



# Sage Foundation Charter

## Our Mission:

### Let's work together to do more good

Sage Foundation unifies colleagues, partners and customers, as they give time, capability and investment to impact the communities we operate in. We work hard with our non-profit partners to create change and social equality. For Sage, this is the right thing to do.

Our strategic objectives are aligned to four of the 17 United Nations Sustainable Development Goals: quality education; gender equality; decent work and economic growth; industry, innovation and infrastructure.

## Our Vision:

### Build a foundation for change

We have long championed an approach called 'action philanthropy', which is focused on empowering our greatest asset – our people – to give back through volunteering and fundraising. Our people include our colleagues, partners and customers.

We want to unlock the potential of young people, women and military veterans in our communities by providing access to education, employment and entrepreneurial opportunities, shaping them for the future of work. Through our programmes, these future leaders will flourish and be ready for the demands of tomorrow's economy.

## Our Focus

We use our time, investment and capability to support non-profits, mobilising our taskforce of colleagues, partners and customers, to make positive change happen in our communities.



### Time

We encourage our people to take action through voluntary work and fundraising challenges, either face-to-face, virtually or remotely.



### Investment

Targeted investment funds enable us to support our non-profit partners financially.



### Capability

We support non-profits by providing them with the products, resources and expertise they need to succeed and by transforming the way our people and non-profits connect, think, and work collaboratively.

## Future of Work

'Future of Work' forms the backbone of our global programmes by building routes into education, employment and entrepreneurship for young people, women and military veterans. We look to ensure all participants of these programmes achieve work readiness and that a bright and prosperous future is attainable for all. These programmes include:

- **Sage Pathways:** developing alternative pathways to employment at Sage.
- **Sage Work Experience:** helping young people to develop skills for work readiness and providing potential employment opportunities at Sage.
- **Sage FutureMakers:** teaching young people how artificial intelligence can be used for good.
- **Sage Enterprise Tycoon:** empowering students aged 6 to 18 to understand the fundamentals of business planning, trading and competition.
- **Sage Military Tycoon:** transforming the lives of military veterans, providing them with entrepreneurial skills to launch their own business

## Impact Evaluation

Over the past five years we have given back over 110,000 volunteer days to non-profits who support our communities, totalling £14,784,000 in volunteer time across 22 markets. We have provided over 650 grants to non-profits serving military veterans, women and young people and over 1,800 non-profits have benefited from discounted Sage Business Cloud product subscriptions.

Sage colleagues, partners and customers have raised more than \$2 million for charities in our local markets.