



Community Engagement Policy

Version 1.0

July 2021

Version Control

Version	Owner	Reviewer	Changes	Approval date	Next Review
1.0	Monica Whitefield	Lyca Amichia	Initial version or first version uploaded on portal - see ESG share for historical information	07/2021	05/2022

Objective and purpose

Newable strives to be a good corporate citizen and to have a positive impact on the communities in which we work.

We work with passionate business people at the heart of the UK economy helping them start, sustain and grow their companies. We are a company that balances the desire to make profit with a desire to create an economic and social impact.

We are committed to being involved and contributing in the local communities; we want to support local events and provide the best support we can to local businesses.

We actively support our staff with allocated hours for volunteering and encouragement to fundraise for a charitable or good cause as we know our people want to give something back by sharing their skills, time and talent.

Charitable fundraising

Newable welcomes and encourages charitable fundraising efforts from our staff, particularly where they assist the Company's commitment to:

- helping and supporting the community;
- contributing to the reduction of deprivation; and
- supporting those in economic need.

Newable will include a specific charity budget in its business plan each year to ensure the budget can be distributed to best effect – and to those charities that fit with Newable's purpose and values.

Many of our staff are active and enthusiastic fundraisers, and the Company is happy to encourage and support their activity by matching funds raised by an individual in a voluntary capacity up to a maximum donation of £500 per employee (up to the total annual budget available for this purpose).

Volunteering hours

Newable actively supports our staff who wish to volunteer within the community or for charitable institutions. Supporting volunteers helps Newable to build good relationships within its local communities and improve our corporate image.

We provide all staff with 35 hours paid volunteering per annum (pro-rata for part-time staff) which they can use for:

- community care work;
- environmental work and conservation projects;
- attending courses/gaining qualifications for unpaid coaching roles;
- fundraising for community projects or charities; and
- the administration of public events.

The types of volunteering that will be supported is entirely at the discretion of Newable.

Business community

As part of Newable's advice offer, we design and deliver social impact programmes focused on generating inclusive economic growth to disadvantaged and underserved communities, such as female, BAME, disabled, youth, and others such as "every day businesses".

Our programmes are designed to tackle these groups' specific challenges and to ensure they engage and benefit from the same level of support and opportunities as any other business community.

Newable champions this agenda with our funders through programme ideation, proposal and dynamic partnership. Newable shares the results of this work with stakeholders, including our staff, to motivate and inspire future work.