John Lewis Partnership Foundation

England & Wales · Charity number 1118162

Details

Other names	BUILDING HAPPIER FUTURES FOUNDATION, JOHN LEWIS & PARTNERS FOUNDATION, JOHN LEWIS FOUNDATION, THE JOHN LEWIS FOUNDATION, BUILDING HAPPIER FUTURES, John Lewis Foundation
Status	Registered
Legal form	Charitable company
Company number	06058796
Registered	2007-02-28
Register	View on the Charity Commission register

Contact

Address	1 Drummond Gate London SW1V 2QQ
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Website	www.johnlewispartnership.co.uk/foundation

Activities

Objects: TO ADVANCE GENERAL CHARITABLE PURPOSES, ACTING ALONE OR IN ASSOCIATION WITH OTHERS, BY SUCH CHARITABLE ACTIVITIES AS THE TRUSTEES SHALL DETERMINE, TO INCLUDE (WITHOUT LIMITATION) CHARITABLE ACTIVITIES DESIGNED TO BENEFIT THE COMMUNITIES IN THE UK AND OVERSEAS IN WHICH THOSE WHO PRODUCE PRODUCTS FOR JOHN LEWIS STORES LIVE AND WORK

Activities: To advance general charitable purposes, acting alone or in association with others, by such charitable activities as the Trustees shall determine, to include (without limitation) charitable activities designed to benefit the communities in the UK and overseas in which those who produce products supplied to John Lewis & Partners (being the trading division of John Lewis plc) live and work.

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Classification

- **How:** Makes Grants To Organisations
- **What:** General Charitable Purposes, Education/training, The Advancement Of Health Or Saving Of Lives, Disability, The Prevention Or Relief Of Poverty, Accommodation/housing, Amateur Sport, Environment/conservation/heritage, Economic/community Development/employment
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** UK AND OVERSEAS
- Cambodia
- China
- India
- Scotland
- Vietnam
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-01-29	£2,379,728	£1,875,653	£4,493,564	0
2024-01-29	£3,589,399	£1,315,034	£3,677,172	0
2023-01-29	£1,079,528	£681,502	£1,422,542	0
2022-01-29	£853,583	£591,611	£1,024,516	0
2021-01-29	£490,568	£725,683	-	-

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Trustees

Name	Role	Appointed
Dame Oriana Clare Tickell		2025-06-23
David Cope		2024-02-01
James Kiefer Fletcher		2025-03-31
Julie Claire Rushworth		2025-03-31
Marija Rompani		2021-09-21
SIMON BISHOP		2018-06-04
Tracy Maree Higgins		2025-03-31

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John Lewis Partnership Foundation

England & Wales - Charity number 1118162

Accounts

JOHN LEWIS PARTNERSHIP FOUNDATION

ANNUAL REPORT
FOR THE YEAR ENDED 31 JANUARY 2025

Company Number: 06058796

Charity Number: 1118162

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DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2025

The Board of Trustees (the Trustees) presents their Directors' and Trustees' report along with the financial statements of the John Lewis Partnership Foundation (referred to as the "Foundation", the "Trust", the "Charity" or the "charitable company") for the year ended 31 January 2025. The financial statements have been prepared in accordance with the accounting policies set out on pages 23 - 24 and comply with the Charity's Articles of Association, the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. In preparing the financial statements the Charity follows best practice as set out in the UK Accounting Standards (UK Generally Accepted Accounting Practice) including Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS102)) and the Companies Act 2006.

On 30 January 2024, the John Spedan Lewis Foundation (JSLF) was transferred into the existing Foundation, and the Building Happier Futures (BHF) Fund was established. This transition brought significant changes, broadening the Foundation's scope beyond its original focus on sustainable employability for young people. In the year to 31 January 2025, the newly formed and expanded John Lewis Partnership Foundation (JLPF) with additional charitable pillars is now also dedicated to the socially just protection and restoration of nature and enabling care-experienced individuals to thrive.

The work of the JLPF is delivered through three pillars of activity.

- **Employability Fund** represents the original work undertaken by the John Lewis Foundation, and makes small and large grants both nationally and internationally.
- **Nature Fund** makes small grants to national organisations, funds a PhD bursary and makes an award for emerging leaders in the academic field of nature restoration alongside the Linnaean Society.
- **Building Happier Futures Fund** works nationally making small grants to relevant organisations, distributing fundraising

The John Spedan Lewis Foundation (JSLF) previously supported the protection and restoration of the natural world through grant-making, primarily funded by investment income. These activities were transferred to the JLPF as a result of the trustees of both charities approving a Deed of Appointment, Indemnity and Termination on 30 January 2024.

The deed ensures that transferred funds are managed in line with specific Environmental, Social and Governance principles contained within the investment policy and restricts the use of funds for the "furtherance of promoting for the benefit of the public the understanding, protection and restoration of the natural world in an inclusive and socially just way". A trustee from the JSLF now sits on the JLPF board of trustees and chairs the Nature Fund committee.

John Lewis plc, the main funder of the Foundation, started a programme of work in 2022 called Building Happier Futures (BHF) to actively create the conditions for care experienced people to thrive. This wide reaching programme included the establishment of a direct relationship between John Lewis plc and three charity partners working in the field of care experience: Action For Children (charity registration number 1097940), HomeStart UK (charity registration number 1108837) and Who Cares? Scotland (charity registration number SC026076).

John Lewis plc proposed that the Foundation could take responsibility for the charitable relationships and additional grant-making activities related to Building Happier Futures, given its public benefit focus. The Foundation's board considered and approved this proposal, leading to the establishment of the BHF Fund at the beginning of the financial year under review. A Trustee with specialist knowledge of this area of work was appointed to the Foundation board and chairs the BHF Fund committee.

The agreement with the three partner charities is now between those organisations and the Foundation through the BHF Fund. Fundraising for the BHF Fund is generated through the sale of products by Waitrose and John Lewis, charitable events and customer donations. For the year ending 31 January 2025, funds raised were allocated in a 65%/35% split. The 65% share was divided equally among the three charity partners. The BHF Fund committee distributes the remaining 35% through small grants to various organizations, supporting care-experienced individuals.

Additionally, John Lewis plc donated £175,000 to the BHF Fund specifically for Open University scholarships for care-experienced people. Any remaining funds will be used for small grant-making.

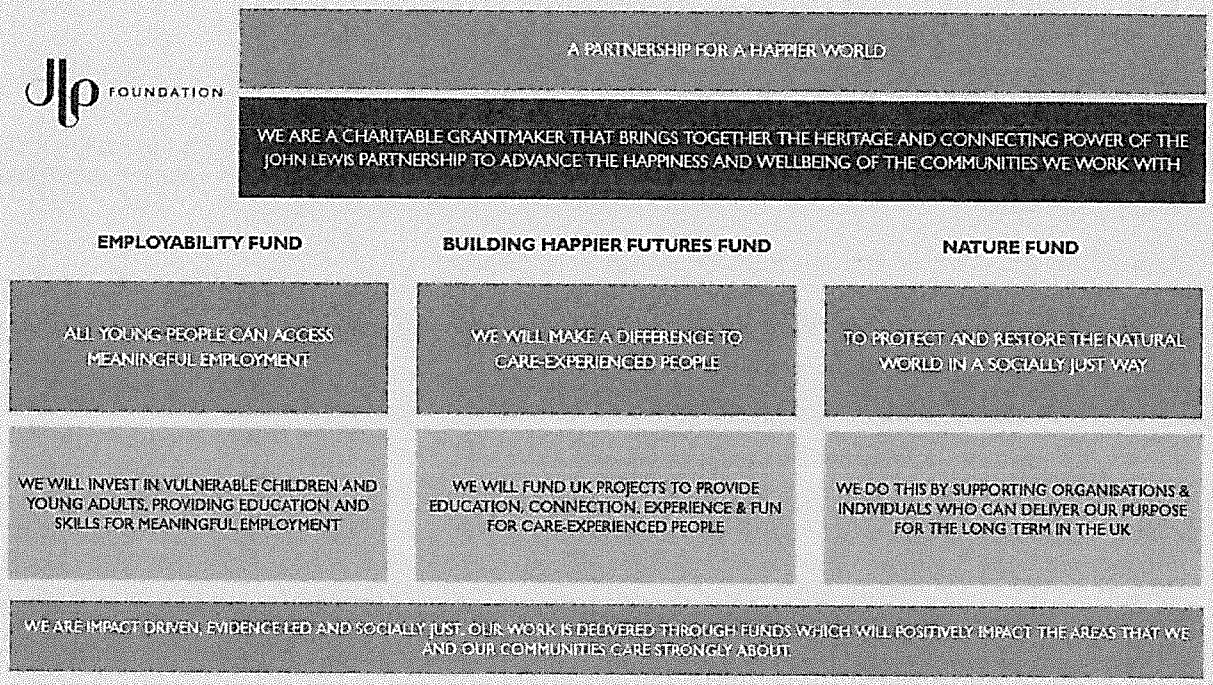
DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2025

Objectives and activities

The charitable objects of the Foundation are to advance general charitable purposes, acting alone or in association with others, by such charitable activities as the Trustees shall determine, to include (without limitation) charitable activities designed to benefit the communities in the UK and overseas where John Lewis Partners live and work and communities which supply products to John Lewis & Partners.

The Foundation will make grants to fund projects that improve the wellbeing of such communities. Funding projects of this nature will inevitably benefit the wider community, as well as those individuals who produce products to be sold by John Lewis & Partners. In deciding which projects to support, especially when a project is based overseas, the Foundation will carefully consider issues such as local culture and traditions and the political situation and where appropriate will seek advice from local groups and organisations experienced in working with these communities to ensure that the Foundation's funding achieves the maximum benefit possible.

Through the transition the strategic focus has evolved from the Foundation investing in vulnerable children and young adults, providing education and skills for meaningful employment to a broader position. In bringing together the nature and care experience work alongside employability the Foundation has evolved its overarching vision from helping to create a "Happier world where all young people can access meaningful employment" to "A partnership for a happier world" which is delivered via grant making across all foundation funds and a small number of bursaries are also funded by the Building Happier Futures Fund and Nature Fund.



DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2025

Objectives and activities continued

Grant making policy

To ensure that any social investment made by the Foundation achieves maximum benefit, and to ensure that each individual project can be objectively evaluated, the Trustees have established a set of funding criteria which project proposals coming to the main board or committees must meet in order to qualify for funding.

