals and objectives are based on the aspiration to be recognised as a distinctive specialist bank and asset manager. This distinction is embodied in our entrepreneurial culture, which is balanced by a strong risk management discipline, client-centric approach and an ability to be nimble, flexible and innovative.

We have continued to improve efficiencies, streamline our processes, eliminate duplication and build scale. Our focus is fully to leverage the strength of the franchise and to continue deepening our core business activities, while ensuring that each division and geography makes a notable contribution to the group performance.

Although global markets remain challenging the recent improvement in equity markets bodes well for our business. With the rebalancing of the group between capital light and capital intensive activities, we believe that we have the right mix of businesses and revenue streams to capture the benefits of a sustained market upturn and to drive longer-term performance.

## Ethical Investing

Ethical portfolios offer clients the opportunity to avoid investing in any companies which are deemed to do harm to people, animals or the environment, as well as actively investing in those which make a beneficial contribution to society.

There are two main types of strategies used in ethical investing, which can be referred to as 'Pure Screen' and 'Engagement':

- Pure Screen portfolios use an investment process whereby the investible universe of stocks is screened initially according to positive and negative factors. The fund manager will then construct a portfolio from these stocks, with the focus on extracting added value from the manager's asset allocation and stock selection abilities
- Engagement portfolios also use screening, but the focus is more on interacting with companies to change their attitudes, processes and responses to ethical issues

We cover ethical investing as part of our research process, for more information visit our website.

## Charities Team



Investec Wealth & Investment manages over £2.8 billion of charity assets for over 1100 UK charities. Our specialist Charities Team of nine investment managers creates bespoke portfolios designed to meet the objectives of each of our charity clients. We also provide innovative seminars and learning opportunities to help trustees and senior officers.

The team was honoured to receive the Charity Times Charity Investment Manager of the Year award in 2014. This award recognises excellence in the professional services offered to the charity sector, showing evidence of real quantifiable investment returns a real understanding of the investment needs of charities.



Caroline receiving the Charity Times Investment Manager of the Year award on behalf of Investec Wealth & Investment

## Renewable Energy investments

The area in which we can make the most meaningful contribution to the environment is through responsible financing, investing and supporting businesses involved in renewable energy and green developments.

We have facilitated numerous projects in the renewable energy sectors across the globe. In the UK we have facilitated:



### Wind

We provided facilities to:

- Refinance a £29m portfolio of 15 newly operational single turbine wind projects situated across mainland UK with a combined capacity of 41.5MW. The projects have been developed and constructed through a joint venture between AGR Group and Ingenious Clean Energy, and benefit from the UK Feed-in-Tariff subsidiary regime



- Fund the construction of an 8.2MW UK onshore wind project for Good Energy. We are also mandated to organise the refinancing of the wind farm

### Energy from Waste

We acted as lead arranger for Levenseat Energy providing £53m senior debt facility to fund the construction of the 11MW Energy from Waste plant and material recycling facility in Scotland. The facility will process up to 215,000 tons of residual waste a year.

We provided £7.9m senior debt to support the construction of the £21m state of the art IVC and AD waste processing plant located in East London. The plant will divert 49,000 tonnes of waste from landfill and produce 1.4MW of power.



### Solar

We provided facilities in excess of £123m to support the financing of nine ground-mounted solar PV projects

totalling circa 174MW. The facilities include a mix of construction financing and operational refinancing for installations developed under the UK Renewables Obligation subsidy regime, as follows:

- c.£22m in senior secured facilities to finance the acquisition of solar farms in the south of the UK with a combined installed capacity of c.34MWp
- c.£31m acquisition bridge financing for two solar projects with capacity of c.40MWp
- c.£70m to support the financing of nine solar farms totalling c.100MWp

We also provided a refinancing facility to a 38MW portfolio of four solar farms. Located at four different sites across the South and South East of England, the installations have also been built under the Renewables Obligation subsidy regime.

We acted as the Lender on a revolving senior debt facility to fund the expansion of the Sponsor's rooftop solar business. An additional 20,000 Rooftop Solar Systems will be installed in 2016 and Investec is also mandated to refinance the debt through a long term bond with institutional investors.

### Biomass

- We arranged £42.5m senior debt tranche for the 20MW combined heat and power Mersey Bioenergy biomass project in Widnes, Merseyside
- We co-arranged the commercial tranche and were lead arranger for the ECA tranche of the £103.7m senior debt



for the 40MW Tilbury Green Power biomass power project in Tilbury Docks, Essex

- We arranged the £43m senior debt tranche for the 15.8MW combined heat and power plant for the Evermore Renewable Energy biomass project in Liahally, Northern Ireland

In April 2015, Investec's Power and Infrastructure business was ranked as 2nd in the renewable space globally, 7th in Africa and 9th in the Americas by IJ Global (Infrastructure Journal). Bloomberg rank the business 11th in the market for Lead Arrangers.

Two of our renewable deals were ranked 3rd and 7th in Bloomberg's Asset Finance League Table (April 2015). The rankings are recognition of excellence, achievement and innovation in energy and infrastructure finance.



# Sustainability Indices



Our commitment to sustainability means integrating social, ethical and environmental considerations into our day-to-day operations.



## **Carbon Disclosure Project (respondent since 2009, included in the Disclosure Leadership Index 2013)**

The Carbon Disclosure Project works to transform the way the world does business to prevent dangerous climate change and protect our natural resources. Companies use CDP to disclose their impacts on the environment and natural resources to stakeholders and consequently, the CDP remains the global standard for measurement and reporting of climate change information.



## **Dow Jones Sustainability Indexes (constituent since 2006)**

The Dow Jones Sustainability Indices track the stock performance of the world's leading companies in terms of economic, environmental and social criteria. The indices serve as benchmarks for investors who integrate sustainability considerations into their portfolios and provide an effective engagement platform for companies who want to adopt sustainable best practices.



## **FTSE4Good (constituent since 2011)**

We are listed on the FTSE4Good Index. The index has been designed objectively to measure the performance of companies that meet globally recognised corporate responsibility standards.



## **SRI Index (constituent since inception in 2004)**

The Index philosophy is founded on the principles of the three pillars of the triple bottom line, namely environmental, social and economic sustainability, with good corporate governance underpinning each.



## **The UN Global Compact (signatory since 2013)**

The UN Global Compact is a strategic policy initiative for businesses that are committed to aligning their operations and strategies with ten universally accepted principles in the areas of human rights, labour, environment and anti-corruption. By doing so, business, as a primary driver of globalisation, can help ensure that markets, commerce, technology and finance advance in ways that benefit economies and societies everywhere.



# Scotland & Northern Ireland



## Investec supports Victoria Homes Trust

The Victoria Homes Trust is a grant making trust for the benefit of children living in Northern Ireland. Its work focuses on education, promoting good health and awareness around the dangers of substance misuse. We have provided meeting rooms for the trust's use, as well as assisting with administration for the trust.



## Waste minimisation

Over the three month period of our Watch Your Waste campaign in Spring 2015, our Belfast office reduced its overall waste by 12%.

## Sustainable travel

In 2013 and 2015 Investec signed up to Living Streets' UK-wide 'Walk to Work Week' which encourages employees to walk as far as possible during their daily commutes and to log their miles online.

The average office worker takes between 3,000/4,000 steps a day, however the NHS recommends that adults take at least 10,000 steps a day for their individual health and wellbeing.

Jonathan McCamphill, was awarded the prize for the highest number of Investec miles outside London in 2015.

## Environment Checklist



Team Green



Smart meter



Liftshare



Ride2work

## Waste minimisation



Carol and Kate (left to right) have encouraged their colleagues to recycle all old newspapers in the Edinburgh office by donating them to the Scottish Society for the Prevention of Cruelty to Animals. They have also assisted with street collections for the charity throughout the year.

## Environment Checklist



Team Green



Smart meter



Liftshare



Ride2work

## In the Community

Our volunteers helped the Greenspace Trust to transform Fiveways Junction from a neglected, wasted space at the junction of five paths, into a key destination in its own right.

Fiveways Junction was sadly neglected and consisted of nothing more than worn-away sections of grass adjoining tarmacked paths. The surrounding banks were a mixture of stinging nettles and brambles, with woodland beyond.

Our volunteers had a great day out helping to transform the nondescript and wasted space local to our office, into a welcoming area where local community members can come together. Volunteers removed overgrown nettles, brambles and ivy and helped to clear away waste, so that the previously neglected space can be utilised more fully.

“ We had a great day out yesterday, the sun was shining and we managed to get lots done, everyone enjoyed themselves even though it was hard work. ”

Investec Volunteer



The office is keen to follow up with another opportunity with the Trust in the near future.

## Waste minimisation

Over the three month period of our Watch Your Waste campaign in Spring 2015, our Glasgow office reduced its overall waste by 8%.

## Environment Checklist



Team Green



Smart meter



Liftshare



Ride2work

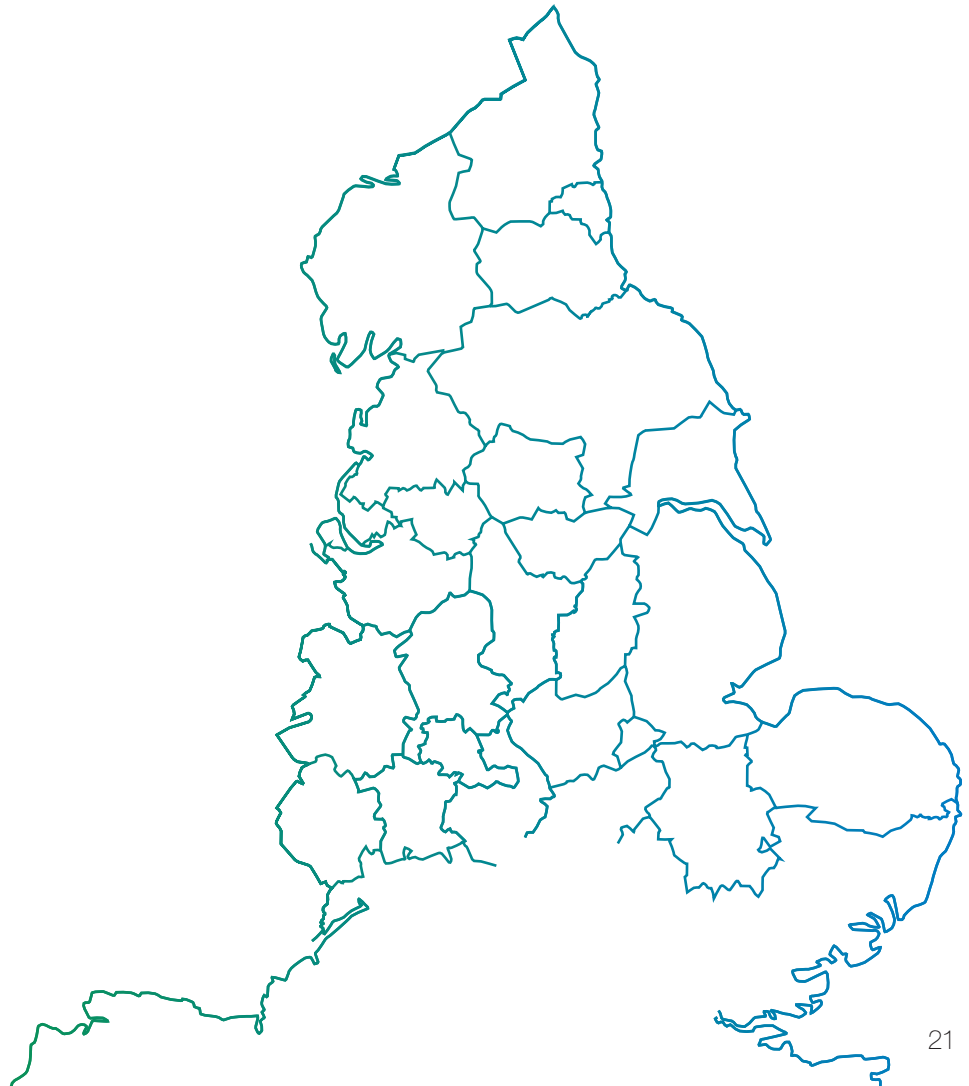
## Office Fundraising

Employees in this office were just some of the many across the UK and Channel Islands who supported the National Fundraising days. The Glasgow office helped contribute to the £2,112.02 raised by Investec employees towards the Breast Cancer awareness day, Wear it Pink.

National Fundraising Day	Offices participated	Total raised
Jeans for Genes Day - Genetic Disorders UK	Edinburgh, Glasgow, Guernsey, Leeds, Liverpool, London offices, Manchester, Reading, Reigate, Skipton	£2,285.47
Wear it Pink - beating Breast Cancer	Bournemouth, Birmingham, Edinburgh, Glasgow, Leeds, Liverpool, London offices, Manchester, Reading, Reigate	£2,112.02
Christmas Jumper Day - Save the Children	Edinburgh, Guildford, Leeds, London offices, Manchester, Sheffield	£1,307.16
<b>Total</b>		<b>£5,704.65</b>



# North & Midlands



## Investec supports Wooden Spoon

A fundraising auction held at an Investec Asset Finance conference in Birmingham raised £18,000, enabling Wooden Spoon to break through £1 million fundraising milestone.

