

Allstate Northern Ireland

Corporate Social Responsibility Report 2013



our
community

our
environment

our
people



Allstate[®]
Northern Ireland

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Allstate Northern Ireland is the largest IT company in Northern Ireland, employing over 2,250 people over three locations in Belfast, L'Derry and Strabane. The company was first established in Northern Ireland in 1999 and is Allstate's largest outsource provider. It is a major centre for software development and technical support serving its US and Canadian operations. From its inception, ANI has built a culture of corporate responsibility that focuses on commitment to community, environment and its people.



Welcome from Rose Kelly

Being a responsible organisation is important to our success and that of the customers and communities we serve internationally. Corporate responsibility is embedded in our values and informs how we conduct business, develop products and services and deliver on our goals and commitments.

Our CSR report demonstrates how our business practices and operations impact local communities across Northern Ireland. We are modifying our business practices and living up to our people, community and environmental goals by supporting leadership development, voluntary work and diversity in the work place.

The theme for this report, Community-People-Environment, is inspired by our deeply committed and engaged employees. Every day, they turn information, ideas and expertise into products and services that improve people's lives. Using our knowledge for good is expressed in many stories throughout the report — from safer driving and IT literacy to protecting the environment

and encouraging a better work-life balance for employees. In these ways, we support the sustainability of our business and those whose lives we have the privilege to touch.

These are just a few of the ways we make "corporate responsibility" a way of life at Allstate Northern Ireland. I encourage you to read the stories in this report to learn more about how we're applying our knowledge for good. We also encourage you to share comments and suggestions by writing to ANIMarketing@allstate.com or via Facebook or Twitter.

Among our top accomplishments in 2013:

- 2013 Winner - Irish News Workplace and Employment Awards - Winner - Work, Life and Wellbeing Award
- 2013 Winner - CIPD NI HR Team of the Year Award
- 2013 Winner - CIPD NI Health and Wellness Initiative of the Year Award
- 2013 Winner - CIPD NI HR Team of the Year Award
- 2013 Highly Commended - CIPD NI Employee Engagement Initiative of the Year Award
- 2013 Highly Commended - CIPD NI Building HR Capability for the Future Award

Our People

Allstate NI is accredited to Investors in People Gold Status and is an Investors in People Champion. It uses the IIP framework to benchmark against other companies and to highlight and act upon any areas of concern. ANI's People objectives focus around:

- Employee Diversity
- Employee Development
- Employee Engagement
- Compensation, Benefits and Taxes
- Ethics and Compliance
- Maintaining ANI's status as being an Employer of Choice and Great Place to Work through benchmarking activities such as award submissions and Investor in People status

Our Community

Allstate NI is very active in the community both through its involvement with Business in the Community and its chosen charities but more recently through its own social impact campaigns including the XtheTXT - Don't Text and Drive campaign and more recently its Dragons Den initiatives, kickstarting new projects within the Northern Ireland community.

- To grow and promote the six new Dragons' Den style projects where employees can pitched their ideas for social enterprises to make a difference in our community
- To continue to promote safe driving through Allstate's XtheTXT campaign, committing to two events per week during the academic calendar
- To attend as many IT careers events as possible to encourage young people into the IT industry
- To give back to the community via Business in the Community volunteer programmes such as Be a Saint Day, Give and Gain, Environment Day
- To support our charity committees in each location to maximize fundraising
- To hold Week of Service in conjunction with the US
- To hold Appreciation Day to encourage employees to sign up for volunteer activities
- To help co-ordinate the Special Olympics Collection Day for the third year in a row

Our Environment

ANI accepts an obligation to comply with all relevant legislation and minimise its impact upon the environment. In recognition of this, we have implemented an environmental management system that focuses on:

- seeking to conserve natural energy sources and to help limit greenhouse gas emissions;
- water conservation to help preserve this natural resource;
- engaging in responsible waste management to limit our impact on landfill sites, resource consumption and greenhouse gas emissions while encouraging large-scale recycling;
- aiming to improve overall air quality by minimizing the consumption of fossil fuels and reducing harmful emissions, airborne pollutants, traffic and parking congestion;
- raising awareness of environmental matters amongst our employees.