The Trustees' grant making policy also sets out that grants will not be made to contribute towards elements of projects which might reasonably be considered 'core costs' including capital items, construction or refurbishment of buildings, development of computer programmes or educational materials, marketing and promotional activities, venue hire and other consumables.

The Trustees have also clearly defined what types of projects will not be eligible for grants. Projects which are ineligible for funding include:

- Projects that do not offer benefit to communities who support the John Lewis Partnership business;
- Projects that promote religious or political groups or activities that exclude any part of society;
- Projects which seek to create an income stream or charge a fee to beneficiaries for access to it; and
- Courses, conferences, festivals, expeditions, overseas travel, fundraising events, receptions, lectures, respite breaks or holidays, residential camps.

The Trustees have also identified those organisations that are ineligible for funding, which include:

- Pressure or campaign groups; and
- Endowment funds.

The Trustees have also approved guidelines for applications which sets out how to apply, who should apply, how much an organisation can apply for, when to apply, the approval process and the terms and conditions of any grant award.

Applications are welcome from the following groups or individuals:

- John Lewis plc employees on behalf of independent organisations;
- Supplier management committees;
- Worker management committees; and
- Independent charities and community groups.

Projects seeking funding must demonstrate that they aim to increase the employability of disadvantaged individuals or provide access to skills or education which has the potential to enable access to sustainable employment in the future and in so doing improve the wellbeing and local environment of communities in need, in the UK and overseas, that support the John Lewis & Partners business. They must demonstrate that they address at least one of the following areas:

- Education, training and skills transfer; or
- Enabling sustainable employment.

Committee members, led by their Chair who is also a Trustee on the main board, apply the Foundation grant policy above with some additional restrictions which are relevant to the cause that they are focused on. For the Building Happier Futures committee the additional requirement is for projects to be centred on supporting people who have experienced the care system. For the Nature Fund committee project application must demonstrate how the funded work protects and restores nature.

Throughout the year the Trustees have supported projects that had elements within them, that had they been a core part of the project, would not have been eligible for funding. The Trustees are confident that, on a materiality basis, they have continued to operate in line with the Grant Making policy.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2025

Achievements and performance

In planning activities each year the Board has regard to the Charity Commission's guidance on public benefit at Trustee meetings. The Trustees always ensure that the programmes they undertake are in line with the specified charitable objectives.

During the year under review the Chair, Nicola Waller resigned as a trustee and Chair of the Foundation on 21 June 2024. Dame Oriana Clare Tickell was appointed as Chair on 23 June 2025. During this intervening period between Chairs, Trustees ensured Board meetings were conducted to a good standard of governance, and the process of appointment of a new Chair, which is upon recommendation by the John Lewis Partnership plc, was monitored at each meeting.

In the year ended 31 January 2025, across the Foundation's expanded remit, both new and continued funding was granted to a wide variety of projects.

For UK based employability, funding was agreed for two new projects alongside continuing commitments to thirteen projects started in previous years and additional funding for three organisations to continue for an extended period. For Rest of the World employability, the Trustees were pleased to agree funding for four new projects, three based in India and one based in Uganda alongside continuing commitments to three India based projects, one Hong Kong based project and one Pakistan based project and finally granting additional funding to a project in India to extend an existing project.

For Building Happier Futures, funding was agreed for ten projects alongside donations to three charity partners and the funding of six Open University scholarships.

For Nature, funding was agreed for one new project alongside continued and new funding for one project and the ongoing funding of a PhD at the University of York.

Employability

UK Ongoing Funding

Adoption UK
The leading charity for all those whose lives involve adoption, in December 2022 the Foundation awarded funding over three years to **Adoption UK** to create 'The Bridge', a programme working with adopted 14-15 year olds in Grimsby, Hull, York and Scarborough to provide employability support via training sessions and mentoring. The Trustees were satisfied with the progress report presented at the December 2024 meeting and approved a third and final payment of £36,210 which included an additional £11,756 to cover a shortfall generated at Adoption UK due to the success of the project.

Papworth Trust
Between 2020 and 2023, the John Lewis Partnership Foundation supported the **Papworth Trust,** a prominent disability charity, by funding their First Steps to Success project. Continuing their support in March 2023, the Foundation granted £29,818 over two years to fund a bike trainer at the Trust's Opportunities Without Limits (OWL) bike shop and workshop in Cambridge. This trainer provides practical work experience to 30 young individuals with mild to moderate learning disabilities, physical disabilities, or long-term health conditions. The program aims to build confidence, life skills, and technical expertise necessary for securing paid employment. The Trustees were satisfied with the progress report presented in June 2024 and approved the second and final payment of £14,909.

Become
In March 2023, the Foundation granted **Become**, a national charity for care-experienced young people, £181,341 over three years. This funding supports a pilot expansion of their Propel project, assisting young people aged 14-27 with transitions into apprenticeships and vocational roles, complementing their existing support for higher and further education. Following a satisfactory progress report in May 2024, the Trustees approved the second payment of £60,399.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2025

Achievements and performance (continued)

Employability

UK Ongoing Funding (continued)

Scotswood Garden
A community garden in the most deprived area of Newcastle upon Tyne. **Scotswood Garden** were successful in their application for funding for the 'Nightshade Rangers' weekly youth programme aimed to inspire young people, build their confidence, and equip them with life and employment skills. In March 2023, the Foundation approved total funding of £70,491 over a three year period. Following a positive progress report, the Trustees released the second payment of £29,167 in July 2024.

Rowan
Rowan, an arts centre and forest school in Cambridge for adults with learning disabilities, received £60,000 in funding from the Foundation in March 2023. This funding, to be distributed over three years, supports their new 'Student Skills Enhancement Programme'. The programme offers six young people with learning disabilities the opportunity to work individually with a support worker every six months. The aim is to develop life and vocational skills, thereby improving their employability prospects. Following a positive progress report, the second instalment of £20,000 was released by the Trustees in May 2024.

SOFEA
SOFEA, an education, training, and wellbeing charity focused on combating the effects of multiple deprivation, mental health issues, and substance abuse, received a total grant of £150,000 from the Foundation in March 2023. This funding, to be distributed over two years, supports their new 'Transitional Support Programme'. The programme will provide one-to-one support and mentoring to 80 young people aged 11-16, complementing their regular education to improve their educational and holistic outcomes. Following a positive progress report, the Trustees released the second and final instalment of £75,000 in May 2024.

Catch 22
Catch 22 supports Care Experienced Young People living in the most disadvantaged communities in England and Wales by providing education, employment, justice, and family support services. In June 2023, the Foundation approved Catch 22's application to establish a program to support Care Experienced Young People, aged 18-30 in Manchester, into meaningful and sustainable work with a total grant of £195,270 over three years. Following a positive progress report, the Trustees approved the second instalment of £65,090 in September 2024.

Future Roots
Dorset based care farming project, **Future Roots** offers alternative education and support by engaging individuals in animal care, plant cultivation, and rural crafts to foster new skills and personal growth. The charity's fully inclusive approach specifically aims to reach those most marginalized in society through a resilience model, dedicated mentorship, and a supportive farm environment. In June 2023, the Foundation was pleased to grant total funding of £120,000 to support a new 'Futures Plus' programme over two years and build on the previous successes achieved with the charity. Following a positive progress report, the Trustees approved the second and final payment of £60,000 in December 2024.

Rees Foundation
Rees Foundation aims to ensure that individuals leaving care have support systems and are not isolated when facing life's difficulties. In September 2023, the Foundation awarded a two-year grant totalling £80,280 for the 'Connect to Careers' initiative which offers vulnerable care experience young people with training, mentorship, and real-world opportunities. This project seeks to equip and empower young people with the necessary tools to overcome obstacles and succeed in their careers. Following a positive progress report, the second and final payment of £40,590 was approved in January 2025.

Children North East
Children North East (CNE), a significant children's charity operating regionally in the North East and extending its reach across England, Wales, and Scotland, received a two-year grant of £60,999 from the Foundation in September 2023. This funding supported the development of a mentoring program aimed at facilitating employment for young people, with a particular emphasis on those with neurodiversity. Following a positive progress report, the final instalment of £30,500 was approved in December 2024.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2025

Achievements and performance (continued)

Employability

UK Ongoing Funding (continued)

Cyrenians

Cyrenians, a charity tackling the causes and consequences of homelessness for over 50 years, received a £120,000 grant from the Foundation in December 2023 for its Key to College (KtC) programme. This two-year funding supports 1:1 outreach, offering practical and emotional assistance to young people and their families navigating college applications, funding, enrolment, and ongoing academic options. The second and final payment, contingent on a satisfactory report to the Trustees in 2025, is reflected in Note 21 as a committed but not yet provided amount as of 31 January 2025.

Breaking Barriers

Founded in 2015, **Breaking Barriers**, is a specialist employment charity dedicated to assisting refugees and individuals with refugee backgrounds in securing meaningful employment. They achieve this through guidance, practical experience, and educational opportunities. In December 2023, the Foundation granted £100,000 over a two-year period to fund a focused and customized program. This initiative aimed to support 35 young refugee clients annually. Following a satisfactory progress report, the second and final instalment of £50,000 was disbursed in January 2025.

1625 Independent People

Based in the southwest of England, **1625 Independent People** provides specialist Education, Employment and Training (EET) coaching to vulnerable young adults aged 16-25. Their aim is to enhance skills, self-confidence, and resilience, facilitating a path towards economic independence. The work of the charity encompasses support for young people with care experience, those leaving custody, refugees, and unaccompanied asylum-seeking children. In December 2023, the Foundation granted £111,662 over two years to fund a new Employment Transition Coach position. The second and final payment, contingent on a satisfactory report to the Trustees in 2025, is reflected in Note 23 as a committed but not yet provided amount as of 31 January 2025.

UK New Funding

Strawberry Fields

In December 2023, a grant of £9,000 was awarded to **Strawberry Fields** to support their Steps to Work programme, a 12-18 month programme in Liverpool. This initiative supports 18-25 year olds with learning difficulties, autism, neurodiversity, and other barriers into paid employment. The programme combines an 8-week work readiness programme with up to three 3-month work placements and vocational qualifications. Following the signing of the Memorandum of Understanding in spring 2024, this expenditure has been recognised in the financial year under review.

