



# **SOCIAL IMPACT REPORT**

Showing what good looks like




















# Values driven organisations **ensure sustainable profitability**

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# Caridon Property CSR Highlights at a Glance

ENVIRONMENTAL	WORKPLACE	COMMUNITY	PHILANTHROPY
 <p><b>ENERGY &amp; RESOURCE EFFICIENT INITIATIVES</b></p>	 <p><b>POSITIVE GOVERNANCE</b></p>	 <p><b>COMMUNITY ENGAGEMENT</b></p>	 <p><b>CHARITABLE ENGAGEMENT</b></p>
 <p><b>HYBRID VEHICLE FLEET</b></p>	 <p><b>EMPLOYEE ENGAGEMENT</b></p>	 <p><b>SPONSORSHIP FOR GROUPS &amp; EVENTS</b></p>	 <p><b>VOLUNTEERING SUPPORT</b></p>
 <p><b>RECYCLING &amp; WASTE MANAGEMENT</b></p>	 <p><b>MENTAL HEALTH SUPPORT</b></p>	 <p><b>LOCAL ECONOMY SUPPORT</b></p>	 <p><b>DONATION &amp; GIFT SUPPORT</b></p>
 <p><b>BUSINESS ADAPTION THROUGH TECH</b></p>	 <p><b>EQUALITY DIVERSITY INCLUSION</b></p>	 <p><b>COMMUNITY BENEFITS</b></p>	
	 <p><b>EMPLOYEE SUPPORT &amp; CARE</b></p>	 <p><b>EDUCATION SUPPORT</b></p>	

# Directors Statement



Over the past 15 years, Caridon Property, part of the Caridon Group, has built, procured and delivered high-quality homes to over 30 boroughs across London and the Southeast.

Guided by strong social values and a commitment to being economically viable, we are dedicated to creating a positive impact on society and better respecting the environment in which we operate. Caridon's mission remains focused on providing our tenants with sustainable and innovative solutions, continuously working to reduce our CO2 emissions through an enhanced energy efficiency programme.

Privately funded with a focus on social impact residential property development, we have set an ambitious goal of developing over 10,000 homes by 2030. Our collaboration with local governments and communities allows us to deliver innovative housing solutions as part of regeneration projects, addressing the growing demand for quality, sustainable housing.

Our developments include a mix of permitted development and new build sites, with affordable housing allocations, supported by in-house expertise across design, construction, and

property management. Through Caridon Eco, we are committed to reducing the carbon footprint of social housing, enhancing energy efficiency to lower both environmental impact and tenant living costs. We also offer these services to third-party property owners housing social tenants, while investing in renewable technologies like solar and wind.

Looking ahead to 2024/25, we will expand with Caridon Estates, a sustainable, eco-friendly estate agency offering electric fleet vehicles, virtual viewings, and cloud-based documentation.

The company's global strategy can only be achieved by recognising stakeholder interests, ensuring employee buy-in, and continuing to improve on our targets and goals. We believe that this inclusive approach is key to our long-term success and growth.

As we move forward, we take pride in staying true to our vision, "making a difference in housing" while ensuring that our projects remain economically viable, socially impactful, and environmentally responsible.

**Mario Carrozzo**, CEO & Founder

**Abbas Alidina**, CFO

# Caridon Overview



**Mario's passion for social responsibility guides the vision of the Caridon Group, which aims to create new opportunities and fairer housing for all, and this has led to the creation of services such as the not-for-profit arm of the business Caridon Foundation, and Caridon Young Living. Fairly new to the group is Caridon Estates as well as Caridon Eco who are the driving force of our ESG purpose.**

In 2009, following the recession, Mario founded Caridon Property, having identified a gap in the market to assist individuals hit by the economic downturn. Using his acquired knowledge and experience as a landlord, he pioneered one of the first rent guarantee schemes in London, assuring a reliable income for landlords and acting as a guarantor for vulnerable tenants who were struggling to find accommodation.

Caridon Property has grown rapidly and is now part of the award-winning Caridon Group, a multi-million-pound property development and lettings company, dedicated to serving the local communities it operates in.

