

Chime Group Holdings Limited

Additional Statements to the 2015 Financial Accounts

Social, Community and Human Rights Issues

We believe our business should actively support the local communities in which we operate. Our approach is to provide a range of support, primarily through pro-bono work and volunteering, but also via financial and in-kind contributions.

We promote and facilitate volunteering across the Group in order that individuals may support worthwhile causes. Each division also has chosen charities or projects to support.

One of our priorities in these initiatives is the support of young people in the transition from education to employment. Our work experience; internships; apprenticeships and graduate schemes all support this.

Human rights

We do not engage in any business activities that could implicate the Group – either directly or indirectly – in the abuse of human rights or the breach of internationally recognised labour standards.

We respect human rights as set out in the United Nations' Universal Declaration of Human Rights, as well as the core conventions of the International Labour Organization. We also support the United Nations' Guiding Principles on Business and Human Rights.

Our human rights protections are covered in our policies and standards, such as our Code of Conduct, Responsible Business Code and are embedded within our processes.