Roundabout

In December 2023, the Foundation awarded £31,300 to **Roundabout**, South Yorkshire's largest youth homelessness charity. This funding supported their Employment, Education and Training initiatives, specifically covering a year's salary for an employment worker dedicated to assisting young people in Sheffield and Rotherham. Following the signing of the Memorandum of Understanding in spring 2024, this expenditure is reflected in the financial year under review.

The Baytree Centre

Based in Lambeth, **The Baytree Centre** is a woman-led organisation focused on empowering isolated and disenfranchised women and girls. It provides support to build their confidence, knowledge, and skills, facilitating their integration into the wider community. Following on from the achievements during five years of funding for the 'Step into Work' programme, in September 2024 the Trustees agreed to continue the Foundation's long standing relationship with the charity. The Foundation was pleased to award £60,000 over 3 years to support employment advice and mentoring workshops for vulnerable women.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2025

Achievements and performance (continued)

Employability (continued)

UK New Funding (continued)

Sussex Association for Spina Bifida and Hydrocephalus (SASBAH)
An independent charity dedicated to providing lifelong support to over 1,000 disadvantaged children and adults affected by spina bifida, hydrocephalus, and related disabilities. The mission of Sussex Association for Spina Bifida and Hydrocephalus **(SASBAH)** is to empower individuals to reach their full potential and live fulfilling lives. In September 2024, the Foundation approved £30,000 over three years to continue funding Saspire, SASABAH's unique work experience and training project located in Gun Hill, East Sussex. This employment project offers education, training, and voluntary work experience, enabling approximately 38 young adults annually to enhance their employability and social skills.

Turtle Dove Cambridge
Turtle Dove Cambridge empowers at-risk young women (14-24) into education, employment, or training (NEET) through work experience, training, youth support, and self-development. The charity provides holistic support including event work experience, certified training (food safety), intergenerational events, peer and 1:1 support, a careers conference, and mentoring. In September 2024, the Foundation was pleased to award a grant of £19,574 to launch a mentoring scheme, run monthly intergenerational events, register as a food business for catering training, and establish afternoon tea partnerships with local businesses. This builds on previous Foundation funding that enabled the employment of a Young Women's Development Worker and expanded their support offer.

Rest of World Ongoing

Toybox & BAT
Building on successful projects with **The Toybox Charity** and the **British Asian Trust**, in March 2022, the Foundation agreed to fund both of these charities individually with funding of £225,000 to run individual projects in Jaipur, India. Notably, a collaborative referral system was implemented between the Toybox and British Asian Trust projects, ensuring children and families are directed to the most appropriate support charity.

Following the positive progress reports, in spring 2024, the Foundation approved the third and final payments to Toybox (£81,623) and British Asian Trust (£78,281). Furthermore, an additional £3,000 was approved for Toybox in June 2024 to assist with the purchase of supplies to help combat the heatwave conditions affecting the project.

Changing Young Lives Foundation
In 2023, the John Lewis Partnership Foundation approved a two-year grant for the **Changing Young Lives Foundation** in Hong Kong. This funding supported their Youth Employability Support programme, which assists underprivileged secondary school students in preparing for future careers through mentoring, CV and skills workshops, and work experience. A progress update was given at the Foundation's March 2024 meeting, and the Trustees approved the final payment of £41,788.

The Citizens Foundation
The John Lewis Partnership Foundation granted **The Citizens Foundation** £137,780 in June 2023. This three-year award supports the Community Vocational Training Programme in Pakistan, covering the cost of 11 vocational training centres. The program will deliver six training cycles, enhancing young women's skills in fashion and textiles. Following a positive progress report, the second payment of £39,959 was approved in October 2024.

Care and Fair
The Foundation funded a project beginning in 2012 with **Care and Fair** to build and establish a girls' school in the rug weaving area of Uttar Pradesh, India. During the year under review, the charity confirmed that the Foundation branding has been removed from the school and therefore the final payment of £7,030 was approved.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2025

Achievements and performance (continued)

Employability (continued)

Rest of World New Funding

Sense International
At the Trustees meeting in December 2023, an award of £204,727 was granted to **Sense International** for a two year project focusing on vocational training and income-generating initiatives for 100 children and young adults with deaf blindness and multiple disabilities in Delhi and Alleppey, India. Following the signing of the Memorandum of Understanding in February 2024, the first payment of £99,545 was made to the charity.

Brass for Africa
Founded in 2009, **Brass for Africa** uses music education and life skills training to empower marginalized children and young people in Africa. In March 2024, the Foundation approved a grant of £25,000 for the Make A Change project which aims to engage and support young people in informal settlements in Kampala, Uganda. Participants will form community brass bands and engage in community campaigns while gaining essential life skills and entrepreneurial knowledge

The Toybox Charity
In December 2024, the Foundation approved a grant of £160,000 over two years for **The Toybox Charity** to strengthen its work with first generation learners in Jaipur. Building on the 'Exploitation to Education' project launched in April 2022, this initiative aims to empower children to stay in school and achieve GCSE or A-level equivalent qualifications. The project will foster deeper community ties to ensure long-term sustainability and wider impact. The primary goal is to enable current and new beneficiaries to advance their education, thereby maximizing their opportunities to break free from poverty and informal employment and secure stable, formal jobs.

At the December 2024 Trustees meeting, the Foundation was pleased to award £44,451 over two years to **The Hope Foundation for Street Children** to support for their work with children with special needs in Kolkata's slums with a goal to empower these children to lead dignified, independent lives and improve their socio-economic conditions. The Foundation also awarded £160,000 over two years to **Waste Aid** to continue their work in Mpumalanga, South Africa working with young people to address the global waste crisis by empowering and equipping them with the education, skills and opportunities for meaningful employment in the circular economy, particularly in waste and recycling skills. The Memorandum of Understanding with each charity was signed after the year end date and as such the commitments not provided for are included in Notes 29 and 30.

Building Happier Futures Fund

Through the grant agreements with the three partner charities covering the year to 31 January 2025, donations totalling £294,251 were made to Action for Children, Home-Start UK and Who Cares? Scotland which represents a 65% share of the fundraising achieved in the year through the sale of products, customer donations and John Lewis Partnership plc employee and supplier fundraising events.

The donations to Action for Children support care experienced people to thrive with the BHF funding specifically going towards their 'Wrap Programme' and provision of Transition Workers.

The donations to Home-Start UK support care experienced people and families and those at risk of entering the care system to thrive through the recruitment, training and provision of volunteers to support care experienced families.

The donations to Who Cares? Scotland supports projects which bring together care-experienced people for fun, friendship and connection, specifically 'Belonging' and 'Connection' projects.

The BHF Fund provided discretionary charitable grants in two rounds, spring and autumn, during the year ending 31 January 2025.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2025

Achievements and performance (continued)

Building Happier Futures Fund (continued)

Dandelion Time
In March 2024, the committee approved a £10,844 grant for **Dandelion Time's** new "Building on Belonging" programme. This initiative will support 16 foster children aged 9-12 with complex emotional difficulties through two 8-week intensive support programmes at Dandelion Time's mid-Kent farm and centre. Each programme will pair 8 children with their foster carers to enhance their confidence, helping them overcome emotional and behavioural challenges and successfully transition to secondary school. Targeting children in Years 5-7, the programme is designed for those who have struggled with or require extra support for secondary school transition, reducing their risk of withdrawal or exclusion.

In September 2024, the BHF committee awarded eight grants totalling £147,671 to a variety of charities from across the UK:

Become
£20,000 awarded to **Become's** Care Advice Service (CAS) to support care experienced young people facing difficulties by helping them plan for their future and achieve fulfilling lives through various channels like the Care Advice Line (CAL), workshops, sessions, and coaching. Young people can contact the CAL via phone, WhatsApp, or email for information, advice, and support on issues including relationships, housing instability, mental health crises, poverty, domestic violence and lack of support networks.

Break
£20,000 awarded to **Break** to support their Break Through project which offers a pathway to help young people connect with others and opportunities, and progress towards positive relationships, education, training, and employment. The 'Wellbeing and Aspiration' sessions have been developed in response to young people's feedback to ensure they feel secure and comfortable to participate. The sessions are delivered in the young people's home environment and progress to activities in the community as they grow in confidence.

Youth Options
£18,500 awarded to **Youth Options** to support their 'Step Up' after-school club for secondary-aged children in care in the Southampton area. The charity works with disadvantaged children and young people across Hampshire most in need of support to empower them to make positive decisions towards a better future. The grant will enable the charity to provide a secure environment where secondary school children can engage in positive activities with peers facing similar circumstances.

First Star Scholars
£14,660 awarded to **First Star Scholars** for their Campus project, which supports young people in care to progress to higher education, training and employment. The programme focuses on early engagement by recruiting a cohort of 30 looked-after young people in Year 9 to the four year programme. The programme includes monthly online sessions and an annual summer school. Programme participants are mentored throughout by youth coaches (current university students). As they progress, subject specific mentors are recruited for individual scholars. Residential stays take place at university partner campuses. The University of Winchester has committed to cohort one for four years of support.

Barking & Dagenham Youth Zone
£19,820 awarded to **Barking & Dagenham Youth Zone** to reach care-experienced young people in the local area and continuously seek new ways to tailor our programs to the specific needs of care experienced young people and young people transitioning in and out of care by working directly with them to understand and address their unique requirement.

Your Own Place CIC
£19,851 awarded to **Your Own Place CIC** to support the charity's mission to prevent homelessness and ensure that everyone has a safe and secure home. They work with those most at risk of homelessness, particularly young people leaving care.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2025

Achievements and performance (continued)

Building Happier Futures Fund (continued)

The Brightside Trust
£19,840 awarded to **The Brightside Trust** for their 'Uni&U' project aiming to increase the number of care-experienced young people getting into university. This initiative offers a tailored three-year support program to up to 30 young people aged 11-18 who have experience of care from across Sussex, Brighton and Hove, East Sussex and West Sussex, providing individualized interventions for each participant. The Uni&U programme is a collaboration between Brightside, the Sussex Learning Network, the University of Sussex and Virtual Schools in the area.

Manchester Youth Zone
£15,000 awarded to **Manchester Youth Zone** to bolster capacity to support North Manchester's care-experienced young people by providing opportunities to uncover their dreams for the future and provide them with employability support and youth voice opportunities.

Little Bird People Development Ltd
In November 2024, the committee awarded £20,000 to **Little Bird People Development Ltd** to pilot their 'Take Flight' initiative. This program aims to support female prisoners with children at risk of entering care by helping them maintain connections with their children.

