

Employer Supported Volunteering Policy Statement

As a responsible business, Central England Co-operative continually seeks out opportunities to contribute to the wellbeing and sustainability of the communities in which we operate. Our aim is to focus our efforts on areas of real need and where we can have the greatest impact and influence.

Employer supported volunteering will form a key element of our Corporate Responsibility's community pillar alongside our Community Dividend Fund and our Corporate Charity. We believe that employer supported volunteering demonstrates our commitment to our communities, our people and our organisation, and is integral to our role as a responsible business.

The myriad of benefits that employer supported volunteering can deliver is well documented:

1) The Community

- create tangible social, environmental and / or economic impact
- build community cohesion
- develop and build relationships between the business and the community
- access to committed volunteers

2) Colleagues

- increase team building & leadership skills
- learn new practical skills
- improve colleague communication
- increase colleague morale & job satisfaction

3) The Business

- meet corporate responsibility and other strategic goals
- generate publicity & raise awareness
- recruit and retain colleagues
- embed co-operative values throughout the business

The policy is designed to help support our volunteers and provide a framework of good practice. In defining our employer supported volunteering policy we will aim to:

- Make volunteering open to all colleagues
- Ensure that all of our volunteering activity is able to demonstrate a positive social, environmental or economic impact
- Focus on those communities that are most disadvantaged through strategic, high quality, volunteering programmes that have positive and sustainable results
- Develop and strengthen our links and relationships with our local communities
- Enhance our colleagues' personal development
- Raise morale, motivation and engagement of our colleagues
- Share success across the Society and in the public domain
- Review the policy on an annual basis and amend as necessary

The Board of Directors and Management Executive are fully committed to this policy and will continue to ensure its implementation.

Martyn Cheatle
Chief Executive
11th August 2014