



gleeds
foundation

Empowering the next generation

Impact Report 2024/25

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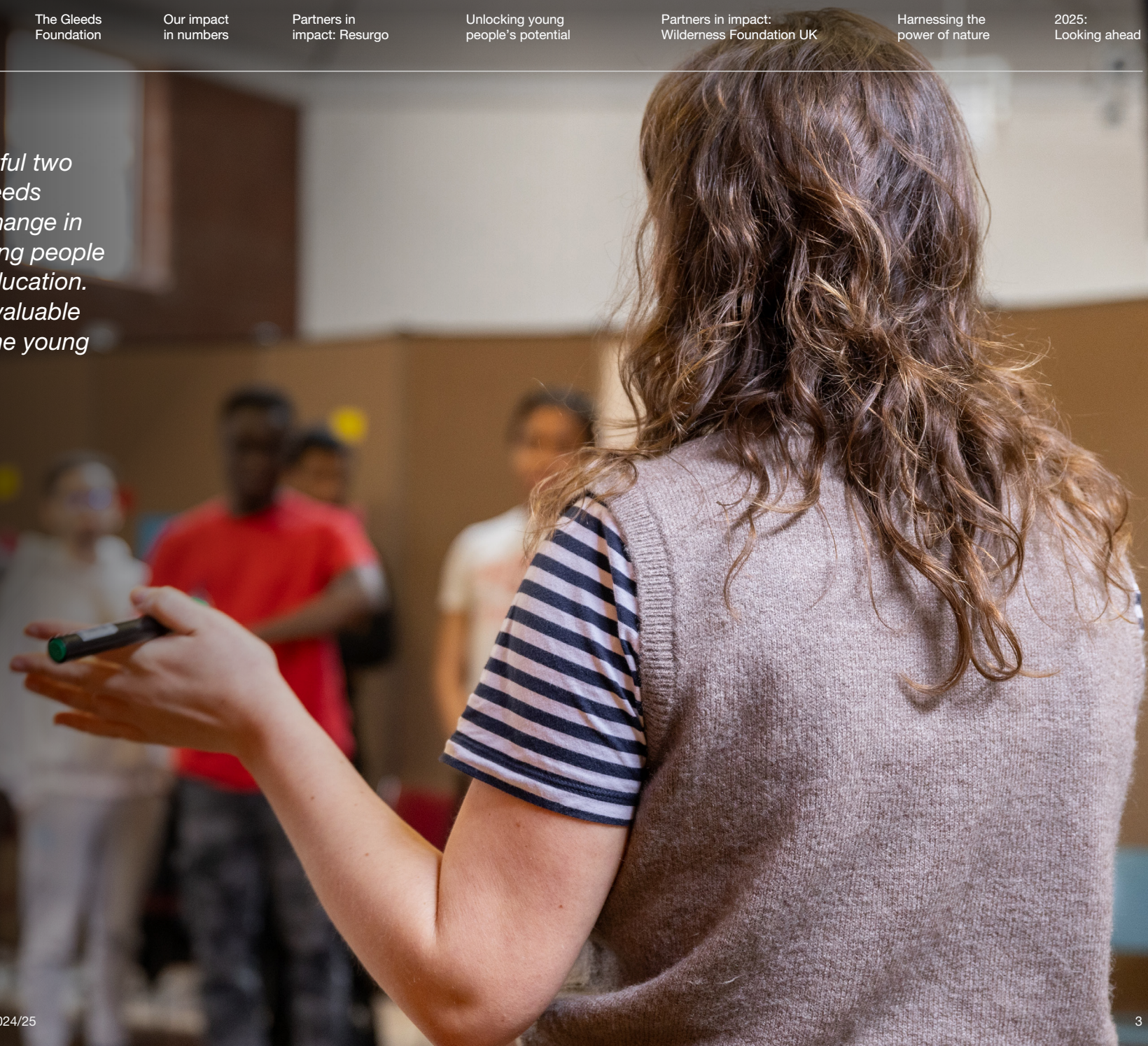
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"It has been a deeply impactful two years partnering with the Gleeds Foundation to drive social change in transforming the lives of young people entering employment and education. Our partnership has been invaluable to all of us at Resurgo and the young people we serve."

