

Environmental, Social and Governance (ESG)

CHIC works predominantly in the social housing sector, supporting our members to provide great homes for people in sustainable communities. We are committed to making a positive contribution to the environment we work in and to adding social value through work.

CHIC's direct contributions to our ESG commitments include:

- Requiring supporting and monitoring all consultants, contractors and suppliers which secure work through CHIC to commit to a minimum 1% social value return on investment.
- Supporting our team to participate in regular fundraising events
- Sponsoring our team to deliver half a day's volunteering each year
- Sponsoring a graduate apprentice to work with the CHIC team on a 2 year development programme
- Overall, committing 10% of our annual fee income to the support and delivering of our Social Value Strategy

This includes annual charitable donations to Communities and Housing Investment in People (CHIP), our associated Charity, so it can fund:

- Local Employment Groups, to support people distant from the workplace into sustainable employment.
- Community groups with grants through a Community Chest Fund, to support projects linked to our members communities.
- The promotion of annual awards to recognise success for apprentices and mentors.

CHIC's management services are delivered through a dedicated team under a service contract with ARK Consultancy Limited (ARK). In addition to CHIC's and CHIP's ESG outcomes, ARK also delivers its own direct ESG programme which includes:

- Measuring ARK's carbon footprint, supported by Energy Saving Trust, through the implementation of their Measure carbon reduction planning tool.
- ARK is developing its own strategy to become net zero.
- ARK engages in Carbon Literacy training for its whole team.
- ARK promotes remote and hybrid working practices.
- ARK supports a variety of charitable causes, with direct donations and regular charitable fundraising.
- A local social enterprise provides cleaning services for our offices.
- ARK supports local – our team will support local businesses wherever they are working to give back to the local economy.
- ARK has a strong relationship with a local university, for which we facilitate MBA internships.

