

THINKSHIFT COMMUNITY SERVICE POLICY

Thinkshift's mission to drive adoption of creative solutions to social and environmental problems includes modeling best 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's principal strives to serve on at least one board of directors or advisory board of community nonprofits and volunteer a minimum of 30 hours per year.
- › We offer employees 3 days of paid volunteer time per year.

Fostering sustainable business

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