



# 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
- our members
- the wider community

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## 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.

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## Our employees

Nest is committed to promoting equal opportunities and diversity at work, as well as preventing discrimination at work.

We acknowledge that diversity is much more than the nine protected characteristics outlined in the Equality Act 2010. That is why we also value other forms of diversity, differences, and experiences, including but not limited to:

- carers
- neurodiversity
- socio-economic background
- diversity of thought

Having a diverse workforce is important but it is not enough. We want to create an inclusive environment where everyone can contribute their best work and develop to their full potential. We aim to achieve this through initiatives such as:

### Pay gap reporting

We report on our gender pay gap and voluntarily report on our ethnicity pay gap. Disclosing this data every year is part of our commitment to transparency and we believe that reporting our pay gaps will help us to address them. We've already seen this since we started reporting our gender pay gap in 2017 with the average hourly pay gap between men and women falling year-on-year.

### Disability Confident

We're part of the **Disability Confident** scheme, which aims to encourage organisations to think differently about how they attract, recruit, retain and develop people with a disability. We've achieved the Disability Confident Employer (level 2) and are working towards achieving the Disability Confident Leader (level 3) status. We recognise the talents and value that individuals with disabilities and neurodiverse conditions bring to the workforce and are working hard to ensure that we're a disability inclusive organisation.

### Women in Finance Charter

We remain committed to HM Treasury's Women in Finance Charter, which aims to improve gender balance across financial services, particularly at the director level. We exceeded our target of 30% of director-level roles being held by women in September 2019 and have since set a more ambitious target of 50% of these roles being held by women by 2025. We also want at least 30% of our executive roles to be held by women by then.

## 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. This benefits charity projects and supports 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).