Following a request from John Lewis plc to continue an initiative started in 2023, the BHF committee agreed in November 2024 to allocate £150,000 from an initial John Lewis plc donation of £175,000 to support six Open University scholarships for care-experienced students, commencing in September 2025. The gift agreement with the Open University Open Futures Fund – Care Experienced Scholarship Fund was signed in December 2024 and therefore the charitable expenditure has been recognised in the year under review.

Nature Fund

Grant making

In the period ending 31 January 2025, the Nature Fund committee approved funding for one new project. Additionally, it continued its support for a previously initiated project and provided further funding to the same charity to expand on the success of the initial work.

Cetacean Research & Rescue Unit
In August 2023, the John Spedan Lewis Foundation trustees approved a multi-year initiative with the **Cetacean Research & Rescue Unit**. This project aimed to investigate the regional movements of coastal minke whales in northeast Scotland. Following a favourable progress update, the final instalment of £15,000 was disbursed in July 2024. Subsequently, in November 2024, the Nature Fund committee granted £20,000 to CRRU. This funding will support ongoing monitoring of minke whales along the northeast Scottish coast, with the goals of identifying threats to these coastal populations and providing data to guide the adaptive management of the Moray Firth MPA site. The initial payment of £10,000 was made in January 2025.

MARINElife
In October 2024, the Nature Fund committee granted £18,152 to **MARINElife**. This funding will support a project to increase the visibility of MARINElife and its work, expand public engagement, and train more citizen scientists through accessible courses across the UK. The project aims to raise awareness of endangered whales, dolphins, seabirds, and ocean habitats. It will also train citizen scientists to conduct research on MARINElife survey routes, providing validated data to scientists and students studying the marine environment.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2025

Achievements and performance (continued)

Nature Fund (continued)

PhD Studentship

In autumn 2022, the University of York was chosen from the shortlisted supervisory panels for the John Spedan Lewis Foundation PhD studentship focusing on "From Roots to Shoots: how do meadow ants shape grassland ecosystems, and what role could they play in habitat restoration?" The selection of this proposal was based on its robust scientific methodology and potential contribution to conservation efforts. Additionally, the supervisory team and the lead university demonstrated a strong commitment to increasing access to higher education and employment for individuals from underserved backgrounds. The funding agreement was finalized in early February 2022. Following a favourable biannual progress report from the Researcher, Gabrielle Flinn, in March 2024, Year 2 expenses amounting to £32,593 were paid and are reflected in the accounts up to 31 January 2025.

The John Spedan Lewis Emerging Leader Award for the UK Natural Environment

The Linnean Society of London is the world's oldest active society devoted to the study of natural history. The John Lewis Partnership (JLP) has maintained a partnership with the Society since 2014, when the original John Spedan Lewis Foundation (JSLF) Medal was created to mark the 50th anniversary of the Foundation. The Linnean Society of London is the world's oldest active society devoted to the study of natural history. The John Lewis Partnership (JLP) has maintained a partnership with the Society since 2014, when the original John Spedan Lewis Foundation (JSLF) Medal was created to mark the 50th anniversary of the Foundation.

In 2022, the JSLF trustees refreshed and relaunched the award as the John Spedan Lewis Emerging Leader Award, which recognises rising leaders in the UK's natural environment sector. This evolution aligned the award more closely with the Foundation's growing focus on youth and leadership.

For 2024 awards process, the Linnean Society awarded the medal to Meghan Gimber a self-professed 'hedgerow geek' who has spent almost a decade advocating for the protection, management, and growth of the UK's depleted hedgerows. Megan manages two hedgerow surveys for the People's Trust for Endangered Species (PTES): The Great British Hedgerow Survey and Healthy Hedgerows, the latter of which she developed into an app for farmers to aid rapid hedge assessment with direct and tailored management advice. Running training courses and walks, her outreach also extends to the media where she has appeared on radio, podcasts, at festivals and in print, with many feeding back that her inspirational work has left them consumed with 'hedge fever'. Nature committee members Conor Butler and Savita Wilmott attended the awards ceremony on 22 May 2025.

Financial review

The John Lewis & Partners Foundation was established in 2007 with a donation of £311,000 from John Lewis plc. It was renamed the John Lewis Partnership Foundation with effect from 30 January 2024.

Donations of £2,089,335 (2024: £785,444 (excluding the £2.7m donation for net assets and liabilities from the transfer of the JSLF into the JLPF) were received, full details can be found in note 2 of the accounts.

Investment income of £78,439 was generated (2024 : £16,620) as a result of the dividends and interest earned on the Nature Fund LGT investment portfolio (restricted fund) and the prevailing interest rates earned on the cash balances held throughout the year.

Total donations payable were £1,726,476 (2024: £1,219,918) full details are in notes 5, 6, and 7 to 31 of the accounts.

As at 31 January 2025, the Nature Fund LGT investment portfolio was valued at £2,899,790, an increase of 12.1% on the previous year end. Further details of investment performance and market conditions are given in the Investment policy and performance section below.

As at 31 January 2025 the Foundation had total funds of £4,493,564 (the Trust Fund) (2024: £3,677,172). The composition of the Trust Fund as at 31 January 2025 was Unrestricted funds of £1,337,384 (2024: £1,023,271) and Restricted funds of £3,156,180 (2024: £2,653,901).

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2025

Financial review (continued)

Investment policy and performance

In March 2023, the trustees agreed to adopt the same Investment Policy in operation for the John Spedan Lewis Foundation.

As a result of the resolutions signed on the 24 January 2024 by the John Spedan Lewis Foundation and on the 30 January 2024 by the John Lewis & Partners Foundation, the LGT Wealth Management portfolio was gifted as a Restricted Fund to the John Lewis & Partners Foundation, subsequently renamed John Lewis Partnership Foundation.

The Restricted Fund is invested in accordance with the investment policy adopted in March 2023.

The Foundation seeks to produce the best financial return with an acceptable level of risk and Environmental, Social and Governance (ESG) compliance for each of its short-term reserves and its long-term funds.

The investment objective for the long-term fund is to maintain a value against CPI inflation plus 3.5% over the long term. Risk tolerance and liquidity profile should be consistent with the planned rate of withdrawal in the Spending Policy which can be funded from capital and/ or income.

The investment objective for the short-term reserve is to preserve the capital value with a minimum level of risk and maximum available level of liquidity and ESG compliance. This fund will have negligible risk tolerance.

The investment policy creates the framework to target greater positive impact, through increasing alignment of the portfolio with the UN Sustainable Development Goals and the commitments of the Paris Climate Agreement.

The Policy includes specific Ethical Investment Policy and Responsible Investment Considerations. Any changes to the Investment Policy of the Restricted Fund should be agreed with the Nature Fund committee in advance (or any committee which may thereafter be established in substitution for the said Nature Fund committee). The Foundation shall also adopt any amendments to the Policy as recommended by the Nature Fund committee (or any committee which may thereafter be established in substitution for the said Nature Fund committee).

As at 31 January 2025, the LGT portfolio, excluding income earned but not distributed, was valued at £2,899,790, an increase of 12.1% on the previous year end. Investment returns earned during the year at £66,497 exceeded cash withdrawn from the portfolio to fund charitable expenditure (£43,152) and therefore as at 31 January 2025 the value of investment income earned but not yet distributed since inception was £53,260 (2024: £29,916) ; included in the Debtors Note 33.

When the portfolio underlying growth is added to investment income earned, total returns on the portfolio at 14.6% were better than the 4.6% total returns achieved in the final 10 month period of the John Spedan Lewis Foundation and exceeded the target rate of CPI inflation plus 3.5%.

The recovery of the portfolio through 2024 reflected the strengthening of global financial markets and initial optimism following the election outcome in the United States. However, the landscape altered significantly during the first quarter of the new financial year with the introduction of trade tariffs by the US administration. LGT will continue to monitor geopolitical risks closely and adjust the composition of the portfolio accordingly to mitigate downside risks while focusing on the most powerful structural growth drivers over the long term.

Reserves policy

The Reserves policy is reviewed annually. The trustees are unanimously of the view that the Foundation needs to hold sufficient reserves to cover the financial commitments it has made to multi-year projects which extend beyond the current Funding Agreement between the Foundation and John Lewis plc.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2025

Financial review (continued)

Reserves policy (continued)

The current Funding Agreement between the Foundation and John Lewis plc covers the period up to 31 January 2027.

At the Annual General Meeting on 22 July 2025, no reserves were required in relation to financial commitments beyond the year ended 31 January 2027 as there are no multi-year grants with commitments beyond that date. The Foundation main board agreed to hold reserves of £50,000 to give them a level of comfort that they are able to respond to any unforeseen changes in administrative support.

Where Foundation committees have their own defined or restricted income streams, the board annually agrees the committee's budget. As outlined in the committee's terms of reference, any projects that are longer than a year in duration must be taken to the Board for approval to enable this to be built into the Board's Reserve Policy.

Funding

The trustees developed a Commercial Participation Agreement (CPA) between the Foundation and John Lewis plc.

For the Employability committee, the CPA includes several revenue streams: John Lewis plc paying a donation from the sale of a range of products, for the use of the John Lewis Partnership Foundation logo, donations generated from single use carrier bag sales, a portion of proceeds from a charitable Golf Day fundraising event, and a percentage of income from sample sales. These samples, received by the John Lewis plc Commercial team, are sold to Partners during regular sample sales, provided the suppliers allow it.

John Lewis plc served notice on the single use carrier bag funding stream during the 2023/24 financial year as part of its commitment to eliminating single use plastic. The Foundation continued to earn revenues from this income stream during the year under review but anticipates this ending in the first half of the 2025/26 financial year as stocks are sold through.

Following the establishment of the Building Happier Futures (BHF) Fund, the CPA has expanded to include John Lewis plc paying a donation from the sale of a specific range of products with these funds specifically restricted for use by the BHF Fund.

Additionally, the BHF Fund benefits from donations via the Givestar charity fundraising platform with the QR code featured on both the johnlewis.com and waitrose.com websites within BHF webpages.

As part of the creation of the BHF Fund, John Lewis plc agreed to make a specific £175,000 donation and requested this be used to continue an initiative started in 2023 to fund Open University Scholarships and other opportunities for people who have experienced care.

