

# Green Pepper Consulting Constitution

1. The name of the company is Green Pepper Consulting (Green Pepper), and it shall be run as a social enterprise. The company address is 6 Old School Walk, Market Harborough, LE16 7FW.
2. The objectives of Green Pepper are to provide training, advice, written communications and other forms of business support to organisations seeking social change, or who provide a public service. This includes voluntary organisations, charities, trade unions, campaign organisations, co-operatives, social enterprises, and other organisations and businesses seeking social change. It also includes statutory bodies and public sector institutions such as schools and colleges.
3. The mission of Green Pepper is to help socially responsible organisations support and enhance the professional development, well-being, engagement and enthusiasm of their staff and volunteers through ethical leadership, training, good communications, and HR best practice.
4. Green Pepper supports those working for the common good to achieve sustainable, democratic and fair communities. In the workplace, Green Pepper wants to help organisations achieve an environment where diversity, creativity and learning are valued; and where well-being and effective employee and volunteer engagement are part of the working culture.
5. For the avoidance of doubt, Green Pepper will not do business with those organisations involved in fossil fuels, armaments, tobacco, human rights abuses and anti-union practices.
6. At least 50% of any surplus made by Green Pepper in any financial year will be reinvested to further its social mission or donated to an organisation seeking social change.
7. Green Pepper will maintain a bank account with an ethical banking provider; and ensure all appropriate insurances are in place.
8. The legal status of Green Pepper is one of unincorporated sole trader. It has been registered with HMRC by David Green.
9. Green Pepper will where considered practical and beneficial, collaborate with other like-minded organisations; and become a member of suitable and relevant associations and/or organisations.

September 2016

Updated November 2017.