Heather Johnstone

Head of Corporate Partnerships,
Resurgo Trust



A message from our CEO



“I am proud of the opportunities we’ve created through the Gleeds Foundation. It’s been truly inspiring to see young people take those opportunities and begin shaping brighter futures for themselves, and we will continue to support as many young people as possible to realise their potential.”

When we launched the Gleeds Foundation in 2023, our aim was to support young people to realise their full potential. With a growing number of young people in the UK not in education, employment or training, we recognised the urgency of the challenge - and the opportunity to make a meaningful difference. That’s why we chose to partner with Resurgo and the Wilderness Foundation UK, organisations that work tirelessly to equip young people with the skills, confidence and support they need to move forward.

Two years on, our commitment to this cause remains stronger than ever. While we’ve seen moments of real progress and impact, the challenges facing young people have only intensified. But witnessing the resilience, growth and determination of those we’ve supported continues to inspire us and reaffirms why this work matters.

At Gleeds, we believe our responsibility goes beyond simply giving. Through the Foundation, we see a powerful opportunity to invest in change - and in the future - by backing initiatives that are helping young people build better futures for themselves and their communities.

In 2024-25 alone, the Gleeds Foundation donated £90,000 to support the work of our charity partners. Just as importantly, our people gave their time, energy and passion - contributing 236 hours in volunteering and hands-on engagement with partners. That personal involvement exemplifies the spirit of Gleeds, who we are and what the Foundation stands for.

Throughout this report, you’ll see the impact we’ve made together - and the fundamentals we’re continuing to build for the future. I’m proud of what we’ve achieved and even more excited about what’s still to come.

Graham Harle
Chief Executive Officer, Gleeds

Reflections from the Chair of the Gleeds Foundation Steering Group



“Looking back at what we’ve achieved with our charity partners over the past two years, it’s incredibly rewarding to see the difference we’ve made together. These partnerships show us just how much potential the Gleeds Foundation has to create lasting impact, and we’re excited to see that impact grow in the years to come.”

We developed the Gleeds Foundation to be more than just a funder - it was designed to be values-led, people-powered and deeply committed to helping young people succeed. Behind every hour volunteered, every pound raised, and every partnership built is a team working with purpose and intent.

Over the past two years, the Gleeds Foundation has brought focus and direction to our commitment to responsible business, allowing us to form lasting partnerships with organisations that share our values and vision for a more equitable world.

What sets the Foundation apart is the way it brings together different parts of our business to focus on one clear goal: empowering young people. From our regional offices to our leadership team, I’ve seen colleagues step up with energy, compassion and creativity, bringing their desire to spark change to everything they do.

Whether it’s mentoring, supporting employability workshops or championing fundraising efforts, none of this would be possible without our people.

I’m delighted to have partnered with Resurgo and Wilderness Foundation these past two years. I’d like to thank these incredible charity partners, who continue to do the vital work of delivering frontline support to young people with passion and expertise, helping the Gleeds Foundation make a long-term difference in the lives of others. And a special thank you to the Gleeds Foundation Steering Group - your commitment, thoughtfulness and shared sense of purpose keep our work moving forward with clarity and impact.

A handwritten signature in black ink that reads "M. Regent". The signature is fluid and cursive.

Michelle Regent
Chief Environmental, Social & Governance
(ESG) Officer, Gleeds

The Gleeds Foundation

Supporting a generation full of potential

Why we exist

We believe businesses have not just a responsibility, but a unique opportunity to be a force for good in the communities where we live and work. The Gleeds Foundation was created to support those organisations working on the frontline to uplift the next generation - a generation of young people, full of potential, who deserve every opportunity to succeed.

For the past two years, our core focus has been on employability, recognising the critical role that work plays in shaping self-worth, independence and long-term opportunity. Since 2023, with our charity partners, Resurgo and Wilderness Foundation UK, we have been able to make a positive impact on the lives of young people.