For a link to the Environmental Policy click here <http://www.allstate.com/resources/Allstate/attachments/northern-ireland/Allstate-NI-Environmental-Strategy.pdf>



Give & Gain Day 2013

23 Allstate NI employees took part in activities across the province for worthy causes as part of National Give & Gain Day on Friday 17th April 2013. The event, which is organised by Business in the Community allows volunteers to donate their time to the communities they live or work in by helping out at various locations. This is a national event and over 200 volunteers were out and about across Northern Ireland with over 12,000 volunteers across the UK. Allstate NI employees could be found at Mount Stewart in County Down, The Wave Trauma Centre in Belfast, Assisi Animal Sanctuary in Conlig, Barn Court Children's Home in Carrickfergus, St Mary's School in Belfast and Beacon Wellbeing in L'Derry. Activities varied in everything from dog walking and painting to gardening and providing something for everyone.

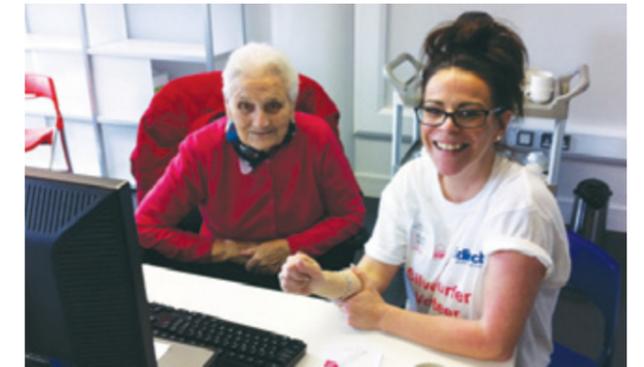
Be a Saint Day

On Friday 15 March 2013, Allstate NI employees dedicated their time for the benefit of others in this joint initiative organised by Business in the Community and Volunteer Now. Employees helped in two locations. The Wave Trauma Centre- a grass roots, cross community charity offering care and support to people bereaved, injured or traumatized as a result of 'The Troubles' in Northern Ireland. Volunteers helped out at the Creggan Country Park, an outdoors activity centre and forestry park. Both groups helped out with environmental activities such as raking leaves, planting new trees and generally tidying up areas that need a little TLC. Thank you to all the volunteers for participating and dedicating your time to such a worthy cause.



Allstate supports NI's silver surfers

On Friday 26th April 2013, 29 Allstate NI volunteers ventured out to their local libraries and provided hands on advice and demonstrations on everything from sending an email to setting up a Facebook account or even learning how to use online shopping and banking.



"We are delighted by the commitment of our business volunteers who make Silver Surfers' Day a priority in their business calendar each year," explains Hilary Hanberry, Volunteering Manager, Business in the Community. "The importance of digital inclusion cannot be underestimated. Being able to find, research and buy items online is becoming increasingly important. Silver Surfers' Day aims to help those with the potential to be digitally excluded to have the support they need. We are delighted with the commitment, enthusiasm and energy our business volunteers bring to Silver Surfers' Day year on year."





Allstate NI encourages the next generation in IT

Allstate Northern Ireland has opened its doors to young IT graduates of the future by holding Open Door Sessions at Allstate NI's Belfast office in a bid to teach them more about the industry and what Allstate NI has to offer to its employees. Visitors are a mixture of AS and A level ICT & Computing students who will soon be making important decisions regarding their choice of study at university.

Pupils learn about the Allstate Corporation, the largest publicly owned insurance company in the US and the technology work that Allstate NI does to support its parent company in its day to day operations. They also learn about the company's culture, its work/life balance, benefits and sports & social clubs. They receive a tour of the building to get a real feel for the office including the new top of the range video conferencing Telepresence room used for cross continent face to face conversations. Pupils get the opportunity to hear from a range of IT specialists in various fields ranging from business analysts, programmers, field support and app development.

Allstate NI hopes this initiative will encourage the graduates of tomorrow to get into IT. Allstate NI has already welcomed over 100 students with visits scheduled to carry on throughout 2014.