A small number of ad hoc donations were received in the year from a John Lewis supplier undertaking fundraising events and from Nottingham Trent University following some volunteering from the Community Liaison Coordinator team working at John Lewis & Partners, Nottingham.

Details and values of income and donations are covered in notes 2 and 3 to the accounts (page 24).

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2025

Strategic developments and future plans

During the year under review, following on from the transfer of the John Spedan Lewis Foundation into the Foundation and the establishment of the Building Happier Futures Fund at the end of last year, the trustees have sought to integrate the newly created funds into the Foundation. This has required attention to a wide range of areas, such as the Board's Matters Reserved and Committee Terms of Reference; to the Purpose statements of each committee and the grant making approach and also the administration and meeting cycle required to ensure an effective communication channel both to and from the Board. Some of this work is still in progress as the Foundation adjusts to its new ways of working.

During the year the Foundation also continued its discussions with the John Lewis Partnership Golden Jubilee Trust, continuing with the ambition to have one overarching charitable vehicle through which the John Lewis Partnership can direct its donations and support. On 31 March 2025 the trustees signed a Deed of Appointment, Indemnity and Termination which transferred the assets of the John Lewis Partnership Golden Jubilee Trust into the Foundation.

Trustees are working with the support team provided directly by John Lewis plc to ensure that the John Lewis Partnership Golden Jubilee Trust is integrated and delivers on the overarching vision and strategy of the Foundation.

Now that this transfer has taken place, the trustee's strategic focus for the year ahead is to engage in a review of the Foundation, its work, governance and structure to ensure it is set up for success in achieving its future ambitions.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2025

Reference and administrative details

Charity Name: John Lewis Partnership Foundation. The Charity has also registered the working name 'John Lewis Foundation' and 'Building Happier Futures' with the Charity Commission. The Trustee Board approved to change its name to the John Lewis Partnership Foundation on 30 January 2024.

Charity Number: 1118162

Company Number: 06058796

Principal Office: 1 Drummond Gate, London, SW1V 2QQ

Directors and Trustees

The Directors of the charitable company are its trustees for the purpose of charity law and throughout this report are collectively referred to as the trustees.

Simon Bishop
Nyika Brain
Paul Buchanan (resigned on 9 December 2024)
James Fletcher (appointed on 31 March 2025)
Tracy Higgins (appointed on 31 March 2025)
Sarah Gillard (resigned on 9 December 2024)
Andrew Hoad (resigned on 17 September 2024)
Marija Rompani
Julie Rushworth (appointed on 31 March 2025)
Nicola Waller (resigned on 21 June 2024)
David Cope (appointed on 31 January 2024)
Ceira Thom (appointed on 31 January 2024)
Oriana Clare Tickell (appointed 23 June 2025)

Company Secretary

Simon Blackburn

Independent Auditor
KPMG LLP, 15 Canada Square, London, E14 5GL

Banker
National Westminster Bank plc, Cavendish Square, PO Box 4NU
1 Cavendish Square, London, W1G 0LA

Legal Adviser

Legal Department, John Lewis plc, 1 Drummond Gate, Pimlico, London, SW1V 2QQ

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2025

Structure, Governance and Management

Governing Document

The John Lewis Partnership Foundation was incorporated as a private limited company limited by guarantee, number 06058796, on 19 January 2007 and registered as a charity with the Charities Commission on 28 February 2007, number 1118162. The Company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. Every member (also being a Director of the Company and Trustee of the Charity) promises, if the Foundation is dissolved while he or she remains a member or within 12 months afterwards, to pay up to £1 towards the costs of dissolution and the liabilities incurred by the Foundation while he or she was a member.

The gift of the John Spedan Lewis Foundation on 30 January 2024, through a Deed of Appointment, Indemnity and Termination requires the assets and liabilities to be held as a Restricted Fund which is for promoting for the benefit of the public the understanding, protection and restoration of the natural world in an inclusive and socially just way. The fund is currently distributed by the Nature Fund.

Organisation

The John Lewis Partnership Foundation is governed by an independent Board of Trustees. The John Lewis Partnership plc Board shall be entitled by notice in writing signed by them or on their behalf and left at or sent to the registered office of the Foundation to appoint up to five trustees and by like notice to remove any trustee so appointed by them. The Board of Trustees may appoint up to five further trustees. The Foundation's Board consists of at least three and not more than ten individuals. The trustees must hold at least two meetings each year and quorum at a meeting of the trustees is three trustees.

Each trustee can serve for a three year term of office and shall retire at the board meeting arising after the third anniversary of their appointment. A retiring Trustee who remains qualified may be reappointed for a further three year term of office, up to a total of three, three year terms of office.

On appointment, new trustees are offered external training on governance and the trustee role, and are provided with detailed information about their legal obligations and responsibilities, and information about the Foundation's current work, which includes the John Lewis Partnership Foundation articles of association, the Foundation's Policies and guidance on Trustee and Directors duties and responsibilities.

The trustees met four times during the period between 1 February 2024 and 31 January 2025 including the annual general meeting on 4 June 2024.

The trustees have also delegated authority to two sub-committees in the Building Happier Future's fund and the Nature Fund through agreed Terms of Reference. Each of the committee's met three times during the year to consider its grant making approach, composition and to make grant awards.

Management

Day to day management, administration development, evaluation of projects and overall programme delivery for the Foundation is delivered by the Charities & Volunteering Specialist and Officer from the John Lewis plc Social Impact Team and is funded directly by John Lewis plc. All support provided directly by John Lewis plc is done so in adherence to the parent organisation pay policy.

Trustees Remuneration and Expenses

The trustees did not receive, and were not entitled to receive, any remuneration from the Foundation for their services. For those Foundation trustees in the employment of John Lewis plc, the Foundation's only related party, none of their remuneration from John Lewis plc related to their role within the Foundation. £133 of trustee training and travel expenses were incurred in the year.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2025

Structure, Governance and Management (continued)

Risk management

The trustees regularly consider the Foundation's activities in relation to the Foundation's charitable objectives and the risks to which it is exposed. As at 31 January 2025, the trustees believe that there are three principal risks arising from the Foundation's operations: there are insufficient funds available to continue the Foundation's work; and the risk of not managing the consolidation of trust and foundations appropriately and the lack of succession planning of key personnel or a reduction in support due to head office change programmes

The Foundation's primary source of funding is John Lewis plc and has in place a funding agreement. One of its main funding sources is the proceeds from the sale of single use carrier bags sold through John Lewis branches. John Lewis plc served notice on this funding stream during the 2023/24 financial year. The John Lewis Partnership is committed to eliminating single use plastic and as such has undertaken a strategic review of its carrier bag options, resulting in a new proposition. The Foundation continued to earn revenues from this income stream during the year under review. Other funding streams continue unchanged and the Foundation is currently in conversation with John Lewis plc as to a suitable alternative funding model.

The Board was aware that transfer of the John Spedan Lewis Foundation into the Foundation posed a number of risks, both relational and legal. As such, legal advice was taken throughout the transfer process and the Chair of the Board formed part of the working group to oversee the negotiations and process. The trustees were delighted to accomplish a smooth transition. Work has continued through the year to achieve a cadence for committee and board meetings, clarify roles and responsibilities and ensure each committee is operating with a full cohort and with the required administrative support. This work will continue as the trustees welcome the John Lewis Partnership Golden Jubilee Trust.

The administrative support provided to the Foundation is gifted by John Lewis plc. Various change programmes left trustees uncertain as to the impact these may have on the Foundation in the form of the support it receives in the future. The Ethics and Sustainability team was restructured during the year and as such one role was removed from the organisational structure that impacted the support provided to the Foundation. The team is taking steps to mitigate the impact on the Foundation.

Disclosure of Information to Auditor

The trustees who held office at the date of approval of this Report of the Trustees (including Strategic Report) confirm that, so far as they are each aware, there is no relevant audit information of which the charitable company's auditor is unaware; and each trustee has taken all the steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

STATEMENT OF TRUSTEES' RESPONSIBILITIES IN RESPECT OF THE TRUSTEES' ANNUAL REPORT AND THE FINANCIAL STATEMENTS

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

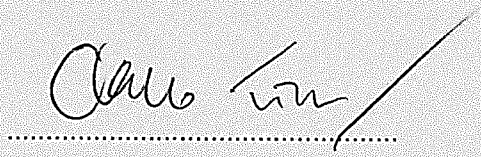
Company law requires the trustees to prepare financial statements for each financial year. Under that law they are required to prepare the financial statements in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*.

Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the income and expenditure for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards and the Statement of Recommended Practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- assess the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- use the going concern basis of accounting unless they either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charitable company and to prevent and detect fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.



Oriana Clare Tickell, on behalf of Trustees
John Lewis Partnership Foundation
Principal Office: 1 Drummond Gate, Pimlico, London, SW1V 2QQ

22 July 2025

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 JANUARY 2025

Notes		Unrestricted Fund 2025 £	Restricted Fund (Nature) 2025 £	Restricted Fund (BHF) 2025 £	Total Funds 2025 £	Total Funds 2024 £
	Income					
2	Donations	1,485,218	41,057	563,060	**2,089,335**	3,458,180
3	Other income	112,144	-	99,810	**211,954**	114,599
4	Investment income	11,782	66,657	-	**78,439**	16,620
	Total income	**1,609,144**	**107,714**	**662,870**	**2,379,728**	3,589,399
5	**Expenditure**					
	Charitable activities	(1,095,031)	(116,802)	(663,820)	**(1,875,653)**	(1,315,034)
	Total expenditure	**(1,095,031)**	**(116,802)**	**(663,820)**	**(1,875,653)**	(1,315,034)
	Transfers between funds	(200,000)	-	200,000	-	-
32	**Net gains / (losses) on investment assets**	-	312,317	-	**312,317**	(19,734)
35	**Net movement in funds**	**314,113**	**303,229**	**199,050**	**816,392**	2,254,630
	Reconciliation of funds					
	Total funds brought forward	1,023,271	2,653,901	-	**3,677,172**	1,422,542
	Total funds carried forward	**1,337,384**	**2,957,130**	**199,050**	**4,493,564**	3,677,172

£1,337,384 of the funds are unrestricted, £2,957,130 of funds are restricted for the Nature Fund and £199,050 of funds are restricted for the Building Happier Futures Fund.

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenses were from continuing activities.

The accompanying notes form an integral part of the financial statements.

