



THE 5% CLUB CHARTER

As a company operating in the UK, we are committed to this country's growth agenda. Against this backdrop we are aware of the chronic skills shortage and youth unemployment that the UK faces and acknowledge the importance of developing our people as both a business and social imperative. We aim to play a role in transforming the fortunes of young, talented people in the UK and to ensure that the UK retains its reputation for innovation.

As a member of **The 5% Club** we endeavour to play our part as is fitting for our business. However, as members of **The 5% Club**, we are:

- Committed to helping the country's growth agenda and acknowledge the importance of developing our people as both a business and social imperative
- Playing our part in addressing youth unemployment and skills shortage
- Pledging to work toward having a minimum 5% of our UK workforce enrolled on formalised apprentice, sponsored student and/or graduate development schemes within five years
- Measuring and reporting on our progress annually against the above metric in our Corporate Social Responsibility section of our Annual Report and Accounts or equivalent document
- Committed to encouraging other businesses to participate in the campaign.

We believe that by joining **The 5% Club** we will play a role in Britain's long term prosperity, benefiting both society and Britain's place in the world. We are committed to achieving progress.

Name: _____

Title: _____

Company: _____

Signature: _____

Date: _____