Director of Human Resources at Allstate NI, Jim Norris is very positive about the visits, stating,

"It is important that we encourage the young talent in Northern Ireland to invest their skills into the varied world of the IT sector. These Open Door Sessions give us direct face to face contact with pupils allowing them to see first-hand how the IT industry is thriving and what opportunities are available".

The feedback from the pupils was very positive as before the visits they could not visualise what a programmer did or how they worked but afterwards the pupils said that they understood much more about the daily life of a software developer.



Allstate help raise £50k across Ulster for The Special Olympics

145 Allstate NI employees were out in force across the three offices on Friday 26th April 2013 for The Special Olympics Annual Collection Day to raise vital funds to support the sporting charity's work in the Ulster region. The fundraising drive is part of the wider Special Olympics Ireland Annual Collection Day, which saw thousands of

volunteers take to the streets of towns and cities across Ireland to raise money for the Special Olympics.

The aim of the collection day was to raise funds to support the programme of sports training and competition opportunities offered by Special Olympics across Ulster.

American Business School visit Allstate NI Offices

10 Kogod School of Business undergraduate students from The American University, Washington DC travelled to Ireland as part of their International Management Practices course from 13th to 19th May 2013. The purpose of this visit was to facilitate student's understanding of the business environment in Ireland by visiting various companies showcasing the cultural and social environment that has had such a significant impact on commercial activity.

The Kogod School of Business at American University was the first business school established in Washington, DC and one-third of their faculty and one quarter of their student body come from outside of the United States. Indeed on the day of visit Allstate NI welcomed students hailing not just from America, but also China, Colombia, Italy and Yemen too.

During their time in the Allstate NI Belfast building, students were given a brief history of Allstate and Allstate NI by ANI Managing Director Bro Mc Ferran. Following this, students had the opportunity to hear from a couple of Allstate NI's American employees about what it's like to move to Northern Ireland and to live and work in a different country. Employees in various sectors then gave talks on what their departments do for Allstate. This included Software and Mobile Application Development as well as Infrastructure Services, Innovation and Quantitative Research Analysis. Rounding up the day students also heard a few words from Mike Noble, Skills Manager at Momentum- the trade association representing Northern Ireland's ICT sector offering valuable insight to business culture in Northern Ireland and its rapid IT sector growth.

Speaking of their experience at Allstate NI, Associate Professor of International Business, Heather Elms stated,

"The students were particularly impressed with Allstate as an example of global coordination (between the US, NI, and Indian operations)-we talk a lot about this in the classroom, but it was great for the students to experience such an active example".



Week of Service

Allstate's Week of Service was initiated in 2012, and encourages employees to support and volunteer in communities where we live and work. On the 10th - 15th June 2013, several thousand Allstate employees led or joined volunteer projects across America, and for the first time, Canada, India and Northern Ireland joined in this company-wide demonstration of caring.

At Allstate's 60 largest American office locations, Allstate Ambassadors led food drives, partnering with Feeding America for hungry children who suffer most during school breaks, when they don't have access to free and reduced-lunch programs.

Here in Northern Ireland, Week of Service ties in perfectly with the second part of our Dragon's Den innovation program, Dragon's Den II- Time to Give Back. Six new volunteer projects started in 2013.

ANI Suicide & Mental Health Awareness Campaign

Provides training sessions for suicide and mental health awareness within ANI in association with PIPS.

Pre-loved Treasures

Aims to create a donation bank of toys, clothes, school uniforms and baby items in the Northland Office.

Allstate School of IT

Three day courses in .NET and/or mobile technologies with all profits going to NSPCC.

Agewell Software - Part 2

Will provide software improvements for a Magherafelt, Cookstown and Dungannon based charity that provides a free, community based telephone support service for older and vulnerable people.

One Tin a Month

Will create a local food bank based in all three office locations.

The "Home Run" Project

Aims to raise awareness and donations to the Simon Community across all three office locations, also collecting essential toiletry items for homeless people.



