

CHARITABLE GIVING POLICY



Introduction

We are a property developer and investor, driven by a purposeful approach – to unlock long-term value for all through regeneration. To us, that means seeking out overlooked, underestimated urban places and transforming them into thriving mixed-use neighbourhoods, where communities can prosper, jobs are created and people of all generations choose to live, work and socialise. Our role doesn't end when the last brick has been laid; we want to create a long-lasting positive legacy.

People are the heartbeat of U+I and therefore the business' first – and perhaps most important – strategic priority. By people, we mean all our stakeholders, from the communities in which we work, our partners, investors, to every member of our U+I team. Since we were formed in 2015, we have been committed to supporting charitable giving, as a part of who we are and how we operate. We believe this is important not only for the wellbeing of our staff but also as part of our responsibility to help support the prosperity of communities.

With this in mind, we have a culture of support to encourage our staff to get involved in volunteering and fundraising events, whether as part of our carefully curated activities programme, or through their own initiatives so they can each make a difference in their own way.

Charity committee and responsibilities

U+I operates a charity committee made up of up to six U+I employees and chaired by James Bishop, Director of Acquisitions. Any employee can volunteer to be part of the charity team. The senior management team, in selecting the committee, will aim to ensure it is a diverse and representative group.

The charity Chair is accountable to the senior management team, presenting new initiatives for scrutiny and approval throughout the year. Each charitable initiative proposed must be relevant and reflect U+I's values of imagination, intelligence and audacity. There is also a review of completed events to assess successes and learnings so we can continue to improve in this important area.

The committee is responsible for organising and hosting fundraising events throughout the year as well as administering matched giving, as outlined below. We aim to give every team member equal opportunities to participate in volunteering and fundraising activities through an inclusive programme suited to a range of diverse skills and interests.

This policy applies to all employees, unless otherwise stated. It does not apply to agency workers, consultants or self-employed contractors.

Policy

Our policy is to work with charities that have a clear link with our business' vision and values, with homelessness, education or creativity, at their heart. We seek out charitable partners that will:

- + Enhance the lives of communities, through better infrastructure and mixed-use collaborative spaces
- + Support health, wellbeing and happiness
- + Encourage jobs and prosperity

Every two years we review our charitable partner, to ensure they are relevant to the type of work that we do and that we have shared values and ambitions. At this time everyone at U+I has the opportunity to put forward ideas for potential new charitable partners. Our charity committee then selects a shortlist of three preferred charities and provides a recommendation to the senior management team to approve. Any potential partner will be verified



against a range of criteria to ensure they are registered charities, not for profit organisations or social enterprises with a valid charity number, that uphold best practice across their organisations.

Charitable partner and initiatives

Since 2017 we have been raising money for our charity partner Shelter, which helps millions of people each year struggling with bad housing or homelessness, through advice, support and legal services. These are serious issues that affect the happiness and wellbeing of so many. We, like Shelter, want to help individuals into homes and embed them into communities, so they have opportunities to thrive.

We have also undertaken a number of initiatives with Movement on the Ground, an independent foundation responding to a humanitarian crisis affecting men, women and children forced from their homes by climate change, poverty or war. As well as buying a boat to support migrants during the refugee crisis in Greece, members of our team have worked in refugee camps in the Greek Islands of Lesbos and Samos, helping Movement on the Ground's permanent on-site teams with operational activities, to assist with the day to day running of the camps. They have contributed 32 full working days to date and raised £1,500 in FY2020.

We aim to be involved in at least five fundraising or volunteering activities each financial year, with one large fundraising event hosted in our London office, to raise money for our chosen charity. In the 2020 financial year (1 April 2019-31 March 2020), we raised over £54,000 for Shelter (including match funding) and committed over 400 volunteering hours. This was achieved through a range of initiatives including a quiz attended by over 180 friends and partners of U+I; a shop challenge where different members of the U+I team competed to raise funds for Shelter; an art class for those using the services of Shelter; cake sales, sweep stakes and much more.

The fund

Historically U+I has set aside a fund of £25,000 ("the fund") per year, which is distributed through matched giving on any fundraising activities, whether that relates to company / individual initiatives for our chosen charity or individuals' own fundraising activities for a charity of their choosing. However, in light of Covid-19, the sum in the fund is under review and is expected to be reduced.

As part of our matched giving policy, for individual charity fundraising activities (outside the wider core programme of company-wide initiatives), we will match any sum raised by our U+I team for our company sponsored charity (currently Shelter) up to a maximum of £1,000 per event.

We will also match any sum raised by a member of our team for other charities up to a maximum of £500 a year, or £1,000 for a team event.

If there is any money remaining at the end of the financial year from the fund, it will be distributed to U+I's sponsored charity. Any donation will be made in line with our Anti-Bribery Policy and must comply with the Anti-Bribery Act 2010.

We raised over £58,000 in total for charity in FY2020 (with match funding). We expect this number to be lower in FY2021 as fundraising activities have been affected by Covid-19.

Time off for fundraising and volunteering

We encourage volunteering to allow our team to create connections, stimulate their curiosity, collaborate together and embed themselves in communities. We therefore accommodate, wherever possible, a maximum of two additional paid days' leave per holiday year (April-March) for volunteering or fundraising. These can be taken in normal working hours.



To be eligible for time off for fundraising, an individual should have a minimum of six months' service, although all requests will be considered on a case by case basis, and time off granted at line manager discretion. Any request for time off is subject to prior approval by the individual's line manager and business need will take precedence.

Requests for further leave will be considered on a case by case basis but additional days will be unpaid. In all cases, team members must be going to volunteer at, or fundraise on behalf of, a registered charity that has a valid charity number.

In the event of a high demand to participate in this scheme, particularly in the case of specific events, we will operate on a rotation basis.

Monitoring and review of the policy

The HR team is responsible for the day to day operation of this policy and will periodically review and monitor this policy to ensure its effectiveness.

This policy is not contractual and U+I reserves the right to amend it at any time.

James Bishop
Chair of Charity Committee
15 May 2020