



DFS Furniture PLC

CHARITABLE GIVING & VOLUNTEERING POLICY

Communities and Charitable Giving Policy

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Version Control

V	Last Modified By	Change Description	Last Modified On
	Hannah Roper	Updated policy	24/02/2023

Review History

V	Document Owner	Review Comments	Reviewed Date
	Lee McNamara	Next review March 2024	24/02/2023

Reviewers

V	Reviewer Name	Reviewer Role	Review Date
	Liz McDonald	Group General Counsel and Company Secretary	01/03/2023

Authorised by

V	Approver Name	Approver Role	Approved Date
	RSC Committee	Approved the policy on behalf of the Board of Directors of DFS Furniture PLC.	09/03/2023

Related Documents

Document Name	Document Location
Group Code of Conduct	https://www.dfscorporate.co.uk/media/53792/Group-Code-of-Conduct-November-2020.pdf

1. POLICY STATEMENT

Our purpose is to bring great design and comfort into every home in an affordable, responsible and sustainable manner, this means making sure our business is built on the right ethical foundations to ensure that we live up to our values and make a positive difference in the communities where we live and work.

2. OUR APPROACH

2.1 As the clear market-leading retailer of living room furniture we have an incredible opportunity to give something back to the people who live and work where we do.

2.2 In line with our culture and values, we strive to give back to local communities in 3 ways:

- i. With the generous donations of our customers and colleagues, we're committed to raising and donating to various charitable causes up to 1% of our Profit Before Tax, every year.
- ii. We know the difference somewhere warm and safe can make us feel; which is why every year we donate sofas and other furniture to charities and organisations, across the UK, to help them to create a comfortable environment where they can support the people who need their help.
- iii. We understand that communities and charities often need more than just financial support for their activities. We also know that our people benefit from engaging with these organisations, giving them a sense of achievement and wellbeing as well as helping with their personal development. That is why, we give every colleague one day's paid volunteering leave each year and we encourage our colleagues to use this day to make a difference to the charities and organisations that matter to them.

3. OUR COMMITMENT

3.1 DFS Furniture Plc commits to:

- i. Focusing our efforts and actions to make a difference in the lives and homes in the communities where we live and work.
- ii. Only working with registered charities, which are aligned to our aims and brands and ensure that we conduct due diligence before entering into a partnership.
- iii. Ensuring that our charitable efforts deliver the most benefit, to as many people, as possible with a view to maximising our impact on society.
- iv. Always step up and play our part to make a difference where we can.

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- v. Considering the feedback of customers and colleagues when deciding which charities to support.
 - vi. Reporting on our charitable giving and efforts in the Annual Report.
4. This policy has been approved by the RSC Committee of DFS Furniture PLC. It does not form part of any employee's contract of employment, and we may amend it at any time. This policy will be reviewed annually.

Approved by the RSC Committee

9 March 2023