Allstate School of IT

From Cupcake to Jellybean, Allstate NI Develops an App-etite for Android

Allstate NI's appetising Android training course went down a treat in the Belfast offices. Kicking off Allstate NI's 'Good Hands Academy', the Android application course was the first of several internal up-skilling courses to be run and taught by Allstate NI's very own senior trainers over two days.

The Good Hands Academy is part of a charitable initiative within Allstate NI, encouraging participating employees to raise funds for their chosen charities using their own talents and ideas. It planned to host a series of internal training activities to broaden employee's skillsets throughout 2013. To date, over £4000 has been raised for their chosen charity—the NSPCC, between

the two activities with many more training courses to be run throughout the year.



Allstate NI provides much needed teacher training for new A-level

Following recent requests to Allstate Northern Ireland's training team, and after discussion with CCEA, Allstate NI's training department have created the Allstate Teachers' Technology Training' (AT3) programme. 35 teachers from across NI attended a five day C# .NET course, customised for the new A-level in Software Systems Development in the Allstate NI offices, Belfast. The new CCEA A-level starts in September 2013 and is the first to require programming skills, which is presently not in the skillset of the teachers that will be delivering the syllabus to students in the upcoming term

An invite was sent out to post primary schools across NI to attend this course and one representative teacher from each participating school received five days training along with a full set of C# .NET course material including class notes, assessments, sample code and sample projects geared towards the new A-Level, for teachers to practice and use with their students. The course value is over £1000, however Allstate NI did not ask for a fee for the course and materials but instead requested that schools make a discretionary monetary donation to one of ANI's chosen charities for 2013, the NSPCC.

Allstate NI's two Senior Trainers, Gerry Byrne and David Wilson delivered the AT3 programme to 35 teachers from across NI ranging from Newry to Belfast, and from Ballymena to Lurgan. David and Gerry each have over 35 years teaching experience in both the education and industry sectors.





Allstate Northern Ireland employees get all fired up!

33 brave Allstate NI employees took part in a charity Firewalk on November 7th to help raise much needed funds for PIPS, a Suicide Prevention and Awareness Charity, raising a grand total of £8,842.

The ANIbody committee was established in Quarter two this year as part of Allstate Northern Ireland's Corporate Social Responsibility programme. Employees were asked to pitch their ideas for new community programs to a Dragons' Den type panel and ANIbody was one of the winning teams. They received some seed money to get their idea off the ground but needed to increase this amount by fundraising so, the idea of the Fire Walk was born.

The money raised by the Fire Walk will allow further training to take place as well as the committee working on a second phase where they hope to take the education sessions out to schools and colleges.

Suicide doesn't have any boundaries - it can hit us, a member of our family, a friend, or a work colleague at any stage of our lives. This campaign in association with PIPS provides half day workshops across Allstate NI to educate employees on how to LOOK>LISTEN>and LINK so they can protect themselves and others from suicide risk and also provides advice on how they can look after their own mental health. Over 400 employees have completed the training course so far. The idea being that they can then spot the signs of suicide in friends, family members, colleagues etc. before it's too late.

Congratulations to all of the Firewalkers who were extremely brave and thanks to everyone who supported them in raising this fantastic amount of money.



X the TXT - Don't TXT & Drive

Four years ago Allstate Northern Ireland decided to launch the XtheTXT campaign in schools locally as part of Allstate's Community Responsibility program. The main principle is to educate young drivers and influence attitudes and behaviors towards road safety.

The team works in close partnership with the PSNI and DOE - a clear indication of the quality of the program.

Business in the Community judge, John Heaslip, said: "Allstate's X the TXT - Don't Text & Drive campaign sets the standard for good corporate social responsibility. It shows that when a business uses their unique skills in partnership with others, they can really make a difference in their community."



OVER 1,000
facebook followers

There is an issue in Northern Ireland with the amount of young people causing collisions due to texting whilst driving and our aim is to give young people vital information relating to the dangers and risks involved with carless driving. The campaign aims not only to reduce the number of collisions caused by texting and driving but to teach young people of the social and legal impacts it could have on their future.

