



REGENCY
a s s u r a n c e

CORPORATE SOCIAL RESPONSIBILITY PLEDGE

LIVELIFE

Developed by the Regency Community

regencyassurance.com

THANK YOU

Regency would like to extend our many thanks to all of our members, clients, partners and staff who have taken the time to participate in the development of this pledge. You have helped us set the priorities and direction of Regency's investment in our work on community support and development.

We have been delighted by the enthusiastic response. It has been so helpful to hear your thoughts and experiences and wonderful to connect with the Regency Community who have devoted many years themselves to making a real difference in the non-profit sector.

We now move to action, feeling enthused and determined to make a big difference.



“delighted by the enthusiastic response”





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Our approach
to Social
Responsibility
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& create
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for globally
mobile
individuals
in more than
120 countries

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LIVELIFE
RESPONSIBLY

ABOUT REGENCY

Regency for Expats, Regency Employee Benefits and Regency Financial Services are part of Regency Assurance which is regulated by the Financial Services Regulatory Commission. Regency Assurance aims to provide globally mobile people with quality insurance and financial services. The company is recognised for implementing risk managed and results driven solutions for individuals, companies and governmental organisations throughout the world.

Regency Assurance is a regulated insurer specialising in providing comprehensive international health insurance, life insurance & savings plans for globally mobile individuals and groups in more than 120 countries. Our aim is to help customers to understand the risks of living overseas and to protect themselves, employees, loved ones and families, accordingly. In simple terms, your needs are the basis for our business.

 **REGENCY**
a s s u r a n c e

 **REGENCY**
e m p l o y e e b e n e f i t s

 **REGENCY**
f i n a n c i a l s e r v i c e s

 **REGENCY**
f o r e x p a t s

MESSAGE FROM KATE

I am incredibly proud to introduce Regency's Social Responsibility Pledge; not only because it is something I feel incredibly passionate about, but because it was developed in partnership with the Regency community; our members, clients, partners and our staff. The ten goals that we will focus our support and investment towards under this pledge, were set by the Regency community through our recent consultation and survey.

Before joining Regency, I held various leadership roles for the UK's leading homelessness charity, St. Mungo's, where I worked for over 17 years. In 2018, I had a great opportunity to join the AMEX Leadership Academy. A critical learning point was recognising my potential for leading beyond authority; influencing change beyond my direct circle of control and organisation, working across different cultures and boundaries to affect change.

I've learnt that collaboration is a very powerful thing, and the more diverse the partnerships and involvement, the more creative and bold the solutions become. The enthusiastic response we have received during the development of this pledge affirms to me that there is a wealth of expertise, energy and drive that exists within the Regency Community.

We recognise our global reach and potential to have a positive impact on society; People, Planet and Governance. The challenges facing us globally today are vast, multiple and combining. This brochure outlines the ten goals Regency has committed to and I look forward with excitement regarding the partnerships we will develop, coming together to do what we can to help tackle the biggest challenges of our times.

Our approach to Social Responsibility is twofold: to mitigate risk and create shared value. We realise that for us to make a real difference in the community, we need to satisfy ourselves that, as a business, we are not giving with one hand and inadvertently harming with the other. Social Responsibility will be integral to the company's value system and operations.

Governance, transparency and engagement will be at the foundation of our approach and, on that note, I would like to personally thank everyone again who got involved, supporting this vision to become a reality.

We look forward to embarking on this journey with you, in particular on our work in local communities, supporting those in need to live life with hope; to fully **LIVELIFE**

Kate Tebbet

Corporate Social
Responsibility Manager



KATE TEBBET

“
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”

GUIDING PRINCIPLES

We have chosen to follow the guiding principles of the United Nations Global Compact as our framework for action. Formed in 2000, this is the world's largest corporate sustainability initiative. Followed by over 12,000 businesses, NGO's and public sector organisations in over 160 countries; Regency joins them in our commitment to taking action on the Ten Principles of the Global Compact.

We will incorporate these principles into our strategy, culture and operations on our journey towards evidencing and ensuring corporate sustainability. We will set clear objectives and SMART goals with any activity in order to measure our impact. We will take a reflective approach, actively seeking feedback to strengthen our model as we progress.



United Nations
Global Compact

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THE TEN PRINCIPLES

The Ten Principles focus on the four critical areas of Human Rights, Labour, the Environment and Anti-corruption. They set a benchmark for the performance we strive for: respecting and promoting universal human rights, decent work practices, reducing our environmental impact, and ensuring zero incidents of corruption within our operations and wider sphere of influence.

