



## **The Pearce Foundation Sustainability Policy**

### **Who are we?**

The Pearce Foundation is a registered charity (charity number 1198611), established to provide financial & personal support to small, fledgling charities and not-for-profit organisations in Sussex to help them meet the needs of their beneficiaries more effectively.

### **Our Commitment and values**

Our ethos of "supporting you to support others" underpins everything we do. We believe that everyone has something to offer to help others in their development journeys. We support leaders of small charitable organisations to reach their full potential by providing opportunities to develop their skills, confidence and competencies.

People are at the heart of everything we do, and we strive to build authentic, ongoing relationships. We value people's ability to lead on their own development and our values of respect, connection, kindness, growth, and integrity strongly reflect our ethos.

### **Partnerships**

All of our partners are from charitable or not-for-profit organisations. We believe that these organisations are best positioned to make a positive impact on the world and we are confident in their ethical supply chains. We work with a variety of charitable organisations, including:

- UK registered charities
- Community Interest Companies (CICs)
- Social enterprises operating on a not-for-profit distributing basis

### **Operations**

As a small grant-giving foundation, we operate primarily on a voluntary basis. This ensures that our resources are used in the most efficient and effective way.

Our main working studio has solar panels, which cover the cost of all electricity, including heating. Any surplus electricity is fed back into the grid. We also have a compost bin for any raw food waste, and recycling is collected weekly.

We are committed to sustainability in all aspects of our work. We believe that it is our responsibility to use our resources wisely and to minimise our impact on the environment. We will continue to explore ways to reduce our carbon footprint and to make our operations more sustainable.

**Date of Sustainability Policy:** January 2023

**Date of next review:** April 2024