Despite his success, Mario believes there is still a lot of work to be done before he can feel confident that he has followed through on his company ethos of "Making a difference in housing". Mario also wants to innovate in the social housing sector and bring about change to remove the stigma and create co-living with a strong sense of community.

Caridon Group has moved one step further to creating an innovative way forward for social housing. In partnership with Bristol City Council, Caridon converted former council offices in south Bristol into residential accommodation to provide more settled housing opportunities for people in the city. The properties at Imperial Apartments are let to a range of different tenants in need of accommodation, including people who already live and work in the local community. Both the Salvation Army and the Department for Work and Pensions have offices onsite at Imperial apartments, enabling tenants to get all the

support they need. Caridon has also installed three onsite gyms, an I.T centre, Zen Garden, Amazon lockers, playground and soft play area, as well as electric vehicle charging points.

"I am very fortunate to have an incredible team that consistently goes above and beyond our regular duties and obligations. Our goal is to provide housing and support to individuals who have encountered barriers elsewhere, as we believe everyone deserves the chance to pursue a better future, no matter their past or present circumstances.

Together, we are dedicated to creating opportunities, offering meaningful support and making a lasting difference in people's lives. Our mission is not just to provide homes, but to empower individuals to rebuild their lives and reach their full potential." - Mario Carozzo, CEO & Co-Founder

## Leading Social Housing and Sustainable Development

Founded in 2009, Caridon Property has emerged as a key player within the Caridon Group, a prominent leader in the UK's residential property sector. The company is renowned for its innovative and socially responsible approach to housing, providing award-winning services to both tenants and landlords. With a strong focus on addressing the urgent needs of the social housing market, Caridon Property has successfully housed over 10,000 tenants, significantly contributing to efforts to combat homelessness across the nation.

'The UK has faced a persistent council housing shortage since the 1990s, worsened by the slow construction of new social housing by local authorities. Despite growing demand, the supply hasn't kept pace, leaving over 1 million households waiting for social homes, according to Shelter. The crisis has deep roots, with 1.4 million fewer social housing units available in England compared to 1980, largely due to policies like Right to Buy. This shortage has forced many low-income families into the private rental sector, increasing housing instability and social inequality. A comprehensive strategy is urgently needed to address this crisis.'

### **Innovative Social Housing Solutions**

Caridon Group has distinguished itself by pioneering the conversion of vacant office buildings into residential accommodation specifically designed for the social housing market. This innovative strategy addresses the pressing need for affordable housing and provides a critical pathway for individuals experiencing homelessness. Caridon's approach is not merely about offering immediate shelter but about creating sustainable, long-term housing solutions.

The impact of these efforts has been substantial. By repurposing empty office spaces, Caridon has provided housing for a further 2,000+ tenants, offering them stability and a chance to rebuild their lives. These projects also contribute to local economies by generating income through council tax payments and revitalising areas that had previously been deserted. The influx of new residents has helped prevent the closure of local businesses, particularly in regions severely impacted by the COVID-19 pandemic and the shift to remote work. In doing so, Caridon has played a vital role in regenerating communities and supporting local economies.

### **Commitment to Environmental Sustainability**

By repurposing existing office buildings, the company significantly reduces the environmental impact associated with traditional home construction. This method conserves valuable land and resources while minimising waste and reducing the carbon footprint of our projects, aligning with broader environmental goals.

Caridon Eco, a division of the Caridon Group, focuses on integrating sustainability into property management and community well-being. The division is committed to alleviating fuel poverty, ensuring that households remain warm during winter and contributing to the fight against global warming. This emphasis on sustainability underscores Caridon's commitment to environmental stewardship and its role in addressing critical global challenges.

### **Employee Engagement and Community Involvement**

Caridon recognises that employee engagement is crucial to our success. The company actively fosters a positive workplace culture through regular newsletters, team-building events and initiatives to increase workforce diversity. In the post-pandemic era, Caridon has also prioritised mental health and well-being, providing tools and resources to support its employees. The company's commitment to fair wages reflects our dedication to improving employee satisfaction and ensuring high-quality service delivery.

Beyond housing, Caridon is deeply committed to community involvement. The company has set ambitious goals for 2025, including doubling our fundraising and sponsorship efforts to support local charities and community projects. This commitment to social responsibility reinforces Caridon's role as a positive force in society, dedicated to improving the well-being of the communities we serve.