Wooden Spoon is a grant-making charity which makes a difference to the lives of children and young people by raising funds for respite and medical treatment centres, sensory rooms, specialist playgrounds, sports activity areas and community-based programmes.



Libby celebrates with Matt Jones of Wooden Spoon

## Waste minimisation

A recent recycling initiative introduced by the Birmingham Team Green resulted in the original recycling bins being up-sized to cope with demand as the employees overwhelmingly supported the initiative.

## Environment Checklist



Team Green



Liftshare



Ride2work



Phillip, Miriam and Liz introducing their up-sized recycling bins in the Birmingham office.

## Leeds Ahead

### Partnering with Leeds Ahead to improve educational outcomes for students

In the past our volunteers assisted in the widely acclaimed Make the Grade initiative, enabling schools to improve educational outcomes through long-term partnerships with businesses.

Our volunteers established mentoring relationships with students from Cockburn College. Working with the students who were in their first year of GCSE preparation and helping them to set targets and assess their performance, our mentors provided encouragement and helped the students to raise their aspirations.



## Waste minimisation

Having recently replaced all individual underdesk bins with centralised recycling bins and general waste bins, our Leeds office should see an increase in recycled waste.

## Energy management

We have a green electricity tariff, where the electricity supply is from 100% renewable energy sources, the majority hydro-power.

## Environment Checklist



Team Green



Smart meter



Green energy tariff



Liftshare



Ride2work

## In the Community

### Helping to improve Middleton Park in urban South Leeds

Middleton Park is situated four miles from the City Centre in urban South Leeds and covers 630 acres, including 200 acres of ancient woodland. Two areas of the park have been designated a Scheduled Ancient Monument due to the presence of historic coal mining remains.

The aim of the project is to help to improve and enhance local, inner-city green spaces and parks used by local people, visitors and workers. The support of volunteers is much needed to ensure that the park is well-maintained and provide a safe and welcoming environment for everyone who uses it.



Our volunteers taking part in a Green Space Action project, clearing woodland at Middleton Woods Leeds



## Samaritan's Purse

Joan McDermott arranged for 111 shoe boxes to be delivered to underprivileged children.

Joan galvanised over 60 people, including her friends, family and a large number of employees to purchase goodies, including pens and paper, and raise funds, matched by Investec, to fill 111 shoe boxes and have them distributed by Samaritan's Purse charity to underprivileged children in Romania, Swaziland, Zambia and Kosovo ahead of Christmas.



Each year we provide grant funding to local non-profit organisations. In 2014, Investec:

- funded the purchase of additional equipment to assist qualified volunteer coaches at the Halton Farnworth Hornets, an amateur rugby league football club in North Widnes, to deliver their 12th annual eight week Summer School for 50 girls and boys between four and six years old
- covered the cost of purchasing, and training a dozen volunteers in the use of the Wallasey Cricket Club's defibrillator machine. Founded in 1864, the club runs three senior teams for all ages and abilities, as well as junior teams throughout the week

- supported the Netherley Valley Youth Angling Project, funding the costs of two outings for 60 beneficiaries, plus equipment for those without it. The Project provides diversionary activities through the sport of angling in deprived areas around Belle Vale Ward to discourage anti-social behaviour in young people from difficult backgrounds

Employees in the Liverpool office also raised over £2,200, with additional donations from Investec of almost £1,000, for Heart Research UK, the East Cheshire Hospice, St John's Hospice, Zoe's Place children's hospice, MacMillan and Marie Curie Cancer Care and the Candlelighters Trust.



Local children enjoy outdoor learning at the Netherley Valley Youth Angling Project.

## Young Enterprise



In 2015 our employees volunteered at Childwall Secondary School with local charity Young Enterprise.

Young Enterprise is one of the UK's leading enterprise and financial education charities. It gives young people, from all backgrounds, the opportunity to realise their potential through a range of practical enterprise programmes, from one day master-classes to year-long projects.



“ I would recommend volunteering with Young Enterprise to anybody, it was a rewarding experience! ” Investec volunteer

## Waste minimisation

A simple change in the way this office procured milk, from one-litre to two-litre plastic bottles, resulted in the reduction of plastic waste by approximately 115kg in the first year. This small change will result in a direct cost saving of about £1,000 a year.

## Environment Checklist



Team Green



Smart meter



Liftshare



Ride2work

## Barnabus

In 2014, a group of volunteers from the Private Bank and Wealth and Investment teams took part in Give and Gain Day, working with Barnabus

Barnabus is a charity offering a lifeline for homeless and vulnerable people, helping them back into mainstream society. Barnabus runs various education and skills initiatives, including developing CV writing and interview skills, they also arrange much needed donations of food and clothing.

Vulnerable community members come to the Barnabus allotment in Manchester to learn valuable skills, from different methods for growing food, to learning how to cook nutritious meals.

Our volunteers spent hours working hard to improve the allotment. They successfully rebuilt the compost bay, cut down waist-high grass and brambles and built raised beds for planting.

## RECLAIM

RECLAIM is a multiple award winning leadership and mentoring charity based in Manchester.

“Young people across Greater Manchester being seen, being heard and leading change”



The volunteers had an excellent day and have kept in touch with Barnabus, donating their old recycling bins to the charity.



The charity empowers young people to find inner strength and self-confidence and to make positive changes in their communities.

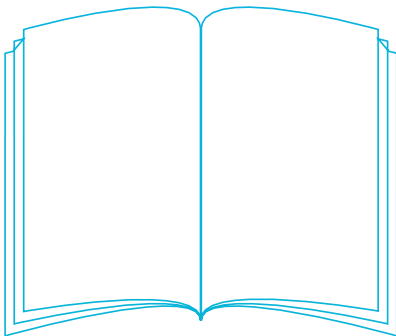
# Manchester



Since early 2011 volunteers in our Manchester office have supported this local charity in several ways, including:

- Hands-on assistance to the RECLAIM management team
- Professional mentoring and work experience opportunities
- Pastoral mentoring via participation in a 9-month project
- Interview practice
- GCSE Maths coaching
- Presentation skills discussions
- Award sponsorship (at a project graduation ceremony)

The names of the most disadvantaged or troubled young people are put forward to RECLAIM in the hope that they can be engaged to reach their full potential while in secondary education. Our volunteers have worked with a number of remarkable young people through RECLAIM projects.



Sham, acknowledged here by David Cameron, had fled Syria with her family. She was a confident young lady, but experiences in her homeland made her a loner. RECLAIM's projects helped to show her what it was to be a child again, appreciating the huge part which friendship and community play in life.



David, who has been supported through RECLAIM projects, benefitted from work experience with us, covering all aspects of the Manchester business. David is hoping to make a career in the world of Finance or Law.

### Waste minimisation

In an effort to reduce newspaper/magazine waste, the Manchester office offers e-licence subscriptions to employees for newspapers and magazines; only one hard copy of each newspaper and magazine publication is received which are placed on a central book rack for all to share.

All under-desk bins have been removed to encourage better waste management and segregation. The old bins were donated to local charity Barnabus.

The Team Green representatives in our Manchester office encouraged their building manager to put in place a food waste recycling system for the whole building. This was successfully implemented in 2015.

### Environment Checklist



Team Green



Smart meter



Liftshare



Ride2work

### In the Community



emerge

Towards the end of 2014, Investec supported Emerge 3R's in Manchester, providing a grant of £5,000 to fund zero waste and food and environmental awareness education initiatives in the local community.



## Cathedral Archer Project for the homeless



The Cathedral Archer Project has been supporting homeless adults for nearly 25 years. It provides a warm, safe place where people are treated with respect and given opportunities to try to change their lives. Investec sponsor a full week of cooked breakfasts a year for Cathedral Archer clients attending their Breakfast Club. In addition to a nutritional breakfast, visitors to the Club are given access to lunch, health support and other opportunities, including the chance to gain work related skills.

Our volunteers learnt about the challenges faced by homeless adults from the employees at the Cathedral Archer Project and gave their time to go and serve breakfasts to the homeless and took part in a woolly hat day, raising funds for the Project.



Joanne and Elizabeth (left to right), part of a team of volunteers from our Sheffield office, who exchanged their work suits for aprons and arrived bright and early to serve breakfast to vulnerable adults in the area.



Tim Renshaw from the Cathedral Archer Project (left) with Jon, Matthew and Nick from Investec (left to right)

“ I think we sometimes forget that there are those who do not know where their next meal will come from. This is no life and that is why we have decided to support the Cathedral Archer Project. As a business we are committed to supporting a number of charitable projects, as part of giving back to the community in which we work. ”

Jon Dunn, Senior Investment Director, Investec

## Investec Ashes Cycle Challenge with the Lord's Taverners

After the success of the 2013 ride, Investec Wealth & Investment organised a second Investec Ashes Cycle Challenge, in July 2015 to coincide with the Ashes and in partnership with The Lord's Taverners charity. With appearances from sporting personalities such as Darren Gough, the challenge helps to give young people with disabilities or from disadvantaged backgrounds a sporting chance.

The challenge involves a hundred cyclists, including employees from our Sheffield, London, Manchester, Leeds, Liverpool, Glasgow and Guildford offices, plus their guests, embarking on a 300 mile cycle, lasting four days, between the five grounds that hosted the Ashes series.

The 2015 challenge raised a whopping £320,000, up from £279,000 in 2013. Over £200,000 was raised for the Lord's Taverners charity, which will help to fund eight accessible minibuses to transport children from special educational needs schools across the UK. A further £120,000 was raised for local charities across the UK.



Investec, in partnership with The Lord's Taverners and supported by the England and Wales Cricket Board, organised and completed the Investec Ashes 2013 Cycle Challenge.

The efforts of employees who organised and participated in the Investec Ashes Cycle Fundraising Challenge were recognised, with Investec and The Lord's Taverners awarded joint Silver in the Corporate Engagement Awards 2014.



# Sheffield



“What better way to spend a few days than cycling across the country with a fantastic bunch of people whilst raising money for some fantastic causes!”

James Bedingfield, Challenge Founder, Investec

**WINNER** CEA  
The Corporate  
Engagement  
Awards 2014



## Energy Management

We have a green electricity tariff, where the electricity supply is from 100% renewable energy sources, the majority hydro-power.

## Environment Checklist



Team Green



Green energy tariff



Liftshare



Ride2work



## Young Enterprise

Our volunteers facilitated the delivery of Personal Economics classes to 30 Year 9 students each.



Our volunteers spent a day delivering Personal Economics classes. The classes covered topics such as finance, bank accounts, protecting oneself from identity theft, preparing for interviews and several other life skills. A couple of the volunteers went on to sign up as business advisors to support the charity's initiatives further in their own time.



Students enjoying an interactive Personal Economics class.

One of the student's parents shared some fantastic feedback about how the session helped her daughter in particular and how she was buzzing with excitement at their dinner table about preparing for interviews and managing her finances.

“ We thoroughly enjoyed the day and would recommend this for other teams within Investec. For me, the unsolicited positive feedback we received reinforces why we chose to be a part of this and the fact that we are making a positive impact.”