= HUMAN RIGHTS

PRINCIPLE 1

Regency will support and respect the protection of internationally proclaimed human rights.

PRINCIPLE 2

Make sure that we are not complicit in human rights abuses.

✦ LABOUR

PRINCIPLE 3

Regency will uphold the freedom of association and the effective recognition of the right to collective bargaining.

PRINCIPLE 4

The elimination of all forms of forced and compulsory labour.

PRINCIPLE 5

The effective abolition of child labour.

PRINCIPLE 6

The elimination of discrimination in respect of employment and occupation.

≡ ENVIRONMENT

PRINCIPLE 7

Regency will support a precautionary approach to environmental challenges.

PRINCIPLE 8

Undertake initiatives to promote greater environmental responsibility

PRINCIPLE 9

Encourage the development and diffusion of environmentally friendly technologies

⚡ ANTI-CORRUPTION

PRINCIPLE 10

Regency will work against corruption in all its forms, including extortion and bribery



United Nations
Global Compact



HUMAN RIGHTS



LABOUR



ENVIRONMENT



ANTI-CORRUPTION

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Since 1970, global surface temperatures have risen faster than in any other 50-year period over the past 2,000 years ”

IPCC's report published 09 Aug 2021

GLOBAL GOALS ARE EVERYONE'S BUSINESS

In 2015, 193 Member States of the United Nations adopted "Agenda 2030", setting goals on ending extreme poverty, fighting inequality and protecting our planet. We are committed to pursuing opportunities where we can collaborate with Governments, businesses, civil society and citizens to contribute towards these Sustainable Development Goals. Through collaboration and innovation, we can achieve a better future for all.

Through consultation, the Regency Community have set the below ten goals where Regency will focus its support and investment to have a meaningful impact with the utmost determination.