Going beyond funding

To maximise the impact of our funding, the Gleeds Foundation actively seeks opportunities to lend our expertise, our support and, most importantly, our time to the causes we support. Through trust, collaboration and a shared vision for transformative change, we strive to be more than a financial supporter to our partners. We are invested in our partners' causes and prioritise genuine, long-term commitment and hands-on engagement. This includes volunteer time from Gleeds' people, strategic input where needed and a platform to share our partners' work across our networks. We see ourselves as enablers and advocates - not just funders - working side-by-side with our partners to remove barriers and create opportunities for the young people who need it most.

Driven by purpose, guided by values

The Gleeds Foundation is powered by the passion, generosity and purpose-driven spirit of our people. From volunteering and mentoring to fundraising and advocacy, our employees are the inspiration for all we do. Led by the Steering Group, their input helps shape the causes we support and the way we support them. It's their compassion and unwavering commitment to giving back that drives the Foundation forward, turning corporate social responsibility into real, personal human action. In every project and every partnership, you'll see the mark of Gleeds' people who want to make a real and lasting difference.



Doubling the impact

Our match funding programme is the Gleeds Foundation's way of backing the incredible fundraising efforts led by Gleeds employees that go beyond our work with our two main charity partners.

Our colleagues Bel French, Jack Carlile and Tim Collins took on the renowned London Marathon, raising

£7,650

in support of The Samaritans, Nehemiah Project and Alzheimer's Society.

Our Manchester team pulled together and took on the impressive Liverpool John Lennon Airport Charity Plane Pull, raising

£1,030

in support of Alder Hey Children's Charity.

Gleeds Cardiff participated in a gruelling 24-hour cycle challenge, raising

£1,093

for the British Heart Foundation.



Inspired by
our people

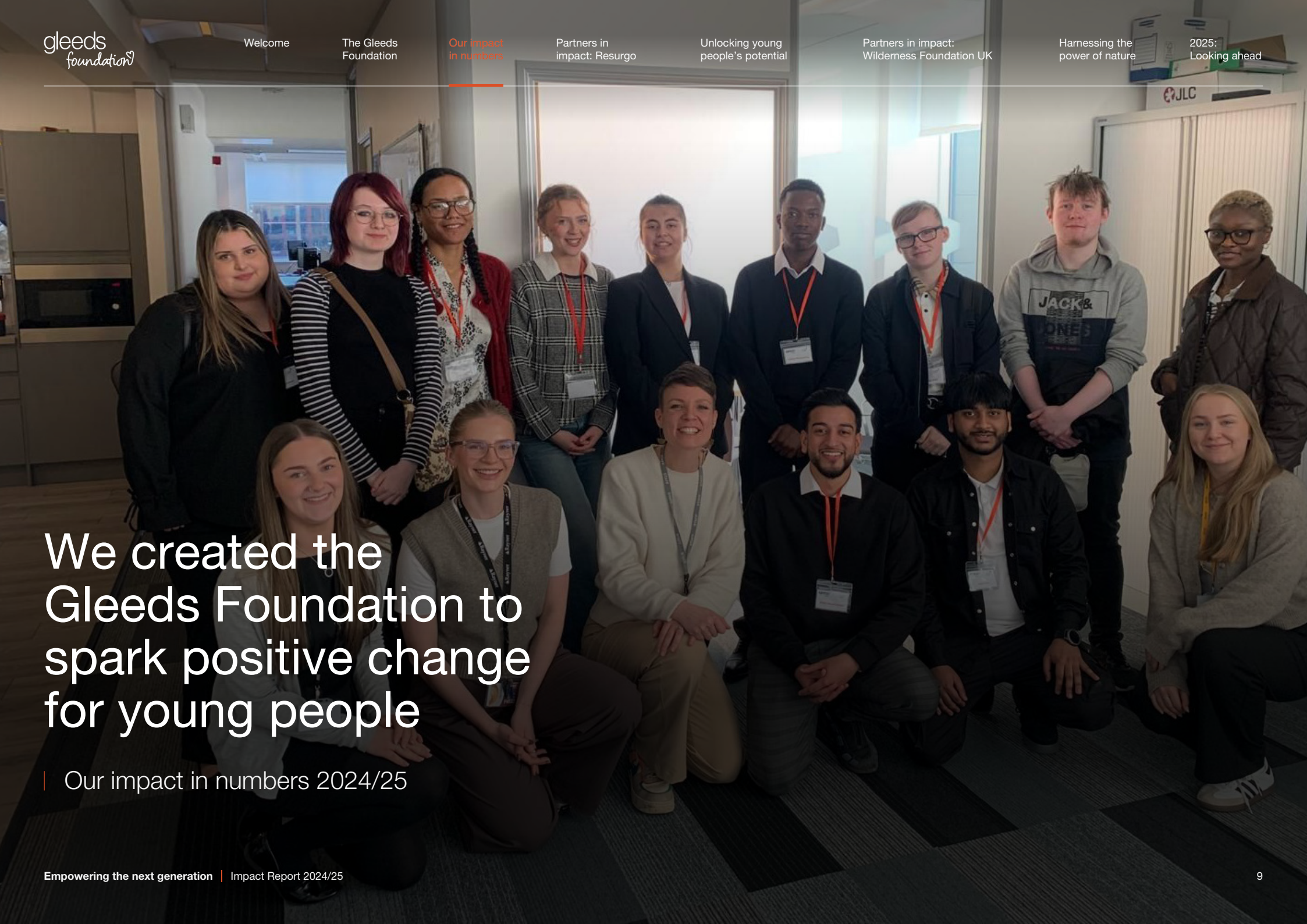
We are inspired by our people's dedication to giving back, and when they raise money for the causes they care about, the Foundation steps up and matches it - bolstering their impact and making their efforts count that much more. It's one of the ways we show that we're in it together, amplifying generosity across our teams. This year the Gleeds Foundation contributed £16,422 in match funding to 50 charities selected by Gleeds employees.