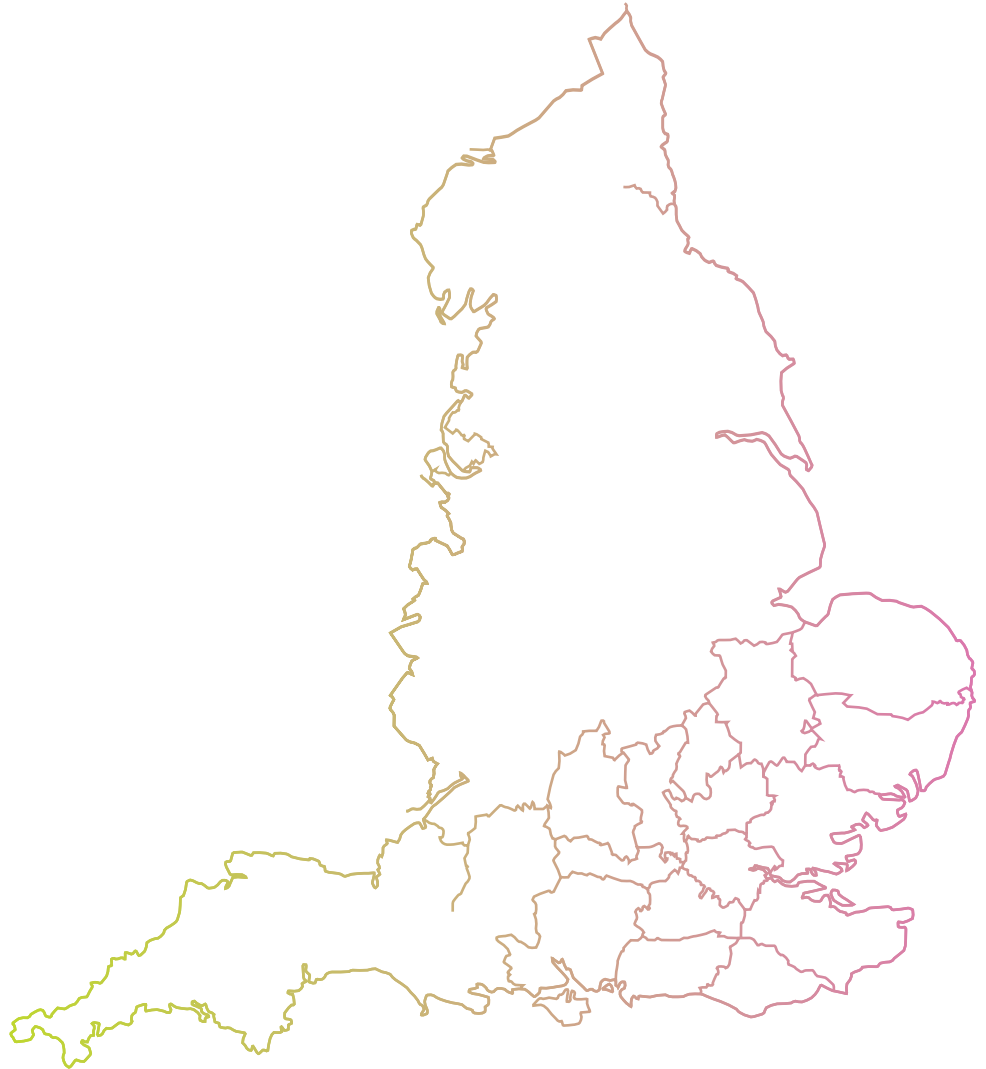
Investec Volunteer



\*Investec's Skipton office is now closed.



# London & South East



## Low Carbon Office



Our Guildford office was the first building to be awarded the Low Carbon Workplace Standard. We achieved the Standard by reducing carbon emissions by 1.4% year-on-year, in spite of an increase in the building's usage of 46% over the same period.

The Standard was developed by the Carbon Trust to provide a robust and transparent approach to measuring the carbon emissions associated with workplaces, supporting building occupiers in improving the emissions performance of their workplace.

Achieving the Low Carbon Workplace Standard allows businesses to benchmark their performance relative to their use of the workplace, allowing them to minimise energy costs. It also offers new opportunities for improving employee engagement on environment issues and demonstrating tangible progress towards better corporate social and environmental responsibility.

Our Guildford office's electricity is supplied on a green tariff.

## Environment Checklist



Team Green



Smart meter



Green energy tariff



Liftshare



Ride2work

## In the Community

### Intrepid explorer at it again, this time running the London Marathon

Guildford employee and intrepid explorer Lauren Beech was at it again, this time running, among other races the London Marathon, and raising over £1,000 to go towards creating beautiful gardens in spinal injury centers through Horatio's Garden, a charity very close to Lauren's heart.



Lauren was on an arctic expedition in 2011 when her team had a very rare polar bear encounter which, disastrously, led to serious injury of members of the team and the tragic death of fellow explorer and friend, Horatio Chapple. 'Horatio's Garden' is a symbol of the hopes that Horatio had for a future of making a difference to the lives of others.

Following the attack, Lauren and her team pulled together while awaiting help, saving each other's lives. The team was awarded the Transglobe Expedition award for outstanding bravery from Sir Ranulph Fiennes.

## Arrival Education



Investec supports Arrival Education, helping young people develop the mind-sets to achieve success for life.

Based in Tower Hamlets, Arrival Education's ambition is to transform the lives of young people by equipping them with the 'success skills' needed to achieve their goals.

We are a founding partner in Arrival's flagship four year talent development programme, Success for Life. The programme aims to develop young people from challenging backgrounds, into the high performers and wealth creators of the future.

We frequently host Arrival programmes, with employees from all divisions interacting with the students through success talks, workshops, physical challenges, bespoke team days and our coaching programme.



“ I am proud to be a member of a company that shares the value of reaching out and supporting the growth and development of others ”

**Paul Haupt, volunteer**

With our support, Arrival Education has been able to establish itself as one of the UK's leading youth development organisations.





Volunteers and students explore stress management during at a workshop hosted at our office.



Arrival students and volunteers take part at the annual 'Peak Performance' programme in Richmond Park. Suggested by our employees, the aim is to demonstrate the benefits of taking on mental and physical challenges and to practice working as a team.

## Coaching

“ I volunteered to be an Arrival Education coach a few years ago and was paired with a bright young girl.

This student had not had an easy upbringing and, although she is extremely bright and had loads of potential, she seemed to be drifting into the wrong crowd and at risk of making some really bad decisions. Arrival's programme, 'Success for Life', gave her purpose, a disciplined framework and an environment in which to focus on success. It made a university entrance achievable, not something just for the privileged few.

The student needed someone from outside her circle who could help make these things seem achievable by providing encouragement and advice, where possible. That was my role. Although daunting at first, it was easier than I expected, incredibly fulfilling and I was immensely proud to see her stay on the straight and narrow-friends of hers didn't.

Step by step, the student achieved excellent results and has gone on to university, a young women with the right mindset and immense potential. My role was a small part of her story, the experience certainly helped me. Arrival Education provided all the support I needed, and are really the driving force behind this and other students turning their lives around.

Go on, give it a go. Help someone and in so doing build something special into the fabric of your own life. ”

**Chris Meyer, head of Investec's Corporate & Institutional Banking (ICIB) division**



Arrival students delivered confident presentations at their graduation event, hosted by Investec.

### Morpeth School



Investec supports Morpeth School a mixed comprehensive school in Tower Hamlets, East London

Morpeth School serves young people aged 11 to 19 years old who reflect the diversity of the local community. In this multicultural environment, one of Morpeth's priorities is the development of trust and understanding between pupils of different backgrounds.

### Recognition for our work with Arrival Education

We were shortlisted in 2015 and Highly Commended in 2013 at the national Business Charity Awards, both in the Community Impact category, for our partnership with Arrival Education. We were also a finalist in the Lord Mayor's Education Award in 2013.



Volunteers helping students to develop employability skills and self confidence through the annual Young Apprentice programme.



# London



We have supported Morpeth since 2002, running various programmes with the pupils, including the Young Apprentice programme. We also provide annual support for the school to offer Outward Bound trips to its pupils, fund their on site Drum Works drumming club and run an annual process at a cookery school, helping to prepare pupils for their lives beyond school.

The school provides support to a proportionally large number of pupils with special education needs. The number of pupils eligible to receive free school meals is also significantly higher than the national average within state-funded schools. This makes the partnership between Morpeth and us especially important.



Volunteer, Sian, assists a student in the course of the Cookery School process.



Pupils attend the popular Drum Works session at Morpeth School.



## Outward Bound Programme

We have sponsored Morpeth's Outward Bound programme for the past 11 years enabling over 730 pupils to participate in the life-changing adventures offered by Outward Bound, developing the pupils' confidence and team working skills through physical and mental challenges.

Teachers and pupils at the school regard an Outward Bound course as a valuable opportunity, particularly as the pupils rarely have the chance to travel outside of London, many of them not having left Tower Hamlets or the city before.

“ A challenge I overcame was climbing up the mountain, my team members supported me physically as well as emotionally. When overcoming the challenge I felt proud of myself and it motivated me to do things perhaps I would not think I could do. It showed me anything is possible if you work hard enough. ”

**Farzana, Morpeth pupil, 17 years old**



Morpeth pupils at the top of Cadair Idris in Wales, one of the challenges on the Outward Bound programme.



Morpeth pupils on the Outward Bound programme about to go canoeing.

## The Young Apprentice Programme

Our volunteers ran the fourth Young Apprentice skills development and work experience programme in 2014 for 20 Year 9 pupils. The group was chosen from a variety of backgrounds, and some were selected because they were feared to be at risk of becoming disengaged from school. Following the program we are happy to see that many from the 2014 group are going on to take one or two GCSE exams early and 85% are expected to achieve at least one A\* - C grade in the coming year, with 30% being predicted an A or A\*.

“ The experience is extremely valuable for pupils; they have learned skills in a real workplace environment and the impact on both their academic work and aspirations is tangible. The pupils increased confidence and their positive relationships with staff as a result of the experience are also noteworthy. ”

**Jemima Reilly, Head teacher, Morpeth School**

## Starfish Greathearts Foundation

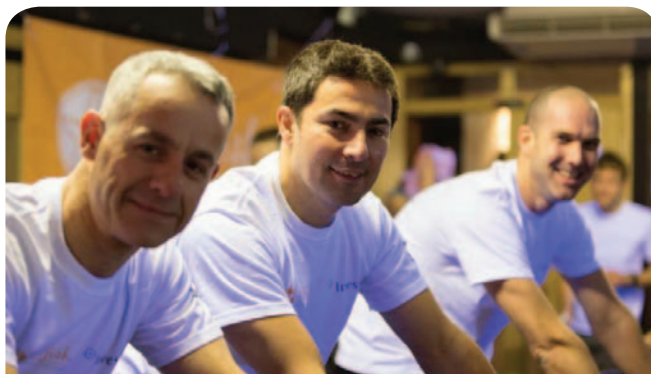


Starfish Greathearts Foundation cares for over 17,000 vulnerable children across South Africa providing holistic care with a focus on health, education and child protection. Their aim is to empower communities to break the vicious cycle of poverty and HIV by delivering professional and sustainable services to vulnerable children, often orphaned by the disease.

Since 2007, our employees have provided Starfish with extensive support in IT, legal, accounting, marketing and with other specialist knowledge and skills. We also provide free office space housing the charity's UK operations. Our support dramatically reduces the charity's overheads so that funds raised go directly to the charity's projects, allowing Starfish to help a considerably larger number of children.

Our people regularly take part in sponsored Starfish challenges, from organising cake sales to cheering at races and signing up for 100 mile cycle rides. In 2014 employees from the Basinghall office raised over £7,000 for the charity by running the Royal Parks Half Marathon, with additional support of £1,500 through Employee Charity Funding from our Donations Committee.

A total of 168 hours of volunteers' time were dedicated to Starfish's work in 2014/15, saving the charity expenditure and, combined with employee fundraising efforts, allowing them to send hundreds of children back to school with uniforms, books and new shoes.



Volunteers Osian, Jo and Gregg (left to right) take part in a 24 hour spinathon to raise funds for Starfish and their programmes in South Africa.



Starfish helps to set up early childhood development sessions to care for young orphans so that their older siblings can still go to school.

“ Investec employees are now an integral part the charity's support infrastructure.”

Elinor Middleton, CEO, Starfish Greathearts Foundation

## The Change Foundation



The Change Foundation engages marginalised and at-risk young people through sport, providing opportunities to help to cultivate self-development and find new pathways to employment.

Our support of the Change Foundation has grown and developed over the last nine years and ranges from annual commitments to large group-based activities and events.

The annual Inner City World Cup is a popular event with our volunteers and students. Held at the Indoor School at Lord's Cricket Ground, this event helps to give the young people confidence and teaches them leadership, teamwork and communication skills, while building a sense of community.

Having played half the day representing their country of origin/the country of their parents' birth, groups are mixed up and young people from all different backgrounds end up in a team. This helps to break down barriers and teaches participants that, despite coming from different backgrounds, cultures and home languages, if people work together, they help can achieve their goals.



Grace learning some cricket tips from the Sri Lankan team.



The Afghanistan team celebrate another wicket during the 2014 Inner City World Cup.



Proud winners of the Inner City World Cup mixed nationality competition.

“I was made to feel part of the event from the outset and included in all of the games. The students were wonderful players and keen to win the cup for their team. Yet they were also very friendly – happy to answer my pretty basic questions about the game both on and off the pitch. The student became the teacher!”

Investec volunteer

Approximately 100 pupils from The Change Foundation were motivated, inspired and up-skilled through various opportunities provided by us to the charity in the last year.

## Home-Start UK

Other charitable initiatives include Investec Wealth and Investment’s partnership with the charity Home-Start UK. Home-Start wants to see a society in which every parent has the support they need to give their children the best possible start in life. Every year we support their carol service, which helps raise funds to enable volunteers to engage with vulnerable families across the UK.



The carol service last year at St.Bride’s church.

### Bromley by Bow Centre



The Bromley by Bow Centre is a renowned economic regeneration charity, encompassing health and wellbeing, education and entrepreneurship initiatives.



Investec volunteers (above and left) helped to host the 'Mad Hatter's tea party' for members of the 'My Support' group, a weekly programme of art activity for local disabled people at the Bromley by Bow Centre.

## Beyond Business



The Beyond Business programme is a social enterprise incubator, providing start-up funding and specialist advice to budding entrepreneurs from Tower Hamlets, Hackney and Newham looking to start their own social businesses.

