

Constitution of Green Pepper Consulting

1. The name of the business is Green Pepper Consulting (Green Pepper), and it shall be run as a social enterprise. The business address is 1 Adams Court, Dow Brae, Kelso, TD5 8SJ.
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 organisations working for social change enhance the professional development, well-being, engagement and enthusiasm of their staff and volunteers through ethical leadership, training, good communications, and employment relations 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 undertake business with those organisations involved in fossil fuels, armaments, tobacco, human rights abuses and anti-union practices.
6. Any surplus made by Green Pepper in any financial year will be reinvested to further its social mission and/or donated to one or more beneficiary organisations seeking social change.
7. After each calendar year, Green Pepper will publish an annual *Evaluation and Impact Report*; and after each full tax year, an annual financial report. These will be made available on the Green Pepper website.
8. In the event of its dissolution, Green Pepper will donate any remaining assets to an organisation with similar mission and values.
9. Green Pepper will maintain a bank account with an ethical banking provider; and ensure all appropriate insurances are in place.
10. 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.
11. Although operating as a social enterprise, the legal status of Green Pepper is one of unincorporated sole trader. It has been registered with HMRC by David Green