



FINDEL
FOUNDATION

Findel Foundation
impact report FY24.

FAMILY
MEMBER OF





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Executive summary

The Findel Impact Report for the year 2023/24 highlights the company's commitment to environmental, social, and governance (ESG) initiatives, focusing on positively influencing the lives of children and young people. Covering activities from April 2023 to March 2024, this report outlines significant achievements in various areas of community engagement and sustainability including progress against our initiatives, our investments and the tangible impact we have delivered in communities. It's been another fantastic year for us, one that we're incredibly proud of and we hope you enjoy reading all about our progress.



Chris Mahady - CEO



Zoe Reuter - COO



Gary McDowell - CHRO



Sue Careless - Ops Director



Chris Leonard - ESG Manager



Claire Gleave - Head of FF

CEO Summary

Since launching the Findel Foundation in 2022, I am immensely proud of how far we have come and the remarkable progress we have made. The unwavering support and dedication of our colleagues and teams over the past 12 months have provided essential assistance to children, charities, schools, and nurseries across the UK. At Findel, supporting children has always been at our core. The activities carried out this past year through the Findel Foundation have deepened our understanding of the daily challenges these organisations face.

The mission of the Findel Foundation is to empower children and young people to thrive and succeed. This mission aligns seamlessly with Findel's overarching goal of 'Growing Education for Generations' and our fundamental value, 'Because we care'. We cultivate a culture where care extends beyond all boundaries—we care for our team, our customers, and the broader community. In FY24, over 28% of our colleagues participated in volunteering activities, supporting numerous projects and programs in our communities.

As the cost-of-living crisis continued throughout FY24, families were increasingly struggling to support their children. This reality underscores the importance of our efforts to assist children in deprived areas. We are proud to support initiatives such as Greggs Breakfast Clubs and the Rio

Ferdinand Foundation. Through these programs, we supported over 700 children and young people over the past 12 months.

Schools and nurseries consistently strive to help children reach their fullest potential, but often face budget constraints that limit their ability to implement great ideas. We aim to assist in various ways, including donating products and resources, hosting workplace safaris, and offering our colleagues' time. Our social support encompasses a wide range of areas, and our teams continuously seek new opportunities to help children through various channels.

Over the past year, the Foundation has implemented numerous initiatives across the UK. I am incredibly proud of our entire team, who have worked tirelessly to provide countless young people with the best possible future. Their dedication is truly inspirational. This impact report serves as a testament to their hard work and provides valuable insight into our future path.

As we look ahead to the coming year, we are excited to build on our successes and continue making a positive impact on the lives of children and young people. Thank you to everyone who has supported our mission and contributed to our efforts.

Chris Mahady, CEO



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“I am immensely proud of our journey so far in transforming our business into a beacon of sustainability within the educational resources supply sector. Every day, we not only deliver educational resources to institutions worldwide but do so whilst upholding our commitment to environmental stewardship and social responsibility. Our success is testament to the collaborative efforts of our dedicated team, innovative strategies, and dedication to sustainable practices. As we move forward, we are committed to continually evolving our approach, harnessing new opportunities and insights to minimise our environmental footprint and maximise our positive social impact through the Findel Foundation. Together, we are shaping a future where our business not only thrives but also contributes to the well-being of our planet and the communities we serve, ensuring that the leaders of tomorrow have the resources they need today.”

Sue Careless, Director & ESG Lead Sponsor

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Findel Foundation overview

At Findel, our passion for supporting future generations drives everything we do. We are thrilled to share the progress of the Findel Foundation, which we proudly introduced to the world in November 2022. This long-term initiative is dedicated to making a positive impact on children and young people through various educational, wellbeing, and environmental programmes which has delivered meaningful impact during FY24 across the UK.

Over the past 12 months, we have been diligently working behind the scenes to create and implement programmes that make a real difference. In this impact report, we reflect on the achievements and progress of the past year, showcasing how our efforts are shaping a brighter future for the younger generations.

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As we reach the second anniversary of the Findel Foundation, I am exceptionally proud of what has been achieved in our second year. The continued hard work and dedication of everyone across Findel in supporting the Foundation's initiatives has ensured we have made a positive impact on many children across our communities.

We have exceeded our targets for the year on volunteering with 28% of colleagues participating in meaningful activities, and our teams have delivered experiences of work for almost 600 children, which in a year of change for Findel is a phenomenal achievement. In addition to this our partnerships with the Rio Ferdinand Foundation and the Greggs Foundation have continued to grow and flourish, and we continue to be grateful for everything they do to deliver our common goals.

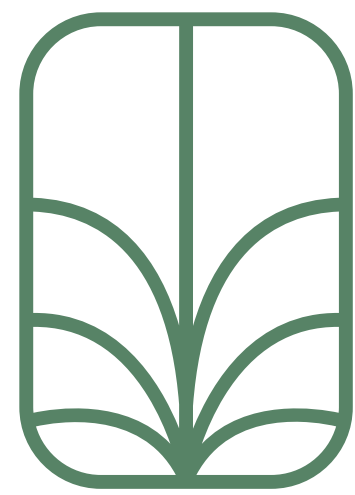
In 2024/25 our focus will be on children's mental health as we introduce our new charity partner Place 2 Be, this is a fantastic step forward for the foundation and will allow us to support a cause close to our hearts, and one which carries a lot of importance for our customers too.

