



Our Policy On
CIVIC ENGAGEMENT
& GIVING

OUR COMMITMENT

AT PRICKLY THISTLE SCOTLAND LIMITED, OUR OVERALL POLICY ON CIVIC ENGAGEMENT AND GIVING IS THAT – IF WE CAN DO IT, WE WILL! WE NEVER WASTE OUR MONEY AND PRODUCTS ON AWARDS OR DINNERS BELIEVING THESE TO BE CORPORATE NONSENSE – WE WOULD RATHER CHAMPION VALUABLE CAUSES AND DIRECT OUR TIME AND RESOURCES TO BENEFIT OUR STAFF, OUR COMMUNITY, OUR CUSTOMERS, AND OUR ENVIRONMENT! COLLECTIVELY WITH OUR LOYAL REBEL CUSTOMERS, WE FORMALLY COMMIT TO DONATE THE MINIMUM OF THE EQUIVALENT OF 2% OF OUR TOTAL REVENUES TO CHARITABLE PARTNERS EACH AND EVERY YEAR. THIS INCLUDES ALL CASH AND IN KIND DONATIONS, WHATEVER IT TAKES TO ALWAYS PAY IT FORWARD.

IN OUR CORPORATE SOCIAL & SUSTAINABILITY RESPONSIBILITY PROMISE WE HIGHLIGHT OUR RECOGNITION AND UNDERSTANDING FOR THE SIGNIFICANCE OF THE LOCAL COMMUNITY WITHIN WHICH WE OPERATE. EACH YEAR WE GIVE FINANCIAL DONATIONS, GIFT IN KIND WITH PRODUCTS, AND PARTICIPATE IN ORGANISED AND AD HOC CIVIC ENGAGEMENT AND CROWDFUNDING ACTIVITIES, WITHIN OUR LOCAL COMMUNITY BUT SOMETIMES ALSO ON A NATIONAL OR GLOBAL SCALE. SEE AN OUTLINE OF EACH AREA OF GIVING BELOW, ALL OF WHICH IS DONE IN LINE WITH OUR ANTI-BRIBERY POLICY, WHILST STILL ALLOWING OUR STAFF AND CUSTOMERS TO SELECT RECIPIENTS FOR CERTAIN DONATIONS. EVERYTHING THAT WE DO IS RECORDED IN OUR ANNUAL RECORD OF CIVIC ENGAGEMENT AND GIVING.

FINANCIAL DONATIONS

ACADEMIC & EDUCATION SUPPORT

1. £100 TO THE UNIVERSITY OF HIGHLANDS & ISLANDS PER MONTH, WHERE WE HAVE CREATED A SPECIAL REBEL HARDSHIP FUND FOR STUDENTS ONLY. THE REBEL FUND AIMS TO HELP ENABLE STUDENTS AT THE UNIVERSITY TO 'DISRUPT THINKING' IN THE CREATIVE INDUSTRIES. EST N 2019, THE FIRST RECIPIENTS OF THIS FUNDING WERE HND VISUAL COMMUNICATION STUDENTS AT INVERNESS COLLEGE UHI WHO WERE TASKED WITH CREATING NEW DESIGN CONCEPTS, SHOWCASING THE REGION AND THE STUDENT EXPERIENCE IN THE HIGHLANDS AND ISLANDS. THE FUND ALLOWED THE STUDENTS TO MAKE THE FINAL STEP FROM THE DESIGN STAGE TO HAVING THEIR PRODUCTS PHYSICALLY PRODUCED.

