

Sustainability continued

Social: Community

Material issue 8: Community

We support local organisations to empower the communities we serve.

When the Lords Group Foundation launched in 2021, it started with a simple idea: channel the Company's goodwill and the energy of our colleagues into local charities and causes that truly matter. Four years on, this idea has grown into a living network of small acts and meaningful partnerships – from supporting hospice care and children's play projects to carrying out local refurbishments and enabling employees to fundraise for causes close to their hearts. This year, as we celebrate four years since the Foundation's inception, we consolidate the impact data collected through a survey at the end 2025, which captured responses from supported charities and colleagues across the Lords Group.

In 2025, 87% of charities reported that our funding was significant or transformational, while 93% said our support enabled or amplified their impact. Partnering with the Lords Group Foundation enhances trust with other funders and helps secure community support. Our flexible funding approach is highly valued and our non-financial support – such as volunteering, mentoring and hands-on involvement – adds further value. Supporting small, local charities also significantly increases our impact; in many cases, even modest grants can make a transformational difference.

Our impact to date:

Over 20,000

beneficiaries supported across the UK and beyond

80 charities

supported in total

58 charities

supported through direct funding

214 employees

involved in charitable activities

£338,000

in grants and matched funding distributed



One of the 26 charities supported in 2025 was **Teddy's Wish**

Teddy's Wish is a charity that supports families who have experienced baby loss, providing specialist emotional care during an extremely difficult time. The Lords Group Foundation funded 83 counselling sessions for bereaved families, directly enabling 14 parents to access fully funded support at a time when NHS waiting lists are long and private therapy is often unaffordable. Parents received timely, specialist emotional care, helping them regain confidence, return to work, and manage daily challenges more effectively. The programme also reduced the long-term mental health burden on healthcare systems and lowered the risk of depression and anxiety among bereaved parents. The Lords Group Foundation support enabled Teddy's Wish to expand its reach, assisting more families than would otherwise have been possible. The collaboration strengthened staff and volunteer commitment, providing the team with renewed purpose and validation.



Teddy's Wish was a much-needed support for us at a very difficult time. As much as we dreaded the sessions, we gained so much out of them. We both felt we came out after 12 weeks with a sense of peace and clarity. Without them, I do not think we would have had the difficult conversations we had to have as a couple, supported each other at the hardest point of our lives, and dealt with our grief.

Teddy's Wish beneficiary