The entrepreneurs pitch their ideas to the selection panel of our volunteers, with successful applicants awarded funding of £17,000-£20,000. Our volunteers provide ongoing business support and mentoring through the Beyond Business College held at our offices. Advice is offered in a variety of areas including organisational development, HR, sales and marketing and IT for start-ups.

The programme has:

- Launched 55 new social enterprise businesses, primarily in east London
- Generated a combined annual turnover of over £4m
- Created over 325 new jobs



Nadine Denneth from N.ableD being congratulated at the Beyond Business launch hosted at our office in December 2014.



Ruth Rogers, Beyond Business 2014 winner, at the Canvas Café, the social enterprise Beyond Business helped her to launch and London's first happy café.



Entrepreneurs interact with Investec employees and other attendees at the annual Launch and Networking Event hosted by Investec.



Sammy Odoi, Beyond Business 2014 winner, inspired the audience speaking at the Investec Mid-Market Summit about Wipers. His social enterprise developing young people who have been involved with the youth justice system.

“ Having an opportunity like this was like winning the business lottery... I am so grateful to Investec for providing us with a grant to start our businesses but also for the networking opportunities... which are priceless. I am now the Founder and Director of my own limited company (not-for-profit). I could never have anticipated being in a position to make such a bold statement in just under six months of seeing that newspaper advert. Thank you Investec. Thank you Beyond Business. ”

Nadine Denneth, 2014 winner

Recognition for our work with the Bromley by Bow Centre



We won the national Business Charity Award in the Community Impact category for our partnership with the Bromley by Bow Centre in 2012 and again in 2015.

Recognition for our London programme:

We were shortlisted in the Card & Payment Awards 2015 for Best CSR Programme for our London office initiatives.





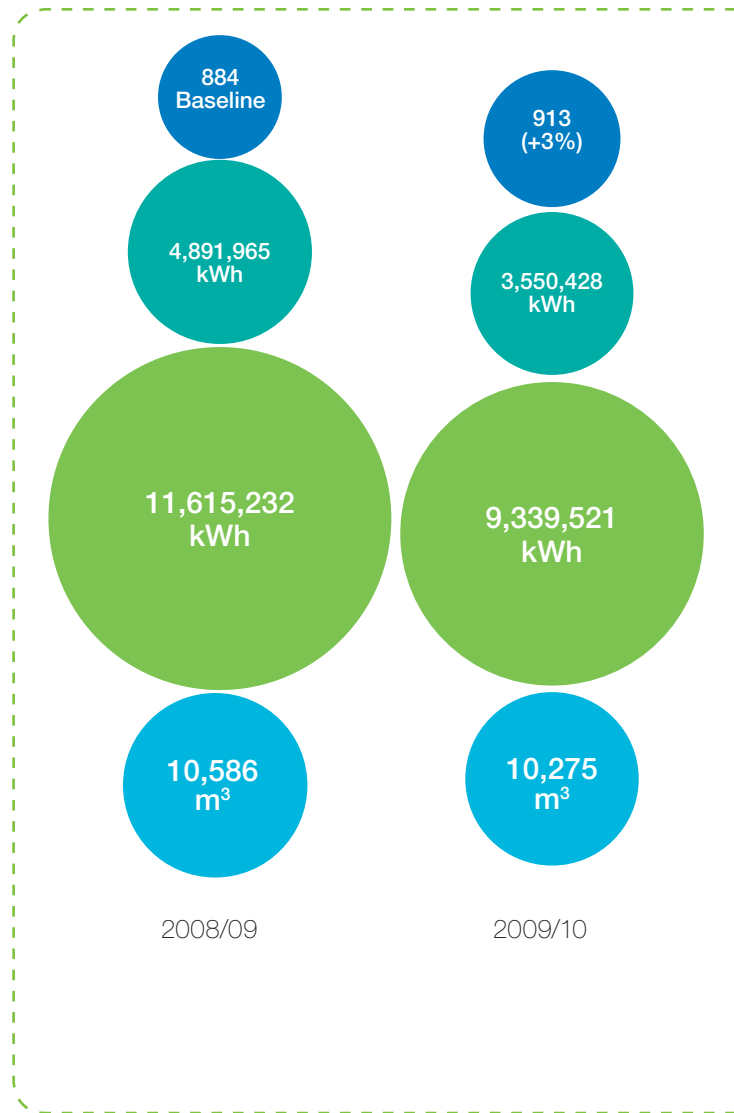
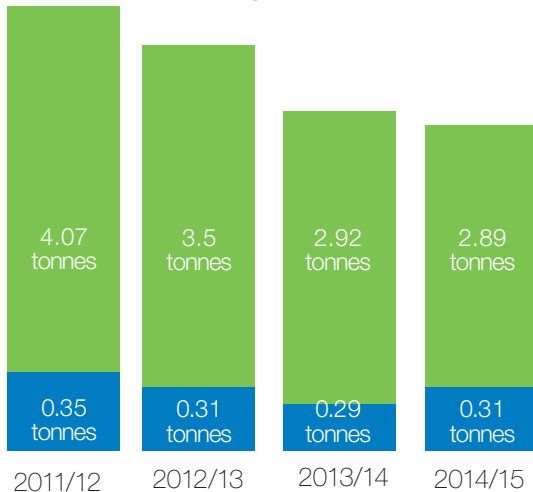
## Carbon Footprint

We have measured and reported our annual carbon footprint since 2008/9, broadening the scope year on year. We follow the Greenhouse Gas Protocol, including the measurement of water, waste and business travel under Scope 3 of the protocol. In 2014/15 our footprint was given limited 3rd party assurance by Grant Thornton.

We have implemented a web-based system to capture the non-financial data from across our global offices. The system imports data from various sources, consolidates the information and calculates our overall carbon footprint. The implementation of the system allows us to produce reliable emissions data, accurately build a history of our carbon footprint and assists in setting targets for future reductions.

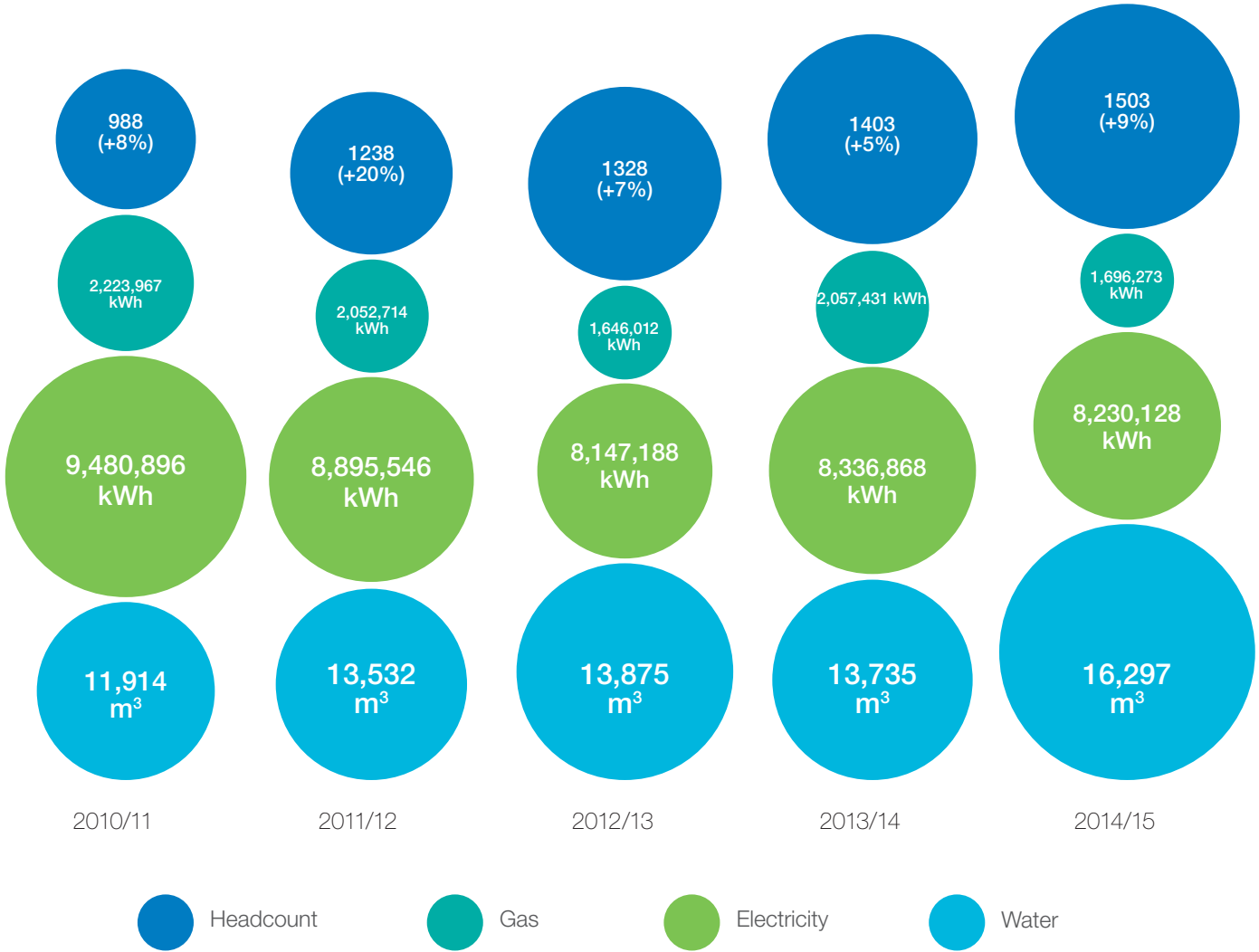
Our direct operational impacts (natural gas and electricity) are reducing year on year.

We reduced our natural gas and electricity carbon emissions in the UK by 2% during the 2014/15 financial year.



■ Emissions per full-time employee  
■ Emissions per m² office space



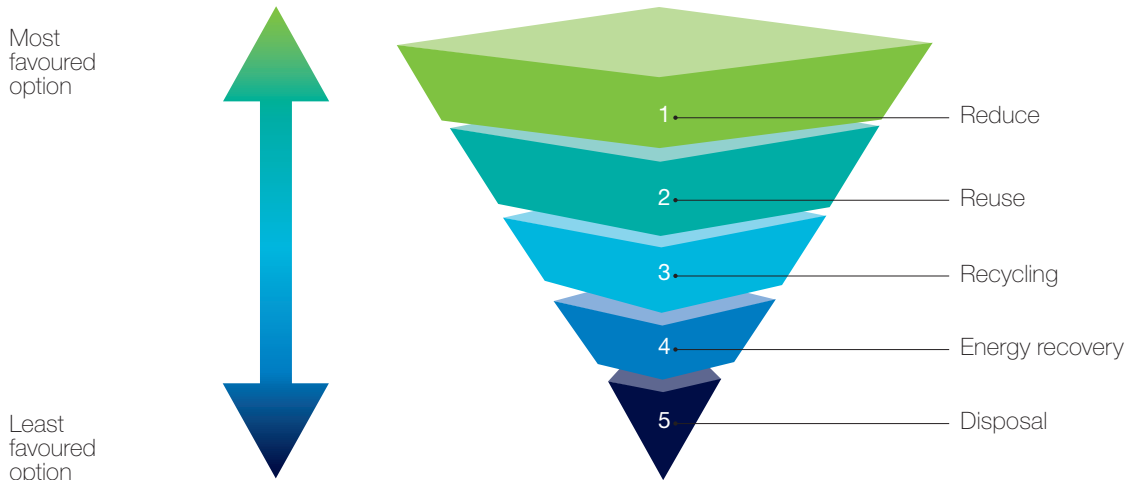


Despite a 41% increase in headcount, we reduced our gas consumption by 65% and our electricity usage by 29% in 2015 compared with our baseline year 2009.

Our environment programme is comprised of six main focus areas.

## 1. Waste Minimisation

Managing our waste has been a major part of our environment programme. While we aim to avoid waste in the first instance, our waste programme follows the waste hierarchy of Reduce - Reuse - Recycle - Energy Recovery - Landfill. We continue to operate a zero-to-landfill waste policy, where our non-recycled waste goes to a Waste to Energy incinerator.



We have continued to encourage employees to swap their individual under desk bins - the waste from which is incinerated to energy - for shared three-way recycling bins. This has been successfully rolled out to 75% of our office and in 2014/15 our recycling rate was 82%. The remaining 18% avoided landfill by being incinerated in a local Combined Heat and Power unit which feeds energy back to the national grid.

We encourage the use of reusable over disposable items, broadening our reusable availability year on year. These items have helped us reduce our overall waste footprint.

While we remain focused on decreasing our overall waste, we have set ourselves a recycling rate target of 90% for 2015/16.

The three-way bin was designed specifically to suit our particular waste stream segregation. The bins are made in the UK from recycled plastics and use WRAP's UK-wide waste colour scheme so that they can be used in our other UK offices too. The plastic material from our old under-desk bins was used in the creation of the three-way bins.

Cardboard desktop recyclers help employees to contain their daily waste items until they are able to deposit it into the three-way / food bins.

