Ethical Investment Policy

1. OUR PRINCIPLES

The Pack Music Cooperative is committed to fostering an ethical, sustainable, and inclusive music ecosystem. Our investment and funding decisions align with our values of:

- **Fairness and Equity** – Ensuring all investments support a fair and sustainable music industry.
- **Transparency and Accountability** – Making clear, justified, and well-documented decisions.
- **Cultural and Social Responsibility** – Supporting investments that enhance community and cultural well-being.
- **Environmental Responsibility** – Prioritising partnerships that respect and sustain the environment.
- **Independence and Integrity** – Maintaining artistic and organisational autonomy in all funding relationships.

Our financial partnerships should amplify, not compromise, our mission to create a more equitable and transparent music industry.

2. DECISION-MAKING PROCESS

The Pack Music Cooperative assesses investment and funding opportunities on a case-by-case basis using the following process:

2.1 Initial Screening:

- Does the funder or investor align with our core ethical principles?
- Are there any immediate red flags (e.g., human rights violations, environmental impacts, exploitative labour practices)?

2.2 Due Diligence Review:

- Evaluate the source of funds using ethical risk assessment tools.
- Assess whether the entity has a history of unethical business practices (e.g., exploitation, corruption, political interference).
- Determine if the funder has taken sufficient steps to address any historical unethical activities.

2.3 Ethical Risk Matrix Assessment:

- Weigh reputational risk vs. mission impact (e.g., will accepting the funding jeopardise our integrity?).
- Analyse potential long-term consequences (e.g., will this relationship create dependency or compromise artistic freedom?).

2.4 Consultation and Board Approval:

- If an opportunity presents ethical ambiguity, a panel including board members, key stakeholders, and advisors will convene to discuss the risks and benefits.
- Final decisions rest with The Pack's Board of Directors, ensuring accountability.

2.5 Accountability & Transparency:

- If an investment is approved, all major financial partnerships will be disclosed to members.
- Any concerns raised by the cooperative will be addressed through an internal review.

3. EXCLUSIONS

The Pack Music Cooperative will not accept investment, sponsorship, or funding from entities engaged in:

- **Fossil Fuels**: Coal, oil, and gas extraction and production.
- **Weapons and Arms Manufacturing**: Any organisation involved in the production or sale of military arms.
- **Human Rights Violations**: Companies involved in modern slavery, forced labour, or human rights abuses.
- **Tobacco and Vaping**: Companies profiting from products known to cause public health crises.
- **Gambling and Predatory Finance**: Organisations that exploit vulnerable populations through gambling or unethical financial products (e.g., payday lenders).
- **Big Alcohol**: Alcohol companies that primarily target youth markets or have a history of unethical marketing practices.
- **Fast Fashion & Exploitative Labour**: Companies with known violations of fair labour standards.

4. REVIEW PROCESS FOR INVESTORS AND FUNDERS

Before accepting funding, all potential investors and funders undergo a rigorous review process:

4.1 Background Check

- Review of public records, media reports, and ethical investment databases.
- Assessment of any historical involvement in unethical industries.

4.2 Alignment with Values

- Does the funder actively contribute to positive social or environmental change?
- Have they been involved in unethical practices in the past, and if so, have they made significant reforms?

4.3 Expectations and Conditions

- Does the funder expect public endorsements, branding, or conditions that would impact our independence?
- Are there unrealistic expectations that could compromise our mission?

4.4 Board Oversight & Consultation

- For any high-value donations, sponsorships, or investments, the Board of Directors will convene to assess the long-term impact.
- A majority vote from the board is required to proceed.

4.5 Ongoing Review & Reassessment

- All funding relationships are reviewed annually to ensure continued ethical alignment.
- If a funder's activities change or conflict with our principles, The Pack reserves the right to withdraw from the partnership.

5. EXCEPTIONS

We recognise that not all industries are black and white, and ethical considerations must be contextual. We have established the following guidelines:

5.1 Mining & Extractive Industries

- **Oil, Gas & Coal**: NO
  - The Pack will not accept funding from companies engaged in fossil fuel extraction, refining, or lobbying.
- **Minerals & Renewables**: CASE-BY-CASE
  - We will consider companies engaged in mining for renewables (e.g., ores, lithium, rare earths) only if they:
    - Have strong environmental and human rights policies.
    - Are actively transitioning towards ethical and sustainable mining practices.
    - Are actively transitioning towards net-zero targets.

5.2 Tech & Data Privacy

- **Technology Corporations**: CASE-BY-CASE
  - The Pack will not take funding from companies with a history of data exploitation, union-busting, or unethical AI development.
  - We will accept funding from ethical tech companies that align with digital rights and privacy.

5.3 Government & Public Funding

- **Local, State & Federal Government Grants**: YES, with Conditions
  - We will accept government funding as long as it does not:
    - Restrict our ability to criticise policies or advocate for industry change.
    - Compromise artistic independence.
- **Political Party Affiliated Donations**: NO
  - The Pack will not accept funding from political parties or lobby groups.

5.4 Gambling & State-Owned Lottery Funding

- **State-Owned Lottery Grants** (e.g., Lotterywest): YES, with Conditions
  - The Pack acknowledges that some state-owned lottery grants operate as public benefit entities, where profits are redistributed to community initiatives, including the arts. We will accept funding from state-owned lotteries if:

        - The funds are legally mandated to support community, arts, or social impact initiatives rather than serving private gambling interests.
        - There is no obligation to promote gambling-related activities or endorse the lottery organisation beyond standard funding acknowledgments.
        - The funding does not require participation in, or alignment with, gambling promotion or expansion efforts.
- **Private Gambling Industry & Wagering Companies**: NO
    - The Pack will not accept funding from private gambling enterprises, casinos, betting companies, or sports wagering platforms due to the well-documented social harm associated with problem gambling.
    - This includes any funding tied to corporate gambling sponsorship, revenue-sharing models, or branding partnerships that normalise gambling behaviours.

6. ADDITIONAL CONSIDERATIONS

6.1 Cultural & First Nations Commitments

- All funding must respect and uphold Indigenous rights and cultural sovereignty.
- Companies with a history of land theft or Indigenous displacement will be excluded.

6.2 Intersectional Justice

- The Pack prioritises funding sources that actively work towards gender, racial, LGBTQIA+, and disability inclusion.
- We will not accept money from organisations with a documented history of discrimination.

6.3 Independent Artist & Community-Led Support

- The Pack aims to reduce reliance on grants and corporate sponsorship by developing a cooperative funding model (e.g., patron memberships, micro-funding).

7. ETHICAL INVESTMENT AS A LIVING POLICY

This policy serves as a living document that will be reviewed annually and updated as needed. Ethical investment is not a static process—new industries, technologies, and social movements will require us to reassess our stance and adapt accordingly.

We encourage all members, artists, and stakeholders to participate in discussions and raise concerns about funding sources at any time.

By committing to transparency, accountability, and values-driven decision-making, The Pack Music Cooperative aims to be a leader in ethical investment within the arts and music industry.

This policy is a living document that will evolve through ongoing consultation with our artist communities, investment experts, and members.

Policy Review Cycle: Annual
Last Reviewed: May 2025
Next Review Scheduled: May 2026