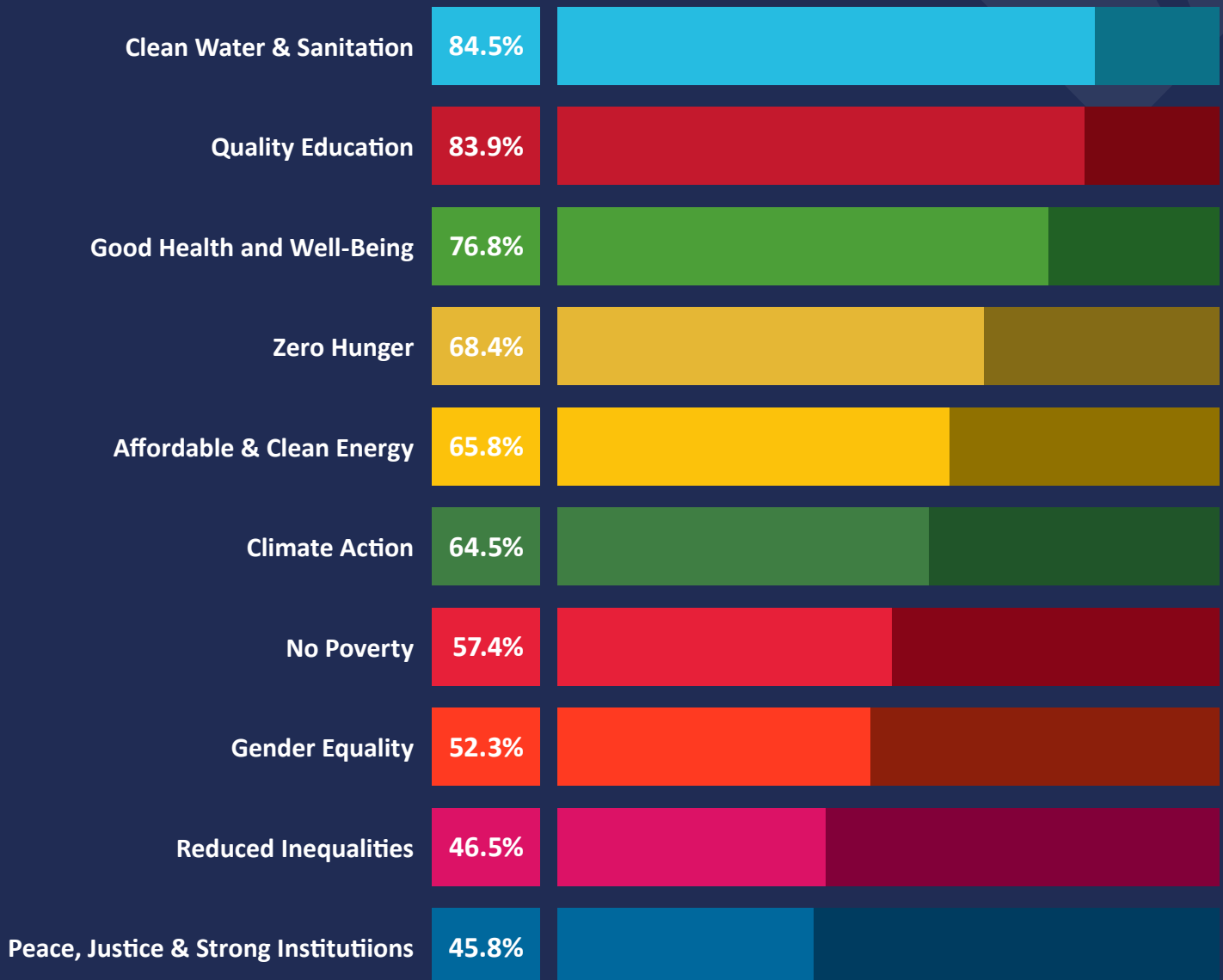


HOW THESE 10 GOALS WERE CHOSEN

We engaged our members, partners, clients and staff through webinars and surveys to ensure that our investment was focused on the areas that were chosen by the collective. In the table below, we can share with you the results of this consultation.

The top ten Sustainable Development Goals as chosen by the Regency Community; our members, partners, clients and staff, forms the foundation of corporate social responsibility pledge.

SUSTAINABLE DEVELOPMENT GOALS SURVEY RESULTS



THANK YOU...

to everyone across the Regency community who participated and contributed to establishing these ten goals. This Pledge is just the beginning and with such urgent challenges to tackle, now is the time for action.

1 NO POVERTY



Over 10% of the global population are living in extreme poverty, surviving on just \$1.90 a day. There is no question that the current pandemic has greatly worsened this situation, with the World Bank predicting an additional 150 million people living in poverty by the end of 2021. Influenced by socioeconomic factors such as social protection measures and opportunity in education and decent work; poverty is also a known contributing factor to human and labour rights violations such as child labour, forced labour and human trafficking.

We will begin action by developing a company Human Rights Policy. We will conduct due diligence to identify, prevent and account for how we address human rights and labour rights impacts in our operations and supply chains. In the local community, we will look to partner with organisations to work collectively towards this goal, ensuring no one is left behind.

2 ZERO HUNGER



In 2019, it was estimated that 8.9% of the global population faced hunger and 25.9% faced food insecurity. Further, a lack of access to nutritious food and essential nutrition services is having an impact on children under 5 years old. In 2020, wasting (low weight for height) affected 6.7% of children under 5 years old globally. In the local community, we will look to partner with organisations towards this urgent global goal of ending hunger.

3 GOOD HEALTH AND WELL BEING



Health and well-being are primary topics for us and the targets for the UN Agenda 2030 are wide-ranging. A direct role we can play through our sphere of influence is influencing change on goals such as access to quality essential healthcare services, essential medicines and vaccines for all.'

We will first review our existing occupational health and safety measures and established health and well-being programmes for our employees. In the local community, we will seek opportunities to partner with organisations that are working towards this broad goal, be it fighting communicable diseases; reducing the number of deaths and injuries from road traffic accidents or strengthening the prevention and treatment of substance abuse and dependence as examples.

4 QUALITY EDUCATION



UNICEF estimate that currently, 1 in 5 school-age children are not in school. With the current pandemic challenge, UNESCO predicts a 12% fall in Aid to Education by 2022. We see the great value in investing smartly in education, in ways that are sustainable and scalable. We will form initiatives using the backdrop of the 'Framework for Business Engagement in Education' developed by the UN Global Compact in partnership with UNESCO, UNICEF and the UN Special Envoy for Global Education.

5 GENDER EQUALITY



Gender Equality is “the unfinished human rights struggle of this century.” (UN Secretary-General, 2021). Many women and girls around the world still do not fully experience equal rights. It will take 135.6 years to close the gender gap worldwide (Global Gender Gap Report 2021). Women also continue to be targets of physical and sexual violence, with the World Health Organisation estimating globally that 1 in 3 women have been subjected to this in their lifetime.

