

Ranking	Company	Payroll giving	Admin paid	Payroll matching details	Event matching	Event matching details	Vol. policy in place	Volunteering details	CS core (max 100)	Notes
1	Aviva (Norwich Union)	•	•	• Adds 100% no limits	•	• Adds 100% up to £100,000 pa company total	•	• 24 hours pa and one BTCV holiday inc. expenses	85	
2	Northern Rock	•	•	• Adds 200% no limits	•	• Adds 100% up to £30k per event (no limit for company's charities) pp	•	• Volunteering actively encouraged and at discretion of line managers	82	1
3	Barclays	•	•	• Adds 100% up to £750 pp pa	•	• Adds 100% up to £30k per event for 3 events pp pa	•	• 16 hours pa	79	2
3	British American Tobacco	•	•	• Adds 100% up to £2,000 pp pa	•	• Adds 100% up to £2k per event pp	•	• 16 hours pa but flexible	79	
5	BSkyB	•	•	• Adds 50% up to £100k pa company total	•	• Adds 100% up to £300 per event / £600 for company charity pp. Plus up to £1k in response to disasters	•	• 16 hours pa	71	
6	Vodafone	•	•	• Adds 0%	•	• Adds 100% up to £500 per event 5 times pp pa. No limit for company's charities	•	• 24 hours pa	70	
7	3i Group	•	•	• Adds 100% no limits	•	• Adds 100% no limits	•	• Limits set by charity committee.	67	
7	BHP Billiton	•	•	• Adds 100% no limits	•	• Adds 100% up to £10k overall pp pa	•	• No limit	67	
7	Gallaher Group	•	•	• Adds 100% up to £1200 pp pa	•	• Adds 100% up to £1,200 overall pp pa	•	• Volunteering is encouraged	67	
7	Man Group	•	•	• Adds 100% up to £1200 pp pa	•	• Adds 100% up to £2,500 per event pp	•	• At discretion of line managers. Unofficially 16 hours pa	67	
7	Royal & Sun Alliance	•	•	• Adds 100% no limits	•	• Adds 100% with no formal limit. Must involve minimum 3 employees	•	• At discretion of line managers	67	
12	United Utilities	•	•	• Adds 100% first month only	•	• Adds 100% up to £200 per event pp	•	• Volunteering is encouraged	59	
13	Legal & General	•	•	• Adds 100% up to £240 pp pa	•	• Adds 100% up to £750 pp pa	•	• Volunteering is encouraged	53	4
14	Alliance & Leicester	•	•	• Adds 0%	•	• Adds 100% up to £250 per event pp or £500 for groups per event	•	• At discretion of line managers.	52	
14	Cadbury Schweppes	•	•	• Adds 0%	•	• Up to £100 per event pp or £200 per event for groups with no limit	•	• Volunteering is encouraged	52	5
14	Capita Group	•	•	• Adds 0%	•	• Adds 100% up to £250 and 50% from £250 to £1000 with maximum £625 per event pp	•	• At discretion of line managers	52	
14	HBOS	•	•	• Adds 100% for company's chosen charity	•	• Adds 100% up to £500 pp pa. No limit for company's charity of the year	•	• 8 hours pa	52	
14	KPMG	•	•	• Adds 100% up to £50k pp pa	•	• Details not disclosed	•	• 42 hours pa	52	3
14	Old Mutual	•	•	• Adds 0%	•	• Adds 100% with no formal limit	•	• At discretion of line managers	52	
14	Reckitt Benckiser	•	•	• Adds 0%	•	• Adds 100% up to £250 per event pp	•	• Volunteering is encouraged	52	
14	Smith & Nephew	•	•	• Adds 0%	•	• Adds 100% with no formal limit	•	• Volunteering is encouraged	52	
22	Ernst & Young	•	•	• Adds 100% no limits	•	• Adds 100% up to £500 pp pa	•	• 16 hours pa	50	
23	Anglo American	•	•	• Adds 100% up to £200 pp pa	•	• Adds 100% up to £500 pp pa	•	• Volunteering is encouraged	45	
23	Royal Bank of Scotland	•	•	• Adds 200% no limits	•	• Gives between £100 and £1000 to employees who support local community groups	•	• Employees only allowed to volunteer for charities chosen by company	45	
23	Scottish and Southern Energy	•	•	• Adds 100% up to £50k pa company total, to company's charities	•	• Adds 100% up to £500 pp pa	•	• At discretion of line managers.	45	6
23	Whitbread	•	•	• Adds 100% first month only for new donors/increased donations	•	• Adds 100% up to £750 pp pa. Employee must raise minimum £250	•	• At discretion of line managers	45	
27	Standard Chartered	•	•	• Adds 100% up to £500 per month	•	• No UK breakdown but will match \$5m next year worldwide	•	• 16 hours pa	42	7
28	Tate & Lyle	•	•	• Adds 50% no limits	•	• Adds 50% up to £250 per event pp. Adds 100% up to £3,000 per event pp if for company's charity	•	• Unofficially 16 hours pa	41	8
29	Bradford & Bingley	•	•	• Adds 100% no limits	•	• Adds 100% up to £250 pp pa	•	• Volunteering is encouraged	38	