Comments from Year 12 pupils:

"Great fun! I really enjoyed it and learned a lot about the effect of drugs and alcohol on your driving. It made me more aware of the things that can happen."

"Very enjoyable and informative I will never use a mobile phone when I am able to drive, beer goggles amazing experience"

According to Rose Kelly, Vice President & Chief Administrative Officer of Allstate Northern Ireland the key objective of the campaign is to inform and educate students approaching driving age that text messaging is a significant distraction to the serious business of driving with potentially fatal consequences. Our aim is to deliver a series of awareness events in local schools for year 13 and 14 students which will promote awareness of the dangers of text messaging while driving particularly amongst younger and inexperienced drivers.



15,000+ Students across Northern Ireland have pledged not to text and drive

Bake Off Sale for Comic Relief

Allstate NI Project Management Office decided to join in the fundraising activities by helping Allstate NI folks channel their inner Mary Berry and a Bake Sale was held in our Belfast and Northland offices. It was wonderful to see so many beautiful cakes and sweet things coming into the offices. The skills of our bakers were considerable and made the judging in both offices very tricky. The sale raised £1,500 for Comic Relief



Blood Drive

Allstate NI carry out annual donation of blood to the Northern Ireland Blood Transfusion Service and in June 2013 over 100 Allstate NI employees donated blood as part of the Summer Campaign.

 <p>Blood Donation Session 100 donors</p>	 <p>100 Chest, Heart and Stroke health assessments in 2013</p>
 <p>160 FREE corporate massages</p>	 <p>200 employees purchased flu jab vouchers</p>

Christmas hampers

Five years ago Allstate NI started the Allstate NI Christmas Giving Appeal, collecting food, toys and monetary donations for St Vincent de Paul and The Salvation Army to distribute to local families in need. Each year the company has been overwhelmed by the generosity of employees who have made this initiative a huge success.



70 food hampers were created by our employees were distributed by St Vincent de Paul in the Belfast area to local people in need.

Each year Allstate NI also holds a Christmas Appeal for The Simon Community and The Welcome Organisation. Both charities provide emergency accommodation, clothing, food, advice and support for people who are homeless or for those who are at risk of becoming homeless. Allstate collect toiletries, clothing, baby items and sleeping materials to provide to these charities for those who need it most.



Leading women in technology inspire new generation of IT Girls

Inspirational business women from some of Northern Ireland's leading employers launched an event in Belfast to encourage young women into IT.

IT Girls, an initiative of e-skills UK, brought together more than 300 young women from schools and colleges across Belfast, to participate in a series of employability activities led by business women from the IT sector.

Students heard from speakers including Gina O'Leary, Area Leader at Allstate, before participating in interactive sessions to learn about personal branding. Students were shown techniques to enhance their professional presentation skills which were put to use in a fun session of 'speed networking' with employers representing 13 of Northern Ireland's leading technology companies.

Later in the afternoon, Senitus lead an interactive robotics challenge, before STEMBUS introduced the group to emerging technologies such as 3D printers and laser technology, and explained how the technologies are used in practice at workplaces across Northern Ireland.

The event, part of e-skills UK's Bring IT On campaign, aims to get young women excited about careers in IT, by showcasing the wealth of opportunities available in the sector.

Gender imbalance within IT employment is widely recognised as a major problem in Northern Ireland and around the world, and e-skills UK is working in partnership with employers to address the issue in the UK.

The need to attract women into IT is particularly acute because Northern Ireland faces strong predicted employment growth in the IT sector, which could be hampered by skills shortages. Research by e-skills UK in 2011 concluded that the growth of the country's IT sector will continue strongly to 2019, with employment in the industry forecast to grow nine times faster than the average employment growth in the country.

Speaking about the IT Girls event, Gina O'Leary, Area Leader at Allstate said, "A career in IT can lead in many different directions from a technical guru to user experience psychologist. An IT career is always

evolving and most of all exciting, and it's a privilege to open up this world to young ladies and entice them in to a very fulfilling and dynamic industry."



