

## Operational Policy – Charity

Oscar's is committed to supporting the communities in which it operates. This includes financial, item and time donations. We work alongside our main sister company 'Aubrey Allen Limited', supporting many registered local charities in the surrounding area.

Donations comprise of food products, time given by our employees for volunteer/ education days and cash donations where required. We support various charities on a yearly basis and offer donations weekly to food banks and support charities.

The following rules apply in relation to charitable donations:

- Charitable donations must only be made by appropriate authority; team members should obtain appropriate approval before making charitable donations. Any level of donation must undergo the above procedure.
- No bribery, appropriate diligence should be conducted before such donations are made.
- Charitable social events must undergo the same authority as charitable donations.
- Charitable donations must not be made by a colleague on behalf on of the company, it must be made by the company as a whole.

Date: 21/04/2022