BALANCE SHEET AS AT 31 JANUARY 2025

Notes		Unrestricted Fund 2025 £	Restricted Fund (Nature) 2025 £	Restricted Fund (BHF) 2025 £	Total Funds 2025 £	Total Funds 2024 £
	Fixed assets					
32	Investments	-	2,899,790	-	2,899,790	2,587,473
	Total fixed assets	-	2,899,790	-	2,899,790	2,587,473
	Current assets					
33	Debtors	126,650	53,260	820	180,730	180,624
	Cash at bank and in hand	1,251,333	4,080	201,923	1,457,336	1,237,653
	Total current assets	1,377,983	57,340	202,743	1,638,066	1,418,276
	Liabilities					
34	Creditors: amounts falling due within one year	(40,599)	-	(3,693)	(44,292)	(328,577)
	Net current assets	1,337,384	2,957,130	199,050	4,493,564	3,677,172
	Total net assets	1,337,384	2,957,130	199,050	4,493,564	3,677,172
	The funds of the charity					
	Restricted funds	-	2,957,130	199,050	3,156,180	2,653,901
	Unrestricted funds	1,337,384	-	-	1,337,384	1,023,271
35	**Total charity funds**	1,337,384	2,957,130	199,050	4,493,564	3,677,172

The accompanying notes form an integral part of the financial statements.

The financial statements on pages 20 to 32 were approved by the Board of Trustees on 22 July 2025 and signed on its behalf by:

.....

Oriana Clare Tickell, on behalf of Trustees

JOHN LEWIS PARTNERSHIP FOUNDATION

22 July 2025

Registered number: 06058796

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 JANUARY 2025

Notes		2025 £	2024 £
	Cash flows from operating activities:		
38	**Net cash inflow / (outflow) from operating activities**	**120,657**	(213,848)
32	**Cash flows from investing activities**		
	Investment income	**78,439**	16,620
	Purchase of investments	**(896,895)**	-
	Proceeds from sale of investments	**940,352**	-
	Net movement in investment portfolio cash balances	**(22,869)**	-
	Net cash inflow from investing activities	**99,027**	16,620
	Change in cash and cash equivalents in the year	**219,684**	(197,228)
	Cash and cash equivalents at the beginning of the year	**1,237,653**	1,434,881
	Cash and cash equivalents at the end of the year	**1,457,337**	1,237,653

The accompanying notes form an integral part of the financial statements.

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting policies

Basis of preparation
The financial statements have been prepared in accordance with Accounting and Reporting by Charities; Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS102)), the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the Companies Act 2006.

The Foundation constitutes a public benefit entity as defined by FRS 102.

The Charity has not taken any disclosure exemptions.

Going concern
The financial statements have been prepared on a going concern basis which the trustees consider to be appropriate for the following reasons.

The business model of the Foundation is such that its charitable activities are limited to those which it has sufficient funds to support from the excess of funding received over the costs of administering the Foundation. The Foundation therefore has no specific commitments and no committed costs beyond its fixed costs of operation which are detailed in note 5.

The trustees have reviewed the cash flow forecasts for a period of at least 12 months from the date of approval of these financial statements which indicate that the Foundation will have sufficient funds to meet its liabilities as they fall due for that period. The trustees have also considered the implications on these cash flow forecasts of John Lewis plc having served notice on the single use carrier bag funding agreement and consider that as a result of its operating model explained above the Foundation will have sufficient cash reserves to pay all committed costs.

Consequently, the trustees are confident that the Foundation will have sufficient funds to continue to meet its liabilities as they fall due for at least 12 months from the date of approval of the financial statements.

Fund Accounting
The Foundation has various types of funds for which it is responsible and which require separate disclosure:

Restricted Funds
Donations that are subject to specific conditions specified by the donor and investment funds with specific conditions for usage as set out in the Charity deeds are recorded as restricted funds. From these funds, the donations and any income derived there from may only be utilised in accordance with the specific conditions.

Unrestricted funds
These funds are expendable at the discretion of the Trustees in furtherance of the objectives of the Foundation.

The funds held in each of these categories are disclosed in note 35.

Income recognition policies
All Income is recognised in the SOFA when the Foundation is legally entitled to the income, the monetary value can be measured reliably and it is more likely than not that the economic benefits associated with the gift or transaction will flow to the charity. The Foundation has the following significant income streams:

a) Donations Income
Where the Foundation receives income, for which it does not supply a good or service equal to in value to the gift, it is considered to be a non-exchange transaction and is accounted for as a donation.

NOTES TO THE FINANCIAL STATEMENTS

Income recognition policies (continued)

b) Donations Income (continued)
Where income is received in relation to a written agreement or grant, the income is recognised on an accruals basis, as the value of the income can be reliably measured, receipt of the income can be legally enforced and receipt is considered probable. There are not any performance conditions contained within the Charity's income agreements.

Where income has been received by a donor and it is not covered by a written agreement or grant, it will be recognised on receipt of the funds. Prior to the receipt of this income the Foundation cannot reliably measure the monetary value nor are they legally entitled to the income. Receipt of the income is not considered to be probable.

Throughout the financial year John Lewis plc has provided administrative support at no cost. These donated services are recognised in the accounts based on the average within the John Lewis plc pay range for each type of role. John Lewis plc has a pay policy and pay ranges are reviewed annually and are informed by market rate research. A corresponding amount is recognised in expenditure in the period of receipt of the administrative support.

b) Other income
Where the Foundation receives income from the sale of goods bearing the Foundation trademark, an exchange transaction has taken place and should therefore be accounted for as other income.

c) Investment income
Income from investment and dividends is recognised when its receipt is probable and the amount receivable can be measured reliably. Dividends and interest income is accrued when the Charity's right to receive payment is established and measurement is at the fair value receivable i.e. when the Charity is notified of the award.

Expenditure
Expenditure is included on an accruals basis as a liability is incurred. Donations payable are charged as and when all conditions of the donation have been met (post agreement by the trustees). Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

If the recognition of a liability is no longer appropriate (e.g. an agreement is terminated) the liability is cancelled by crediting the original expenditure category.

Investments
Investments are stated at market value and any gains and losses have been recognised in the statement of financial activities.

Debtors
Debtors are recognised at the recoverable amount due.

Cash at bank and in hand
All cash is held in bank accounts with a short notice period of less than 90 days.

Creditors
Creditors are recognised where the Charity has a present obligation and the amount due to settle the obligation can be measured or estimated reliably.

Critical accounting judgements and key sources of estimation uncertainty
The trustees do not consider there to be any critical judgements or key sources of estimation uncertainty requiring disclosure in these financial statements.

NOTES TO THE FINANCIAL STATEMENTS

2. Donations

	2025	2024
	£	£
Funds donated by John Lewis plc from the sale of single use carrier bags	**1,150,083**	430,242
Funds donated by John Lewis plc from the sale of sample goods	**27,763**	29,541
Funds donated by John Lewis plc from the sale of products	**90,098**	84,487
Other unrestricted JLPF donations from John Lewis plc	**145,041**	150,000
Other unrestricted JLPF donations	**5,300**	-
Restricted BHF donations from John Lewis plc	**402,629**	-
Other restricted BHF donations	**119,377**	-
Donated services	**149,044**	91,173
Donation of JSLF to JLF	**-**	2,672,736
Total	**2,089,335**	3,458,180

The contribution from sale of single use carrier bags is in line with the Commercial Participation Agreement rate of £0.25.

The contribution from sale of products, includes £69,155 from Third Party Gift Cards (2024 : £55,224), £9,565 from Pride tote bags (2024: £20,388), £8,958 from Cat & Dog planters (2024: nil) and £2,420 from insurance policies (2024: £4,740). The Foundation branding is not on these product and therefore contributions are classified as donations income.

Other unrestricted JLPF donations from John Lewis plc includes a £144,882 donation from the John Lewis plc supplier charity golf event.

Other unrestricted JLPF donations include £5,200 raised by a supplier from a fundraising event held in January 2025.

Restricted BHF donations from John Lewis plc include a £175,000 donation for Open University scholarships and other

Other restricted BHF donations of £119,377 include £102,945 customer donations, £15,432 raised by a supplier from a walkathon fundraising event and £1,000 from Nottingham Trent University.

Administrative support is provided by John Lewis plc. The value of these services is estimated at £149,044 (2024: £91,173) and comprises ; £66,933 for the Employability committee, £41,057 for the Nature Fund Committee and £41,054 for the Building Happier Futures Fund committee.

3. Other income

	2025	2024
	£	£
Funds donated by John Lewis plc from the sale of rugs	**44,477**	46,932
Funds donated by John Lewis plc from the Christmas cards	**66,667**	66,667
Trademark licence fee paid by John Lewis plc	**1,000**	1,000
Funds donated by John Lewis plc to the BHF fund from the sale of Made by Care products	**99,810**	-
Total	**211,954**	114,599

The contribution from the sale of rugs and Christmas cards relates to products bearing the John Lewis Partnership Foundation logo. The rugs sold use cotton produced by cotton farmers who have been supported by the John Lewis & Partners Foundation through the CottonConnect project.

The trademark licence fee permits John Lewis plc to use the trademark in it's activities in support of the Foundation's charitable activities and aims, including the sale of products and services.

The BHF fund contribution from the sale of the Made by Care range of products designed by Care-experienced fine artist Izaac relates to products bearing the John Lewis Partnership Foundation and Building Happier Futures logos.

4. Investment income

	2025	2024
	£	£
LGT Wealth Portfolio - Restricted Fund	**66,497**	785
Interest on cash deposits	**11,942**	15,835
Total	**78,439**	16,620

NOTES TO THE FINANCIAL STATEMENTS

5. **Expenditure on charitable activities**

	2025 £	2024 £
Donations payable by John Lewis Partnership Foundation (note 6)	**1,543,883**	409,848
Building Happier Futures Open University Scholarships	**150,000**	-
Nature Fund PhD University of York	**32,593**	-
Sub-total	**1,726,476**	409,848
Support costs	**149,177**	95,115
Total	**1,875,653**	1,315,034

Support Costs

Support costs totalling £149,177 (2024 : £95,115) consist of two elements ;

(i) Administrative services

£149,044 (2024: £91,173) relates to the administrative services provided by John Lewis plc at no charge. An equivalent sum is included in donations income. The breakdown is as follows :

	2025 £	2024 £
Wages and salaries	**122,842**	75,009
National Insurance	**14,250**	8,956
Pension	**11,190**	6,751
Long Leave provision	**762**	458
Total	**149,044**	91,173

The split of £149,044 administrative services cost between the committees is £66,933 for the Employability committee, £41,057 for the Nature Fund Committee and £41,054 for the Building Happier Futures Fund committee.