Our International Relief Fund

When disaster strikes, the International Relief Fund helps us respond quickly. Through this fund, the Gleeds Foundation is able to extend its support beyond our immediate communities and is able to stand with those facing crises around the world. In the past two years, we have contributed £3,000 to the Red Cross to support those affected by the Israel-Gaza conflict and £5,000 to the Myanmar Earthquake Appeal.

Our Steering Group

The Gleeds Foundation Steering Group plays an important role in shaping the direction and decisions of our charitable efforts. Our Steering Group advises on key areas such as the International Relief Fund and our charity nomination process during which these members help us shortlist prospective charity partners before the final selection is made by our Equity Partners. We're grateful for the Steering Group's passion and continued dedication to helping the Foundation grow its impact year after year.



We created the Gleeds Foundation to spark positive change for young people

| Our impact in numbers 2024/25

Our impact in numbers

This year, we continued
the journey with our

2 charity partners

Awarding a total of

£**90,000**

Bringing the total amount
of grant funding donated to

£**180,000**

since 2023.

22 young people

supported since June 2024 with Resurgo

7 cohorts

of Spear trainees engaged
with across the UK

2 cohorts

funded with Wilderness Foundation's
TurnAround programme

16 vulnerable
young people

empowered to build brighter futures
through the Wilderness Foundation.

Our people dedicated their time
and efforts to get personally
involved with our partners

236 hours

dedicated to volunteering

321 hours

in total volunteered since 2023.

To support our colleagues' fundraising efforts we contributed

£16,400

In match funding in 2024

50 charities

nominated by our people

£25,300

in match funding awarded to

86 charities

since 2023.

We also drew on our

International
Relief Fund

To donate

£3,000

to the Red Cross for humanitarian aid in the Israel-Gaza conflict

£5,000

to the Myanmar Earthquake Appeal.

