

Terms of Reference

The Corporate Responsibility Delivery Framework is designed to ensure that our Corporate Responsibility Strategy is integrated into how we manage the business and is reflected in our decisions, measurements and recognition.

The Management Executive will provide leadership and ensure alignment with our One Vision Strategy.

Corporate Responsibility Steering Group

- Meet quarterly
- Provide support and guidance to the work groups
- Review the work groups' progress against Key Performance Indicators / targets
- Develop and monitor our Corporate Responsibility Strategy, and policies
- Review risks and opportunities for the business
- Provide Executive summary for monthly Executive Meeting
- Report to the Management Executive at least twice a year
- Produce annual CR report

Work Groups

- Meet monthly
- Agree Key Performance Indicators for Corporate Responsibility Steering Group approval
- Develop programmes to deliver the Corporate Responsibility Strategy and Key Performance Indicators
- Set SMART targets for each programme and review monthly
- Create delivery and resource plans for each programme
- Develop internal and external communication plans
- Hold listening groups across the Society to capture innovative ideas