

As an employer of some 14,000 people in the UK and with retail stores and distribution centres in over 1,000 locations we recognise that WHSmith plays an important role in many communities throughout the UK.

In line with our Code of Business Conduct, we aim to make the communities in which we work better places to live and do business, seek to be sensitive to the local community's culture and social and economic needs and encourage our employees to be involved with local communities to their mutual benefit. We will focus many of our community investment projects on supporting literacy and promoting a love of reading.

Where possible, we encourage our employees to identify opportunities to volunteer their time to take part in local high street or town centre partnerships, or to play active role in supporting the literacy activities at local schools. Such volunteering activities are subject to agreement with line management.

The WHSmith Trust, a registered charity, actively supports employees who volunteer for or raise funds for charitable organisations or schools in their local community. The Trust raises and distributes funds to charitable organisations in which members of staff are involved, and also supports projects to promote literacy.

We are committed to investing pre-tax profits in support of schools and charities, primarily in the local communities where we operate. We will monitor and measure our investment.

This policy will be reviewed on an annual basis and its implementation is the responsibility of the Group Human Resources Director Anthony Lawrence. Group Chief Executive Stephen Clarke is specifically tasked with keeping the Board advised on compliance with the policy and ensuring that suitable support is available to the businesses.

*Reviewed by W H Smith PLC Group Board April 2016*