Zoe Reuter, COO & Better Society Exec Sponsor

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The foundation focuses on **6 pillars**, keeping children and education at the heart of everything we do. www.findel.co.uk/doing-good-things



FINDEL

FOUNDATION

At Findel we are committed to doing good things for education, the environment, the community and each other because we care.

The **Findel Foundation** was created in 2022 to continue to provide community and charitable support and deliver the social aspect of our ESG strategy.

Over the past 12 months (FY24)

The Findel Foundation achieved its ambition of investing over **£200k** since launch in 2022.



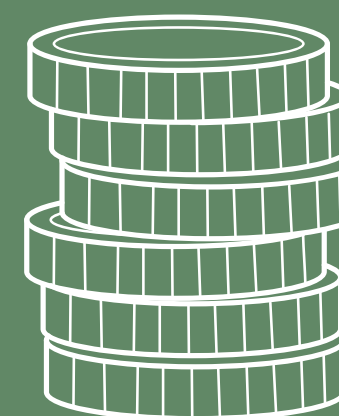
Breakfast Clubs



**Leading Positive
Change**



Careers



**Charitable
Support**



Volunteering



**Findel
Forest**

Giving children the right start

When children receive the right care and support during their formative years, they are more likely to reach their full potential. That's why a significant proportion of the Findel Foundation's work is dedicated to doing exactly that: Giving children the best possible start, whether it's a proper meal to begin the day or an introduction to the world of work.

Partnership with the Greggs Foundation

During FY24, Findel proudly supported eight breakfast clubs across the UK, covering regions in England, Wales, Scotland, and Northern Ireland. By funding these clubs, we have been able to provide over 600 pupils per day with a nutritious start to their day, which makes a significant difference in their overall well-being and academic performance. This Figure over 600+ children surpassed our target of supporting 500+ by 2025 meaning more children across the UK are benefitting from our support.

The positive effects of school breakfast clubs are well-documented. Studies show that a healthy breakfast can improve pupil's concentration, behaviour, and academic attainment. By removing hunger as a barrier to learning, breakfast clubs help children focus better in class. Leading to improved educational outcomes.

Additionally, breakfast clubs contribute to the circular economy by enabling parents to seek employment. With the assurance that their children are receiving a free and healthy meal at the start of the day, parents can take up jobs & volunteering opportunities, which in turn supports the broader economy and strengthens community resilience.

The Greggs Foundation operates over 900 breakfast clubs in primary schools across the UK, with just over half being funded by external partners. Findel has been a key supporter of this programme since 2013. In 2023/24, our commitment expanded to eight schools, significantly impacting the lives of students and their families.

Findel remains fully committed to partnership with the Greggs Foundation which continues to be a cornerstone of our corporate social responsibility efforts, reflecting our dedication to making a positive impact on Children's lives and their communities.

683

pupils attended Findel
funded Gregg's breakfast
club every school day
during FY24 VS target of
+500 pupils

We funded

8

schools across the UK
versus our
commitment to support 7

 **GREGGS**
FOUNDATION





Partnership with Greggs Foundation

We asked Lynne Hindmarch, Partnerships Manager at the Greggs Foundation to share her thoughts on the Findel partnership

“The Greggs Foundation Breakfast Clubs Programme has been running for 25 years and we support over 62,000 children daily with a free nutritious breakfast at over 900 school clubs nationwide. Breakfast Clubs offer so much more than food, they are a chance for children to socialize before lessons, support working parents and help to improve concentration and punctuality in schools.

Findel have been a truly wonderful partner in our Breakfast Club programme for over 10 years. They have really gone the extra mile to ensure that their support for the children and the breakfast Clubs goes beyond providing funding to be a present and engaged part of the school communities. This is exactly the added value we hope partners will bring when they join the programme. Thank you to Findel for your support.”

We also asked one of our Breakfast club Schools headteachers about what it means to them to be funded by Findel.

“At Pennyburn Primary we are incredibly fortunate to have received funding for a full-school breakfast club this session from Findel. All of our pupils have the opportunity to attend, which completely removes any stigma that would have arisen from a targeted service. The Breakfast Club sets the tone for our school day, showing pupils that their ‘good morning’ is a priority. They are offered a healthy, balanced breakfast and the opportunity to relax or enjoy activities with their friends before their lessons. Pupils are eager to come to the club, resulting in a decrease in late-comings and an increase in overall attendance.

When our lessons do start, class teachers across the school have noted that children are more focussed and ready to learn.

Our tracking has also shown a positive impact on our attainment since the Breakfast Club began. Our parents speak very highly of the Breakfast Club. This service has also allowed a number of parents to apply for college courses and jobs they would not have before been able to. This has an unmeasurable impact on our families and community. We are truly grateful for this opportunity and our partnership with Findel.”