30% of our recycled waste is food waste which is turned into bio fuel used to generate electricity, with the residual solids used as agricultural bio fertiliser.

**Waste reduction initiatives – canteen**

We replaced disposable plastic cutlery with reusable stainless steel cutlery some years ago. We also replaced all plastic cups with mugs for hot drinks and glass tumblers made in the UK out of recycled glass bottles for water.



## Loyalty cards

We use two distinct green loyalty card schemes to reward the use of reusables instead of disposables – the cards are stamped every time hot food is purchased on a plate or a hot drink purchased in a mug or KeepCup; the tenth stamp results in a free meal or hot drink.



## In 2014/15, we avoided:

- More than 6,790 disposable food cartons by encouraging our employees to use a plate rather than a disposable carton
- More than 21,790 disposable coffee cups by encouraging our employees to opt for a reusable mug or KeepCup rather than a disposable cup
- We have recently introduced a reduced tariff for freshly made smoothies and juices taken in a reusable mug instead of a plastic container



	Mug or KeepCup		Disposable cup
	Medium	Large	
<b>Latte</b>	£1.40	£1.80	+15p
<b>Cappuccino</b>	£1.40	£1.80	+15p
<b>Flat White</b>	£1.70	£1.95	+15p
<b>Americano</b>	£1.30	£1.70	+15p
<b>Mocha</b>	£1.60	£2.20	+15p
<b>Hot Chocolate</b>	£1.40	£1.80	+15p
<b>Filter</b>	£0.95	£1.15	+15p
<b>Chai Latte</b>	£1.60	£2.00	+15p
<b>Tea</b>	£0.55	£0.55	+15p
	Single	Double	
<b>Espresso</b>	£0.95	£1.10	+6p
<b>Macchiato</b>	£0.95	£1.10	+6p

Our tariff board encourages employees to purchase their drinks in a reusable vessel, and implies that reusable are preferred over disposable vessels.

Our catering team have a large part to play in helping us reduce our disposable waste. They are encouraged to offer people their food and drink on/in reusable plates/mugs. They are incentivised by us to reach 10% reduction of specific disposable items month on month. Vouchers are awarded by us to the team when the targets are achieved. They reduced the disposable food boxes and coffee cups by 20% and 15% respectively in the first month of this incentive.

### Waste reduction initiatives – IT

All of our redundant IT equipment is removed from site in a highly secure manner and placed back on the market for re-use where possible.

- **Follow-me-print**

During 2014 we replaced our old printing and copying units with a new suite of more energy efficient multi functional devices with duplex printing as the default setting. They are fitted with the follow-me-print system to

allow the user to print items from any unit across the building. The instruction is stored until the user attends the machine and uses their access pass to release the print. This increases information security by reducing uncollected printing, which also reduces paper use.

### Waste reduction initiatives – HR

- **From paper to online monthly payslips:**

The remaining two of our UK HR teams switched from supplying monthly paper payslips to online payslips in 2015. The online payslip system used to involve the annual distribution of 30,000 paper payslips across our UK offices - travelling 29,458 miles. As well as a more secure means of delivery, and reducing our annual travel footprint by over 29,000 miles, this will help us reduce our annual paper consumption by at least 195kg.

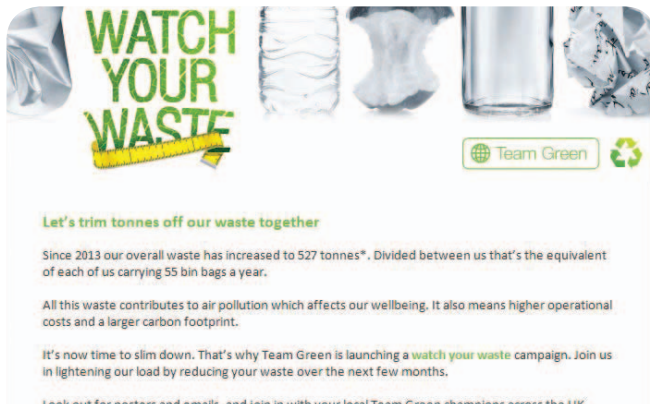
### Waste campaign

- **Watch Your Waste – waste reduction campaign**

This was the first campaign that we ran across each of the 15 Wealth & Investment regional offices in the UK. The campaign aim was to encourage employees to reduce our overall waste and to educate employees as to what waste items go into which waste bins.



There were two main focuses within the campaign - paper and plastic. Employees were asked to make a pledge to reduce their paper usage by going paperless in meetings; printing double sided; making use of print preview; or re-using scrap paper. During the plastic focus employees were asked to reduce their single-use plastic items such as purchased disposable plastic water bottles. As a result we reduced all of our waste by 4%.



An example of the Watch Your Waste campaign correspondence that we circulated from each of the local Team Green accounts

During the campaign we invited Year 7 and 8 pupils from our community partner Morpeth School to come into our office to take part in an interactive activity called 'I'm not sure where to put this'. The pupils quizzed employees on their recycling awareness within the building and 'challenged' employees if they saw them putting waste in the wrong waste stream. The students engaged over 387 employees across three lunchtime periods.

This event was very well received by pupils and employees alike.

To further engage employees we ran two Team Green film nights and screened films which demonstrated the impact of our waste. The food provided for the screenings was made from leftover ingredients from the lunchtime canteen menu on day of the screening and creatively turned into a new dish by our catering team, tying in with the waste reduction theme of the movies.



Morpeth School pupils quizzing Emma about her knowledge of the different recycling streams available.



Morpeth School pupil informing Sarah and Martin of the correct place to put their waste and recycling.

### Employee engagement

We present our Corporate Sustainability programme to our employees as part of their first day induction process. This helps ensure that our new employees are engaged with the programme as soon as possible.



Gifts such as the KeepCup, USB rechargeable batteries, green loyalty catering cards and 4-minute shower timers and pedometers are offered to new recruits as part of their induction.

## 2. Energy Management

Our Energy Management System recognises that effective energy management is an essential part of embedding our philosophy into the organisation. Our EnMS is therefore compliant with ISO 50001:2011. The management system is focused on the activities and operations of supporting functions which have a direct impact on energy use.

These initiatives have helped us to reduce our energy costs by approximately £1.5million to date.



### The Carbon Reduction Commitment Energy Efficiency Scheme



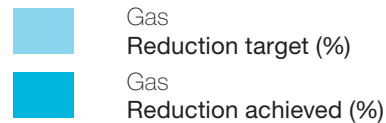
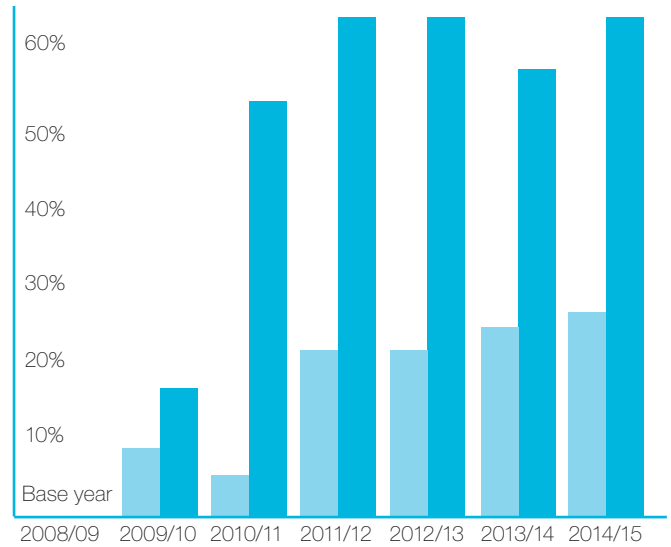
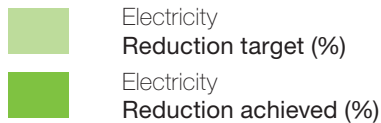
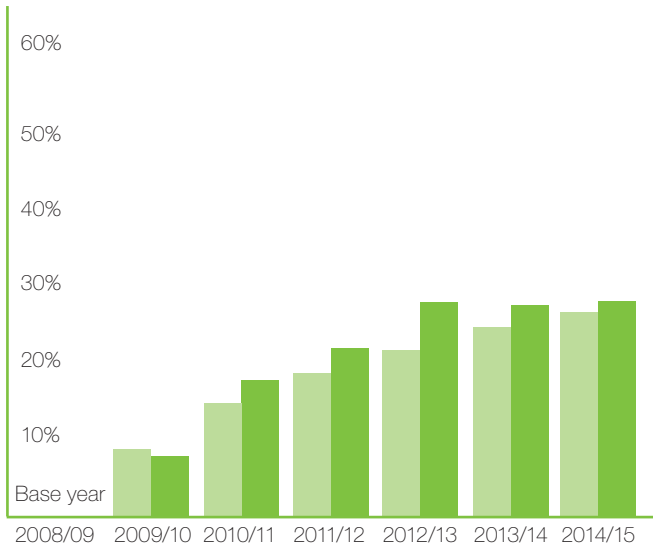
The UK's mandatory Carbon Reduction Commitment Energy Efficiency Scheme was launched by the UK government in an effort to encourage businesses, such as ours, to reduce our carbon footprint and help the UK meet its emissions reduction targets of 34% by 2030 and 80% by 2050 based on 1990 levels.

The scheme requires businesses to pay for the carbon emissions from our qualifying buildings' energy usage. At first, the scheme ranked businesses in accordance with certain criteria including energy reduction achievements. In the first year of the scheme, 2011/2012, Investec UK was ranked in the top 5% and 3rd amongst financial institutions; in the second year 2012/2013 we achieved a ranking in the top 16% and retained 3rd position.

### Smart Metering

Smart meters cover 100% of the natural gas and electricity consumed in our office and 64% of our other UK/Ireland/Channel Island offices. This web-based system enables us to continue to monitor and better manage down our energy usage resulting in significant energy and carbon savings.

Gresham Street energy actual reduction against targets



We continue to exceed our energy reduction targets, despite year on year headcount increases.

### Other energy initiatives:

- **Thin Client**

In 2014, we completed our move from PC to Thin Client systems where feasible across our buildings. As well as being more energy efficient, the thin client systems do not have fans so do not blow out heat, further reducing the energy required to cool the building.





- **Earth Hour**

We participate in the global annual initiative 'Earth Hour'. This initiative encourages individuals to switch off electric lights from 8.30-9.30pm on a specific Saturday night in March to demonstrate support for the reduction of anthropogenic climate change. While our inside lights are always switched off after hours, during this initiative we switch off our external lights too. We make employees aware of this global initiative and encourage them to switch off their home lights too.

- **Green Tariff**

In 2015 we switched to a green electricity tariff. The majority of the supply is from wind power.

### 3. Water Management

In 2014, in an effort to better manage our water usage, we fitted six sub-meters to our main new water meter. This helps us to better understand where our water is going and allows us to devise better management solutions in specific areas.

- **Water bottling system**

To help reduce our water-related footprint and to offer our people the best drinking water we can, we use a sophisticated, on-site water purification and filtration system in our Gresham Street office. The system uses both deionisation and reverse osmosis, and uses the water from our water mains supply.

In 2014/15 we re-filled 27,282 litres of the water into reusable glass water bottles, helping to reduce our delivery miles, and avoiding the creation of 7,638 kgs of glass waste. This system has resulted in considerable cost savings since installation.



We continue to reuse our glass tumblers made from recycled glass instead of disposable plastic cups, again saving delivery miles and avoiding the creation of plastics and plastic waste.

## • Shower Facilities

Aware that showers tend to dispense between 10-45 litres of water per minute, we set our on-site showers to dispense a maximum of 10 litres per minute from their default setting of 16 litres per minute. Our shower cubicles also have four-minute shower timers to encourage employees to be water wise. These timers are also offered to employees to use at home.



## • Save a Flush

We placed water saving units in our older style cisterns, to reduce the amount of water used when flushing toilets, a reduction by 1 litre per flush. We install more water efficient cisterns when we refurbish our washrooms.

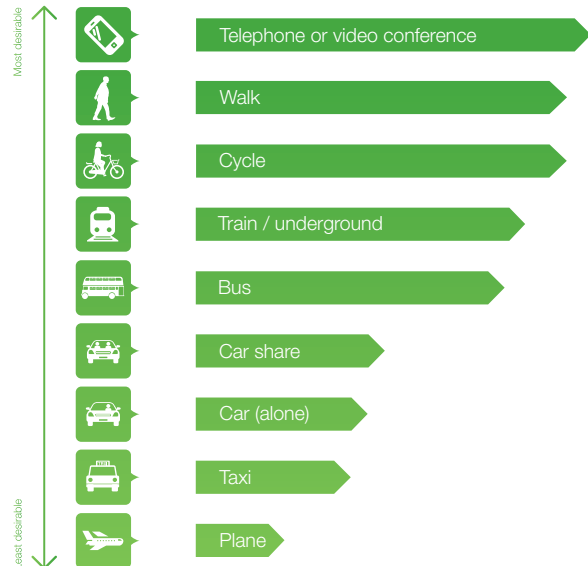
## 4. Sustainable Travel

Air quality in urbanised areas is worsening as a result of increased combustion. The major causes are emissions from gas boilers and diesel and petrol vehicles.

