



This is why we are here.
To enable economic growth and societal progress.
To realise plans and ambitions.
For clients and employees, investors and communities.
#PositiveImpact



Corporate Social
Responsibility
#PositiveImpact

As a corporate citizen, Deutsche Bank has been working to enable communities and economies to prosper since the early twentieth century. Our initiatives have a strategic focus on education, enterprise and community, and we encourage our employees to support the bank's citizenship activities. Our education projects enable young people to reach their full potential. We work with pioneering enterprises to help drive positive change in society. And wherever Deutsche Bank does business, we contribute to stronger and more inclusive communities. We do this together with like-minded partners and with our *Plus You* employee volunteering and giving community. Our CSR initiatives had a positive impact on the lives of 1.8 million people in 2018. In addition to making a difference on the ground, we seek to facilitate large-scale change through advocacy and field leadership.

Our corporate social
responsibility mission:
Enabling
communities and
economies to
prosper

Plus You

Deutsche Bank's volunteering
and giving community

Our employees increase the impact of our projects. From hands-on support, mentoring young people and sharing business skills with partners to fundraising and matched giving programmes, there's a way for everyone to make a difference with *Plus You*.

BORN TO BE

The Deutsche Bank youth
engagement programme

With our *Born to Be* initiatives, we prepare young people to become the workforce of tomorrow by breaking the cycles that limit their prospects. We raise their motivation, help them develop their skills and improve their access to education and employment opportunities.

4.4m

young people enabled to
develop their potential¹

> 47,000

hours of volunteer support in 2018

> 180

projects in 29 countries²

Our target 2020:
Make a positive impact on 5m young
people's lives
¹ Since 2014

MADE for GOOD

The Deutsche Bank enterprise
programme for social good

Our *Made for Good* enterprise programme helps social ventures scale their offers by providing advice and support as well as better access to networks and funding.

> 14,700

supported enterprises that touched
> 640,000 individual lives²

> 17,700

hours of coaching by volunteers in 2018

> 150

projects in 33 countries²

Our target 2020:
Make a positive impact on 20,000 social enterprises
and charities
² Since 2016

In the community

Wherever we do business we work to build stronger and more inclusive communities. We focus our efforts on the most disadvantaged through projects that deliver basic welfare, improve essential infrastructure, promote affordable housing and provide relief in emergencies.

2.8m

lives touched³

> 150,000

hours of volunteer support in 2018

> 150

projects in 25 countries³

Our target 2020:
Make a positive impact on 4m lives
³ Since 2015

~ 210,000

hours invested in education, enterprise and
community projects⁴

€7.6m

funds raised for charities⁴

~ 18,000

corporate volunteers (23% of Deutsche Bank employees)⁴

Our annual targets:
Keep volunteer engagement at or above 20%
⁴ 2018 data

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BORN TO BE

The Deutsche Bank youth engagement programme

Reaching over 58,000 young people, our goals for *Born to Be* are to build the skills for 21st century employment and improve social mobility in the UK.

Playing Shakespeare with Deutsche Bank

This award-winning programme with Globe Education is linked to the national curriculum. It helps young people get to grips with Shakespeare through free tickets to performances at Shakespeare's Globe, in-school workshops, teacher training and online learning resources.

Pathways to Banking and Finance

We created this pioneering programme with the Sutton Trust to increase access to banking and finance careers for students from less advantaged backgrounds. Running over two academic years, it breaks down barriers by providing university insights, work placements, skills workshops and mentoring.

Student to STEMette

This project pairs female students with mentors to inspire more women to pursue careers in science, technology, engineering and mathematics. The flagship mentoring programme was co-created by Deutsche Bank and has achieved cross-industry engagement.

Design Ventura

Our partnership with the Design Museum provides hands-on experience of commercial design and business skills. With guidance from Deutsche Bank volunteers and design professionals, student teams answer a design brief. The winning product is sold in the Design Museum shop. All proceeds go to charity.

Centre for Social Justice

Deutsche Bank sponsors the CSJ's research into the future of work and its impact on the most disadvantaged in society. The CSJ provides government and business with policy recommendations intended to make sure everyone has the opportunity to earn a living.

connect:create

This programme with award-winning charity Create is for young carers and people with autism. It uses creative arts to develop the confidence and skills required for future employment.

Born to Be Proud

Our initiative with educational charity Diversity Role Models seeks to prevent LGBTQ+ bullying in schools. Deutsche Bank volunteers promote diversity, inclusion and advocacy skills through workshops in schools and involvement in the Pride in London festival.

Working in the City and Maths in the City

Delivered by social mobility charity The Brokerage, these projects aim to improve diversity within the City by raising aspirations, creating access and providing opportunities for state school students.

BOSS days and Career Junctions

15billionebp is dedicated to promoting social mobility by helping young people move from education into the world of work. Deutsche Bank volunteers run employability workshops on these programmes which connect schools in east London with local employers.

Support my Future

Deutsche Bank volunteers work with state school students to increase their academic attainment and employability. Through our partner Volunteering Matters, weekly sessions provide coaching on maths, literacy and foreign languages and career mentoring.

25%
of Deutsche Bank employees volunteered*

>97,000
people reached through our CSR programmes in 2018*

>22,600
hours volunteered by employees*



Enabling communities
and economies to prosper
#PositiveImpact

Our commitment in the UK

Around the world, we apply our global corporate social responsibility strategy to the most relevant local concerns.

Here in the UK, our *Born to Be* programme is focused on education projects that prepare young people to be the workforce of tomorrow. *Made for Good* helps drives positive change in society by encouraging social and creative enterprise. We want to build stronger and more inclusive communities too.

We do all of this together with like-minded partners. Our people add their skills and experience as well.

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In the community

Our community partnerships help those most in need through local support and grassroots action.

Deutsche Bank Small Grants Fund

In partnership with The London Community Foundation, we give grants of up to £5,000 to projects in London and Birmingham that improve social cohesion.

IT and Numeracy in the Workplace

Our partnership with Breaking Barriers helps refugees find employment by building up their IT and numeracy skills. Deutsche Bank volunteers designed the learning syllabus and deliver training.

Community challenges

Year-round, rain or shine, teams of Deutsche Bank volunteers roll up their sleeves to help local charities and community groups maintain their facilities.

Whitechapel Mission

Whitechapel Mission has been providing advice, education and care to the homeless and marginalised for over 140 years. Deutsche Bank volunteers have served breakfast and helped provide monthly training sessions for women since 2004.

FareShare

FareShare is the UK's largest charity fighting hunger and food waste. Deutsche Bank volunteers assist with the transfer of donations to frontline charities that feed vulnerable people across London.

Sunshine Shoeshine

Our partnership with Sunshine Shoeshine empowers people who've faced adversity due to homelessness or disability. A first job shining shoes in our offices can be a stepping stone to long-term employment.

Plus You

Deutsche Bank's volunteering and giving community

Through *Plus You*, we encourage our employees to volunteer with us and we help them to contribute to causes close to their hearts. Through matched giving, we add our support to the charities that matter to them.

Charities of the Year

We partner with small charities chosen by our UK employees for two years at a time. Through fundraising efforts and by sharing our resources and the skills of our people, we help these charities to grow sustainably and have more impact.



£4,000

annual matched giving allowance available to every permanent employee for donations to UK registered charities

£2.5m

raised for Cure Leukaemia and Rays of Sunshine Children's Charity*

£1.3m

raised through our annual One Day event*

* 2018 figures

Committed
to the UK
#PositiveImpact