Partners in impact: Resurgo

Empowering potential

Since June 2023, the Gleeds Foundation has been partnering with Resurgo to tackle youth unemployment and social disengagement among young people aged 16-24 who are not in education, employment or training (NEET). According to the Office for National Statistics, there are currently nearly 1 million NEET young people in the UK and rising.

These young people are facing multiple barriers to gainful employment - hindering their personal development and keeping them at risk of falling into poverty and social exclusion. Through our partnership, we have been supporting Resurgo's flagship Spear Programme which provides intensive coaching for young people to build confidence, develop communication skills and support their work-readiness.

"Life before Spear was very challenging and difficult to say the least. I found myself after leaving school with no knowledge on how to actually get a job, facing constant rejection from employers."

Daniel, Spear participant



How the Spear programme works

01.

Unlocking individual potential

Young people often have untapped skills, ambitions and creativity. With the right support, young people can build confidence, gain qualifications and move into meaningful employment. This can be transformative for young people, giving them a sense of purpose, financial independence and hope for their futures.

02.

Strengthening communities and social cohesion

Supporting young people fosters social inclusion, reduces inequalities and prevents the negative outcomes that can arise from long-term unemployment such as poor mental health or involvement in risky or harmful behaviours

03.

Boosting the economy and reducing long-term costs

Helping young people into employment or education reduces the long-term burden on public services and increases economic productivity. When young people are supported to thrive they become active contributors to the workforce and economy.

The average Spear Programme participant faces at least **3 barriers** to employment

Common barriers to employment:

01. Growing up in care or unstable housing
02. Limited educational qualifications
03. Exposure to crime

“The dedication of the Gleeds Foundation staff through fundraising and volunteering in several Spear centres across the UK has been crucial in championing young people to discover their purpose and build a better future through the Spear Programme.”

Lily MacDonald

Corporate Partnerships Manager,
Resurgo Trust

Our impact with Resurgo

Supporting young people to thrive

Since 2023, the Gleeds
Foundation has donated

£91,000

to the Spear Programme

Since the start of our partnership
with Resurgo, we have supported

41 young people

in the UK to find employment,
education or training

Our Gleeds employees
have dedicated

126 hours

to supporting vulnerable youths
via company visits, conducting
mock interviews and participating
in external panel sessions

Our offices in Bristol and Leeds hosted

2 dedicated sessions

offering Spear trainees valuable hands-on
work experience opportunities

78% of young people

who have completed the Spear Programme
are now gainfully employed, pursuing their
education or undergoing training

57 Gleeds employees

have engaged with Resurgo Spear Centres
in the UK across Bristol, Kennington, Leeds,
Camden, Cardiff and Gateshead

Skills and confidence building with Spear trainees

Gleeds employees have enjoyed every opportunity to get involved working with the young people we support via our work with Resurgo, giving their knowledge, professional and personal experience and time to support the cause. Throughout our partnership, our people have participated in company visits, external panels and held mock interview sessions with the aim of empowering Spear Programme participants to build their confidence and give them the tools they need to secure their futures.

The opportunity to get involved with Spear trainees directly has been a meaningful experience for Gleeds' people, and we are thrilled to hear that **over 78% of trainees we engaged with went on to pursue education, employment or training.**

“One of my favourite sessions from Spear, I would say, is the mock interviews. It helped me realise that interviews aren't really scary. You just have to go and smash it. You've got it.”

Katelyn, Spear participant

How we engage

01. Mock interviews

Gleeds employees worked one-on-one with Spear participants conducting mock interviews. During these interviews, our people asked questions, gave feedback and coached participants through the interview process, offering advice and techniques to successfully navigate the interview process - something many Spear participants may never have experienced before, but that is essential for moving into employment, training and even education.

02. Panel sessions

Gleeds employees attended off-site panel sessions during which they spent time with Spear trainees discussing their career paths and answering questions about the world of work and their life experiences. These sessions are invaluable to participants who were given the opportunity to speak to professionals about their careers and understand how they arrived at the point they were at today, professionally, breaking down what a career path could look like.

