

Charitable Giving Policy and Guidelines

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1. Introduction

Charitable donations are an important part of our commitment to social responsibility. This policy sets out the rules around charitable donations to ensure that we are supporting reputable charities and organisations.

2. Colleague Fundraising for Charities

Personal fundraising and volunteering outside of working hours is encouraged, as we recognise the personal development opportunities, in addition to giving something back to the community within which we build new homes.

Colleague fundraising for charities of their choosing, are regularly supported by the business and are assessed on a case-by-case basis. The company have a Charity Committee with representatives from each of our regional businesses and are chaired by the Group HR Manager.

Any colleague undertaking a task or challenge for charitable purposes, can request company sponsorship using the Charitable Donation request form which can be found on the intranet. The form should be completed and sent to giving@avanthomes.co.uk for the Charity Committee to review.

Once sponsorship is agreed and approved, payment will be made upon completion of the task.

We also like to share colleagues fundraising stories internally and encourage colleagues to take photos and share updates on how they have done.

3. Group Fundraising for Charities

We encourage our regional businesses to support charities of their choosing when undertaking local fundraising events. For example, dress down days and bake sales which raise money for a local hospice.

We also support some of the national fund-raising events which take place such as Macmillan Coffee Morning, Comic Relief and Children in Need. Led by the Charity Committee, these fundraising days are welcomed by colleagues who embrace the fun of the day and make donations, be this through monetary contributions or through giving their time to bake etc.

We do not make donations to political parties.

4. Commercial Sponsorship

Commercial sponsorship arrangements, for example covering the cost of the kit for a local football team, are dealt with separately by the regional businesses.

They will consider the request, in the context of their presence within the region, and the relationships they seek to build within the community and assess on a case-by-case basis.

Sponsorship donations of this kind require the approval of the respective Managing Director.