



## **Caramocare Community Investment Policy (B4SI-Aligned)**

*Effective from: 20 July 2025 (update 1/1/26)*

*Review frequency: Annual*

### **Purpose**

Caramocare was created to improve access to trauma therapy and training for people and organisations harmed by healthcare. We commit to investing a minimum of **2% of annual revenue** into charitable and community-focused activity, in line with our mission and values.

### **What We Count as Community Investment**

We follow the internationally recognised **B4SI (formerly London Benchmarking Group)** framework to define and track our contributions. This includes:

#### **1. Cash Contributions**

Direct financial donations to registered charities (e.g. The Trussell Trust, Magic Breakfast, 93PerCentClub, local hospices, emergency services).

#### **2. In-Kind Giving**

Free or discounted therapy and training services offered to underfunded organisations and individuals, including:

- NHS staff harmed by medical trauma
- Charity teams and volunteers
- Community-based healthcare initiatives

#### **3. Time Contributions**

Volunteering or trustee roles (e.g. at local hospices), and pro bono sessions valued at professional market rates. Caramocare commits to a minimum of **5% pro bono time per year**.



### **How We Track It**

- Contributions are recorded monthly in our **Community Investment Tracker**, which includes date, activity, recipient, type of support, and estimated commercial value.
- Therapy and training sessions are valued at full standard rates for equivalent paid work.
- Trustee and volunteer time is logged and calculated at a reasonable professional day/hour rate.



## Transparency and Reporting

- We review contributions quarterly and publish an **annual community impact summary**.
- All contributions are documented and evidenced for B Corp verification and ethical transparency.
- The investment level is reviewed annually to ensure we exceed the **2% of revenue** threshold.