

As an employer of some 18,000 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.

The WHSmith Trust, a registered charity, actively supports employees involved with charitable organisations in their local community. The Trust raises and distributes funds to charitable organisations in which members of staff are involved.

We are committed to investing pre-tax profits in support of 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 Kate Swann is specifically tasked with keeping the Board advised on compliance with the policy and ensuring that suitable support is available to the businesses.