As a global organisation our business commitments often require us to travel regularly. We measure our travel footprint as part of our annual carbon footprint under scope 3.

We have invested in effective alternatives to business travel including dedicated telepresence suites, and audio visual and conference call facilities. We have also introduced alternatives to using individual private cars when travelling more locally through memberships with Zipcar and LiftShare. We provide a free electric car charging point in our Gresham Street office carpark and our Cycle2Work scheme continues to grow.

### Travel hierarchy



- Zipcar

Zipcar is a smarter, environmentally friendly, cost effective, convenient and maintenance free alternative to private car usage. Our membership of Zipcar encourages people to use the car club's vehicles rather than purchasing/hiring their own vehicles. Membership offers annual financial savings and low hourly rental rates on weekday driving. Using a car club vehicle takes the necessity of approximately 15 personally owned vehicles off the road, reducing fuel emissions and road congestion. (The Carplus Annual Report 2011-12).



- LiftShare

Liftshare is the UK's largest car sharing social enterprise. Our membership of Liftshare enables our employees to share their car journeys with colleagues from across our offices. Membership also helps us to reduce our road business travel and corresponding emissions, especially in offices where driving to work is often the only convenient means of travel.



- Cycle2Work

We run Cycle2Work schemes. As well as a great way to keep fit and avoid traffic congestion, cycling helps to reduce our travel footprint. We have 100 bicycle parking bays. A local bicycle maintenance company, NipNip, carries out regular bike maintenance sessions at the office. We have also run a series of lunchtime Cycle Safety Seminars via the City of London cycle training team which were well attended.



- Walk to Work week

We took part in the annual Living Streets' Walk to Work week in 2012, 2013 and 2015, encouraging employees to sign up to the challenge of recording their steps or mileage over one week to encourage them to walk more.

# London

2 Gresham Street



## Step into Health Campaign

Team Green introduced the 'Step into Health' initiative in 2013. The aim was to encourage employees to walk for their optimal health and well being, and to improve local air quality by avoiding the use of privately owned/hired vehicles.



Two factors encouraged us to run this campaign - the air quality in the City of London is deteriorating, mostly because of traffic pollution from diesel engine cars and the combustion of gas through buildings' air conditioning systems, and the NHS recommends that adults walk at least 10,000 steps a day for their individual health and wellbeing – the average commuter takes only 3,000-4,000 daily steps.

The campaign encouraged employees to walk more around the office by taking the stairs rather than the lifts, and to opt to walk rather than use private cars when travelling around the City. Pedometers and pocket walking maps were distributed to employees. The pedometers translate the number of steps taken into distance covered and calories burnt. The map places our office at the centre of a 5 minute and 15 minute walking radius and highlights local bus routes and public transport stations.





Walking in the City of London:

- gets you to your destination quickly
- boosts your health
- saves a taxi journey

Above all it helps improve the quality of the air we all breathe



Our wall mounted walking maps encourage employees to walk rather than use private vehicles.



Out of the Ordinary™



Step into Health



Taking the stairs will help you reach your daily recommended **10,000 steps** and boost your health & wellbeing



## 5. Sustainable Procurement

### KeepCup

An example of sustainable procurement is our sourcing and distribution of the 'KeepCup'. The reusable cup is the direct alternative to the ubiquitous disposable coffee cup. By offering employees the choice of purchasing their drinks from our coffee bar in a KeepCup or mug, we have reduced the number of disposable cups used on site by 87%, resulting in a reduction of over 111,000 disposable cups from our waste stream since their introduction at the end of 2010.



Using a reusable KeepCup or mug at our coffee bar comes with a 15p discount each time.

We also procure reusable silicon Mug Hugs which when placed on a ceramic mug allows the mug of hot liquid to be taken away without risk of spillage.



### Carpet tiles

We source all of our carpet tiles from Interface, an award winning sustainable company.

### Dyson Airblade

Another example of sustainable procurement is the Dyson Airblade hand drier which uses up to 80% less energy than a warm air hand dryer does.

Since 2011 we have replaced 75% of our paper hand towel units with Dyson Airblade hand driers in our washrooms.



### Fairtrade

We provide Fairtrade beverage products by default as well as sugar and bananas.



Fairtrade is about better prices, decent working conditions, local sustainability, and fair terms of trade for farmers and workers in the developing world. Fairtrade also includes a premium which is invested into social, environmental and economic development projects.

## 6. Air Quality

### Air Quality Pledge:

In 2014, we were one of the first City businesses to sign up to the City of London's Air Quality Pledge. The pledge commits us to try to raise the profile of air quality, to reduce gas consumption, to promote walking and cycling, to reduce the number of deliveries servicing our business and to encourage 'no engine idling'. We continue to promote the pledge and participated in the City of London's Cleaner Action Days during 2015.

In 2012 we replaced all of our old gas boilers with new low NOx boilers.

### Environment Checklist



Team Green



Smart meter



Green energy tariff



Liftshare



Cycle2Work

## External recognition

### Clean City Awards Scheme

The Clean City Awards Scheme aims to develop partnerships with all types of City of London businesses by raising the profile of responsible waste management and recognising and rewarding good practice by encouraging businesses to 'Reduce, Reuse and Recycle'.

Gresham Street won the Chairman's Cup (top prize) in 2006 out of 1320 sites and again in 2013, making history by becoming the first organisation in the Scheme's 20 year history to win the Chairman's Cup twice. We were runners up in the interim years and again in 2014.

### Sustainable City Awards

The RSA (Royal Society for the encouragement of Arts, Manufactures and Commerce) accredited Sustainable City Awards is the UK's foremost green business awards scheme, attracting applications from across the UK. Awards are given across 12 different categories which between them represent the three pillars of sustainable development, The Economy, Society and the Environment.

In 2012, our Gresham Street office was the outright winner in the UK-wide Sustainable City Awards in the Responsible Waste Management category in recognition of outstanding efforts in our waste minimisation programme.





## External accreditation

### Environmental Management System and ISO14001



Our Gresham Street Environmental Management System (EMS) focuses on six pillars: Energy, Water, Waste, Business Travel, Procurement and Carbon. We achieved ISO 14001 certification in December 2012 and retain it today.

The ISO14001 standard sets a basis on how to manage the environmental aspects of our building operational activities, while taking into consideration environmental protection, pollution prevention and socio-economic needs.

Implementing ISO 14001 helps us achieve the following benefits:

- effective management of environmental aspects
- compliance with environmental legislation
- minimisation of energy and resource usage and reduction in operating costs
- pollution prevention
- environmental performance improvement
- stakeholder confidence enrichment
- employee morale enhancement

## Energy Management System and BSI Kitemark



Having a formalised Energy Management System (EnMS) as well as an EMS helps us really focus on energy management and reduction. Our Gresham Street EMS gained the BSI Energy Reduction Verification in November 2012 and we were recertified again in 2014. This certification runs until 2016.

Retaining this Kitemark required an overall energy reduction of at least 5% per person in 2013-14 compared to the two years 2011-13. We were delighted to have achieved an impressive 10.4% reduction.

Implementing BSI Energy Reduction Verification Kitemark helps us achieve the following benefits:

- creation of robust energy management system, based on ISO 50001
- verification of energy reductions
- recognition as a sustainable business, operating to best practice
- establishment of an energy aware culture with a drive for improvement
- financial savings through reduced energy usage

## Carbon Trust Waste Standard



The Carbon Trust Waste Standard is an independent standard that certifies organisations that measure, manage and reduce their waste output, year on year.

Our Gresham Street building was the first in the Financial Services and Banking sector to achieve certification to this Standard which we achieved in June 2014. To date, only 46 organisations worldwide have achieved this certification.

Implementing the Carbon Trust Waste Standard helps us achieve the following benefits:

- demonstrate our environmental credentials
- reduce our risks
- reduce our waste related costs
- enhance our corporate reputation

## Working with service providers

### Global Action Plan – behaviour change specialist



Award-winning environmental behaviour change experts Global Action Plan (GAP) have been supporting Team Green and Investec's Sustainability team since 2006. GAP has been promoting sustainable lifestyles and behaviours since its inception in 1993. The charity works closely with schools, communities and workplaces to drive practical action on climate change.

GAP has helped Investec to create a network of environmental champions across the UK, which drives environmental performance improvement in their local offices through peer to peer engagement and support.

This work brings home the impact of the choices we all make, embeds positive sustainable behaviours into our everyday lives and demonstrates how working together we can all make a difference to the world around us.

To learn more about GAP's work visit:  
[www.globalactionplan.org.uk](http://www.globalactionplan.org.uk)



Sustainable Catering



Lusso The Food Philosophy – part of Charthouse & Company Catering Ltd - has been our on-site catering partner since 2010.

Lusso has achieved Two Star Champion status in the Sustainable Restaurant Association's (SRA) Sustainability Rating for hospitality businesses. This measures a wide range of criteria, covering 14 aspects of sustainability across three key areas: sourcing, society and environment. The SRA's assessment recognised Lusso's commitment to using locally sourced fresh produce in season, the development of its people and overall commitment to working towards a more sustainable future.

Testament to this commitment are a number of awards won by the on site team: the MCH & Co. CREST Award 2013 for Sustainability and Environmental Consideration and 3rd Place at the ACE Sustains 2013 People Award – a recognition of companies and teams that truly stand out for their approach to sustainability and corporate social responsibility.



Investec supports Lusso's own initiatives:

Ugly fish Friday



'Ugly Fish Friday' is a Lusso sustainable fish initiative celebrating all fish on the Marine Stewardship Council approved list. The initiative was trialled in our office and is now run at Lusso company-wide. At Lusso through this initiative Lusso purchases the entire 'catch of the day' from small 'day boats' based in Devon. It introduces diners to a different fish each month, prepared in a variety of ways, explaining the environmental rationale to the initiative and offering details of its sustainable nature.

Brogdale Neighbourhood Crops



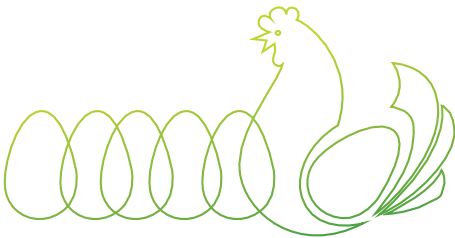
Lusso has signed up to an exclusive contract with the UK's fruit bank – Brogdale Farm. Brogdale is a living gene bank with over 4,000 varieties of fruit including apples, pears, plums and cherries, and the biggest and best collection of fruit trees in the world. Lusso's procurement of these fruits support Brogdale and their drive to maintain the bursting diversity there is in the fruit and berry world.

## Red Tractor Certified Meat and Poultry



Over 90% of all meat products served in our canteen, hospitality and at in-house events is British and Red Tractor Assured by default. This has a direct positive affect on food miles and carbon emission produced as it considers the production trail from farm to fork. British and Red Tractor Assured food is traceable from farms to pack and has to meet standards of food safety, animal welfare and environmental protection.

All eggs used in the catering operation are Free Range.



## Conversion of kitchen oil to biofuel

Lusso uses only rapeseed cooking oil supplied by R-Oil in Gloucestershire. The majority of the waste oil is re-collected by R-Oil, refined and then converted into biofuel to run the machinery used on their rapeseed farm.

## In the community

### Newham City Farm



Newham City Farm is one of London's largest and longest established city farms, providing the local community with a free outdoor education and leisure facility in an otherwise underserved area.

Investec continues to support the farm by sponsoring the role of Community Education and Involvement Worker, a vital link between the farm and local residents.



Volunteers painting picnic tables at the Newham City Farm.

Teams of volunteers regularly spend time at the farm and adjoining market garden developed by us to help improve the site through painting murals, upgrading play areas, maintaining raised beds and building and repairing pathways, fences and shelters for the animals.

Employees enjoy a fun day out of the office, contributing to a great cause along with members of the local community and getting to know team mates better in an informal environment.

Volunteers feed back that team days like these help to cultivate improved working relationships and team dynamics, they feel a sense of achievement seeing the difference their efforts have made to the facility.



Volunteers Jade, Sarah and Jane (left to right) building a new chicken shed as part of an HR volunteering day.



Volunteers in front of the beginnings of the poly-tunnel they helped to build in the market garden. Local community members will utilise the warmer growing conditions the poly-tunnel can provide.



# London

30 Gresham Street



## National Garden Scheme support

Investec Wealth and Investment sponsor a series of garden openings raising funds for the National Garden Scheme. Last year the event enabled over 3,800 gardens across England and Wales to be opened and provided funds for the support of nursing and gardening charities including MacMillan Cancer Support, and Marie Curie Cancer Care. The Scheme has donated over £42.5 million to its beneficiary charities since its foundation in 1927.