Caridon Property continues to lead the way in social housing and sustainable development. Through our innovative approach to repurposing vacant office buildings, the company has provided essential housing solutions while revitalising communities and reducing environmental impact. With a strong focus on sustainability, employee engagement and community involvement, Caridon is well-positioned to continue making significant contributions to the UK's social housing sector and beyond.

# Environmental Report



We have appointed an **Environment Officer** to oversee energy usage at HQ and create a Green Office Policy. This role will **drive continuous improvements** in our environmental practices, aiming to reduce our carbon footprint and **enhance sustainability** across our operations...

## Advancing Sustainability and Energy Efficiency

**Caridon is committed to leading the way in sustainability and environmental responsibility within the residential property sector. Through a series of targeted initiatives, we aim to reduce our carbon footprint, enhance energy efficiency across our properties and foster a culture of environmental awareness among our tenants and staff. Our ongoing projects reflect our dedication to achieving carbon neutrality by 2025 and promoting a sustainable future for the communities we serve.**



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### Retrofit Project and Energy Efficiency Upgrades

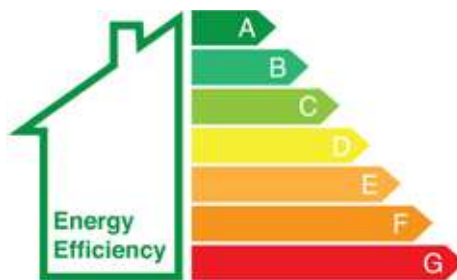
A key component of Caridon’s sustainability strategy is the ongoing retrofit project across our existing property portfolio. In collaboration with government initiatives like the Energy Company Obligation (ECO) scheme, we are implementing energy efficiency upgrades across our properties.

This project focuses on improving insulation and upgrading to dual-tariff intelligent heating systems, which are designed to reduce energy consumption and lower carbon emissions. By the end of 2024, we expect to have completed these upgrades across all our properties, ensuring that they meet or exceed energy efficiency standards. This initiative is part of our broader goal to ensure that all our properties achieve a minimum Energy Performance Certificate (EPC) rating of C by

2028, aligning with upcoming legislation and contributing to the reduction of fuel poverty among our tenants. We have already successfully upgraded 161 properties from EPC ratings of E, F, and G to higher ratings of C, B, or A.

### Green Fleet Initiative

In January 2023, we successfully transitioned our entire company vehicle fleet, including vans, to hybrid models. This shift represents a significant step toward reducing our carbon emissions. The long-term goal is to convert the entire fleet to fully electric vehicles by April 2025. To support this transition, we are installing electric vehicle (EV) charging points at all our sites, including our headquarters. These charging stations will be available free of charge to staff for company cars and will include additional points at our residential sites for public use, further promoting the adoption of electric vehicles within our communities.



Caridon have already successfully upgraded 161 properties from EPC ratings of E, F, and G to higher ratings of C, B, or A.



### Waste Reduction and Recycling Initiatives

Caridon Eco is dedicated to minimising waste and promoting recycling across all our operations. By the end of 2024, we aim to ensure that all paper and plastic used in our offices and residential sites are fully recycled. We have increased the number of recycling bins and replaced single-use plastics with reusable alternatives, such as cutlery and refillable glass water bottles in our meeting rooms. These efforts are designed to foster a more environmentally responsible workplace and reduce our overall waste production.

### Sustainable Marketing and Digital Transformation

Caridon's commitment to sustainability extends to our marketing practices and business operations. In 2023, we switched to eco-friendly marketing materials, including recycled notepads, tote bags and pens, aligning our promotional activities with our environmental values. We are also transitioning to digital business cards by November 2024, further reducing our reliance on physical resources.

In our continued effort to go paperless, we will fully implement DocuSign for all tenant and landlord transactions by January 2025. This move will significantly reduce paper usage and contribute to our carbon neutrality goal.



