



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/or pro bono sessions valued at professional market rates. Caramocare commits to a minimum of 5% pro bono time per year. While we do a lot of pro bono work in the NHS, we are committed to 5% of pro bono time to charities, including Bebe's Hive and The Standing Tall Foundation. 4Louis and other birth trauma charities)



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.