

A photograph of a modern office interior. In the center, a large dark rectangular panel is mounted on a light-colored wall. On this panel, the words "Charlton Morris." are displayed in a large, bold, white sans-serif font. The panel is flanked by two glass-walled rooms. The room on the left shows a desk with a lamp and some office equipment. The room on the right shows a desk and a chair. The ceiling is dark with several track lights. The overall lighting is dim, creating a professional and focused atmosphere.

Charlton
Morris.

SEARCHING TOGETHER TO FIND THE FUTURE

Charitable Giving Policy.

At Charlton Morris we are committed to making continuous improvements and becoming a sustainable business. We recognise our responsibility not only to our employees and customers but also to local communities and the environment. This policy focuses primarily on our commitment to the community, how we approach and monitor our charitable giving and work with charities and non-profits and the intended impact. For information on our commitment to the environment, please see our environmental policy.

Oversight responsibility

The overall responsibility for managing this policy falls to the CEO, Andy Shatwell however ensuring we continuously maintain the policy is a collective responsibility of everyone at Charlton Morris.

Criteria for eligibility

We are committed to supporting and only making donations to charities which satisfy the following eligibility criteria:

- Aligning with the Charlton Morris values and purpose
- We prioritise local charities (when we refer to local charities we are referring to those local to one of our regional offices)
- We do not align ourselves to any political cause

Mentoring and Partnership with LTSB

LTSB help young people from disadvantaged backgrounds start meaningful careers. They start with the principle that their apprentices make a real contribution and that these are jobs they deserve; they just need a little preparation and support.

In line with our purpose; to create workplaces where the people and the business thrive, and using our skills in recruitment to do business for good through social mobility, we feel that this partnership will allow us to add some real value in to the local community.

Our partnership with LTSB has the following aims:

- Develop network of likeminded recruiters in the Leeds area
- Create momentum for a social mobility programme: good jobs, at good pay, that ensure your past doesn't define your future
- Inform local young people (18-21) about opportunities and pathways into the industry
- Co-design and deliver an experience that personally and professionally develops candidates
- Create careers and transform lives
- Leave a legacy: change preconceptions, systems, culture

Formal Donations commitment

As a business we are committed to supporting those from disadvantaged backgrounds get into employment and as part of our partnership with LTSB we are committed to fundraising as a business for this charity.

Internal fundraising efforts will be targeted at this charity but as a business Charlton Morris also pledges to donate 1% of net profit to the selected charity. This donation will take place once the financial.

We reserve the right to make changes to the above policy at any time and with a weeks notice. We will advise you of these changes via email.