Naomi Long MP said, "I know from personal experience how hard it is for females to break into a predominantly male industry. I hope that by showcasing how it is possible for young women to do just that, we help increase the diversity of people entering the IT business. Such a move would go a long way to improving the skills base not only in Northern Ireland but across the UK, giving a massive and much-needed boost to IT. In addition, it would improve women's job and life opportunities."

Carol Govett, Project Manager for e-skills UK said, "Northern Ireland's IT sector is being touted as a future success story for the nation's economic growth. However, in order to realise this growth we need to focus collective efforts on attracting the 50% of the youth population who are currently under-represented in IT. IT Girls is one way in which we are working with employers to inspire young women to join this fast-moving and rewarding sector."

Cycle to Work

The BBC contacted several businesses within Belfast, including Allstate Northern Ireland regarding their Cycle to Work scheme and promotion of a healthy workforce. Covering a story about targeting obesity in the workforce, Allstate was selected as a shining example amongst Belfast businesses of helping their staff stay in shape and offering alternative methods of transportation and commuting. Allstate NI has taken advantage of the government's, Cycle to Work scheme to buy over 600 bikes for its staff and a secure cycle cage has also been built in a car park just meters from the entrance. With continual upgrades and safety features, the cage has cost thousands of pounds.

Managing Director, Bro McFerran spoke highly of the scheme and hopes there will soon be other incentives so companies can do more for their employees.

"They should also encourage employers to do the same thing by putting in showers and helping people who not only want to cycle in, but run in or walk in, and I think it is important that they do that as well."



600+ bikes purchased through Cycle to Work scheme, Car Share

Northern Ireland's first 'Water Champion'

Allstate NI has been awarded a gold award for saving water and providing water efficiency information to all staff. You can save between 30% and 50% off your water bills by implementing no or low cost water reduction technologies. Allstate NI are Northern Ireland's first Water Champion! By working with the Consumer Council we are trying to reduce our water use and raise awareness of what we can all do at work and at home to look after this precious resource.



Allstate NI out in force for Environment Day 2013

17 Allstate NI volunteers from across all three offices joined a 140 volunteer strong army of, eco-warriors' on Friday 20 September as part of Business in the Community's Environment Action Day to tackle projects of an environmental nature.

Each volunteer was supported by their employer to get involved with a project which would help conserve our environment and heritage in Northern Ireland. As part of its Corporate Social Responsibility programme Allstate NI provides half the volunteer time donated by employees back allowing employees to enjoy days out to help their local community.

Employees from our Belfast offices could be found at Lisnabreeny- a National Trust forestland site nestled in the Castlereagh hills with beautiful views and waterfalls. Volunteers got stuck in with shrub clearance and general maintenance of the site to improve growth of plants and trees and clean up the area for visitors to enjoy. Employees from Strabane and Northland offices could be found at Beacon Wellbeing- a Supportive Housing Facility for those struggling with mental health. Here volunteers could be found digging out hedgerows and clearing out overgrown areas in a bid

to preserve the gardens of the site to provide a peaceful clean area for tenants to enjoy.

Hilary Hanberry, Business in the Community's Volunteering Manager, explains "Environment Day gives employees a unique opportunity to make a difference to the communities in which they live and work. Working in teams, volunteers contributed their skills, talent and experience to a 'green' cause and of course had a bit of fun along the way."

Allstate NI are thrilled to have been part of a day that gives back to the community, builds employee relationships and helps the environment and we would like to thank everyone that took part!

"It was great to get out of the office for the day and take part in the World Environment Day project at the Rosses. It was great being able to make a difference for the residents of the housing scheme, and to meet up with old friends from previous projects," said Emmet, a Northland employee.



Allstate NI achieves high status for its environmental impact

In line with our Corporate Social Responsibility Strategy, Allstate NI is committed to environmental issues and aims to measure and monitor our environmental impact every year through the 'Arena Network Benchmarking Survey,' a Business in the Community initiative. The survey is a key driver for environmental management and improvement and each year we are assessed against other leading Northern Ireland organizations with a focus on trying to improve year on year. Our results are awarded by the Arena Networking team and each Company is given their status in quintiles - there are six quintiles with platinum being the highest and quintile five being the lowest. We are pleased that this year we maintained our status in Quintile one. The areas we elect to be measured on are:- Travel, Electricity, Paper Usage, Water Usage, Re-cycling and Waste.

