

## SPONSORSHIP AND CHARITABLE GIVING POLICY

### 1 Background

- 1.1 Tideway is committed to conducting our business in a sustainable way and to contributing to the society in which we operate to leave a lasting legacy for London.
- 1.2 To help us deliver on these commitments, we sponsor community projects and invest our time and money in local charitable organisations which deliver benefits to the communities in which we work.

### 2 Community investment – selection criteria

- 2.1 For our strategic community investments and sponsorships, we aim to create enduring partnerships, creating shared interests across our workforce and local communities, delivering benefits to each. To ensure sponsorships are relevant to the project, we consider opportunities against five criteria:
- Concerned with the river and/or the environment, themes at the core of our project.
  - Pan-London reach, giving opportunities for people from across the capital to get involved.
  - Involving young people, providing a link with our education programme.
  - Concerned with health and wellbeing, linked to our health and safety and Legacy objectives.
  - Relevant to the development and execution of the project.
- 2.2 Tideway's sponsorship programme is reviewed against our External Affairs strategy and this programme is approved each year by our main Board. We also support local community organisations through the community investment plans of our main contractors.

### 3 Selection process

- 3.1 We have a small number of corporate charity partners and our staff are involved in their selection. They are chosen using the above criteria and we also consider where our involvement can leverage the skills and experience of the people who work on the project. We support these charities through corporate charitable giving, allowing our staff paid volunteering time and supporting events that raise staff funds.

- 3.2 We consider ad hoc requests for sponsorships and charitable donations through our Sponsorship and Charitable Giving Committee, which is a sub-committee of our Executive Committee.
- 3.3 These requests are considered against the above project-related criteria and any other relevant business considerations. Larger financial or strategic requests are referred to the Executive Committee or main Board.

## 4 Non-project related charities

- 4.1 If Tideway wishes to make a corporate donation to non-project related charities, then the Board will consider the above criteria but will not be bound by them in making a charitable donation. We also encourage our staff to “give something back” and support charitable causes through a Matched Giving scheme, within a capped budget.
- 4.2 We do not consider sponsorships or donations for:
- Political parties or activities
  - Organisations with a racial or religious bias
  - Individuals fundraising for personal challenges (non-charitable)

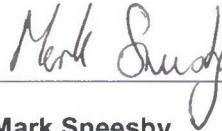
Signed:



**Andy Mitchell**  
Chief Executive Officer  
Tideway

Date: 3/07/17.

Signed:



**Mark Sneesby**  
Chief Operating Officer  
Tideway

Date: 28/6/17.