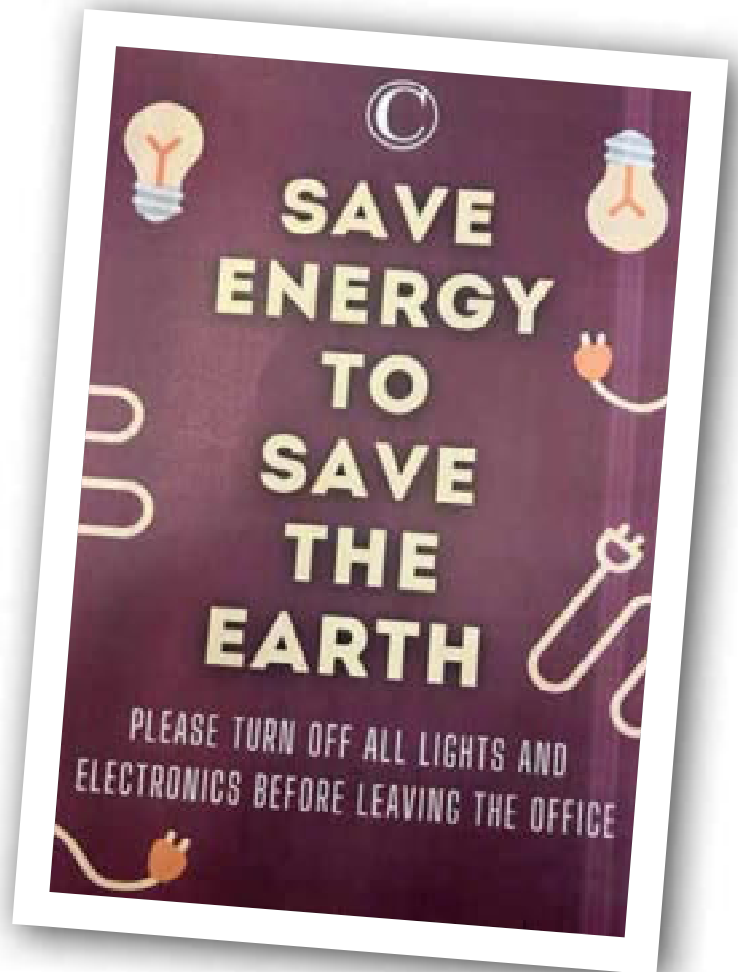
## Community Support and Environmental Stewardship

Caridon Eco division of the Caridon Group is equally committed to supporting our community through sustainable initiatives. We have established a second-hand clothing, bedding and toiletries drop-off program at our headquarters and all sites. These items, rather than ending up in landfills, are donated to low-income tenants, providing valuable assistance while reducing waste.

## Digital Transformation and Energy Efficiency

Our transition to Office 365 has enabled us to significantly reduce our physical data centre space, leading to a substantial decrease in energy consumption and our carbon footprint. By embracing cloud-based solutions, we are enhancing operational efficiency and contributing to our sustainability goals.

Caridon's efforts to improve energy efficiency, reduce waste and promote sustainability across all aspects of our operations reflect our commitment to environmental responsibility. By continuing to invest in these initiatives, we are on track to achieve our goal of carbon neutrality by 2025 while also enhancing the well-being of our tenants and contributing to a more sustainable future.



Posters around our offices to promote energy saving.

# Workplace Report



**POSITIVE  
GOVERNANCE**

**EMPLOYEE  
ENGAGEMENT**

**MENTAL  
HEALTH SUPPORT**

**EQUALITY  
DIVERSITY INCLUSION**

**EMPLOYEE  
SUPPORT & CARE**

“ At Caridon, we **deeply value the diversity** of our workforce and strive to create a working environment that **promotes inclusivity, equality and respect** for all...” ”

## Committed to making a positive space for all

**Caridon Group is committed to creating a workplace that prioritises employee engagement, mental health, diversity and continuous development. Through our wide range of initiatives, we strive to maintain a positive and inclusive work environment where all employees feel valued and supported. As we continue to grow, we remain focused on improving employee satisfaction, fostering a culture of teamwork and ensuring the well-being of all members of the Caridon family.**



### Employee Engagement Initiatives

Caridon Group places a strong emphasis on employee engagement, recognising its critical role in fostering growth and enhancing workplace morale. We ensure that all employees are actively involved in our growth plans through multiple channels, including newsletters, team-building events and regular updates shared via our company-wide intranet. These platforms not only keep the workforce informed but also promote unity across our teams and locations. We have 6 satellite offices across the regions, which we bring together for various social events.

