

## THINKSHIFT COMMUNITY SERVICE POLICY

*Updated March 2022*

Thinkshift's mission to drive sustainable business forward includes modeling sustainable business practices. Part of that is supporting our community and environmental and social causes.

Thinkshift donates funds to local nonprofits, we volunteer, and we serve on nonprofit boards. We focus on supporting nonprofits in communities where our team members live and work. For maximum value, we support smaller organizations that benefit the most from our contributions and have an outside impact. We document our contributions annually.

### Financial and in-kind contributions

- › We donate a minimum of 1 percent of our revenue to nonprofits through our membership in 1% for the Planet and direct giving.
- › We provide services to selected nonprofits on a pro bono basis. We strive to serve at least one pro bono client per year and provide at least 60 hours of in-kind work.

### Volunteering

- › Thinkshift principals strive to serve on at least one board of directors or advisory board of community nonprofits.
- › Principals seek to volunteer a minimum of 30 hours per person per year.
- › We offer full-time employees 24 hours of paid volunteer time per year. Part-time employees receive a pro-rated amount.

### Fostering sustainable business

- › We support and promote other sustainable businesses as much as possible, through being an active member of the San Francisco Bay Area B Corp community and supporting and promoting advocacy and education by organizations such as the American Sustainable Business Network.