

ETHICAL INVESTMENT AND PROCUREMENT POLICY

This policy should be read in conjunction with the associated Ethical Fundraising policy.

Ownership. This Policy is owned by the Board of RMA-TRMC.

THE LAW .

1. CC Governance Code.

POLICY STATEMENT

2. RMA-TRMC will conduct all its operations in accordance with the agreed values of the Charity, and in line with CC guidance.

Investments

3. The Board appoints Investment Managers to whom authority is delegated, within defined parameters, for the day to day management of specified funds. In doing so it requires those investment managers always to invest RMA-TRMC funds in a manner that is consistent with this ethical policy.
4. The Charity shares a joint investment policy with the RNRMC Group, recommended by the Group Investment Committee and approved by RNRMC constituent boards.
5. The Group investment policy includes the following agreed statement:

The RNRMC Group is committed to investing its funds on a socially responsible basis: to accord with its values when investing its funds, regard must be made to social, environmental, sustainability and governance issues. We expect the Manager to engage with companies on social, environmental and governance issues in line with relevant standards. The Board believes that companies which manage these issues well deliver superior long-term returns.

The trustees have decided not to take an exclusionary approach to investment as no one sector contravenes the mission and values of the RNRMC Group.

Purchasing

6.
 - a. RMA-TRMC will not knowingly purchase goods and/or services produced and delivered under conditions which involve any form of abuse or exploitation of third parties. Examples (not definitive) of such abuse and exploitation include: the employment of child labour, the failure to pay employees a living wage, and evidence of any form of inhuman, unreasonable or discriminatory treatment of employees.
 - b. RMA-TRMC expects suppliers to accept responsibility for the labour and environmental conditions under which products are made and services are provided, and to make a written RMA-TRMC statement of intent regarding the company's policy.

PRINCIPLES

7. RMA-TRMC draws on the required values of the Charity Commission Governance Code for Boards of Trustees:

- a. Selflessness. Trustees and senior staff should take decisions solely in terms of the public interest. They should not do so in order to gain financial or other material benefits for themselves, their family or their friends.
- b. Integrity. Trustees and senior staff should not place themselves under any financial or other obligation to outside individuals or organisations that might influence them in the performance of their official duties.
- c. Objectivity. In carrying out Charity business, awarding contracts, or recommending individuals for rewards and benefits, Trustees and senior staff should make choices based on merit.
- d. Accountability. Trustees (to CC) and senior staff (to Board) are accountable for their decisions and actions to the public and must submit themselves to whatever scrutiny is appropriate to their office.
- e. Openness. Trustees and senior staff should be as open as possible about all the decisions and actions they take. They should give reasons for their decisions and restrict information only when the wider public interest clearly demands.
- f. Transparency. Trustees and senior staff have a duty to declare any private interests relating to their duties and to take steps to resolve any conflicts arising in any way that protects the public interest. Leadership Holders of public office should promote and support these principles by leadership and example.

8. TRMA-TRMC actively seeks opportunities to work with external organisations and individuals to achieve shared objectives. However, it is essential that RMA-TRMC maintains its independence and does not allow any third party to bring its name into disrepute.

9. No individual should use his or her position at RMA-TRMC for personal gain or to benefit another at the expense of the Charity, its mission, its reputation, or the public which it serves, nor should any individual act in a way that could be reasonably seen by others as compromising the independence and integrity of RMA-TRMC. In addition to this overarching principle, there are three additional principles to which all charity representatives should adhere. These include:

- a. The public benefit of any activity undertaken by RMA-TRMC or its employees should outweigh any incidental private benefit that might accrue as a result of any activity;
- b. Where conflicts of interest arise – actual, potential, or perceived – the duty of loyalty must not be compromised. RMA-TRMC expects all representatives to:
 - (1) Conduct themselves in accordance with all applicable national and international laws at all times;

- (2) Act with honesty and integrity, and never knowingly mislead any person;
- (3) Protect confidential information obtained during their work;
- (4) Be impartial, for example
 - (a) declare and make known any personal interests
 - (b) not give or receive any inducements which could, or could be seen to be in conflict with the interests of the charity,
 - (c) not accept any hospitality or other form of gift or reward which could be seen as an inducement.
 - (d) not provide any services that could or could be seen to be in conflict with the interests of the charity

10. In furtherance to these principles, all RMA-TRMC Trustees, co-opted Non-Executives, Directors and senior Leadership must make known to a Committee Chair, Board or the Director as appropriate any actual, potential or perceived conflict between:

- a. their own and the Charity's interests;
- b. pecuniary interests of theirs or of any member of their close family, which may, or may be perceived to be, in conflict with the interests of the Charity; and
- c. conflicts between the interests of the Charity and those of any relevant private entity.

11. The conditions under which RMA-TRMC will not accept funds are covered in our Corporate Sponsorship and Individual Donations Policy

LEAD STAFF MEMBERS

12. CE and DCE&COO.

TRAINING

13.

RECORD KEEPING

14. The Charity will maintain a register of interests for all Trustees.

REVIEW

15. This Policy is to be reviewed biennially or soon should the law, or Charity Commission/ Companies House/Information Commissioner guidance change.



GIVING A LIFETIME
OF SUPPORT TO
THE RM FAMILY

Signed *John R. Fidler*

Dated *19 October 2021*