None of the administrative support roles have any decision making authority in relation to the work of the Foundation.

FTE

The administrative support roles equated to 2.0 full time equivalents (2024 : 1.6 full time equivalents).

Salary Bandings

The number of John Lewis plc employees providing administrative support whose John Lewis plc remuneration fell into the bands below (excluding pensions and employers National Insurance) were as follows :

Banding	Number of John Lewis plc employees	
	2025	2024
< £60,000	**4**	4
£60,000 to £70,000	**1**	1
£70,000 to £80,000	**-**	-
£80,000 to £90,000	**-**	-
£90,000 to £100,000	**-**	1
£100,000 to £110,000	**1**	-

Trustee remuneration

The Trustees, also being Directors of the Company, did not receive and were not entitled to receive, any remuneration from the Foundation for their services. For those Foundation trustees in the employment of John Lewis plc, the Foundation's only related party, none of their remuneration from John Lewis plc related to their role within the Foundation.

Key management personnel

None of the administrative support roles have any decision making capacities and the only key personnel would be the Trustees who have decision making capacity.

(ii) Trustee expenses

£133 (2024: £3,942) relates to travel expenses for one Trustee and the cost of purchasing Building Happier Futures Made by Care thank you gifts for two outgoing Trustees.

NOTES TO THE FINANCIAL STATEMENTS

6. Expenditure by John Lewis Partnership Foundation

	2025 £	2024 £
Charitable activities		
Donations to institutions		
Employability (Unrestricted Fund)		
The Toybox Charity and British Asian Trust Jaipur projects (note 7)	**162,904**	148,838
Changing Young Lives Foundation (note 8)	**41,788**	-
Adoption UK (note 9)	**36,210**	23,581
Become (note 10)	**60,399**	57,523
Papworth Trust (note 11)	**14,909**	14,909
Scotswood Garden (note 12)	**29,167**	11,404
Rowan (note 13)	**20,000**	20,000
SOFEA (note 14)	**75,000**	75,000
The Citizens Foundation (note 15)	**39,959**	40,056
Catch 22 (note 16)	**65,090**	65,090
Future Roots (note 17)	**60,000**	60,000
Rees Foundation (note 18)	**40,590**	39,690
Children North East (note 19)	**30,500**	30,500
Sense International (note 20)	**99,545**	-
Cyrenians (note 21)	**-**	60,000
Breaking Barriers (note 22)	**50,000**	50,000
1625 Independent People (note 23)	**-**	54,604
Strawberry Field (note 24)	**9,000**	-
Roundabout (note 24)	**31,300**	-
Brass for Africa	**25,000**	-
SASBAH (note 25)	**10,000**	19,000
The Baytree Centre (note 26)	**20,000**	25,000
Care and Fair (note 27)	**7,030**	-
The Toybox Charity (note 28)	**80,000**	-
Turtle Dove	**19,574**	14,875
Other projects		409,848
Building Happier Futures (Restricted Fund)		
Dandelion Time	**10,844**	
Become	**20,000**	
Break Charity	**20,000**	
Youth Options	**18,500**	
First Star Scholars	**14,660**	
Barking & Dagenham Youth Zone	**19,820**	
Your Own Place	**19,851**	
The Brightside Trust	**19,840**	
Manchester Youth Zone	**15,000**	
Little Bird People	**20,000**	
Action for Children	**99,836**	
Home-Start UK	**97,661**	
Who Cares Scotland	**96,754**	
		-
Nature (Restricted Fund)		
Cetacean Research & Rescue Unit (note 31)	**25,000**	
MARINElife	**18,152**	
		-
Total	**1,543,883**	1,219,918

NOTES TO THE FINANCIAL STATEMENTS

6 **John Lewis Partnership Foundation commitments as at 31 January 2025**

	2026 £	2027 £	Total £
Employability (Unrestricted Fund)			
Become (note 10)	63,419	-	**63,419**
Scotswood Garden (note 12)	29,920	-	**29,920**
Rowan (note 13)	20,000	-	**20,000**
The Citizens Foundation (note 15)	57,765	-	**57,765**
Catch 22 (note 16)	65,090	-	**65,090**
Sense International (note 20)	105,182	-	**105,182**
Cyrenians (note 21)	60,000	-	**60,000**
1625 Independent People (note 23)	57,058	-	**57,058**
SASBAH (note 25)	10,000	10,000	**20,000**
The Baytree Centre (note 26)	20,000	20,000	**40,000**
The Toybox Charity (note 28)	80,000	-	**80,000**
Hope Foundation for Street Children (note 29)	26,191	18,260	**44,451**
Waste Aid	80,000	80,000	**160,000**
	674,625	128,260	**802,885**
Nature (Restricted Fund)			
PhD University of York	38,732	35,259	**73,991**
Cetacean Research & Rescue Unit (note 31)	10,000	-	**10,000**
	48,732	35,259	**83,991**
Total	723,357	163,519	**886,876**

As at 31 January 2025, the Foundation has committed, but not provided, spend of £802,885 relating to Employability projects. The Foundation expects £674,625 to be paid in the year ending 31 January 2026 and £128,260 to be paid in the following financial year.

As at 31 January 2025, the Nature Committee Restricted Fund has committed, but not provided, spend of £83,991 relating to PhD funding and the Cetacean Research project. The Foundation expects £48,732 to be paid in the year ending 31 January 2026 and £35,259 to be paid in the following financial year.

All expenditure is contingent upon the provision of satisfactory progress reports.

7. **Employability : Multi-Year Jaipur Projects with The Toybox Charity and British Asian Trust**

In March 2022, the Trustees agreed two multi-year projects based in Jaipur with Toybox and The British Asian Trust. The total amount approved was £450,000, this was to be paid by instalments over 3 years. In the year to 31 January 2025, payments of £159,904 were made following the receipt of satisfactory annual reports. In June 2024, the Trustees agreed an additional payment of £3,000 to The Toybox Charity to assist with the purchase of supplies to help combat the heatwave affecting the project in India.

8. **Employability : Multi-Year Project with Changing Young Lives Foundation**

In December 2022, the Trustees agreed a multi year project with Changing Young Lives Foundation a Hong Kong based Charity. The total amount approved was $800,000 HKD to be paid by instalments over 2 years. In the year to 31 January 2025, the second and final payment of £41,788 was made on receipt of a satisfactory report.

9. **Employability : Multi-Year Project with Adoption UK**

In December 2022, the Trustees agreed a multi-year project with Adoption UK to create 'The Bridge' programme to work with adopted 14-15 year olds in Grimsby, Hull, York and Scarborough to provide employability support via training sessions and mentoring. The total amount approved was £70,776, to be paid over 3 years. In the year to 31 January 2025 payments of £36,210 were made on receipt of the progress report. This payment included an additional £11,756 approved by Trustees in December 2024 to cover a shortfall generated at Adoption UK due to the success of the project.

10. **Employability : Multi-Year Project with Become**

In March 2023, the Trustees agreed a multi-year project with Become to support care experienced young people aged 14-27 through the expansion of their successful 'Propel' project. The total amount approved was £181,341, to be paid by instalments over three years. In the year to 31 January 2025 payments of £60,399 were made . The third and final payment is conditional on the Trustees receiving a satisfactory progress report. The total amount committed but not provided as at 31 January 2025 was £63,419.

11. **Employability : Multi-Year Project with Papworth Trust**

In March 2023, the Trustees agreed to fund a new project with Papworth Trust to provide the opportunity for 30 young people with mild to moderate learning disability, physical disability or long term health condition to take part in practical work experience within their Opportunities Without Limits (OWL) bike shop and workshop, located in Cambridge. The total amount approved was £29,818, to be paid by instalments over 2 years. In the year to 31 January 2025, the second and final payment of £14,909 was made upon receipt of a satisfactory report.

NOTES TO THE FINANCIAL STATEMENTS

12. **Employability : Multi-Year Project with Scotswood Garden**

In March 2023, the Trustees agreed a multi-year project with Scotswood Garden, the total amount approved was £70,491 to be paid by instalments over 3 years. Scotswood Garden inspire young people to be excited about their future and better prepare for the adult world through developing confidence, employability and life skills and volunteering experience. In the year to 31 January 2025, payments of £29,167 were made. The third and final payment is conditional on the Trustees receiving a satisfactory report. The total amount committed but not provided as at 31 January 2025 was £29,920.

13. **Employability : Multi-Year Project with Rowan**

In March 2023, the Trustees agreed a multi-year project with Rowan to fund a new 'Student Skills Enhancement Programme'. The total amount approved was £60,000 to be paid by instalments over 3 years In the year to 31 January 2025, payments of £20,000 were made. The third and final payment is conditional on the Trustees receiving a satisfactory report. The total amount committed but not provided as at 31 January 2025 was £20,000.

14. **Employability : Multi-Year Project with SOFEA**

In March 2023, the Trustees agreed a 2 year project with SOFEA to fund a new 'Transitional Support Programme'. The total amount approved was £150,000 to be paid by instalments over 2 years. In the year to 31 January 2025, the second and final payment of £75,000 was made upon receipt of a satisfactory report.

15. **Employability : Multi-Year Project with The Citizens Foundation**

In June 2023, the Trustees agreed a multi-year project with The Citizens Foundation based in Pakistan. The total amount approved was £137,780 to be paid by instalments over 3 years. The funding will support the 'Community Vocational Training Programme' which provides women and young girls from typically disadvantaged communities of Pakistan a safe space, in close proximity to their homes, where they can acquire technical embroidery and sewing skills they need to earn a livelihood. In the year to 31 January 2025, payments of £39,959 were made. The third and final payment is conditional on the Trustees receiving a satisfactory report. The total amount committed but not provided as at 31 January 2025 was £57,765.

16. **Employability : Multi-Year Project with Catch 22**

In June 2023, the Trustees agreed a multi-year project with Catch 22 to establish a programme to support Care Experienced Young People aged 18-30 in Manchester into meaningful and sustainable work. The total amount approved was £195,270 to be paid by instalments over 3 years. In the year to 31 January 2025, payments of £65,090 were made. The third and final payment is conditional on the Trustees receiving a satisfactory report. The total amount committed but not provided as at 31 January 2025 was £65,090.