Environmentally friendly company

Allstate NI ranks in the top 10% of environmentally conscious business in Northern Ireland according to Business in the Community NI's ARENA benchmarking.

Our efforts to reduce CO₂ output by business travel and employee commuting include;

TaxSmart

Allstate NI currently supply 55 employees with bus passes through the tax efficient TaxSmart scheme. Employees save around 44% on their bus travel compared with purchasing 40 journey tickets.

Train Passes

Allstate NI also provide 77 employees with 12 month interest free loans to purchase their Translink Annual Commuter Cards thus saving 20% on Train travel (compared with monthly tickets).

Cycling To Work

Allstate NI have supplied over 600 bicycles to employees through our cycle to work scheme. A bicycle cage has also been built to securely hold 50 bicycles.

Car Sharing

70 employees have set up a profile on the Allstate NI car sharing website which matches employees making a similar journey to work.

Business Travel

Allstate NI invested in teleconferencing equipment from 2009-2011 to allow communication between all three Northern Ireland offices and to reduce interoffice travel. Finally, travel systems were set up to record, monitor and approve international travel only where required.

Home Working

15% of Allstate NI employees work from home up to four days per week thus avoiding any pollution or congestion associated with the daily commute.



Environmental Committee

In 2013 our provider, Bryson House, recycled 214 bags of our plastic bottles, 109 bags of our paper and 91 bags of our cans, enough to divert 27 commercial (1100 Ltr) waste bins from landfill or almost 40ft container. This is a 34% reduction on 2012 which is great news.

In the 2013 Business In The Community (BITC) ARENA survey, which is an annual assessment of a company's environmental credentials, Allstate NI achieved another Quartile 1 score making it one of the top performing companies in its industry sector.





Allstate NI has Energy for Life

Energy for Life (EFL) is a day and a half energy management workshop that provides an opportunity to focus on who and what is most important in an employee's life. During their time, employees are asked to determine what's working and what's not working, and in turn learn strategies to build the energy they need for the people and things that matter most. Employees are invited to create a purpose-driven plan that fully engages them physically, emotionally, mentally and spiritually. The programme looks at everything from nutrition and exercise to mental health and wellbeing.

Since January 2013, coaches have been flown in from Allstate Home Office in Chicago for weeks at a time and to date 400 employees have been through the program across all three of our sites.

This is the first programme of its kind in Northern Ireland and has been strongly supported and advocated by all staff that have taken the course. Allstate are a proud investor in our employees and we continue to look for ways in which we can go further.

Employee testimonials

"Fab, informative, motivational course...gives you the kickstart you need to put the wheels in motion to make your life better."

"The most valuable course I have ever been on"

"I have already implemented AND maintained a number of changes in my life and I have noticed a big change in energy levels, which my kids have also noticed. This is a brilliant course that can help you make sustainable life changes!"



energy for life

Energy for Life programme –
180 leaders and 210 employees completed in 2013

Belfast Telegraph Business Awards

Allstate NI beat off stiff competition to win the award for excellence in development of leadership at the Belfast Telegraph's annual business awards on 17th April. The judges were particularly impressed with Allstate NI's strategic commitment to develop strong and empathetic leaders and the investment made in leadership development (at all levels of leadership) through a variety of programs ie Lead to Succeed, Energy for Life, Emerging Leaders in association with Queens University and Trainee TM & Trainee SM talent management initiatives.

To date, 192 line managers across all sites have completed the nine month Lead to Succeed program which espouses excellence in leadership through development of leadership and business skills. 180 leaders from Trainee Leaders up to Area Leaders completed Energy for Life in 2013. Leaders were deliberately targeted as phase one of this program in order to support health and wellbeing amongst this group and enable them to promote the

benefits of the program amongst all employees. Allstate NI was recognized for its appreciation of cultural differences in adapting the Energy for Life program to suit the Northern Ireland audience. The company was held up as an example of Northern Ireland business leading the way through pioneering programs such as Energy for Life and Lead to Succeed (a totally home grown concept).