30	BG Group	•	•	• Adds 0%	•	• Adds 100% up to £300 pp pa	•	• 16 hrs pa at company-specified event; 1/2 hour per week tutoring	36	
30	J Sainsbury	•	•	• Adds 0%	•	• Adds 100% up to £200/event pp or £500/event for groups. Limit £700 pp pa. Company limit £250,000 pa	•	• Does not offer paid volunteering opportunities	36	9
30	Kingfisher	•	•	• Adds 0%	•	• Adds 100% up to £500 pp pa	•	• 8 hours pa	36	10
33	BBC	•	•	• Adds 0%	•	• None	•	• 48 hours pa	33	
33	Orange	•	•	• Adds 0%	•	• Matches funds raised at company events for company charities only	•	• 2/3 volunteering events pa. Any more at manager's discretion	33	
35	Centrica	•	•	• Adds 0%	•	• Adds 100% up to £150 pp pa for volunteering and fundraising	•	• 16 hours pa	32	
36	Alliance Boots	•	•	• Adds 0%	•	• Adds 100% up to £500 pp pa	•	• Volunteering is encouraged	30	
36	British Land	•	•	• Adds 0%	•	• Adds 100% up to £500 pp pa	•	• Unofficially 16 hours pa	30	
36	BT Group	•	•	• Adds 100% up to £1m pa company total	•	• None	•	• At discretion of line managers	30	11
36	DSG international	•	•	• Adds 0%	•	• Adds 100% up to £500 pp pa	•	• At discretion of line managers	30	12
36	HSBC	•	•	• Adds 0%	•	• Adds 100% up to £500 pp pa	•	• £10 per hour for time volunteered pp up to £500	30	13
36	John Lewis Partnership	•	•	• Adds 0%	•	• Amount given is at discretion of individual branches	•	• 16 hours pa	30	14
36	Prudential	•	•	• Adds 100% no limits	•	• None	•	• Policy not known	30	15
36	Resolution	•	•	• Adds 0%	•	• Adds 100% up to £500 pp pa for fundraising or in recognition of volunteering work	•	• At discretion of line managers	30	
36	Yell	•	•	• Adds 100% up to £50,000 pa company total	•	• None	•	• 8 hours pa	30	
45	Land Securities Group	•	•	• Adds 0%	•	• Employees who take part in a fundraising events get up to £250 pp pa	•	• 8 hours pa	29	16
45	Reuters	•	•	• Adds 0%	•	• Adds 100% up to £250 pp pa	•	• 8 hours pa	29	
47	Marks & Spencer	•	•	• Adds 0%	•	• Adds 100% up to £3,000 per event up to to quarterly budget. Minimum 5 people	•	• Policy not known	27	17
47	National Grid	•	•	• Adds 0%	•	• Adds 100% up to £400 pp pa	•	• Policy not known	27	
49	Shire	•	•	• Adds 0%	•	• No set policy	•	• 8 hours pa	24	18
49	Virgin	•	•	• Adds 0%	•	• Amount given is at discretion of managers	•	• 8 hours pa	24	19
51	Experian	•	•	• Adds 0%	•	• Adds 100% up to £250 pp pa or £1,000 pa if 4 or more people take part	•	• 8 hours pa. More possible at line manager's discretion	23	20
51	PricewaterhouseCoopers	•	•	• Adds 0%	•	• Adds 100% up to £250 pp pa	•	• Volunteering is encouraged	23	
53	British Airways	•	•	• Adds 0%	•	• None	•	• Staff can apply for £100-4000 pa in reward for time volunteered	15	
53	Cable & Wireless	•	•	• Adds 0%	•	• Will give £50 twice a year towards employee fundraising initiatives	•	• At discretion of line managers	15	21
53	Home Retail Group	•	•	• Adds 0%	•	• Employees can apply to community cashback scheme to top up independent fundraising	•	• Volunteering is encouraged	15	
53	Hanson	•	•	• Adds 0%	•	• Adds 100% up to £500 pp pa	•	• No policy	15	
53	Kelda Group (Yorkshire Water)	•	•	• Adds 0%	•	• Supports employee fundraising for WaterAid up to £10,000 pa company total	•	• At discretion of line managers	15	
53	Lonmin	•	•	• Adds 0%	•	• None	•	• No policy	15	22
53	Rolls-Royce	•	•	• Adds 0%	•	• Employees can apply to local charitable committees for funding	•	• Volunteering is encouraged	15	
53	Sage Group	•	•	• Adds 0%	•	• Employees taking part in an event of two days or more can receive up to £500 to cover expenses	•	• Volunteering is encouraged	15	
53	ScottishPower	•	•	• Adds 0%	•	• At discretion of line managers	•	• At discretion of line managers	15	
62	ASDA	•	•	• Adds 0%	•	• Employees can apply to ASDA Foundation for funds to support the charities they fundraise for	•	• Policy not known	9	
62	Cairn Energy	•	•	• Adds 0%	•	• None	•	• No policy	9	
62	Tesco	•	•	• Adds 0%	•	• Will add 20% to employee fundraising or 100% up to £10,000 for the company's charity of the year	•	• No policy	9	
62	ITV	•	•	• Adds 0%	•	• None	•	• 8 hours pa	6	23
66	Associated British Foods	•	•	• Adds 0%	•	• None	•	• No policy	0	
66	SABMiller	•	•	• Adds 0%	•	• None	•	• No policy	0	24