Hazel Gourley, Teacher at Pennyburn Primary School



Our Breakfast Club impact in 2024 and beyond into 2025

As we reflect on yet another year of collaboration with Greggs Breakfast Clubs, the impact of our joint efforts continues to resonate profoundly both at the schools we serve with our colleagues. Our Breakfast Club programme remains a beacon of hope for young learners, particularly those in areas facing socio-economic challenges. The evidence of its continued effectiveness in providing a positive start to the day is undeniable. This support continues to enhance academic performance, but also fosters greater engagement and overall well-being among the young students. The value of a nutritious breakfast extends far beyond the classroom, laying the foundation for healthier lifestyles and positive social interactions. Moreover, the Breakfast Clubs serve as more than just a meal provision. They offer a supportive environment where families and caregivers can entrust their children's well-being, knowing they are receiving more than just food - they're receiving care and opportunities for growth. In addition to nutritional support, these clubs often extend their reach to provide supplementary educational sessions, empowering these young minds with additional skills and knowledge.

Gary McDowell, Director and
Better Business Exec Sponsor





Careers

Workplace safaris:

Bridging the gap between education and employment

Entering the world of work can be an overwhelming prospect for young people, especially those with no prior exposure. Workplace Safaris play a crucial role in alleviating this uncertainty by offering students the opportunity to visit real-life workplaces. These visits allow students to gain insights into various job roles and roles and their requirements, providing them with a clearer understanding of potential career paths and enabling them to make more informed decisions about their futures. Findel is proud to have hosted several workplace safaris during FY24, giving students the chance to explore different professions and industries firsthand. Continue reading to learn more about the impactful workplace safaris we hosted over the past 12 months.

25

students participated in
workplace safaris in 23/24

“Great Academy Ashton students were fortunate to participate in a Workplace Safari offered by Findel. This invaluable experience gave students the chance to visit and witness first hand a busy, thriving workplace, as well as the opportunity to listen to employees talk about their own career journeys and an explanation of their current role at Findel. These interactions informed students about a wide range of business roles which they may not have otherwise considered, as well as helping them to see the “bigger picture” in terms of the importance of academic studies, and the wealth of qualification and training options available to them once they leave school. Thank you Findel, for the opportunity, we hope we can continue to work together to inform and inspire young people.”

Sarah Gould - Careers lead, Great Academy Ashton

“Findel works really closely with the Education, Skills and Work team at the Greater Manchester Combined Authority (GMCA) to help support young people to thrive in the Greater Manchester economy. Findel has provided many opportunities for young people across Greater Manchester to learn about career pathways and how subjects they are learning at school can link to real jobs. Claire Greave, Head of Colleague Communications and Business Support at Findel, is a volunteer Enterprise Adviser who works strategically with Longdendale High School in Tameside to support them to improve the quality of their careers provision that enables their students to have multiple encounters with local employers and understand technical education pathways. Findel advocates for the importance of industry engagement with education, and works with other employers across Tameside and the wider city-region to highlight how employers offer opportunities to and inspire young people about the world of work.”

Sarah Power - Enterprise Coordinator Tameside GMCA (Greater Manchester Combined Authority)

Careers talks & mock interviews

Inspiring the next generation

Delivering careers talks is something we're passionate about at Findel. Our careers support aligns to the Gatsby Benchmarks supporting schools to achieve and exceed in all of these standards.

We've delivered key note sessions at local high schools as part of National Apprenticeships Week and National Careers Week. As well as supporting early careers insights delivering sessions as part of primary school Enterprise Days. These face to face sessions are delivered to a large cohort of pupils to give insight into the world of work, talk about real experiences of career pathways and skills for the future.

Additionally, mock interviews are a great way for young people to gain experience of what face to face interviews involve in the world of work and future opportunities. They give confidence to students, help them to develop areas of improvement and give them the best possible start in gaining success for future interviews. Findel were invited to take part in an Enterprise Day at English Martyrs Primary School in Urmston. We delivered a whole school assembly speaking about the importance of Maths and how it's used every day in business and how Maths is used in different roles within businesses.

361

students supported through careers talks and mock interviews

Danielle Darkin, Teacher at English Martyrs said: **"It was great to have Findel on board with our Enterprise Project, they really inspired the children with some different ways to make £10 grow and created a buzz of excitement around the school."**

Claire Gleave of Findel said: **"It was brilliant to be a part of the schools enterprise day, and what really sparked my interest in getting involved in this one was that it was delivered to primary school ages. The majority of careers and workplace encounters are aimed at high school age children, so was thrilled to help out as it's never too early to engage young people and open their eyes to future possibilities so they can flourish."**





Findel takeover day

As part of National Careers Week 2024, eleven dedicated Findel colleagues delivered the inaugural 'Findel Takeover' event at Longdendale High School, engaging the entire Year 9 cohort. Around 180 students participated in the event, deepening their understanding and presenting their learnings - a fantastic testament to their future potential. This immersive day provided young people with the opportunity to hear and see firsthand from professionals in various roles within Findel. By sharing their experiences and insights, our colleagues helped students gain a clearer understanding of the different career paths available to them. This initiative aligns with the Gatsby Benchmarks for schools, supporting effective career guidance and preparing students for the future. The enthusiasm and participation of the students were inspiring, highlighting the impact of real-world experiences on their educational journey. We are proud to contribute to their growth and look forward to more events that bridge the gap between education and the professional world.

