

Grainger plc Community Investment Strategy

Why we invest in the community

Healthy and sustainable communities:

Healthy communities are a central part of our business success and we are therefore committed to enhancing the communities in which we have significant operations. We are also mindful of the potential impact that we could have on local communities and as a result, community consultation is key to all of our significant refurbishment and development projects.

Building our reputation:

As a FTSE listed company, our reputation is of great importance. In order to maintain and develop our reputation it is necessary for us to act in a responsible manner. We believe that community investment is central to this.

Employee benefits:

We want our employees to feel proud to be working for Grainger. In allowing them opportunities to get involved in the community, we expect to enhance loyalty towards Grainger and increase motivation levels. Employees can also develop valuable skills by taking part in volunteering activities and there is great potential for team building through department community days.

Community interests

Older people:

Our customers are our business. Grainger owns over 14,000 residential units in the UK and a large proportion of our tenants are over the age of 60. We therefore have an interest in working with charitable organisations that support older people.

Homelessness and accommodation standards:

As a company operating in the residential market, standards of housing are a major concern for Grainger. We are keen to support charitable groups' efforts to reduce homelessness and to increase the standard of tenanted residential accommodation in the UK.

Corporate partnerships

As set out above, Grainger has identified support of older people, homelessness and accommodation standards as key issues which are linked to our core business activities. Grainger therefore seeks to work in partnership with charities that address these key issues.

We believe that in aligning ourselves with a key charity partner we can offer a much more effective level of support than would be possible with a less strategic approach. In working primarily with one carefully chosen charity partner with an obvious affinity to Grainger's core business activities, we hope to ensure the buy in and support of employees, shareholders, customers and all other stakeholders. We will also develop long term partnerships with other relevant charitable organisations. Grainger will review all charity partnerships on an annual basis. This process is led by our corporate affairs team. In order to read about our current charity partners please see here: <http://www.graingercr.com/partners-affiliates.asp>

Whilst we have much to offer our partners in the way of financial support, assistance in kind and access to volunteers, we also recognise that our partners have much to offer us. They can offer benefits to our employees as outlined above, links to the local communities in which we operate and information and advice on strategic issues with which they are concerned.

How we invest

Employee volunteering:

Grainger has a scheme to allow staff to take 1 days of company time for volunteering activities and business divisions are encouraged undertake relevant community activities, with our key charity partner, as team building exercises. Individuals are also encouraged to volunteer with our key charity partner, but are free to devote time to other relevant charities, if approved by management.

Assistance in kind:

Grainger provides assistance in kind such as meeting room space, as well as contributing to research exercises, seminars and other such events. We can also work via our charity partners to offer opportunities such as work experience and career guidance to those in need such as people affected by homelessness.

We publicise the work of our partner charities to our tenants and customers in the hope that they may also become involved, either through financial donations or by volunteering their time. Some of our customers may also have the need of support from these charities.

Cash donations:

We support our charitable partners with financial assistance which can either take the form of funding for specific projects and appeals, or regular contributions. The budget for this is agreed on an annual basis by our Chief Executive, who is advised by our Corporate Affairs team.

Measuring our impact:

To ensure our money is put to best use, at the end of each financial year, we total our various types of giving. This currently excludes section 106 agreements on developments:

- Cash donated by Grainger
 - Money given to key charity partner
 - Money donated to other causes
 - Sponsorship of staff charitable activities
- Employee Volunteering
- Donations in kind
- Money raised by staff for their chosen charities.