03. Company visits

Gleeds employees hosted groups of Spear trainees in Gleeds offices, giving them a glimpse into what it is like to work in an office environment. Our employees then shared a presentation and trainees had the opportunity to ask questions about the workplace and routes to entry.

Partners in impact: Wilderness Foundation UK

Transforming lives through nature

For the past two years, we have been partnering with the Wilderness Foundation to support young people living in areas affected by high levels of deprivation, poverty and social vulnerability. Many of these young people face significant personal challenges, including exposure to domestic violence, substance misuse and other forms of trauma. Through the TurnAround programme, they are given the chance to take positive steps toward a brighter future.

The programme combines wilderness therapy, outdoor adventure, one-to-one mentoring and tailored educational activities to help participants build emotional resilience, improve self-esteem, develop healthy relationships and strengthen their physical and mental wellbeing. For young people who may feel trapped by their circumstances or at risk of falling into harmful behaviours, these interventions can be life changing.



How the Turnaround programme works

01.

Rebuild confidence with nature-based intervention

TurnAround gives young people the space and tools to reconnect with themselves and others through nature. Time spent outdoors, away from daily stressors, helps them regulate emotions, rebuild self-worth and reimagine what's possible. Many participants take their first steps towards a healthier, more hopeful mindset through this experience.

02.

Create pathways away from harm

Young people facing complex personal challenges often lack the guidance and stability needed to avoid harmful behaviour or criminal activity. Through our partnership, we have been able to ensure Wilderness Foundation can offer consistent mentoring, a positive peer environment and practical tools to equip young people to make safer choices and stay on track for a better future.

03.

Develop life skills for lasting change

TurnAround goes beyond immediate support, encouraging increased resilience, teamwork, communication and emotional literacy. These are the foundations not only for employment and education, but for a young person's long-term ability to navigate adulthood, build strong, healthy relationships and contribute meaningfully to society.

90%

of TurnAround participants reported increased mental wellbeing after intervention

85%

of TurnAround graduates go on to enter further education or employment

“Our two-year partnership with the Gleeds Foundation has been truly transformational. Their generous support has helped sustain our TurnAround programme, enabling vulnerable young people to build resilience, self-worth and connection through nature. In addition, their contribution to our core funding has provided vital stability—ensuring we can continue delivering high-impact, nature-based interventions across all our programmes. It’s inspiring to work with a corporate partner that genuinely shares our vision for a healthier, more sustainable future—for both people and the planet. We are deeply grateful for Gleeds’ belief in our work.”

Jo Roberts
CEO, Wilderness Foundation UK

Our impact with the Wilderness Foundation UK

How our people have helped

Since the start of our partnership,
the Gleeds Foundation has supported

2 cohorts

of the 9-month TurnAround
programme supporting a total of

**16 young
vulnerable people**

Gleeds employees dedicated

126 hours

to volunteering in support
of TurnAround

Participants experienced
positive effects on their:

**Self-esteem, mood,
hope, self-efficacy,
connection to nature**

Our Gleeds people organised
a sponsored hike across
the Peak District raising

£3,465

for the Wilderness Foundation
in which participants walked
between 12 and 22km

Harnessing the power of nature

The Wilderness Trail

At the heart of the TurnAround programme are their week-long wilderness trails - immersive, off-grid journeys through beautiful, remote landscapes in places like Scotland, Wales or Dartmoor. Led by professional wilderness therapists and adventure guides, these excursions remove TurnAround participants from their everyday environments and challenge them to take the first steps toward deep personal change.

Each TurnAround participant attends two week-long trails, one at the start of the programme and one towards the end. The experiences are transformative. Over the course of the first week, participants camp, cook and live together. The digital detox and complete immersion in nature helps calm their minds in a peaceful, natural setting. Through one-to-one support, they are able to work through emotional and interpersonal issues. During this experience, participants begin to build trust, develop their teamwork and communication skills and gain a sense of accountability to themselves and others. They face challenges, overcome them and emerge with more resilience, confidence and clarity.