Gemma Lowe, Assistant Head (Teaching & Learning) had this to say following the Findel Takeover day: **"Thanks so much for bringing the volunteers into to school to work with the students. We really appreciate it! It definitely made them consider the wide range of careers on offer and different routes into work. I have never had so many amazing volunteers come to school on a day!"**



Colleague Wellbeing

At Findel, while supporting children in the community remains a cornerstone of our mission, we also prioritize the well-being of our colleagues and their families.

Over the past 12 months we've take part in some wonderful initiatives that support colleague wellbeing including:

Children's Mental Health Week - We're committed to the well-being of our colleagues and their families and created activity packs based on this year's theme of 'My Voice Matters' to take home and complete with their children across this week. We included colouring pencils, glue sticks and activity sheets provided by Place2Be's resource pages to encourage parents to have meaningful discussions about what matters to their children.

World Mental Health Day - In light of this year's theme, "Tea and Talk", run by the Mental Health Foundation we offered colleagues small gift bags that included tea bags, and some biscuits and encouraged colleagues to take a moment to talk with colleagues and enjoy a cup of tea on us.





Supporting Children's Mental Health week 2024

Our Collaboration with Place2Be

As part of our commitment to nurturing young minds, Findel proudly supported Children's Mental Health Week 2024 by collaborating with Place2Be, the charity behind this vital initiative. In recognition of the schools that raised money for the charity, we donated five wellbeing kits to schools across the UK.

These wellbeing kits are designed to equip children with invaluable tools for navigating their emotions and fostering mental well-being. Each kit includes resources and activities that promote mindfulness, resilience, and emotional intelligence, helping students to better manage stress and enhance their overall mental health.

Supporting initiatives like Children's Mental Health Week underscores our dedication to supporting the mental and emotional health of children, ensuring they have the support and resources they need to thrive both academically and personally.

Our support for Children's Mental Health Week didn't just stop there! We're incredibly proud to have such dedicated colleagues like Lucy Moran and Sophia Brock who volunteered their time at the 'Young Voices' concert at the AO Arena in Manchester. Young Voices is the largest children's choir in the world, with over 4700 schools registered for 2024 supporting Children's Mental Health Week with their group collecting over £1500 in donations on the night.



Charitable support

Findel is in the privileged position to have the capacity and resources to really make a difference. As a part of the educational sector, it's important to realise our responsibility not just to future generations, but to our local communities and organisations. We are incredibly proud to have supported some amazing charities through the Findel Foundation this year, and you can read more about them here.

Charities

Enabling children to get crafty

Community & Business Partners CIC are an ethical, award winning, not-for-profit organisation based in Blackburn providing excellence in services to Lancashire, The North West and UK.

Earlier this year, we contributed a variety of arts & crafts products to support their mission of fostering creativity and joy within the community. These products were used to create craft packs, offering children in areas of high deprivation a source of entertainment and inspiration over the Easter holidays. The response was overwhelming, with over 30 packs distributed over the Easter break and a further 70 packs during the summer holidays.

Victoria Braithwaite from CB Partners shared her gratitude, expressing how the children were thrilled with the supplies, and both teachers and parents praised the packs for providing hours of entertainment and creative learning.



“The donated craft supplies went to great use. We invited the children in our community to come in and fill a blue bucket full of scrap from our Scrapstore. We also made them a tote bag full of card making materials, stamps, glitter, pens, felt tips, etc to help them along with ‘getting their craft on’. Our aim for this activity is to give the children in our local community the chance to get their hands on resources that sadly they may not get at home. The feedback from this was phenomenal and are incredibly grateful.”

Victoria Braithwaite, Community Manager





In December 2023 Findel participated in the Save the Children annual Christmas jumper day - Our colleagues raised £155 for the incredible cause.

Charities

Making a difference at Christmas

Our friends at Action Together run the Tameside Toy Appeal every year and this year we were delighted to be able to support once again through the kindness and generosity of Findel colleagues.

The Appeal received 488 referrals, over 1,000 children and young people received a gift on Christmas Day, and their Just Giving page raised a further £2,768 through collective donations. Findel colleagues contributed over 30 toys and gifts for the wonderful cause.

Our festive spirit extended further than Tameside this Christmas with donations sent to the wonderful Great Ormond Street Hospital as part of their annual 'Snow Ball' event held in December 2023.

On behalf of Great Ormond Street Hospital Children's Charity:

"Thank you so much for your incredibly generous support of the Snow Ball. The event was a huge success with over 400 families attending, celebrating the festive time together. Our families enjoyed activities including photo booths, glitter tattoos, face painting, slime making, arcade games, a huge variety of arts and crafts, dancing, and amazing performances from Show of Hands Sign Language Choir. Having your donation at our event made it extra special for our patients and their families and we cannot thank you enough for this amazing support. The event was a huge success with over 400 families attending, celebrating the festive time together. Our families enjoyed activities including photo booths, glitter tattoos, face painting, slime making, arcade games, a huge variety of arts and crafts, dancing, and amazing performances from Show of Hands Sign Language Choir. Having your donation at our event made it extra special for our patients and their families and we cannot thank you enough for this amazing support."