Team-building activities such as the annual Team Building Away Day and Christmas Parties offer employees from different regions the opportunity to bond and strengthen inter-departmental relationships. Additionally, the introduction of The Caridon Chronicle, a monthly digital newsletter, keeps employees updated on company news and developments.

We are committed to improving employee satisfaction and have held our first of 4 internal staff consultation sessions to implement positive changes by the end of the year. These efforts are supported by our Annual Staff Surveys and Culture Assessments, which help us measure employee satisfaction and identify areas for improvement. While the last survey indicated a lower-than-expected satisfaction rate, we are taking proactive steps to address concerns and enhance the workplace environment.

“As the fairly new Managing Director, one of my key goals is to improve staff satisfaction across the company and I am committed to listening, understanding, and taking action to ensure we create the best possible working environment for everyone. We’re also looking at Work L, an external survey provider that benchmark culture and staff feedback against similar providers in the sector and we can use this to understand where to focus resources and initiatives.” – Stefano Rinaldi, Group MD



## Diversity and Inclusion

At Caridon, we deeply value the diversity of our workforce and strive to create a working environment that promotes inclusivity, equality and respect for all. Our Diversity and Inclusion policy covers all aspects of employment and client relationships. We are committed to offering equal opportunities and treating all individuals fairly, regardless of their age, disability, gender, race, religion, or other “protected characteristics.” This policy ensures that Caridon remains an inclusive environment, fostering creativity and innovation through diverse perspectives.

In line with our commitment, we also take active steps to address the specific needs of employees, offering tailored solutions to ensure everyone can thrive in the workplace.

## Mental Health and Well-being

Caridon acknowledges the importance of supporting employee mental health, especially in the post-pandemic era. Through a partnership with HealthShield, we offer employees access to digital tools for managing mental health, such as the Thrive Mental Wellbeing App. Additionally, employees can benefit from HealthShield’s confidential Employee Assistance Program, which includes a 24/7 helpline for dealing with personal challenges. We also offer in-person counselling services at no cost, scheduled through our HR department.

We have taken further steps to promote mental well-being by training fourteen staff members as certified Mental Health First Aiders, equipping our teams to provide peer support and foster a healthier work environment.

## Employee Benefits and Support Programs

We ensure financial and personal security for our staff through various support programs. Unlike many companies, Caridon does not offer zero-hour contracts, as we recognise the importance of job stability for our employees. Our commitment to fair compensation is reflected in the payment of the National Living Wage and the London Living Wage for our CYL employees.

We also offer a variety of staff benefits, including paid sick leave, a Life Cover Death in Service Benefit, and Additional Annual Leave of 5 days. Our Referral Scheme incentivises employees to help grow our team, with a £200 bonus for successful hires who complete their probation.

Moreover, we have implemented a Cycle to Work Scheme, though uptake has been limited so far, and provide access to MyGymDiscounts for those looking to stay active, with discounts at over 3,600 locations.

*Caridon team building event to bring departments together and build stronger relationships.*



## Health, Safety, and Training

Ensuring the health and safety of our workforce is a priority at Caridon. To further equip our team, we have enrolled fifteen staff members in Fire Warden Safety Training, which will be conducted by SAFE I.S. in October 2024. This training is crucial for maintaining the safety of our team and residents in emergency situations.

Caridon also recognises the importance of continuous professional development. In May 2024, we introduced the Eloomi training platform, which offers CPD-accredited courses. To date, over 78% of our employees have completed their courses, with the goal of achieving full participation by October 2024.

## Employee Facilities and Perks

Our Croydon head office is equipped with a dedicated chill-out zone where employees can unwind during breaks. The space features a pool table, a TV lounge area, and an arcade machine. To promote sustainability, we offer free eco-friendly coffee pods and filtered water for all staff.

We also prioritise celebrating staff achievements and milestones. Caridon offers personalised awards and vouchers for length of service, with rewards ranging from £100 for 3 years of service to £500 for 10 years. Additionally, employees receive birthday cakes to celebrate at home or with colleagues, creating a culture of appreciation and community.

