



Global Charities Policy

High-Level Charity/Sponsorship Guidelines

1. Purpose

Babcock International Group - and its constituent Sectors/Direct Reporting Countries, Business Units and sites – should make an agreed budget available each year to support appropriate charitable activities and provide sponsorship for good and allied causes.

2. Scope

This policy explains the corporate strategy and governance for both charitable donations and charitable sponsorships across the group and applies to all sectors/ Direct Reporting Countries, functions and employees of Babcock Group.

3. Policy

We are committed to the communities in which we operate and the broader interests of the customers we serve. As good corporate citizens, we want to make a genuine difference by supporting our communities and helping them rebuild following COVID-19. A charitable sponsorship and community investment programme is direct evidence of this support. Such activity can also be an important part of an effective marketing, brand and communication strategy for the Group as a whole. We encourage the right kind of charitable activity and sponsorship.

Sectors and Direct Reporting Countries retain responsibility and management of their donations / sponsorship from their own budget to ensure it goes where it can serve the greatest need and be of most value to that community within these guidelines and criteria.

The Sponsorship and Donations Working Group will collectively request and review these

Fighting climate change

Equal opportunity

Wellbeing

Whilst as a minimum all charitable requests for donation or sponsorship must meet the criteria described at point 3.9 above to be considered for funds, any initiative or request that **also** meets one of these social value aims should be given primary consideration during assessment.

Any sponsorship award should consider if there is a realistic opportunity for Government Relations to involve a local MP or other political figure. When such an opportunity is identified, advice should be sought from the Group Director - UK Government Relations & External Affairs as appropriate.

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for limited, low level, donations or sponsorship for causes that directly touch employees lives. Acceptable examples of this include matched giving up to a standard level pre-set by the BU or Sector/Direct Reporting Country for fundraising to a family member's wheelchair (see point 3.9, Employee wellbeing).