Through the support of Findel the hospital were able to create goody bags including craft items for all the children that attended the annual Snow Ball event.

"I just want to say a big thank-you to Findel for the donation of gifts to Tameside toy appeal this year. The families that have received the gift are truly grateful for your generosity, This really means a lot to families when they are struggling to pay household bills and no spare money for presents for their children."

Kellyann Winston, Team Manager - Tameside Childrens Care Centre

Charities

Promoting physical wellbeing

We were happy to donate Davies Sport equipment to the Dukinfield Youth Football Club meaning that their weekly football training sessions could continue to offer the children a progressive wellbeing experience whilst spending time with friends and sharing their passion to become future football stars.

“We’re extremely grateful for the donation, the club will certainly make use of the equipment, we will be able to use it with the younger groups and we have also been doing some coaching sessions in local primary schools so we will also make use of the bibs and disc markers there. We really appreciate your support.”

Adam Riding, Dukinfield Youth FC Coach

In FY24 Findel supported Club Glens, a vital kids’ mental health group within the local Glens Youth Club in Northern Ireland. Club Glens is dedicated to assisting young adults with their mental health through a combination of sports, play, and meaningful conversations. Their mission is to provide a safe and supportive environment where young people can engage in physical activities that promote healthy habits.

By offering sports as an outlet, Club Glens not only encourages exercise and a healthy outlook on life but also helps young adults release stress and improve their mental health. The youth club has made a significant impact by providing a space for young people to play, talk, and be heard, effectively preventing them from potentially harmful paths.

At Findel, we were delighted to support the club in their mission by donating sports equipment. We believe in the importance of fostering healthy habits and recognize the powerful link between physical activity and mental wellbeing.

“Our club helps young people with their mental health by using sport as an outlet to deal with any issues as well as using sport to promote healthy physical wellbeing. The youth club has helped a lot of young adults throughout play, speaking and listening. Thanks so much for your donation, the kids loved it!”

Orla McAuley, Group Leader



Supporting local communities - Volunteering

The Findel Foundation recognises the immense value of volunteering. Not only does it allow us to give back directly to our communities, but it allows our colleagues to gain unique experiences and skills, contributing to their personal and professional development. We've volunteered for such a wide and interesting range of projects this year, and we're so proud of each and every colleague who have taken part over the last twelve months.



I am immensely proud of everyone at Findel for the remarkable achievements we have made over the past 12 months. We have established a solid framework of partnerships and made significant progress across all pillars of the Foundation in supporting children and young people. In the past year, I have taken on the role of Specialist Enterprise Advisor for Longdendale High School, working closely with the Greater Manchester Combined Authority (GMCA) to ensure the Gatsby Benchmarks are achieved. This role involves encouraging and promoting careers support through employers and highlighting the benefits to both young people and businesses. By offering vital careers support and experiences of work, we help bridge the gap, inspire young minds, and give them the ambition to achieve great things after leaving school. Our volunteering policy continues to grow, with 28% of our colleagues participating in meaningful opportunities. It is heartwarming to know we are making a real difference in children's lives, and I am grateful for the dedication and commitment of our team in making this possible. I'm incredibly excited as we look to the future and how we continue making small changes that make a big difference to little lives. Together, we are creating a brighter future for the next generation.

Claire Gleave, Head of the Findel Foundation



School Governors

The role of the school governor can be an excellent way to bridge the gap between our world and the educational sector, which is why the Findel Foundation has spent the last year encouraging colleagues to sign up for the Governors For Schools scheme. We understand the value our colleagues can bring to the roles, as they offer their unique perspectives and experiences to help shape the direction and ethos of schools. However, it is an equally rewarding experience as not only can our governors learn so much about what schools are going through, but they bring back their new knowledge and experience into Findel, which we can then use to serve our customers better.

Testimonials



“I became a co-opted school governor two and a half years ago, mainly to support the local community as well as building my knowledge of how a school operates and supports all the different responsibilities they must deal with. I quickly became their chairperson which has given me greater learning and insight particularly of late as the school has moved to a larger academy group. It’s been so tough for schools these last few years, more so since covid and the impact that brought to children, parents, and particularly the staff. My role is varied, I work closely with the Headteacher and their SLT team and have taken great pride as the school - that has a poor Ofsted rating - has improved greatly this last 12 months with strong progress particularly through reading and the general happiness and well being of the children.”

Paul Clarke - Sales Director

“I was given the opportunity to become a School Governor following an initiative run by Findel. I am a Test Automation Engineer by profession, most of my education is from abroad where the education system a whole lot different than in UK. I am also a Dad and being a school Governor to a high school helped me immensely to stay on top of my child’s education. I have been to several committee meetings which given me an excellent understanding of all aspects of school leadership and management. I have done several courses to better myself for the role which also gave me aspiration to better myself as well as contribute and give back to the wider community and for the benefit of students.”