## Company Intranet and Digital Transformation

In September 2024, Caridon launched a new company intranet, streamlining communication and access to company policies, events, and updates. This has not only improved accessibility to important resources but also reduced our environmental impact by eliminating the need for printed handbooks and documents. The intranet allows staff to interact with each other through shoutouts and news postings, further strengthening the sense of community within the company.



*Internal pool tournament champions 2024.*

# Community Report



“Our community initiatives are designed to promote **social cohesion**, encourage **healthy living**, and provide **practical support** to tenants. These programs reflect our commitment to building **strong, vibrant communities**...”

## Community Engagement and Support Initiatives

**At Caridon Group, our mission is to enhance the wellbeing of the people and communities we serve through meaningful engagement, innovative support and strong partnerships. Over the past 15 years, we have cultivated relationships with various organisations, expanding our network across London and the South of England.**



Our community initiatives not only foster a sense of belonging but also promote healthier lifestyles and provide vital support to those in need. The following outlines our key community engagement initiatives, partnerships, and philanthropic efforts aimed at making a positive social impact.

### Community Initiatives

Our community initiatives are designed to promote social cohesion, encourage healthy living, and provide practical support to tenants. These programs reflect our commitment to building strong, vibrant communities.

### Gardeners Club

In collaboration with Roots Allotment, we offer tenants a unique opportunity to engage in gardening through our Gardeners Club. Tenants can plant, grow, and harvest their own fruits and vegetables, providing them with both hands-on learning experiences and access to fresh, homegrown produce. This initiative fosters sustainability, promotes healthy eating habits, and encourages tenants to spend time outdoors, contributing to their overall mental and physical wellbeing.

### Community Events and Gatherings

We believe in the power of bringing people together, and our year-round community events play a vital role in promoting social interaction and a sense of belonging among tenants. Our

annual Summer BBQs, for instance, offer tenants the opportunity to bond over good food and lively conversations. Additionally, we organise farm trips for children, pond clean-up activities with local wildlife centres, and a range of festive events such as Halloween parties, Easter egg hunts, Santa visits and Christmas toy distributions. These gatherings foster a strong sense of community while encouraging tenants to take pride in their shared spaces. We also have a soft play area for children to use for free, IT and computer training rooms and basketball and table tennis facilities across our sites.

### Rainwater Collection

As part of our commitment to environmental sustainability, we have installed water butts at two of our sites. These systems collect rainwater, which is then used to supply our raised flower beds and other landscaped areas. This initiative helps us conserve approximately 24,000 litres of water annually and promotes eco-friendly practices within the community. The water butts themselves are made from recycled plastic, further reinforcing our commitment to reducing waste and promoting sustainability.



Caridon Eagles vs Caridon Staff charity football match.



## Mental Health Awareness

At Caridon Group, we recognise the importance of mental health and actively work to raise awareness and provide support to both tenants and staff. Our mental health awareness initiatives include a variety of activities that promote emotional well-being, including sports and physical exercise. These activities align with the Mental Health Foundation's annual theme, "Movement: Moving more for mental health." By encouraging physical activity, we aim to improve the mental health of our tenants, helping them manage stress, anxiety and depression. There are also free internal gyms at some of our sites for tenants to use for free.

The Autism Support Crawley charity visits once a month for a coffee morning to meet with tenants that have or may have autism or want to talk about a loved one or their child with autism. They provide advice and signpost to further support. Caridon also sponsored Autism Support Crawley's Golf Day Fundraiser in Aug. We also hosted a coffee morning at our Bristol building, with our partners from Suicide Prevention UK. They had great chats with residents promoting their service and support.

## Football Team – Caridon Eagles

Our tenants are encouraged to participate in the Caridon Eagles football team, which provides a fun and engaging way to promote teamwork, exercise and social interaction (matches and training at Crystal palace ground). Recently, the team played a friendly match in aid of The Royal British Legion, raising £1000 for the cause. The Caridon Eagles initiative promotes physical health, camaraderie and a sense of belonging among tenants, contributing to both their physical and mental wellbeing. This first game also celebrated Caridon Foundation's new partnership with EWI Pro, who provide external insulation and rendering solutions.

