



CHARITY AND COMMUNITY POLICY

CH&CO Group is fully committed to ensuring the continued support of charities and charity/community work, both industry related and those with a special connection to our clients and team members. We work with key charity partners including The Princes Trust, Springboard and Hospitality Action plus many more.

The Company is keen to support charities that are local, national and international. We are committed to:

- Helping those less fortunate, either directly, or by supporting the charities in fundraising or providing practical help and advice
- Support our people in fundraising matters
- Provide two volunteering days for our team members, supported by our volunteering policy
- To make a positive difference to the communities around us.

The aims of the Company's Charity and Community Policy, is based on the following principles:

1. Supporting Charities

- We support charities via direct fundraising
- We support their fundraising initiatives via event attendance and promotions
- We provide tangible help to charities, enlisting team members to act as Ambassadors; to join charity committees; act as Trustees
- We support charities providing work experience opportunities, mentoring and advice
- We support charities by actively recruiting through them
- Our team members sit on the boards of charities including The Princes Trust, Springboard, Hospitality Action and The Royal Academy of Culinary Arts Adopt a School Trust

2. Supporting our Employees

- We encourage our team members to participate in charity/community work by providing paid volunteering days. This in turn benefits the team member by:
 - o Being connected to their community
 - o Team bonding, if participated as a group
 - o Make new friendships and contacts
 - o Encourage physical activity
 - o Decrease stress levels
 - o Opportunity for payroll giving
 - o Building new skills

3. Supporting our Clients

- We support charities that are important to our clients and help them in their fundraising efforts, where we can.
- Our teams across the company play an active part in helping our clients raise money for their chosen charities by organising catering or fundraising in restaurants and this support often plays a big part in these clients raising money for charity

All employees of the Company have a personal responsibility in the way that their conduct impacts on this policy and must ensure they are fully aware of the charity and community strategies mentioned in this policy.

A handwritten signature in black ink, appearing to read 'Bill Toner'.

Bill Toner - CEO

Date – 28th October 2021