Zeeshan Tariq - Test Automation Engineer



Supporting the environment

Through the Findel Forest, we will lower our environmental impact by reducing carbon, restoring nature, and promoting biodiversity through tangible and meaningful projects.

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“Now, more than ever, businesses are expected to lead in the present and drive progress for the future. Today, as one of the world’s largest educational resources suppliers, we are uniquely placed to apply our expertise and leverage relationships to make a material difference to our most special of customers - children. For FY24 we once again surpassed our sustainability performance targets across all areas and continued on our carbon reduction pathway as approved by the Science Based Targets initiative. We also took the next step on our journey to Net Zero by joining The Climate Pledge with a firm commitment to achieving this by latest 2040, 10 years ahead of the Paris Agreement. We will continue to work hard and invest in our transition toward a low-carbon economy such as the on-site renewable energy project we will deliver in FY25 and more.”

Chris Leonard, ESG Manager

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Findel Forest

As a responsible supplier of educational resources, we recognise the profound interconnect between environmental stewardship and the quality of tuition. Our commitment to Environment, Social and Governance (ESG) is reflected in our sponsorship of global tree planting initiatives. Here are some reasons why reforestation is an important part of our ESG strategy:

- **Environmental Benefits.** Trees play a vital role in combating climate change, mitigating the impacts of global warming and contributing to cleaner air. They also help regulate the water cycle, reduce soil erosion, maintain biodiversity and more.
- **Community Engagement and Empowerment.** Tree planting projects bring together diverse community groups, fostering a sense of unity and collective purpose. By supporting these initiatives, we contribute to the social and economic development of communities, particularly in underserved regions.
- **Alignment with Global Goals.** Our tree planting efforts align with several United Nations Sustainable Development Goals (SDGs), including Climate Action (SDG 13), Life on Land (SDG 15), and Sustainable Cities and Communities (SDG 11). By contributing to these objectives, we demonstrate our commitment to sustainable development and responsible citizenship.
- **Long-term Business Sustainability.** Investing in environmental sustainability initiatives like tree planting ensures the long-term health and viability of the markets we serve. A stable and healthy environment is essential for the continued success of our business and the wellbeing of our stakeholders. By protecting and enhancing natural ecosystems, we safeguard the resources and conditions necessary for future growth and innovation.





Ecologi



TREES
FOR THE
FUTURE

Findel Forest

Since 2021, we have partnered with JustOneTree to fund the activities of reforestation organisations, training and working with communities in heavily deforested areas to plant and nurture trees. This includes only sourcing and planting native species and caring for trees from seeds to maturity. During our partnership with we have planted over 1,700 trees together across the world from Brazil to Zambia.

+2400

trees planted with
Ecologi FY24

In 2023 however we began our transition to a new tree planting partner - Ecologi - whose objectives and plans in this arena are unrivalled whilst also enabling us to expand our impact to include carbon avoidance, carbon removal and habitat restoration. To end FY24 we have already planted over 2,400 trees together and in FY25 have committed to planting a tree for every new customer from which we expect to see exponential growth.

Our commitment to global tree planting is a testament to our dedication to environmental stewardship, educational enrichment, community engagement, and sustainable development. Through these efforts, we aim to create a lasting positive impact on the planet, ensuring a better future for the communities we serve and the generations to come.

Partnerships

At the Findel Foundation, we understand that creating meaningful change requires collaboration with like-minded organisations that share our values and commitment to supporting children, their environment, and their future. By partnering with organisations that are equally dedicated to these causes, we amplify our impact and ensure that our efforts reach those who need it most. These partnerships are vital in helping us provide resources, opportunities, and support to young people, fostering a nurturing environment where they can thrive. Together, we work towards a brighter, more sustainable future, making a lasting difference in the lives of children and their communities.

Rio Ferdinand Foundation

Communities Programme

In April 2023 we announced our bespoke 'Communities Programme' with our partner, Rio Ferdinand Foundation that is being delivered across Manchester, Tameside, Oldham and Salford. The programme offers young people from Greater Manchester an exciting and progressive three-year programme bursting with skills development opportunities in Sport, Music, Digital, Media and Technology. Through our programme we've been targeting the priorities and needs of our diverse communities, leading positive change for young people in Greater Manchester and throughout the Northwest. In addition to uniting communities through sport, music and the arts, the programme has provided creative accredited training for young people to boost their CVs and raise their aspirations. In our first year FY24 we were delighted to have achieved or exceeded our year 1 targets delivering support to over 400 young people across the Northwest.

405
young people engaged
FY24

Some of the projects include:

- Facilitation of an all-male sports project at Loreto College in Manchester, which included qualifications in Sports Leadership & EDI.
- An all-female Tech & Arts based programme at Rayner Stevens High School in Dukinfield including activities using arts/crafts, coding/robotics & filmmaking/podcasting, alongside of a Bronze Arts Award and L1 Leadership qualification.
- A 12-week emotional health and wellbeing project for children at St Peter's Primary School in Swinton, delivering a mixture of sports, arts and media-based activities themed around wellbeing.
- Plus, 1:1 support and mentoring for 10 young people across the Northwest.





