

KFIM Communities & Charities Policy

Scope

To promote a positive outcome for the communities we operate in, so they are safe, resilient and sustainable. We want to engage with local communities to help support local businesses and provide educational initiatives for local people. We believe it is key to contribute positively to local people’s wellbeing and quality of life.

Sustainable Development Goals (SDGs)

In 2015 the United Nation Member States adopted 17 Sustainable Development Goals to provide a blueprint for peace and prosperity for people and the planet. We believe it is important that our policies align to the SDGs where possible to ensure that we are contributing to a better future for everyone. We see our Communities & Charities Policy aligning to the SDGs as outlined below:



Our approach and implementation of SDGs will be adopted through our business as set out by the Key Performance Indicators (KPI) below:

KEY PERFORMANCE INDICATORS (C.01 – C.04)	
C.01	<p>Support a local educational institution providing guidance, information and promoting employment guidance, offering our expertise to promote careers in real estate.</p> <p>KFIM recognises that education is a key influence in a child’s development and can be the source of their potential. We will help children to develop their skillset and gain knowledge of careers within our industry. We will achieve this by:</p> <ul style="list-style-type: none"> Supporting local institutions (schools, colleges, universities) by hosting at least one employability related event. This can include but is not limited to volunteering activities, school talks, employability events and career fairs. Facilitating and providing work placements and apprenticeship opportunities at local schools, colleges and universities.



C.02	<p>Support local charity - whether local to our own offices, or local to properties managed on behalf of clients - through a partnership and corporate volunteering programme.</p> <p>KFIM recognises the importance of giving back to the community. We will achieve this by:</p>
	<ul style="list-style-type: none">◆ Seeking to support local charities based around our office and around assets managed on behalf of our clients.◆ Engaging with a selected charity to develop a Corporate Partnership. This charity will be selected via an elected means such as a company-wide vote.◆ Promoting volunteer programmes throughout the business and encouraging volunteering across our employees, for example allowing all employees at least one paid charity day per calendar year.◆ KFIM will match funds raised through employee led charity initiatives. Donations will be matched at a rate of 100%, up to a maximum of £500 per employee per calendar year.
C.03	<p>Supporting local businesses and creating employment opportunities within local communities.</p> <p>KFIM recognises the importance of local commerce and local, independent enterprises. We will strive to support local Small Medium Enterprises (SMEs) and aim to promote employment at a local level. We will achieve this by:</p> <ul style="list-style-type: none">◆ Targeting for one local business to be included within our procurement processes for redevelopment and refurbishment works, and where applicable monitoring and recording the % of local business supported on each project by value of the capital expenditure.◆ Supporting local independent businesses at assets held on behalf of our clients by offering employment opportunities for building services where possible. This can include but is not limited to services such as security, cleaning and catering services as well as pop up shops/restaurants.◆ Encouraging the sharing of skills and insights with local SMEs, where possible, to help facilitate future growth, capacity and contribution.◆ Where possible, prioritising suppliers who have a specified percentage of young employees/apprentices under their employment.



C.04	<p>Promote inclusion of green spaces, communal seating and community artworks within developments and refurbishments projects where our clients are able to control the overall specification and where the provision of such facilities are realistically deliverable.</p> <p>KFIM recognises that we have the opportunity to create spaces that enable the residents of the community to be healthy and enjoy their surroundings. These will be places where residents can maintain an active lifestyle and will encourage social interaction, healthy lifestyles and relationships. This will be achieved by:</p> <ul style="list-style-type: none">◆ Developing communal areas which are easily accessible for everyone. This should ensure that areas have accessible routes and facilities for people with physical, mental, sensory or intellectual disabilities.◆ Ensuring that outdoor areas promote an active lifestyle. This can include but is not limited to providing pedestrian links, cycle spaces, bike routes, art trails and children’s play areas.◆ Creating areas which promote social interaction to help people establish connections and build relationships to feel part of a community.
	<ul style="list-style-type: none">◆ Where appropriate, seek to maximise the inclusion of green areas with plenty of natural habitats. This will not only help promote biodiversity but also help connect people with nature and instil feelings of wellbeing.

Charity Restrictions

The following is a list of areas where we do not believe it is correct for KFIM to support. We do not make donations to: Individuals; for missionary purposes; or to political parties; electoral groups or bodies which are cult- like or hostile to the constitution; religious organisations; unregulated charities; organisations involved in gambling or illegal activities.

Governance

The KFIM Executive team are responsible for ensuring that KFIM adhere and meet the KPI targets outlined in this policy. Recommendations are made for any improvement measures and circulated to the appropriate personnel. The policy is reviewed on an annual basis by the KFIM LLP Board to ensure it is aligned with best practice.

Prepared: December 2021 (updated December 2024)
Signed: Matthew McDonald
Position: Chief Executive Officer
Review Date: December 2025