FURTHERMORE, OUR REGULAR DONATIONS ALSO CONTRIBUTE TO:

- SCHOLARSHIPS WHICH PROVIDE FINANCIAL SUPPORT TO STUDENTS WHO NEED HELP TO CONTINUE THEIR STUDIES BY PAYING FOR ESSENTIAL TRAVEL; COURSE EQUIPMENT AND MATERIALS; AND, FOR SOME STUDENT PARENTS, CONTRIBUTING TOWARDS CHILDCARE COSTS TO ALLOW THEM MORE TIME FOR UNINTERRUPTED STUDY
- STUDENT DEVELOPMENT FUND, PROVIDING AWARDS TO HELP STUDENTS TAKE ADVANTAGE OF PERSONAL DEVELOPMENT OPPORTUNITIES THEY OTHERWISE CANNOT AFFORD TO TAKE ENTIRELY THROUGH THEIR OWN FUNDS, OFTEN BEYOND THE REGION OR OVERSEAS.



FINANCIAL DONATIONS

2. BADASS FABRIC BURSARY

IN JANUARY 2022 WE INTRODUCED A BADASS FABRIC BURSARY OF £50, FOR 14 STUDENTS PER YEAR, TO USE TO SOURCE AND BUY PRELOVED FABRICS FROM CHARITY SHOPS IN A BID TO ACTIVELY ENCOURAGE ALL STUDENTS TO LOOK AT RECYCLING FABRICS FOR PROJECTS, TRIALS AND ACADEMIC CONCEPTUAL EXERCISES. THUS RATHER THAN GIVE AWAY REAL AND RARE CLOTH WOVEN IN A SLOW LABOUR INTENSIVE WAY, WE WANT TO CHALLENGE AND CHANGE DESTRUCTIVE CONSUMPTION WHEN IT COMES TO FASHION/FABRIC IN PARTICULAR, AND PROMOTE ZERO WASTE/RECYCLING PRINCIPLES. KNOWING THAT OUR LITTLE SPARE CASH IS BEING PASSED ONTO A CHARITY WHILST HELPING A STUDENT DEVELOP, IS REALLY IMPORTANT TO US.

- 5% FOR ALL – 5% OF SALES VALUE ARE DONATED TO REGISTERED CHARITIES AS REQUESTED BY OUR LOYAL REBELS.

SET UP IN 2020, CUSTOMERS WHO OPT TO JOIN OUR LOYAL REBEL REGISTER WILL BE REWARDED WITH A SERIES OF LOYAL REBEL REWARDS. FOR EVERY £1 SPENT WITH US, THEY WILL BE AWARDED 1 LOYAL POINT. LOYAL REBELS WILL THEN BE GIVEN THE LATEST REWARD OPTIONS, INCLUDING IF THEY WISH TO DONATE THEIR LOYALTY TO A REGISTERED CHARITY OF THEIR CHOICE. THIS REWARD EQUATES TO 5% OF WHAT IS SPENT, STARTING AT DONATIONS OF £50 (1000 POINTS). ALL CHARITIES MUST BE REGISTERED WITH AN OFFICIAL CHARITABLE COMMISSIONER/BODY. ALL NOMINATIONS ARE LISTED ON OUR PAY IT FORWARD WEBPAGE.



FINANCIAL DONATIONS

- CHARITY PARTNERSHIPS – WORKING WITH CHARITIES AND AGREEING TO DONATE PROFITS FROM PRODUCT COLLECTIONS IN THE NAME OF THEIR CAUSE, RAISING AWARENESS FOR THEIR OBJECTIVES.
OUR CHARITY PARTNER FOR 2020-21 WAS THE NATIONAL TRUST FOR SCOTLAND WHERE WE HAVE CREATED TWO TARTANS WITH AND FOR THEM, TO HELP RAISE FUNDS AND AWARENESS OF THEIR SAVE OUR SCOTLAND CAMPAIGN FOLLOWING MASSIVE FINANCIAL LOSS DUE TO THE COVID-19 PANDEMIC.