## Back-to-School Support

Each September, we provide essential school supplies such as lunch boxes, reusable water bottles, and stationery to children within our communities. This initiative is designed to ease the financial burden on families and ensure that every child is well-equipped for the academic year ahead. By supporting children and their education, we aim to foster a brighter future for our young tenants, encouraging them to thrive both inside and outside the classroom. The most recent products were donated by one of our investor landlords.

## Fundraising Initiatives

Fundraising plays an important role in our community engagement efforts. Throughout the year, our team participates in various charity events to raise funds for important causes. For instance, in 2024, our team took on the Tough Mudder challenge, a gruelling 10-mile obstacle course. We successfully raised £1,500 for Legacy Youth Zone, which provides essential services and activities for young people in Croydon. Our fundraising efforts help support vulnerable populations, allowing them to access vital resources and opportunities they may otherwise miss. Additionally, Caridon donate £5000 per annum to this charity.

## Partnerships with Local Organisations

Our partnerships with local organisations enable us to extend our reach and provide additional support to tenants. These collaborations ensure that our communities have access to essential services, further enhancing their quality of life.



*Sustainably sourced materials used for our playpark.*

*Our communal on-site soft play area*

### Guide in Hands Charity

Through our partnership with Guide in Hands Charity, we collect food donations from Lidl each week, which are distributed to tenants in need. This initiative helps an average of 30 tenants weekly, providing them with essential groceries and easing the financial strain of food costs. The support provided by Guide in Hands Charity has made a tangible difference in the lives of our tenants, many of whom have expressed heartfelt gratitude for the assistance they receive.

### Pret a Manger Partnership

We have also partnered with Pret a Manger to distribute unsold food to tenants. Every Wednesday evening, Pret donates leftover food, which our security team distributes to up to 107 tenants the following day. This collaboration helps reduce food waste while also providing much-needed support to tenants facing food insecurity.

### Wizfit

Wizfit, a local fitness centre, generously offers free gym memberships, classes, and personal training sessions to our foundation tenants. This partnership promotes physical fitness, helping tenants maintain an active and healthy lifestyle. Wizfit's contributions have empowered many tenants to improve their physical health and well-being, making exercise more accessible for those who may not have the means to afford it otherwise.

### Sport in Mind Sessions

In September, we partnered with 'Sport in Mind' and 'Everyone Active' to host archery sessions for tenants. These sessions provide tenants with an opportunity to engage in a unique physical activity, promoting both physical and mental wellbeing. One of our tenants, Graeme, particularly appreciated the archery sessions, as they allowed him to participate in physical exercise that suited his health conditions. We plan to expand these sessions to other sites, with the goal of increasing tenant participation and promoting active wellbeing.

### Community Hubs and All Out Playparks

We re-purposed two forty-foot shipping containers and created two community hubs clad in recycled natural pine outside two of our properties. The hubs have computers to help with job applications etc and are used for small workshops and events, such as coffee mornings, adult education classes, well-being and mental health pop up shops. Representatives from the local GP surgery and Nursery are available for help with new registrations. The All-out Play parks were built at two of our largest sites, the parks are made from recycled materials and are enjoyed by many children every day.



*Our re-purposed community hub cabins.*



*Tough Mudder challenge.*

*Our on-site gym.*

# Philanthropy Report



“

Our fundraising target for 2025 is **£70,000**, and we are **committed** to continuing our fundraising efforts to support those **most in need...**

”

## Philanthropy and Charitable Support

**The Caridon Foundation, established in 2017, is the philanthropic arm of Caridon Group. The Foundation provides housing-related support to vulnerable tenants who may struggle to manage their daily affairs or face tenancy issues. The Caridon Foundation helps tenants manage their tenancies effectively, avoid eviction, improve money management, foster independence and connect with long-term support services. Since its launch, the Foundation has expanded its services across multiple London boroughs.**



In 2022/23, our fundraising target was £60,000, and we are proud to have achieved 80% of this goal. Our new target for 2025 is £70,000, and we are committed to continuing our fundraising efforts to support those most in need.

