

Ethical Policy

Our Ethical Commitment

Community Foundation Wales (the Foundation) is here to strengthen communities in Wales. Throughout our work, we encourage our staff, trustees and supporters to engage in an ethically sound way of working.

This policy relates to our general business practices and in particular how we work with partner organisations and supporters. Throughout the policy there is a commitment to working with Welsh organisations and to support local communities and local businesses and suppliers.

We will make this policy available to the public via our website, review it at least once every two years, and update it as is necessary. This policy document sits side-by-side with our Ethical Investment Strategy.

We actively seek opportunities to work with external partners to achieve shared objectives. However, it is vital that we maintain our independence and do not allow external partnerships to bring the name of the foundation into disrepute.

Therefore, so far as is practical and within the constraints of UK law:

- We'll only engage with initiatives that do not compromise our independent status
- We'll ensure that the activities of people and organisations we work with are consistent with our organisational values

Avoidance criteria

Partnerships with companies who have direct involvement with any of the following activities will be avoided:

- Tobacco manufacture
- Nuclear weapons systems manufacture and armaments
- Gambling
- Pornography

There may be more business areas from time to time that Trustees may feel should fall under the avoidance criteria, for instance if the business activity becomes highly controversial. These matters should be decided on a case-by-case basis.

Marketing and endorsement

The Foundation does not endorse or approve products or companies. To ensure that any of our cause-related promotion reflects our values, all materials must be approved by our Senior Management Team (SMT).

Donations

Our trustees' legal duties includes whether we accept or refuse donations. The law allows practical and ethical factors to be taken into account as long as they are relevant to the specific charity and situation.

Donations to the Foundation will only be rejected in exceptional circumstances, when:

- It would be unlawful to accept the donation (e.g. the organisation knows that the gift comprises the proceeds of crime); or
- Accepting the donation would be detrimental to the achievement of our purposes, as set out in our constitution. This must be set against the benefit of having the funds from the donor, which would enable the foundation to pursue its purposes. For example, it may be evident that the acceptance of a donation would most likely lead to:
 - The loss of donations from other supporters or funders at least equivalent, over the long term, to the value of the donation
 - The loss of volunteers whose services would be at least of as great value as the donation
 - The loss of staff or inability to recruit staff.

Making this decision should involve a careful analysis of the risks of accepting a donation, balancing this against the benefit that will be obtained. These matters should be decided on a case-by-case basis.

Purchasing

We will seek, when it is reasonable and possible, to purchase goods and services from Welsh providers and suppliers, which are produced and delivered under conditions that do not involve the abuse or exploitation of any persons:

- Child labour shall not be used
- Living wages are paid
- Working hours are not excessive
- No discrimination is practised

We expect suppliers to accept responsibility for labour and environmental conditions under which products are made and services are provided, and to make written statement of intent regarding the company's policy.

Process

All cause-related marketing and sponsorship with a value of more than £20,000 must be approved by the Chief Executive and the Board of Trustees.

Contracts with partners must permit us to withdraw from any partnership where new developments mean that areas of this ethical policy are breached.

Transparency

A full list of corporate sponsors giving over £10,000 will be maintained on our website.