



The Random House Group

UK Community support and charity policy

Policy overview

Our community support and charity policy has been developed in recognition that we have obligations and responsibilities that are greater than pure financial performance; responsibilities, especially in terms of education and literacy, to the community - local and more distant - in which we operate.

Charity support

The Random House Group predominantly supports charities involved with the book industry, children and with literacy. In addition to ongoing charity activity such as World Book Day, Quick Reads and BTBS, staff are invited to vote annually to select one charity as our chosen focus of fundraising and support. The company has undertaken to match the amount raised by staff activity. Our charity involvement is managed centrally though a committee, led by Gail Rebeck (Chairman and Chief Executive) as well as 'Make a Difference' volunteer groups based at each of our publishing sites. We believe we should encourage staff to give of their time and skills as well as financial contributions made via GAYE and events.

Our distribution centres also have significant charity fundraising activity and include updates via a regular newsletter and on the Intranet site.

In addition, the Group is sympathetic to requests for 'one-off' donations from individual members of staff who are undertaking fundraising themselves.

Community support

We focus our community support on literacy and educational projects through Group initiatives, company initiatives and in response to individual staff requests

Group initiatives involving volunteer support and book donations

Literacy and Educational Support - The Random House Group has now been working for two years with *VRH* to support local school children with their reading through staff volunteers. During this time, over 25 staff have given up time weekly to build relationships with children who are struggling with basic reading skills.

The Random House group were instrumental in 2006 in the inception and launch of Quick Reads, which aims to encourage reluctant adult readers to get hooked on books. Gail Rebeck currently chairs the Quick Reads literacy project and we are supporting the Year of Reading in 2008 both financially and with our time and expertise.

We believe that such community involvement is an ideal opportunity for staff to provide support to the local community in addition to working in a team and learning new skills

related to the planning and implementation of community initiatives. The divisional teams are encouraged to include their customers and/or suppliers in these projects.

The Random House Group co-ordinates book donations and ensures that books are donated fairly between local school reading initiatives and charities in UK and abroad, such as the National Literacy Trust and Bookaid, that will benefit from free books. We also annually support the Bookaid initiative 'Bring a Book to Work' both financially and with books in kind.

Policy visibility and review

This policy statement will be available at all times on the Random House website and the ouRHouse intranet site and will be reviewed annually by the Charity and Community Committee.

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