Now is the time for bold actions. We will start by ensuring as a business we respect the rights of women and girls; reviewing our policies to ensure this. We will explore potential inclusive business models and women’s economic empowerment programmes. In the local community, we will partner with organizations to advance women’s rights and empowerment.

6 CLEAN WATER AND SANITATION



This goal aims to ensure the availability and sustainable management of water and sanitation for all. It’s shocking that currently, two billion people lack safely managed drinking water and so one target for 2030 is to achieve universal and equitable access to safe and affordable drinking water for all. Freshwater consumption worldwide has more than doubled since World War II and now more than one-third of the world’s population lives in water-stressed countries. Declining water quality is an acute problem around the world due to agricultural runoff, industrial wastewater, improper disposal of human waste, and many other issues. Equally climate change is leading to more frequent extreme weather events, such as droughts. In the local community, we will partner with organizations that have established experience in tackling this challenge.

7 AFFORDABLE AND CLEAN ENERGY



Indoor air pollution is caused by burning solid fuel sources. In 2017, the Global Burden of Disease study estimated that 1.6 million people died that year as a result of indoor air pollution. In 2019, it was estimated that a third of the world’s population are using dangerous and inefficient cooking systems and 759 million people lacked access to electricity. Poor countries do not have access to unlimited sources of electricity. Even when the government does its best to provide power lines and solar panels, not all results are good. In the local community, we will partner with organizations that are working towards the goal ensure universal access to affordable, reliable and modern energy services globally.

10 REDUCED INEQUALITIES



Data from 44 countries between 2014 and 2020 shows that almost one in five people has reported personally experiencing discrimination. There are many ways that we can contribute to reducing these inequalities that people currently face globally, such as gender inequality, income gap and access to health care. We are alarmed at the highest on record number of people (24 million) who have fled their countries and become refugees due to war, conflict, persecution, human rights violations and events seriously disturbing public order. We intend to support partners in our local communities who are working to support people facing this serious situation.

13 CLIMATE ACTION



Scientific evidence presented by the Intergovernmental Panel on Climate Change in early August 2021 emphasised the urgent need to accelerate action if we hope to achieve the goal of limiting global warming to 1.5 C above pre-industrial levels. The authors say that since 1970, global surface temperatures have risen faster than in any other 50-year period over the past 2,000 years. This July just gone was the world's hottest month since records began 142 years ago.

We will start our commitment by reviewing our activity to ensure we are managing any Green House Gas (GHG) emission risks. We will work to the GHG Protocol Corporate Standard in setting and conducting a rigorous GHG inventory bespoke to the nature of our business. We will set targets where we identify further reduction opportunities, take action, measure and report on an annual cycle. Working to this framework will allow us to benchmark our performance against the industry, ensuring we are working to ambitious targets and tracking our progress over time.

16 PEACE, JUSTICE AND STRONG INSTITUTIONS



We still have a long way to go to achieve the goal of peaceful, just and inclusive societies across the globe. At the end of 2019, over 79 million people had been forcibly displaced. Between 2018 and 2020, the United Nations recorded over 69,000 civilian deaths in 12 of the deadliest armed conflicts. The pandemic has increased children's risk of exploitation; for example, in 2020 the number of children subjected to child labour rose for the first time in two decades to 160 million. We intend to support partners in our local communities who are working to support those currently facing such horrendous threats.

We are a well-established and successful insurance and financial service provider because of our continued focus on achieving service excellence through improving systems and processes. We have a solid foundation in governance and will enhance this as we integrate the Ten Principles of the United Nations Global Compact into our strategies, policies and procedures and culture.

“
Building a
brighter future,
making a
difference
together”





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It is our mission
to support those
in need to live
life with hope;
to fully **LIVELIFE**

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COMMUNITY INVOLVEMENT & DEVELOPMENT

In partnership with our community, Regency makes a strong business commitment to society and vulnerable groups, especially those close to the local environment in territories that we operate. As an insurance and financial services company, we take a particular interest in seeking out ways that we can support and create opportunities for people who are less fortunate in our local communities.

We take a tiered and flexible approach, targeting our philanthropic activity in ways that are most needed. The impact could range for example, from meeting basic needs with food and clean water to creating sustaining opportunities through education; benefiting the individual, in turn, their communities, in turn, society.

PUSHING BOUNDARIES
AUTHENTIC
RELEVANT

LIVELIFE TOGETHER



JOIN THE REGENCY COMMUNITY

For more information contact: csr@regencyassurance.com



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