Helping hands at Chatham Green

At Gleeds, we're proud to support every stage of the TurnAround journey - not just through funding, but through hands-on involvement. Our volunteering day at Chatham Green helped maintain the very spaces where TurnAround participants begin their transformation.

In November 2024, 19 Gleeds employees, along with Gleeds' CEO, Graham Harle, gathered to work side by side with Wilderness Foundation's team. Our volunteers rolled up their sleeves to take on a wide range of essential tasks that help maintain the environment where the TurnAround programme is delivered. From moving brush and wood chipping paths to weeding new therapy circle areas, the team worked to create a welcoming, restorative space for TurnAround participants. We were proud to contribute in a tangible way to a programme that has such a profound impact on the lives of young people.

Climbing for a cause

In a show of determination, support and team spirit, 37 Gleeds employees took on the rolling hills and dramatic peaks of the Peak District to raise funds for Wilderness Foundation. Led by Peak Walking Adventures, our team completed three guided charity challenges including a demanding 22 kilometre route with an impressive 900 metres of ascent! Their efforts paid off as our colleagues raised an impressive £3,465, surpassing their initial target of £3,000. These funds supported Wilderness Foundation's mission to harness the power of nature to transform lives, and we're incredibly proud of our people's dedication to our charity partners.

"I've learnt to value myself and appreciate nature. I have also gained stronger relationships with the people around me."

TurnAround participant



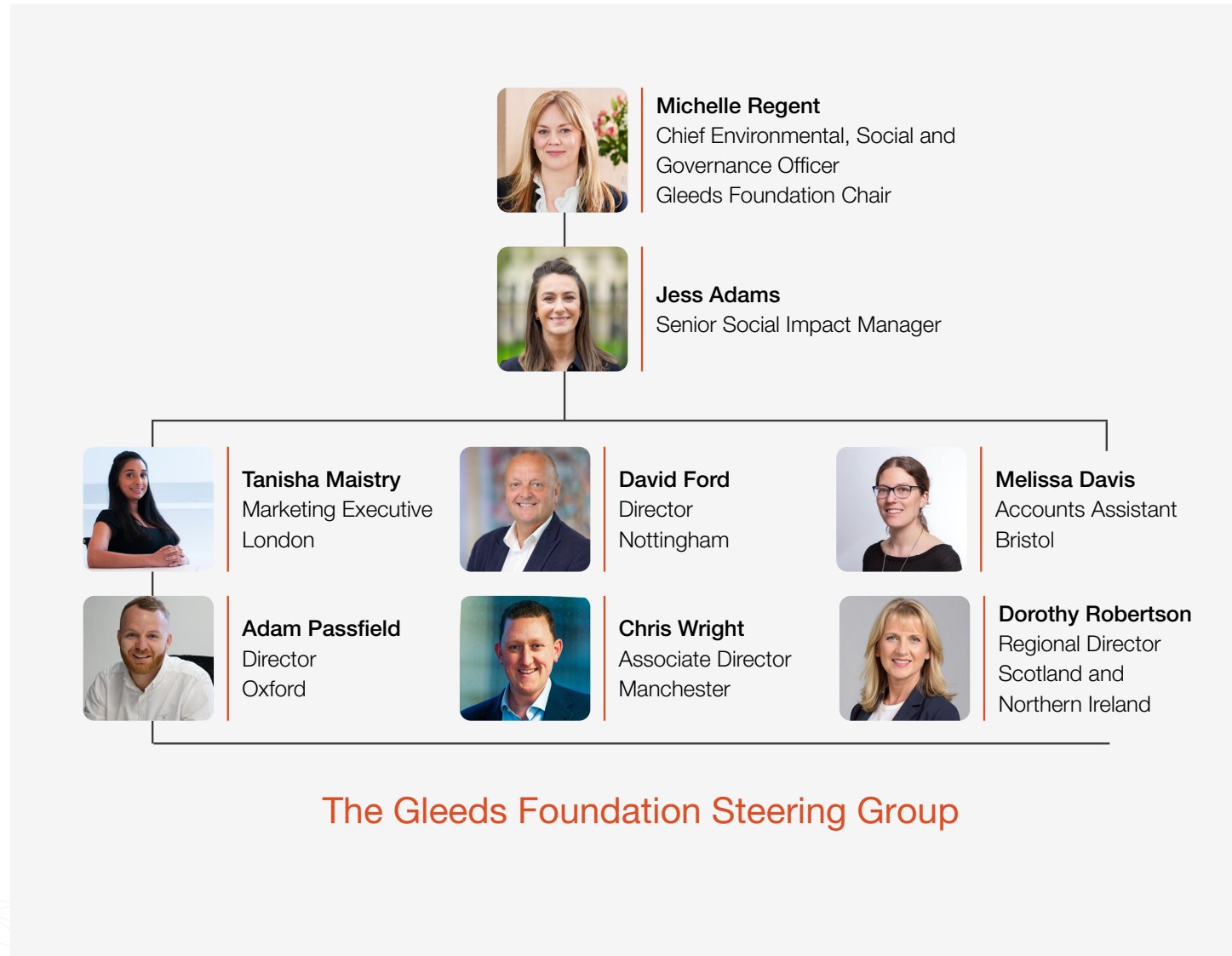
Deepening our commitment to charities and young people