GIFTS IN KIND

- PRODUCT DONATIONS – WE WILL DONATE TO LOCAL SCHOOLS AND COMMUNITY ENTERPRISES AS REQUESTED. EMPLOYEES MAY REQUEST DONATIONS ON BEHALF OF A SCHOOL OR ENTERPRISE, BUT ALL DONATIONS MUST BE APPROVED BY CLARE CAMPBELL, THE FOUNDER OF PRICKLY THISTLE.
- ORGANISED FUNDRAISERS – WHEN REQUESTED WE WILL DO WHAT WE CAN TO SUPPORT OTHERS FUNDRAISING EFFORTS WITH A SPECIFIED CHARITABLE BENEFACTOR, INCLUDING EMERGENCY AND DISASTER RELIEF CAUSES. THIS INCLUDES DONATING ESSENTIAL ITEMS NEEDED DIRECTLY, OR DONATING PRODUCT TO INCENTIVISE OTHERS TO DONATE TO A CAUSE, OR JUST GIVING FUND FOR EXAMPLE. PLEASE REFER TO OUR PAY IT FORWARD WEB PAGE FOR FULL DETAILS OF OUR CONTRIBUTIONS TO DATE.



CIVIC ENGAGEMENT

- WHILST WE DO NOT OFFER WORK EXPERIENCE FOR LOCAL PRIMARY AND SECONDARY SCHOOL STUDENTS AT OUR TEMPORARY POP-UP MILL, THIS IS SOMETHING WE HOPE TO OFFER IN THE FUTURE. IN THE MEANTIME, WE HAVE SPENT TIME IN CLASSROOMS TALKING ABOUT TEXTILES AND SUSTAINABILITY, AND WHAT THAT MEANS TO THEM. PART OF OUR BRAND RESPONSIBILITY IS TO PROTECT OUR HERITAGE AND CULTURE BUT MODERNISE IT FOR A SUSTAINABLE FUTURE. ENSURING WE CAN INVOLVE THE FUTURE CUSTODIANS OF OUR AREA TO PRESERVE THE SACRED CRAFT SKILLS.
- ACADEMIC COLLABORATIVE RESEARCH – AS WELL AS THE FINANCIAL DONATIONS MENTIONED ABOVE, WE ALSO ENCOURAGE AND PROMOTE RESEARCH AND DEVELOPMENT BY PUTTING INNOVATIVE RESEARCH PROPOSALS TO THEM REGULARLY. FROM ARCHITECTURE PROJECTS TO DIGITAL DESIGN, OFFERING THE STUDENTS INVALUABLE REAL-LIFE EXPERIENCE.

CIVIC ENGAGEMENT

- WE ENCOURAGE STAFF INVOLVEMENT IN LOCAL CHARITIES, COMMUNITY PROJECTS AND VOLUNTARY ORGANISATIONS, AND ASK STAFF WHAT THEY WOULD LIKE TO DO FOR COMMUNITY/CIVIC ENGAGEMENT UNDER THESE SCHEMES;
 - GLOBAL DAYS – LAUNCHED IN JANUARY 2020, WE AIM TO RAISE AWARENESS ABOUT A MINIMUM OF TWO GLOBAL DAYS IN OUR FIRST YEAR.
 - STAFF VOLUNTEER DAYS – ONCE A YEAR STAFF VOLUNTEER TO SUPPORT A LOCAL CAUSE, WHILST BEING PAID BY US THE EMPLOYER, THE VOLUNTEERING DAY AND ACTIVITY IS AGREED BY THE STAFF.
 - STAFF SELECTIONS - EVERY MONTH A STAFF MEMBER CHOOSES A CHARITY OR SMALL SUSTAINABLE BUSINESS THEY WOULD LIKE TO SUPPORT - £100 IS THEN DONATED TO SAID CHARITY OR PRODUCT IS BOUGHT FROM A BUSINESS FOR EVERY MEMBER OF STAFF.

APPROVED AND AUTHORISED BY

NAME : CLARE CAMPBELL

POSITION : FOUNDING DIRECTOR

DATE : 2ND MARCH 2022

SIGNED : *C Campbell x*



*"What will they say in
200 years...."*



PRICKLY
THISTLE

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