### Caridon Young Living

This is an Ofsted registered specialist residential care and supported accommodation service for children and young people. We are committed to providing high quality care and support in a nurturing and positive environment in which children and young people can achieve independence, fulfil their potential and realise personal goals.

Our service is designed for young people aged 11 to 21. For those aged 11 to 16, we provide a safe and nurturing environment that fosters growth, education, and well-being. For individuals 16 to 21, we focus on supporting their transition to independence, while continuing to offer the care and guidance they may still need.

All people, irrespective of race, religion, gender, sexuality or social disadvantage deserve the opportunity to maximise their potential and

with the right support, every person can achieve successful outcomes while learning to live independently. We believe our children and young people have the right to develop their personal and educational potential to the fullest and contribute to society through positive citizenship.

### Caridon Group's Purpose

At Caridon Group, we remain dedicated to serving our tenants with compassion, understanding and unwavering support. Our work is driven by a commitment to improving the lives of those who have faced homelessness, providing them with a safe and stable environment to call home. Through our various community engagement initiatives, partnerships and philanthropic efforts, we continue to make a positive impact on the wellbeing of our tenants.



*Pret delivery for our vulnerable tenants.*



*Farm day for the children of our communities.*



Caridon staff abseil to raise funds for Legacy Youth Zone.

Career advisors visit.



Back to school essentials for all the children in our buildings.



Tenant mental health coffee and catch up in the cabin.

# ESG - Measuring the Value of Social Responsibility

These icons are displayed throughout this social impact report to illustrate where ESG (Environmental, Social and Governance) compliance and relevance is demonstrated to external agencies when ESG reporting is required.



## Caridon activities align with UN Sustainable Development Goals

The UN SDGs are a call for action by all countries – poor, rich and middle-income – to promote prosperity while protecting the planet. They recognise that ending poverty must go hand-in-hand with strategies that build economic growth and address a range of social needs including education, health, social protection, and job opportunities, while tackling climate change and environmental protection.

**Caridon** activity aligns with the following SDGs.

CSR-A recommends that **Caridon** register their commitments to support the implementation of the SDGs.



All 17 United Nations Sustainable Development Goals are;



# Caridon

have achieved Gold CSR Accreditation



UAC-CSRA-UK-04-22-CARIDONGROUP-G-9945

ACCREDITATION DATE **30/04/2022** **GOLD**

## What is CSR Accreditation?

**CSR-A has established a holistic framework that delivers a measurable standard for environmental and social responsibility.**

A framework that is supported by our CSR Four Pillars of environment, workplace, community and philanthropy. A standard that states that environmental and social responsibility should be for every organisation. Effective CSR policy embedded in company strategy allows you to enrich the quality of lives for all by investing in social value as a part of your culture. This provides purpose for employees and measures impacts for senior teams, helping to ensure a sustainable and profitable business. Beyond this your efforts will help to build a better world for future generations by improving the environment and ensuring a cohesive community to live and work in.

**It is amazing what many of us are already doing that we don't talk about. CSR-Accreditation provides the perfect platform for you to tell your positive story.**



# Good social responsibility policies drive positive corporate change.

**With well defined objectives and measurable targets, your CSR accreditation will provide the foundation for a more sustainable and ethical organisation.**

Achieving CSR accreditation is a visible testimony of excellence in social responsibility activity. The accreditation process helps you integrate social, environmental, ethical, human rights and consumer concerns into your business operations and strategy.

## **CSR Accreditation will:**

- Deliver information required for ESG (Environmental, Social, Governance) reporting.
- Identify UN Sustainable Development Goals (SDG's) which you may be supporting.
- Write a social value policy.
- Identify how your carbon footprint can be reduced contributing to climate change action and the Race to Zero.
- Produce content for a social impact report.
- Enrich, enable and engage employees, shareholders and stakeholders.

Driven by heightened consumer awareness of environmental issues and with tightening government regulations organisations are now looking for innovative ways to meet their social responsibilities. It is clear that those who understand this and explore ways in which issues should be built into strategy, are likely to reap the rewards of an enhanced competitive position, benefiting all stakeholders and wider society along the way.

This **Social Impact Report** was created by **CSR-Accreditation** on behalf of

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