

Corporate Social Responsibility Policy

Corporate Social Responsibility (CSR) allows businesses large and small to enact positive change. It means that companies can choose to do what is right, not only for their bottom line but also in terms of building trust with their consumers.

Consumers feel that when they use a product or service of a socially responsible company, they are doing their part. The more socially responsible the company, the more supportive the community and consumers become.

CSR helps build trust, raise awareness, and encourages social change. Large global corporations' efforts have far-reaching results that can impact major world issues from hunger and health to global warming.

CSR comes in many forms. Some of the most common examples include:

- Reducing carbon footprints
- Improving labour policies
- Participating in fair trade
- Charitable giving
- Volunteering in the community
- Corporate policies that benefit the environment
- Socially and environmentally conscious investments

A CSR Policy Statement is an actual statement of intent or "mission statement" which defines areas of concern and initiatives to improve relations with the people and environments affected by business operations beyond mere compliance with legislation

CSR is a company's commitment to manage the social, environmental and economic effects of its operations responsibly and in line with public expectations. This includes devising

company policies that insist on working with partners who follow ethical business practices in the areas of environment, Human Rights, and Philanthropy.

Gifted Corporate Social Responsibility statement

Financial year ending 31 March 2021.

Our approach

Our approach to CSR reflects the steps that we are taking to ensure we are, and remain, a good corporate citizen. Social responsibility encompasses everything we do that has an impact on society around us – it represents our values and behaviour as an organisation.

Our role in supporting philanthropic organisations and causes makes a valuable contribution to supporting society. As an organisation that champions fundraising, we also support our clients in delivering against their environmental priorities. However, the focus of this statement and our activities is on Gifted as an organisation.

Each year we will issue a statement which describes our efforts to reduce our impact on the environment, our approach to diversity, equality and inclusion, our shared values as an organisation and how we support our staff both as employees and as citizens seeking to make a difference through fundraising and volunteer work. We also commit to what we will deliver for the coming year.

Our commitment

We are committed to ensuring that Gifted is a responsible corporate citizen. To do this, we must:

- Minimise the environmental impact of our corporate activities
- Identify and address issues of equality, diversity and inclusion amongst our current and future workforce
- Ensure that employees are supported in their mental and physical health and treated with dignity, respect and in accordance with basic human rights
- Enhance our fundraising and volunteering activities for third party good causes
- Understand our suppliers' and clients' commitments to CSR issues and practices and ethical approaches to business.

Gifted's approach to CSR

Environment

- The whole team at Gifted is committed to keeping our carbon footprint as low as possible, by considering transport options and virtual working with each client.

Equality, diversity and inclusion

- Gifted operates an open policy in recruitment and shows no bias based on gender, ethnicity, physical disability or any other matter. Remuneration is based on set scales for different job roles, and is not impacted by gender. These scales are reviewed annually and documented in company minutes.

Modern Slavery

- We seek excellence in every aspect of our business and are committed to the highest standards of professionalism, ethics and integrity. We are also committed to conducting our business in a lawful manner and this includes engaging with our suppliers to support them in working against modern slavery.

Values, behaviours and supporting staff

- Gifted commits to support the professional development of the whole consultancy team and will pay professional fee subscriptions to enable continued learning.

Fundraising and volunteering

- Every member of the Gifted team undertakes voluntary activity in their personal time, whether this be serving as a Trustee on a charity or volunteering at a charity or community organisation.

Charitable gifts

- Due to the fluctuating nature of income into a consultancy business, Gifted does not have a formal policy for making charitable gifts. Instead, the Directors will make ad hoc decisions throughout the year on charitable giving, as and when required.
- In addition, every member of the Gifted team makes their own personal committed gifts to charities of their choice.

We commit to review our CSR policy each year, at the April Board meeting.