

## Zero Harm Grant-Making Policy

The Founders Pledge Donor Advised Fund (DAF) is subject to the usual legal and regulatory restrictions on grant-making. However, we believe that grant-making organisations should exercise a higher level of responsibility than this; our grants should never cause harm.

### Our Policy

Founders Pledge will not grant to an organisation we believe to be causing harm to people, animals or the environment, in particular where the organisation is involved in or supporting:

1. Discrimination of any kind, including discrimination on grounds of race, colour, national origin, religion or belief, disability, sexual orientation or gender, or immigration status;
2. Hate speech, antagonism or incitement to violence directed against individuals or communities;
3. Promotion of gender stereotypes, early marriage or other harmful gender-related practices;
4. Proselytization and/or pressure to convert to a particular belief system as a **condition** for continued support;
5. Disregard for the rights of women, including reproductive rights, and/or disregard for the specific rights of children;
6. Cruelty to animals and/or acting against the UN Sustainable Development Goals related to climate change and the environment; or
7. Any other practice which significantly threatens fundamental human rights.

Our position on organisations may change if new evidence comes to light, even where we have already granted to the organisation in question.

### Application

We will consider this policy each time a member requests a grant from their Founders Pledge DAF account. If we have any concerns, we will gather as much information as possible and explain our concerns to the member.

For legal and compliance reasons, all of our grants must be approved by the board of trustees before any funds are transferred to a recipient organisation. If our board decides that we cannot make a particular grant, we will work with the member to understand their motivations to support the chosen charity, and aim to suggest alternatives.

If you have any questions or concerns regarding this policy, please get in touch with our Deployment Team ([deployments@founderspledge.com](mailto:deployments@founderspledge.com)) who will be able to provide more information.