Companies that didn't respond

Over a two-week period we made two phone calls and sent at least two emails to each of the following but received no reply.

- 1 Amvescap
- 2 AstraZeneca
- 3 BAA
- 4 BAE Systems
- 5 Body Shop
- 6 BP
- 7 Carnival
- 8 Collins Stewart Tullett
- 9 Compass Group
- 10 Co-operative Bank
- 11 Corus Group
- 12 Deloitte
- 13 Diageo
- 14 Drax
- 15 Enterprise Inns
- 16 Friends Provident
- 17 GlaxoSmithKline
- 18 Hammerson
- 19 ICAP
- 20 Imperial Chemical Industries
- 21 Imperial Tobacco
- 22 Intercontinental Hotels
- 23 International Power
- 24 Johnson Matthey
- 25 Liberty International
- 26 Lloyds TSB Group
- 27 Morrisons Supermarkets
- 28 Next
- 29 O2
- 30 Pearson
- 31 Persimmon
- 32 Reed Elsevier
- 33 Rexam
- 34 Rio Tinto
- 35 Royal Dutch Shell
- 36 Scottish & Newcastle
- 37 Severn Trent
- 38 Slough Estates
- 39 Smiths Group
- 40 Somerfield
- 41 Standard Life
- 42 Unilever
- 43 WHSmith
- 44 Wolseley
- 45 Wpp Group
- 46 Xstrata

How we chose the companies

We approached 117 companies: the entire FTSE 100, plus a handful of the country's remaining highest-profile companies.

