

Volunteering Policy

Lundy Projects provides each employee with the opportunity to use 1-day volunteer leave per year, which is subject to their line managers' approval and operational business requirements.

The volunteering activity must align with one (or more) of the following Lundy Projects volunteering principles:

- **Community Safety** (School talks about rail safety, supporting a level crossing safety session, etc.)
- **Early Engagement and Careers Advice** (Attending a careers fair representing Lundy Projects, employment sessions for young people, school assembly about rail industry, etc.)
- **Community Rail and Heritage** (Making improvements to railway land, including clean-up days, creating station gardens, wildlife areas, artwork, etc.)
- **Supporting the most vulnerable** (Supporting homeless charities, foodbanks, etc.)

Note: With the exception of attending school fairs, UTCs, etc. all other volunteering activity needs to occur through a charity that is registered with the Charity Commission.

Signed:-



Peter Baverstock Managing Director

Date: May 2023