

ZERO-HOUR CONTRACTS

HOME Fundraising statement

HOME Fundraising is the largest commercial employer of fundraisers in the UK and Europe. As an employer, we can confirm that none of our 2,000 employees are employed on zero-hour contracts. All employees are provided with a contract of employment which covers terms and conditions of employment together with a staff handbook.

In addition HOME Fundraising does not employ subcontractors and will not replicate or operate any alternative to zero-hour contracts including commission-only payment structures that remove an employers' obligation to provide any guaranteed hours to their staff. Flexibility within the workplace in-order to safeguard the changing needs and considerations of our workforce is of paramount importance, and our Human Resources department offers a variety of formal contracts to HOME employees.

About HOME

HOME Companies Ltd comprises multi-award winning and market leading HOME Fundraising and HOME India.

HOME have raised over £300 million over the last 11 years, working with a range of over 40 different charities and will recruit their 1 millionth supporter this year.

HOME Fundraising is the largest commercial employer of fundraisers in UK and Europe and is the market leader in the UK door-to-door fundraising market with 35% market share.

HOME Fundraising has the most rigorous compliance and validation system, delivering the highest levels of accountability for many of the UK's leading blue chip charities.

HOME Fundraising does not employ subcontractors or operate commission-only payment structures and is ethically opposed to this practice.

HOME Fundraising is setting the standards for the sector and has an industry leading quality control program.

The HOME approach is successful and award-winning – our campaigns have won the Institute of Fundraising 'Best Use of Face to Face' award three times in the last four years, and we were shortlisted for an international award in 2010.



Neil Hope and Dominic Will, the joint Managing Directors of HOME Companies Ltd, have written a book, *You Can't Plant A Tree in Space* due out later this year related to leadership principles and setting the conditions for sustainable business.

For more information please contact:

David Mbaziira
Head of External Communications
HOME Fundraising Ltd
David.mbaziira@homefundraising.com
07506 553 892