## Tusk

Tusk is a small, dynamic organisation with over 20 years' experience initiating and funding conservation, community development and environmental education programmes across Africa.

Through our support of Tusk and its partner organisations, greater protection has been afforded to some 36 endangered species over a combined land mass equivalent to ten times the size of Belgium. Some of the threatened species that have benefited include the African elephant, black and white rhino, cheetah, chimpanzee, mountain and lowland gorilla, African wild dog, Grevy's zebra, giant sable and hawksbill turtle.

The Tusk Conservation Awards are an initiative of Tusk Trust in partnership with Investec Asset Management.

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“Given our substantial business interests in Africa and our commitment to the continent and its people, we identify with Tusk's mission. It is a privilege to be associated with Tusk, which has been working for over two decades towards building a sustainable future for Africa's natural heritage. We applaud the Tusk team for their unfaltering work across the continent. ”

Hendrik du Toit, CEO Investec Asset Management



John Daly set himself the ambitious goal of running 16 endurance events over the course of 2014. He raised over £5,000 for Tusk.

## Investec supports Education

Just outside Reading at Ufton Court Adventure Centre, a team from Investec donated their afternoon in May 2014 to help celebrate the grand opening of the new Wooden Spoon Kitchen. With over 200 guests including children from the local primary schools, youth workers and funders of Ufton Court Adventure Centre, the Investec volunteers worked very hard and helped the charity to organize an amazing event.



Investec volunteers supported educational activities with local school children at the Ufton Court Adventure Centre.

“ The Investec volunteers were invaluable. At our key fundraising event they were everywhere, parking cars, welcoming and looking after guests washing dishes as well as helping with childrens' activities. I truly do not know how we would have coped without them.” ”

Mary Riall, Ufton Court



### In the community

Investec works to improve the environment of local school children.

Employees in our Reading office undertake many volunteering activities with local schools in the community, including with Brookfields and Geoffrey Field Schools.

Brookfields School, situated approximately eight miles from our Reading office, is the only school within West Berkshire and Greater Reading providing an education to students (3 to 19 years old) with complex needs, including autism and sensory impairment. It provides for the students and offers a complete support network for the parents and families through its holiday clubs and other initiatives. Our volunteers help with maintenance work, laying turf for the sensory football pitch, painting classrooms and varnishing and mending outdoor equipment. In addition, we host work experience opportunities for the students.

In the past, at the time we supported Brookfields' National appeal by presenting them with a donation, and a pledge to give more employee time through our existing volunteering programme. The appeal was for an upgrade of the playground which was not at the time fully accessible for all of the children.

All of our volunteers worked really hard at Geoffrey Field School and had a great day. This was a successful day carried out together with volunteers from the local community and we're looking forward to organising more in the future.



Volunteers ready for the big day at Geoffrey Field School. Luckily it didn't rain!

### Environment Checklist



Smart meter



Liftshare



Cycle2Work

## Investec supports Age Concern and the Shed project

The Investec Donations Committee provided much needed funding of over £1,300 at short notice to help to cover costs and keep the Age Concern Voluntary Association for the Elderly in Merstham, near Reigate, Surrey open. The charity provides a place for the elderly to go to get involved in social, environmental and entrepreneurial initiatives.



Local community member George making bird houses as part of the Shed entrepreneurial project at Age Concern



Members of the local community enjoy a trip to the Age Concern centre in Reigate

## Environment Checklist



Team Green



Smart meter



Liftshare



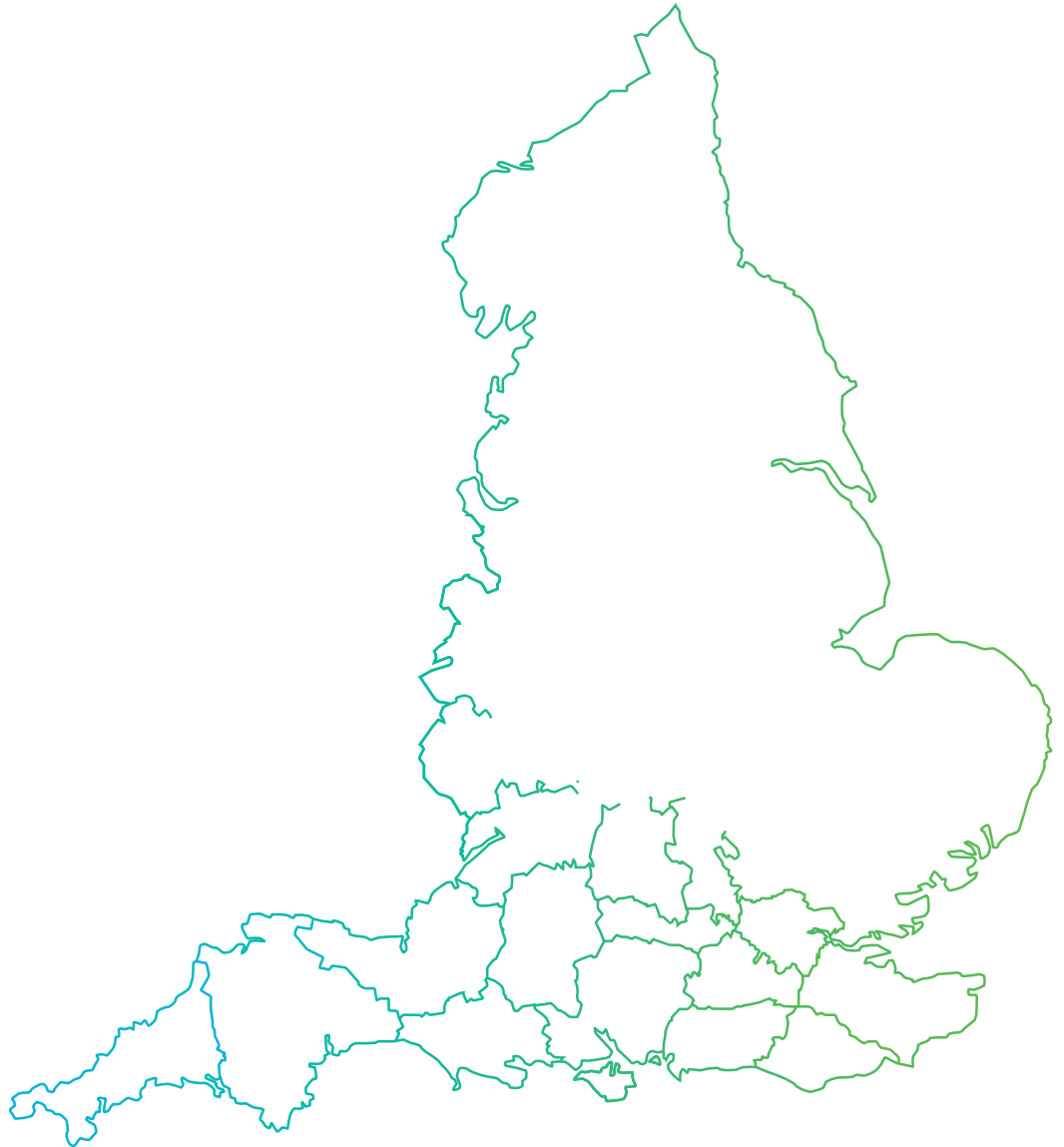
Ride2work



## Other initiatives

In June 2014, Charles Hawkins who works out of our Reigate office took part in the London to Paris charity ride for Leukaemia & Lymphoma Research. The Investec team collectively raised a little under £8,000 to which Investec added a further £2,000 through Employee Charity Funding and our Donations Committee.

# South West



# Bournemouth, Bath, & Exeter



Investec supported the Bournemouth Symphony Orchestra (BSO) through our Bournemouth office in 2014 and, more recently, our Bath and Exeter offices too.

We have supported a series of five concerts in aid of the BSO and their work with local schoolchildren.

The BSO is a world class orchestra performing across the whole of the south and south west UK. They do tremendous work with many local schools, supporting students and teachers alike. With a passion for inspiring young minds, they grant children, irrespective of their background, access to exceptional experiences, musical instruments and tuition.

With our support, 1,300 school children from 20 schools across Devon experienced their first live symphonic

concert. The Orchestra also held a successful family open day at the Lighthouse, Poole, with well over 1,000 local community attendees. The 'Instrument Petting Zoo' allowed budding musicians of all ages to try their hand at orchestral instruments of their choice. The Orchestra have also been able to partner with the Bournemouth University Dementia Institute to create an orchestra for people with Dementia and their carers.



Colin the zebra poses with local students from Hatherleigh Community Primary School.



Local children enjoyed trialling various orchestra instruments at the Family Open Day. The unique 'Instrument Petting Zoo' experience was completed by gifts of mini toy zebras and animal face painting sponsored by Investec.

### Bournemouth Environment Checklist



Team Green



Liftshare



Ride2work

### Bath Environment Checklist



Team Green



Smart meter



Liftshare



Ride2work

### Other initiatives

The Bournemouth office employees have kept particularly busy, fundraising for charities and giving back to the local community. Their efforts included raising:

- over £1,000 at a golf day, to be split between the Hampshire Autistic Society, the Liver and Pancreatic Cancer Charity and Kids for Kids, helping children in Darfur and Sudan
- £200 at a brunch morning, to be split between Lewis Manning Hospice and Comic Relief
- £750 at a fundraising dinner for Jurassica, a local charity project to create the world's most spectacular prehistoric visitor attraction on Dorset's Jurassic Coast

### Energy Management

We have a green electricity tariff, where the electricity supply is from 100% renewable energy sources, the majority hydro-power.

### Exeter Environment Checklist



Team Green



Green energy tariff



Liftshare



Ride2work



Laura from the Bournemouth office enjoying the brunch morning in aid of Lewis Manning Hospice and Comic Relief.



Employees walking the Cotswold Way.

## Cotswold walk in aid of Infobuzz

In 2014, employees set themselves the challenge of walking the length of the Cotswold Way over four days to raise money for local charity, Infobuzz, helping to promote positive change in the lives of local young people.

In pouring rain and blazing sunshine, the group made up of a mixture of ages and stamina, collectively walked the length of the Cotswold Way. This is a 102 mile footpath along the Cotswold escarpment, from Chipping Camden to the city of Bath. The walk raised over £3,000 for Infobuzz providing:

- individual support around drugs and emotional health issues
- group learning opportunities to develop personal and social skills
- information and support around substance misuse

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“ Whatever our involvement we all enjoyed our experience and it was a great opportunity for team bonding as we encouraged each other to walk distances some of us hadn't thought we could achieve (over 30 miles some days) and patched up sore feet. We would encourage any other teams thinking of doing something like this to have a go, challenge yourselves and raise money for a good cause. ”



Elated participants celebrating outside Bath Abbey, which marks the end of the 102 mile walk.

### Supporting local school in their efforts to help others

Cheltenham used surplus capital from the Royal Mail IPO (£1500) to support the Stroud Girls High School and their African Charity Project, helping to fund the building new school in the Mfuleni Township to educate children, including in how to grow their own food.



### Environment Checklist



Team Green



Smart meter



Liftshare



Ride2work

# Cheltenham

## Running, cycling and canoing for Maggie's Cancer Centre

This summer, employees in the Cheltenham office took on the River Wye from its source in Plympton by foot, bike and canoe, finishing up at spectacular Tintern Abbey. A core team of five cyclists cycled over 100 miles in the first two days, joined by four walkers for a seven mile stint into Ross-on-Wye on the Saturday, where they met with another three colleagues who joined them to canoe 36 miles over the remaining weekend to the finish. The office hoped to raise £10,000 for Maggie's in 2015 (it looks like this target would be met with almost £6,000 having been raised after 6 months).



A core team of five cycled, before being joined by others for walking and a canoe down the river.

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“ We designed the challenge so that colleagues of different ability – or interest! – could take on different durations and activities, but we were proud when several members of the team conquered their fear of open water when the time came anyway! ”



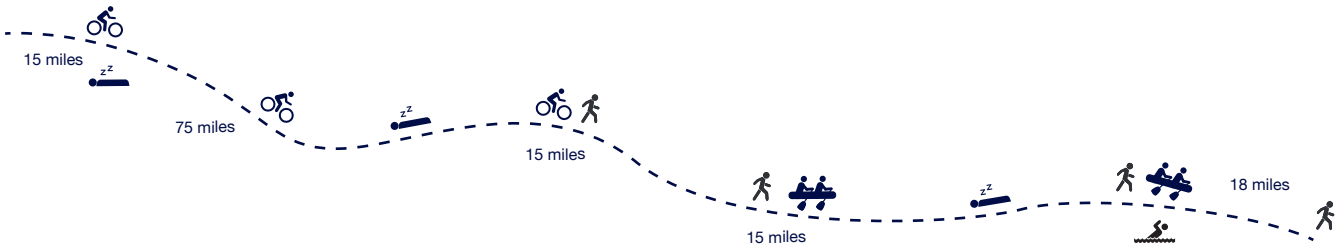
Maggie's provides free practical, emotional and social support for people with cancer and their families and friends, offering a programme of support that has been shown to strengthen physical and emotional wellbeing. The Cheltenham centre serves the three counties of Gloucestershire, Herefordshire and Worcestershire where 35,000 people are living with cancer.