How we calculated the scores

We attributed values to the following criteria then converted them to a percentage score.

Top-ups for regular giving

1 to 99% - 2.5
100% - 5
200% - 10

Top-ups for fundraising events

Up to £100 pa - 1
Up to £200 pa - 2
Up to £300 pa - 3
Up to £400 pa - 4
Up to £500 pa - 5
Up to £750 pa - 7.5
Up to £1000 pa - 10
Over £1000 - 12

Payroll giving

Yes but administration fees not covered - 3
Yes and administration fees covered - 5

Paid days off to volunteer

Up to 1 day - 2
Up to 2 days - 4
Over 2 days - 6

Glossary

Payroll giving	A system which makes giving easier for employees. Donations are sent automatically from the wage packet before tax is deducted (so Gift Aid is added automatically)
Admin paid	The administration costs of payroll giving is around 4% and is normally covered by the company
Payroll matching details	The percentage top-up which the company adds to employees' donations, per person (pp) per year (pa)
Event matching	Financial incentives for employees to undertake sponsored events for charity
Event matching details	The percentage top-up which the company adds to donations earned through employees' sponsored events
Volunteering policy in place	Is there a volunteering policy?
Volunteering details	How the company encourages volunteering (whether or not there is a volunteering policy)
Score (max 100)	Intelligentgiving.com's score derived from all activities. Top mark is 100.
Notes	See the Notes section below

Notes

- 1 Staff give final hour of yearly salary to charity
- 2 'Pennies from heaven' - staff give 'spare' pennies of salary to charity
- 3 Only 1 point given for match funding as they do have a policy but failed to disclose adequate details
- 4 £500 pa is given to schools with a Legal & General governor. Awards for employees who do a lot of charitable work. About to introduce a policy of 1 day pa volunteering
- 5 'Pennies from heaven' - staff give 'spare' pennies of salary to charity
- 6 Can also receive £500 for giving time outside of work
- 7 Could have scored higher but provided inadequate details of match funding and scored 0 for this
- 8 Only given 6 out of a possible 12 as the £3,000 match funding limit is only available if raised for company's chosen charity
- 9 Employees who volunteer regularly will receive £200 for that charity
- 10 These are guidelines set out by head office but subsidiaries may operate differently
- 11 Employees give many gifts in kind, eg technical support
- 12 Awards for employees who do a lot of charitable work in the year
- 13 'Pennies from heaven' - staff give 'spare' pennies of salary to charity
- 14 Waitrose will match fund employees raising money for local charities but not national. At John Lewis it is at the discretion of individual branches. Only 1 point given for match funding as they do it but have no set policy
- 15 Employees' volunteering time is converted into cash for the 'Chairman's Award'
- 16 Employees who volunteer outside of work for 32 hours or more get two extra days of leave a year
- 17 6 points given for match funding which represents the £3,000 limit divided by the minimum number of people who must take part which is 5
- 18 Only 1 point given for match funding as they do it but have no set policy
- 19 These policies are for Virgin management. Separate business units may have different policies. Only one point given for match funding as it does it but has no set policy
- 20 Awards for employees who do a lot of charitable work in the year
- 21 Has cut back policy due to company's poor financial performance
- 22 Only 32 staff in the UK, most in South Africa
- 23 Promotes volunteering through its 'Big Clean Up' campaign
- 24 Head office has no policies on this but subsidiaries may do