| Looking ahead to 2025

Growing the Steering Group

As the Gleeds Foundation looks to grow its impact even further, we're expanding our Steering Group to bring in new voices and ideas. Earlier this year, we invited Gleeds employees to apply for a place in the Group and were inspired by the passion and thoughtfulness shown in every application.

We're delighted to welcome the newest members of the Gleeds Foundation Steering Group. Their fresh perspectives and shared commitment to our charitable efforts will be invaluable as we continue to grow. Together with our longstanding members - whose experience and dedication have shaped the Foundation from the start - we look forward to building on our progress and driving positive change in the years ahead.



The Gleeds Foundation Steering Group

What's next for the Gleeds Foundation

Following a year of meaningful progress and impact, we're turning our focus to the future, beginning with the selection of our two new charity partners. We're excited to announce that we've been able to increase our grant funding to £40,000 per partner, empowering them to deliver the programmes they believe will have the greatest impact. Each partnership will run for one year, during which we're also looking forward to exploring opportunities to collaborate on employment and skills initiatives, staying true to our mission to uplift our communities.

Our new charity partners



Scotty's Little Soldiers

We are proud to announce that the Gleeds Foundation is partnering with Scotty's Little Soldiers, a charity dedicated to supporting children and young people who have experienced the loss of a parent who served in the British Armed Forces. Through emotional support, educational development and opportunities for connection and fun, Scotty's helps bereaved young people feel understood, empowered and never alone.

Our Foundation will be supporting the launch of a new mentorship programme along with their STRIDES programme, focusing on the education and development needs of the children and young people they support, helping to remove barriers to learning and providing opportunities and develop essential life skills. We're honoured to be supporting this important work and look forward to helping these remarkable young people find strength, confidence and hope for the future.



Change Please Foundation

We're also excited to begin a new partnership with the Change Please Foundation, a social enterprise using coffee as a powerful vehicle for change. Change Please provides people experiencing homelessness with living-wage employment, barista training, housing support and wraparound services to help them rebuild their lives. Through this partnership, our Foundation will be supporting the development of a brand new apprenticeship scheme and their employment training programme, supporting people experiencing homelessness to develop confidence and skills to facilitate a transition into gainful employment.

At Gleeds, we believe in backing practical solutions that drive long-term impact, and we're proud to support Change Please as they help individuals find stability, purpose and a fresh start.



Thank you to everyone who has made the last two years of the Gleeds Foundation such a success. To our colleagues across Gleeds – thank you for your generosity, passion and commitment to supporting our charity partners.

To our Steering Group – your guidance and drive have been instrumental in helping us create real impact. And to our incredible charity partners – thank you for your unwavering dedication to young people. Your work continues to inspire us every step of the way.