Rio Ferdinand Foundation

“The Rio Ferdinand Foundation has been delivering a youth and community engagement programme with partners Findel for over 12 months now and so far, together we have enabled over 350 young people access to positive opportunities through free youth work, accredited training, mentoring and progression pathways using sports, arts and media. The team at Rio have loved working alongside colleagues at Findel to ensure more communities across Greater Manchester have access to inclusive and bespoke programmes and pathways that will enable them to reach their full potential. We really look forward to the remaining 2 years of our partnership and can’t wait to feedback on the opportunities and outcomes we’ve already achieved for Year 2 of our programme. Thank you to everyone at Findel for making this partnership possible!”

Victoria Lowe, Head of Programmes, North West

Year 1 KPIs summary:

Outcome	Target	FY24 achieved (April - Dec 23)
Engage young people (10-19) in activities	350 young people	405 young people
Provide EHWB support	200 young people	250 young people
Accreditations / Life Skills Training	100 young people	100 young people
Youth-led social action	100 young people	100 young people
Progression opportunities	100 young people	163 young people

Future Partnerships

Looking Ahead to FY25: Announcing Our Partnership with Place2Be

As we look forward to FY25, we are excited to announce our new charitable partnership with **Place2Be**, a leading UK charity that provides emotional and mental health support to children and young people.

Supporting Place2Be aligns with our commitment to creating positive, lasting impacts within our communities. With rising challenges around mental health, especially among younger generations, it's more important than ever to invest in services that provide vital support. By partnering with Place2Be, we aim to help foster healthier futures for children, giving them the tools and confidence they need to thrive in their education and beyond.

This partnership reflects Findel's ongoing dedication to social responsibility and community engagement as we continue to make a meaningful difference in the lives of young people.



Final summaries

We're incredibly proud of the achievements and progress made during FY24 and would like to thank our charity partners, schools, community groups and our colleagues for making a difference to so many children and young persons lives.

