

Environmental, Social and Governance (ESG) Policy

1. Introduction

The Code of Governance Issued by The Charity Council in April 2023 provides greater clarity on the good governance guidelines for the charity sector. It also introduces the concept of Environmental, Social and Governance (ESG) to the charity sector.

At NTUC-U Care Fund, our mission is to be a caring Labour Movement that helps improve the lives of our lower-income members and their families; supports needy children and youths in their pursuit of excellence; and provides assistance to the elderly in a meaningful way.

We recognize that how we deliver our services is just as important as what we deliver. This Environmental, Social, and Governance (ESG) policy reflects our commitment to operate sustainably, ethically, and transparently in service of our mission and stakeholders.

2. Scope

This policy applies to all trustees, staff, volunteers and partners acting on behalf of NTUC-U Care Fund.

3. Environmental Responsibility

We aim to minimize our environmental impact in a way that aligns with our charitable mission and values. We take a digital first approach including implementations such as using cloud-based servers and digital documentation, reducing energy consumption and physical footprint from paper.

4. Social Responsibility

We are committed to ethical and inclusive service to our communities:

- **Diversity & Inclusion:** Champion fair treatment, access, and opportunity for all, including staff, volunteers, and beneficiaries.
- **Safeguarding & Wellbeing:** Maintain a safe and supportive environment for vulnerable people and those we serve.
- **Community Engagement:** Involve our affiliated Unions / Associations in the planning and evaluation of programmes.

- **Fair Employment Practices:** Offer equal opportunities and support employee / volunteer development.
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5. Governance Standards

5.1. Our governance is grounded in accountability, integrity, and transparency:

- **Charity Governance Code:** Align with the principles of the Charity Governance Code
- **Trustee Oversight:** Ensure active and informed oversight by the Board of Trustees.
- **Ethical Fundraising:** Uphold high standards in how we raise and report funds.
- **Financial Integrity:** Use donations and grants responsibly and transparently.
- **Stakeholder Involvement:** Engaging stakeholders in decision-making processes to ensure their voices are heard and considered.

5.2. NTUC-U Care Fund was awarded the Charity Transparency Dedication Award in 2024, recognising our efforts to put in place strong disclosure practices in line with the Charity Transparency Framework.

5.3. We are dedicated to upholding organisational integrity, providing full disclosure of internal policies and role of Board of Trustees on our corporate website and annual report.

6. Contact Information

For questions or suggestions about this policy, please contact:

Name/Role: Ms Ang Bee Ping [Deputy Director, Care & Share Department]

Email: angbp@ntuc.org.sg