



# Corporate Social Responsibility

NEST is one of the UK's largest workplace pension schemes. It was created to ensure that every employer has access to a well-run, low-cost pension scheme that they can use to meet their legal requirements under auto enrolment.

NEST Corporation, NEST's governing body, aims to be an example of good corporate social responsibility (CSR). Our objective is to provide a better future for:

- › our business partners
- › our employees
- › the wider community.

## Our business partners

We want to ensure that our business partners treat their employees as fairly as NEST treats its own colleagues. This includes:

- › Making sure that staff employed by our business partners are paid the National Living Wage or London Living Wage as appropriate. This is done through an annual review.
- › Requiring that our business partners and their own supply chains adhere to the Modern Slavery Act 2015. This is managed through our procurement process and contracts.

## Our employees

NEST Corporation believes in equality of treatment and opportunity for all employees, across the workforce in general and through initiatives such as:

### Gender Pay Gap reporting

NEST Corporation isn't legally required to make its gender pay gap public, as our company has less than 250 staff. However, we voluntarily publish this both internally and externally.

### Disability Confident

We have signed up to the Department for Work and Pensions-led Disability Confident campaign. This is a voluntary scheme which aims to make the most of the talents that disabled people bring to the workforce.

### Women in Finance Charter

NEST Corporation signed up to the Government's Women in Finance Charter in July 2016. Its aim is to improve gender balance across financial services, and to ensure that 30 per cent of executive and director roles are held by women, by Autumn 2019.

## The wider community

NEST colleagues take part in volunteering projects to support local community groups. All staff members can take up to four volunteering days a year, which benefit charity projects and support staff development.

We also run fundraising campaigns for national and local charities.

## Environment

NEST Corporation is committed to meeting its environmental responsibilities and to reporting them using the same principles as the Greening Government Commitments (GGC).