Our FY24 impact summary

+2400

trees were planted
with Ecologi

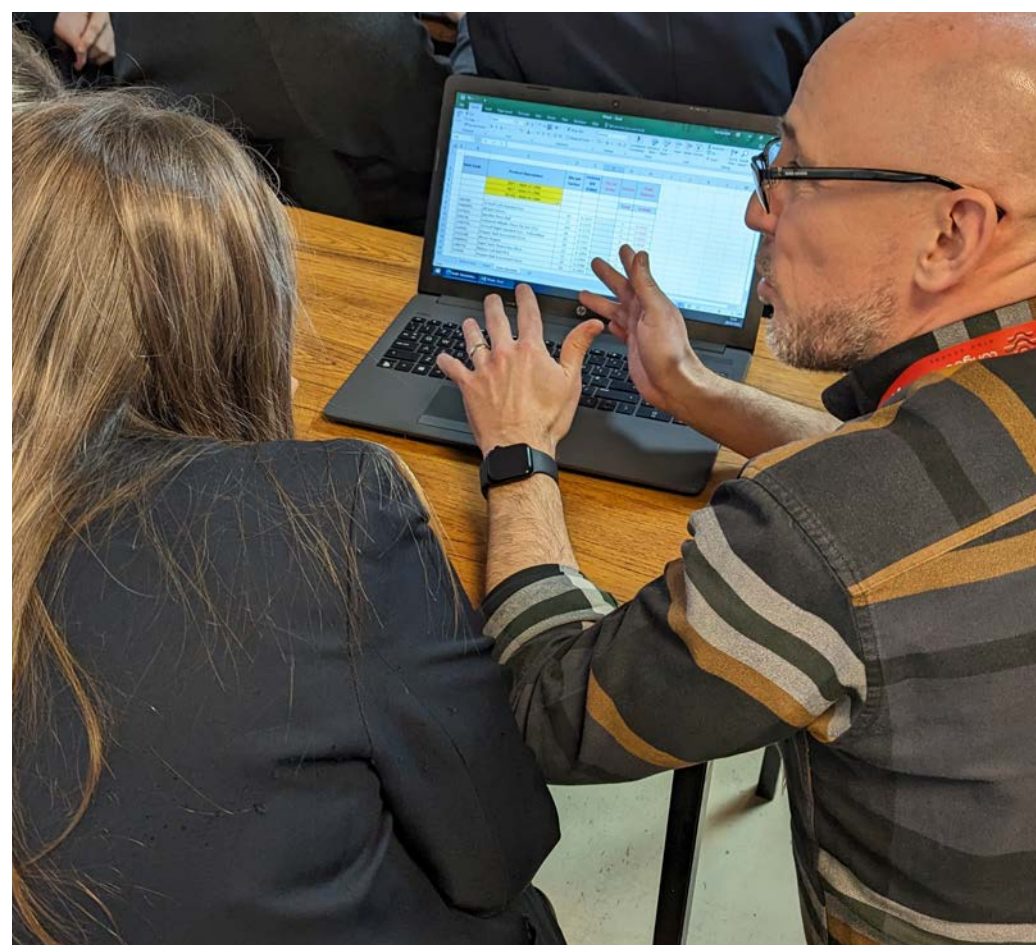


28%

colleagues
volunteered

361

students experienced
work experience through
career talks, and
mock interviews



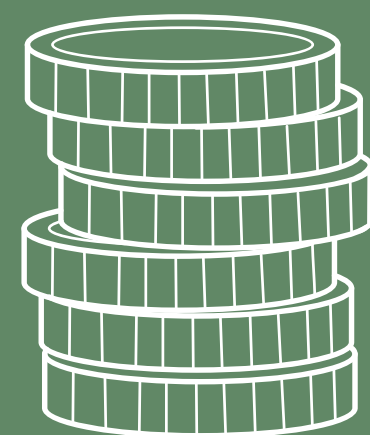
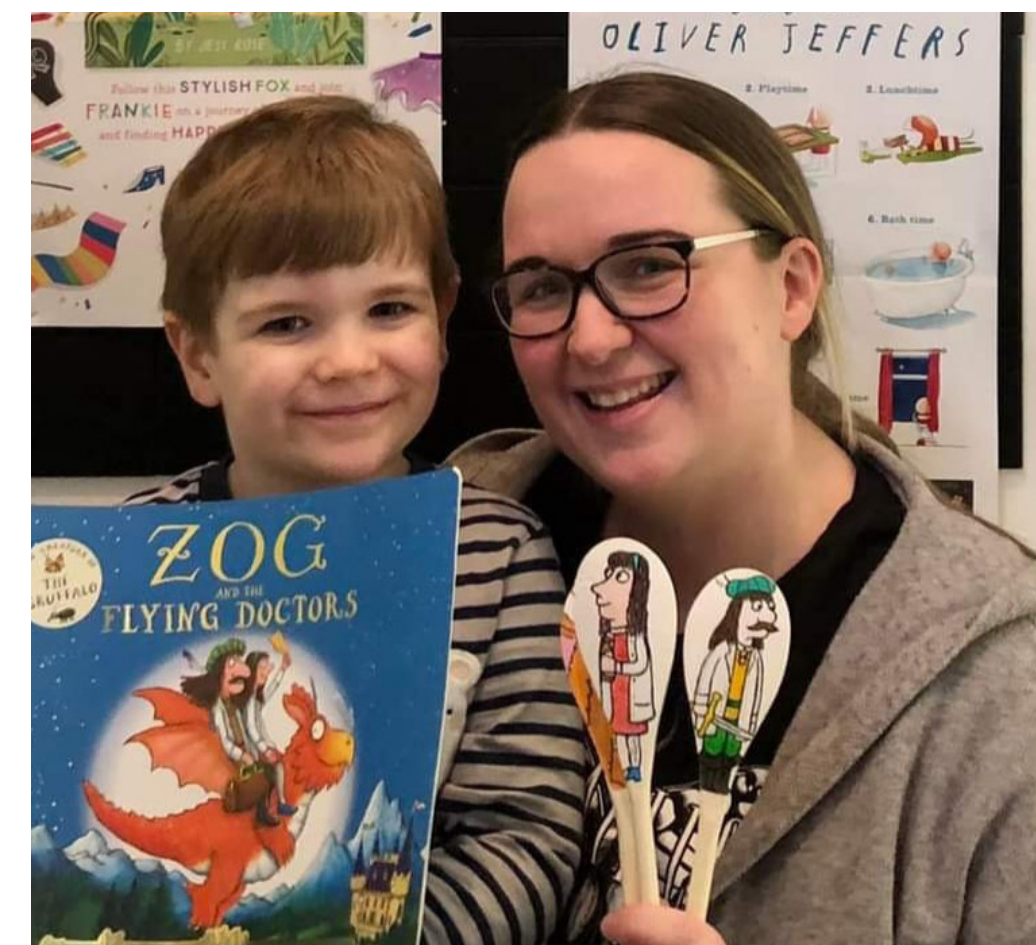
683

pupils attended a
Findel funded
breakfast club



405

young people engaged
with RFF programme



The Foundation has achieved it's
ambition of investing over

£200k

since launch in 2022.



Approximately

90,000

number of breakfasts
have been supplied over
23/24



+692

hours volunteered by
Findel colleagues 23/24



As we conclude the FY24 Findel Foundation Impact Report, we reflect with immense pride on the positive impact we've delivered throughout the year. Our initiatives have reached a significant number children & young people, creating opportunities, fostering development, and supporting their well-being in meaningful ways.

We are proud to work with our esteemed partners who share our vision and commitment to making a difference. Together, we have created a robust support network that extends far beyond individual efforts, collectively building a brighter future for the next generation.

The strides we've made this year are a testament to the dedication and hard work of our colleagues, partners, and supporters. Their contributions have been invaluable, and we are deeply grateful for their unwavering support.

Looking ahead, we are excited about the next 12 months and the potential they hold. We remain committed.



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