



Screening Projects and Clients.

It is important to us that the projects we undertake are beneficial for our clients, and where possible, for society in general. We're also keen to reduce any negative impacts, whether they be environmental, societal, or financial, wherever we're able to do so.

To this end, we actively seek out projects and clients which we feel are well placed, or able, to 'do good'. This can be a challenging balance when large, complex organisations are involved in a wide range of other projects – some of which we may refuse to work with for a lack of evidence of their positive impact, when other projects of theirs may be seen to be doing good. With that in mind, we generally screen projects, rather than clients, though there may be cases where our team feels uncomfortable working in association with an organisation, regardless of the project presented to us.

An overarching aim for Hay & Rice is to create a company that has a tangible and genuine positive impact on society and the environment. We're constantly working to achieve that goal.

In practice, we appreciate that these aims and objectives for projects and clients may be hard to clearly identify or achieve due to the complex nature of businesses, organisations, and society in general. Where we have questions or see potential issues, we aim to discuss these openly with clients, and welcome their questions in relation to our own practices.

Positives:

We target projects that we feel:

- Tackle injustices.
- Support or raise awareness of a disadvantaged or challenged area of society, especially amongst youth.
- Can provide a tangibly positive impact on the environment and reduce waste.
- Are involved with positive cutting-edge or societally important sciences and technologies, or their advancement.

Amongst projects that support these goals, we seek client organisations that:

- Also have strong and documented environmental and social policies.
- Pay workers and suppliers fairly and on time.
- Treat us fairly, and also seek to build meaningful, long-term relationships.
- Promote fairness and equity in the workplace where possible.
- Are members of positive organisations, such as 1% for the Planet, or B Corp.

Negatives:

We avoid projects linked to:

- Unsustainable practices (where the impact on societal, environmental, and financial sustainability is net-negative).
- Conflict or arms.
- Discrimination and extremism.
- Predatory practices.
- Tobacco and Gambling.
- Products that have a negative or unhealthy impact on children.

With this in mind, we also avoid working on projects where we feel the organisation:

- Treats us unfairly or disrespectfully.
- Is abusive to us, and those we work with (suppliers, clients, etc.).
- Has been proven to be engaged in damaging practices, especially in relation to human rights or environmental abuses.