The Cheltenham Team canoeing down the river.



The challenge was a great team building exercise, with more than half the office able to get involved – a fantastic effort by this office!





# Other



# Dublin



Investec has supported Marino College since 2008



Investec volunteers participate in a mentoring programme with students from Marino College Dublin. Mentors meet with their students on a monthly basis over two years and arrange mock interviews, work placements and make themselves available for general guidance on issues relevant to the student.

Investec mentors find building a connection with the young people and seeing them blossom over time really rewarding. Taking part in the mentoring sessions is great for developing skills, such as communication skills, gained through drawing insights out of the young people.

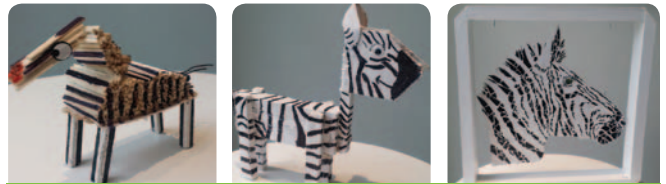


Investec mentors help students to gain work related skills and experience.

## Waste Management

The Dublin office was an early adopter of the Secure Print system. As a result, there has been a large reduction in the amount of paper left behind on printers and employees now only print what they need.

Employees in this office devised a fun competition for their children to raise environmental awareness, seeing who could design and build the best Investec zebra reusing items that would otherwise go to waste.



Children of our employees came up with great zebra designs.

## Sustainable Travel

The Dublin office's Bike to Work Scheme and Tax Saver Scheme which encourages employees to sign up to public transport are very popular with employees.

## Sustainable Procurement

All beverages in this office are Fairtrade. The office desks are built locally helping to reduce our carbon footprint since they do not need to be transported from afar. The furniture company also reuses the sawdust from production to generate heat for their factory.

### Environment Checklist



### Other initiatives

This year 25 employees took part in a cycle from Dublin to Wexford. This cycle of 133Km has been raising money since 1990 and is the single biggest fundraising event supporting the Peter McVerry Trust looking after homeless people in Dublin. €18,166 was raised by Investec employees.



### Investec Dublin is a great place to work



In 2015 the Dublin office was named one of the Best Medium Workplaces in Ireland (101 to 300 employees), ranking third (34th in Europe). Listed workplaces are selected and ranked by Great Place to Work on the basis of the confidential input from the employees of that organisation. Two-thirds of every workplace's score comes from the results of the Trust Index Employee Survey, with up to one third of the remaining marks based on a thorough assessment by Great Place to Work of a company-wide Culture Audit. A clear majority of employees must consider their organisation to be a great workplace for it to be included.



Employees at the Best Workplaces awards ceremony.



We recognise the importance of raising the aspirations of children, something we have tried to achieve through our partnership with Amherst School.

Our employees have been committed to a series of ground-breaking projects working alongside teachers and children at Amherst School since 2010.

Our volunteers have dedicated our time and talents, consistently spending over 50 days per year volunteering with the school. Volunteers support core activities, such as reading, numeracy and vocabulary development alongside annual activities such as the Lihou Island, Year 6 camp, Inter-island cricket and other ad hoc projects helping with the garden and fundraising.

The charity Every Child our Future took one of our programmes with Amherst to scale across Guernsey.

Our Breakfast club, launched in 2013, runs five mornings a week with employees providing cover for an hour every day.

Amherst School has recently been awarded the Guernsey Healthy Schools Award. This is based on the national scheme designed to support and strengthen a school's personal, social and health education (PSHCE) programme.

Involvement in the scheme promotes health in its widest sense, which includes the emotional and physical well being of all pupils and staff, as well as the local community.

A Healthy School promotes health and well-being through a well-planned curriculum, in a physical and emotional environment that promotes learning and healthy lifestyle choices.

### Recognition of our work with Amherst School

We were recognised for our efforts in 2012, receiving the Community Foundation's Corporate and Social Responsibility Award. This partnership and the engagement of our employees with it were also partly responsible for the office being named Condor Ferries Employer of the Year in 2013.



Students enjoy breakfast at the Breakfast Club.



As well as subsidising the breakfast, we provided funding for new tables and chairs for the club, encouraging a sustainable approach by ensuring the recycling of the empty cereal boxes and milk cartons and avoiding the use of disposable cutlery and crockery. We also contributed to the purchase of a barbeque.

## Investec has renewed our partnership with Young People Guernsey

We sponsor events, funding staffing at young people's support service Young People Guernsey.

Investec helped to raise over £45,000 in a three year relationship with Young People Guernsey, a charity established in 2011 to identify and respond to the needs of local young people, particularly those at risk. We are happy to be able to continue our support for the invaluable work that the charity does in the Community for another three years.

We have sponsored a number of events to raise funds, including to cover the cost of employing a full-time specialist project worker at The HUB, a young persons support service, for ten months. The project worker will provide vital assistance to young people who need information, advice and essential listening support.



Jane St Pier, Chair of the charity, said this was the most successful musical fundraising event yet: 'The evening was tremendously exuberant and we are extremely grateful to all those that supported us: the donors of magnificent auction prizes, those who attended the sold out event in such wonderful costumes, and particularly Investec who provided the sponsorship that made the evening possible'.

Stephen Henry, Head of Investec Private Banking in the Channel Islands, said the bank was delighted to be able to make a difference to the charity:

“ It never fails to amaze us how hard the charity works and the positive impact it has on the young people on the island. The project worker's job is extremely busy and varied, from listening to and providing practical help to youngsters, to attending meetings in schools and with other key agencies. It is very rewarding to see that we are able to help that continue. ”



An ABBA and 70's tribute evening was just one of the Investec sponsored fundraising events. The themed evening, featuring ABBA Sensation – one of the UK's leading ABBA tribute bands – raised £19,500 for the charity.



### Sustainable Travel

By offering our employees free bus passes we hope to reduce the number of people traveling to work by car, which has a positive impact on air quality close to our office and the wider environment. By providing showering facilities at Investec we encourage employees to bike or walk to work. This increases employee well-being, which in turn adds to the success of our business.

### Environment Checklist



Team Green



Liftshare



Ride2work

### Priaultx Premature Baby Foundation



The Priaultx Premature Baby Foundation was founded in Guernsey by Triple World Touring Car champion Andy Priaultx and his wife Jo, after the premature birth of both their son and daughter, and is now in its 11th year.

The foundation offers vital support for Guernsey's premature babies and their families, working closely with the neonatal unit at the local hospital, providing much needed equipment including incubators, monitors, hot cots, photo therapy equipment, training aids, baby boxes and many other pieces.

Investec has pledged three years' support to the Priaultx Premature Baby Foundation's 'Buy a Brick' campaign to raise £150,000 to purchase a property and create The Burrow – a place where families with babies being cared for in Southampton can stay.

“We can't thank the islanders and Investec enough for their support. It is only with their generosity and hard work that we are able to continue our support.”

Andy Priaultx, The Priaultx Premature Baby Foundation



The Proms on the Pier concert – one of the many fundraising events we have supported in aid of the Priaultx Premature Baby Foundation.



To encourage and reward other companies with values like our own, who are working on projects that positively impact on society, the environment and the economy, we have sponsored a new award, the Investec Sustainability in Action Award, as part of the Guernsey Awards for Achievement.

The Guernsey Awards for Achievement is synonymous with celebrating and rewarding the elite, the unique, and the exceptional in Guernsey. (Investec is no stranger to the Guernsey Awards for Achievement. In 2006 we were shortlisted for the BWCi Best Medium Business Award; in 2008 we won the Healthspan Best Large Business Award and in 2014 we took home the trophy for the Condor Ferries Employer of the Year).

The Guernsey Awards for Achievement winners were announced at a Gala Dinner in February 2015, with Sarnia Hotels scooping the Investec Sustainability Award.

Sarnia Hotels was the first local hotel chain to recognise that there was a market for "green tourism" and who are the only local company to attain the nationally acclaimed silver Green Tourism Award.

We are proud to continue our partnership with  
Brighter Futures



Brighter Futures is a Jersey charity, based at the Bridge, working in partnership with Parenting Support Services to meet the needs of families and young people. They operate Growing Together, an evidence-based programme designed to provide children with the best possible start, which Investec has funded.

The 48-week programme is delivered by trained facilitators and works towards:

- Developing family support and children's development and learning
- Developing an understanding of emotional attachment and emotionally expressed companionship between parent and child
- Supporting the parent in developing a responsive relationship with their infant

“ Investec is always keen to get involved with initiatives that have a sustainable positive impact on the islands' communities and Growing Together is a perfect example of this. ”

Kevin Allen, Investec Director, Jersey



# Zurich

## Going the extra mile for Emerge Poverty Free

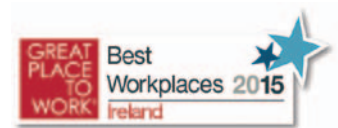
Stephen Brooks ran the Zurich Marathon raising £2,900 for a Water, Sanitation and Hygiene (WASH) project in northern Uganda delivered in collaboration with Emerge Poverty Free. His efforts were recognised by Investec agreeing to donate an additional £750 through our Donations Committee.

Stephen is in charge of fundraising for an association made up of 15 people which managed to raise a total of £9,372.55 for this cause. He self-funded a visit to the project in Uganda in July 2015 with Emerge Poverty Free to assist with the project work and visit the school children.

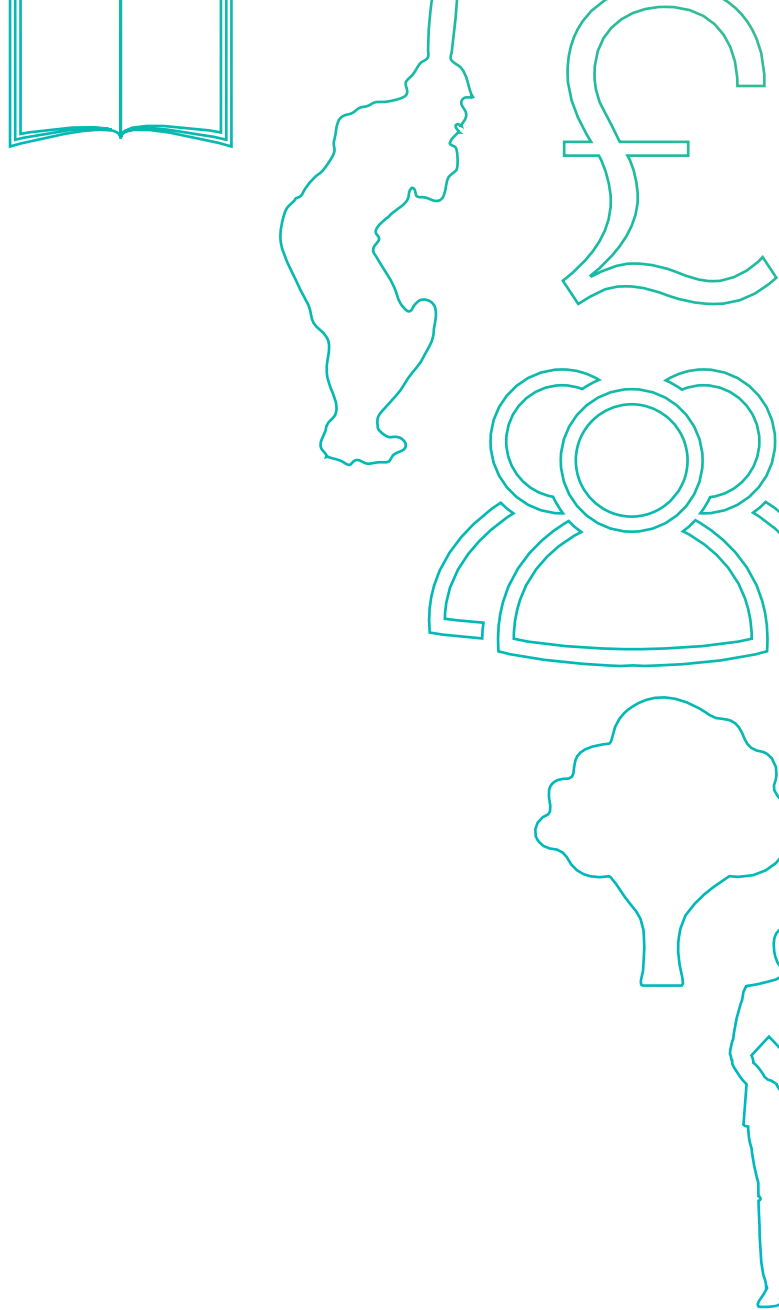


Stephen (second in from the right) and other members from his club after they ran the Zurich Marathon.









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Find out more about our Corporate Sustainability programme by following @Investec on Twitter and 'Investec People & Planet' on Facebook.



*Out of the Ordinary*