The Allstate NI Training Team would like to thank the Lead to Succeed Trainers for the hard work and dedication they put into the program and the Energy for Life project team and performance coaches in the U.S who partner so closely with us on this program.

 **578** employees have flexible working arrangements – including condensed, staggered, part-time, homeworking

CIPD NI Awards

We are delighted to advise that out of a total of six awards the Allstate NI teams were recognized in five categories.

The Energy for Life team headed up by Training Manager Paula Graham picked up the Health and Wellness Initiative award. This award recognizes the sterling work of the local team and the US trainers who have customized and are delivering our very own internal programme, designed to introduce employees to healthy behaviours and lifestyle.



Our HR team picked up the award for Team of the Year and were also highly commended for their work in Employee Engagement and Building HR Capability for the Future.

We are also very proud to announce that our Vice President and Chief Administrative Officer Rose Kelly has been named 2013's CIPD HR Professional of the Year. A thoroughly well-deserved piece of external recognition.

It was Rose's proven ability to drive change and improve organizational effectiveness through visionary leadership and innovative people strategies that made her a worthy recipient.

Rose always conducts herself with the highest degree of professionalism, integrity, and a sincere commitment to help others and I am sure you will join me in congratulating Rose on this very well prestigious accolade. Well done to Rose and the team!!

Suren Gupta, Executive Vice President of Allstate Technology & Operations had the following to say, "This is an outstanding achievement. I want to congratulate the entire team for their excellent performance, thank you Rose for your leadership and for the leadership of your team. Great job, I am very proud of the ANI team, keep it up".

Award Winning Company

2013 Winner - Irish News Workplace and Employment Awards - Winner - Work, Life and Wellbeing Award

2013 Winner - CIPD NI

Health and Wellness Initiative of the Year Award

2013 Winner - CIPD NI

HR Team of the Year Award

2013 Winner CIPD NI

HR Professional of the Year Award

2013 Highly Commended CIPD NI

Employee Engagement Initiative of the Year Award

2013 Highly Commended CIPD NI

Building HR Capability for the Future Award

2013 Winner Belfast Telegraph

Excellence in the Development of Management & Leadership Award

2013 Strabane Winner

Gold Accessibility Award

2013 Strabane Winner

Employer Of The Year Award

2012 Winner

Investors In People Gold Award

2012 Winner - Belfast Telegraph

Business Awards Outstanding Business of the Year

2012 Winner

Translink Corporate Challenge

2012 Winner

Belfast Telegraph Business Awards Excellence in Corporate Social Responsibility

2012 Winner

Irish News Workplace & Employment Awards - Right Place to Work Award

2012 Winner

Belfast Telegraph Business Awards Excellence in Management and Development of Leadership

2012 Big Tick Winner

Business in the Community Awards - Ways2Work Award

2012 Winner

The Irish News Workplace & Employment Awards Work Life and Wellbeing Award

2011 Winner

Business in the Community Responsible Company of the Year Award

2011 Winner

Irish News Best Place to Work Award

2011 Champion Award

Irish News Workplace & Employment Awards

Investors in People

Health and Wellbeing Award - Belfast & L'Derry Office

Investors in People

Health and Wellbeing Award - Strabane Office

2011 Highly Commended

Business in the Community Environmental Improvement Award

2011 Highly Commended

University of Ulster Placement Employer of the Year Award

2011 Highly Commended

Business in the Community Employer of Choice Award

2011 Family Friendly Employer of Choice Award in the Large Private Sector Company

Childcare Works Awards

2011 Marketing Excellence Award

Chartered Institute of Marketing Awards

2011 Employer of the Year

Chamber of Commerce Strabane Business Awards

2010 Investors in People

Silver Status - Strabane Office

2010 Platinum Environment Award

Business in the Community's ARENA Network

2010 Winner

Irish News Talent Management Award

2010 Winner

Investors in People Silver Award

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