17. **Employability : Multi-Year Project with Future Roots**

In June 2023, the Trustees agreed to fund a multi-year project with Future Roots to support a new 'Futures Plus' programme over two years and build on the previous successes achieved with the charity. The total amount approved was £120,000 to be paid by instalments over 2 years. In the year to 31 January 2025, the second and final payment of £60,000 was made upon receipt of a satisfactory report.

18. **Employability : Multi-Year Project with Rees Foundation**

In September 2023, the Trustees agreed a multi-year project with Rees Foundation to expand their 'Connect to Careers' project. The total amount approved was £80,280 to be paid by instalments over 2 years. In January 2025, a satisfactory progress report was received and therefore the second and final payment of £40,590 made after the year end has been provided for (Note 34).

19. **Employability : Multi-Year Project with Children North East**

In September 2023, the Trustees agreed a multi-year project with Children North East to provide funding for the building of a mentoring programme which supports young people into employment with a specific focus on young people with neurodiversity. The total amount approved was £60,999 to be paid by instalments over 2 years. In the year to 31 January 2025, the second and final payment of £30,500 was made upon receipt of a satisfactory report.

20. **Employability : Multi-Year Project with Sense International**

In December 2023, the Trustees agreed a multi-year project with Sense International focusing on vocational training and income-generating initiatives for 100 children and young adults with deafblindness and multiple disabilities in Delhi and Alleppey, India. The total amount approved was £204,727 to be paid by instalments over 2 years. The Memorandum of Understanding was signed by the charity in February 2024 and in the year to 31 January 2025, payments of £99,545 were made. The second and final payment is conditional on the Trustees receiving a satisfactory report. The total amount committed but not provided as at 31 January 2025 was £105,182

21. **Employability : Multi-Year Project with Cyrenians**

In December 2023, the Trustees agreed a multi-year project with Cyrenians to fund the Key to College (KtC) programme which provides 1:1 outreach practical and emotional support to young people and their family and carers. The total amount approved was £120,000 to be paid by instalments over 2 years. The Memorandum of Understanding was signed with the charity in January 2024 and in the prior year accounts a payment of £60,000 made in February 2024 was provided for. The second and final payment is conditional on the Trustees receiving a satisfactory report. The total amount committed but not provided as at 31 January 2025 was £60,000.

NOTES TO THE FINANCIAL STATEMENTS

22. **Employability : Multi-Year Project with Breaking Barriers**

In December 2023, the Trustees agreed a multi-year project with Breaking Barriers to support their work as a specialist employment charity helping refugees and people of refugee background into meaningful jobs through advice, experience and education. The total amount approved was £100,000 to be paid by instalments over 2 years. The Memorandum of Understanding was signed with the charity in January 2024 and in the prior year accounts a payment of £50,000, made in February 2024, was provided for. The second and final payment of £50,000 was made in January 2025 upon receipt of a satisfactory report.

23. **Employability : Multi-Year Project with 1625 Independent People**

In December 2023, the Trustees agreed a multi-year project with 1625 Independent People to fund their Education, Employment and Training (EET) coaching programme working with care-experienced young people, custody leavers, refugees and unaccompanied asylum-seeking children. The total amount approved was £111,662 to be paid by instalments over 2 years. The Memorandum of Understanding was signed with the charity in January 2024 and in the prior year accounts a payment of £54,604, made in February 2024, was provided for. The second and final payment is conditional on the Trustees receiving a satisfactory report. The total amount committed but not provided as at 31 January 2025 was £57,058.

24. **Employability : Grants to Strawberry Fields and Roundabout**

In December 2023 Trustees meeting, the Foundation was pleased to award £9,000 to the Strawberry Fields for their 'Steps to Work' programme and £31,300 to Roundabout, South Yorkshire's largest youth homelessness charity for their Employment, Education and Training work. The Memorandum of Understanding with each charity was signed in Spring 2024 and the payments were made in April 2024.

25. **Employability : Grant to The Sussex Association for Spina Bifida and Hydrocephalus (SASBAH)**

In September 2024, the Trustees agreed a multi-year project with SASBAH towards a supported employment project based in Gun Hill, East Sussex, offering education, training and voluntary work experience enabling young adults to develop employability and social skills. The total amount approved was £30,000 to be paid by instalments over 3 years. In the year to 31 January 2025, payments of £10,000 were made. Future payments are conditional on the Trustees receiving satisfactory reports. The total amount committed but not provided as at 31 January 2025 was £20,000. The prior year value of £19,000 relates to the grant awarded by the Trustees at the March 2023 meeting.

26. **Employability : Grant to The Baytree centre**

In September 2024, the Trustees agreed a multi-year project with The Baytree Centre to continue the Foundation's long standing relationship with the charity and support their employment advice and mentoring workshop for vulnerable women. The total amount approved was £60,000 to be paid by instalments over 3 years. In the year to 31 January 2025, payments of £20,000 were made. Future payments are conditional on the Trustees receiving satisfactory reports. The total amount committed but not provided as at 31 January 2025 was £40,000. The prior year value of £25,000 relates to the second and final payment for a two year project extension awarded in June 2022.

27. **Employability : Grant to Care and Fair**

The Foundation made a final payment £7,030 relating to the Care and Fair project following confirmation of the name change of a school in Uttar Pradesh, India.

28. **Employability : Grant to The Toybox Charity**

In December 2024, the Trustees agreed a new multi-year project with The Toybox Charity to strengthen the 'Exploitation to Education' project started in April 2022 in Jaipur and continue providing non-formal education and remedial classes to children to ensure their admission into formal schools and subsequent retention.The total amount approved was £160,000 to be paid by instalments over 2 years. In the year to 31 January 2025, payments of £80,000 were made.The second and final payment is conditional on the Trustees receiving a satisfactory report. The total amount committed but not provided as at 31 January 2025 was £80,000.

29. **Employability : Grant to The Hope Foundation for Street Children**

In December 2024, the Trustees agreed a multi-year project with The Hope Foundation for Street Children to support and empower children with special needs living in the slums and on the streets of Kolkata. The total amount approved was £44,451 to be paid by instalments over 2 years. The Memorandum of Understanding was signed by the charity after the year date and as such the total amount committed but not provided as at 31 January 2025 was £44,451.

30. **Employability : Grant to Waste Aid**

In December 2024, the Trustees agreed a multi-year project with Waste Aid to support the economic empowerment of vulnerable youth in the waste value chain of rural South Africa.The total amount approved was £160,000 to be paid by instalments over 2 years. The Memorandum of Understanding was signed by the charity after the year date and as such the total amount committed but not provided as at 31 January 2025 was £160,000

NOTES TO THE FINANCIAL STATEMENTS

31. **Nature : Grants to Cetacean Research & Rescue Unit (CRRU)**

In August 2023, the John Spedan Lewis Foundation Trustees agreed a multi-year project with the Cetacean Research & Rescue Unit to support a project to understand the regional movements of coastally occurring minke whales in northeast Scotland. The total amount approved was £30,000 to be paid over two years. In the year to 31 January 2025, payments of £15,000 were made.

In November 2024, the Nature Fund Committee members agreed a £20,000 grant to CRRU to support the ongoing monitoring studies of minke whales along the northeast Scottish coast to identify underlying threats affecting these coastal whales and provide evidence to inform the adaptive management process for the Moray Firth MPA site. The total amount approved was £20,000 to be paid over two instalments. In the year to 31 January 2025, payments of £10,000 were made.The second and final payment is conditional on the Committee members receiving a satisfactory 6-8 month report. The total amount committed but not provided as at 31 January 2025 was £10,000.

32. **Investments**

	2025	2024
	£	£
Market value at 1 February	**2,587,473**	-
Acquisitions	**896,895**	-
Sales proceeds	**(940,352)**	-
Net movement in cash balances	**22,869**	-
Net realised investments gains	**75,753**	-
Net unrealised investment gain/(loss)	**257,152**	(19,734)
Gift from JSLF to JLF	**-**	2,607,207
Market Value at 31 January	**2,899,790**	2,587,473

Investments at 31 January comprised:	**2025 Market Value**	2024 Market Value
	£	£
Income Funds		
Equities and commodities	**2,366,782**	1,954,024
Bonds	**504,160**	570,465
Cash and cash equivalents	**28,848**	62,984
LGT Wealth Portfolio - Restricted Fund	**2,899,790**	2,587,473
Historical cost as at 31 January	**2,607,207**	2,607,207

33. **Debtors**

	2025	2024
	£	£
Amounts owed to JLPF by John Lewis plc	**126,650**	150,708
Interest Receivable Restricted Investment Fund	**53,260**	29,916
Amounts owed to JLPF BHF by Givestar	**638**	-
Amounts owed to JLPF BHF by John Lewis plc	**182**	-
	180,730	180,624

The 2025 figure of £126,650 includes £9,299 for the donation of proceeds arising from the sale of single use carrier bags (2024: £47,012), £44,477 being a contribution from the sales of rugs with the John Lewis Foundation Logo, using cotton produced by cotton farmers that have been supported by the John Lewis Partnership Foundation through the CottonConnect project (2024: £46,932) and £69,155 being a contribution from the sale of Third Party Giftcards (2024: £55,224).

NOTES TO THE FINANCIAL STATEMENTS

34. Creditors: amounts falling due within one year

	2025	2024
	£	£
Donations JLPF	**40,599**	328,577
Donations JLPF BHF Partner Charities	**3,693**	-
	44,292	328,577

Donations JLPF relates to payments made after the year end to Rees Foundation.

Donations JLPF BHF Partner Charities relates to payments made after the year end to Action for Children, Home-Start UK and Who Cares Scotland.

35. Net movement in funds

	Fund balances brought forward	Income	Expenditure	Transfers	Gains & Losses	Fund balances carried forward
	£	£	£	£	£	£
Unrestricted Fund	**1,023,271**	1,609,144	(1,095,031)	(200,000)	-	**1,337,384**
Restricted Fund (Nature)	**2,653,901**	107,714	(116,802)	-	312,317	**2,957,130**
Restricted Fund (BHF)	**-**	662,870	(663,820)	200,000	-	**199,050**
Total Funds	**3,677,172**	**2,379,728**	**(1,875,653)**	**-**	**312,317**	**4,493,564**

The composition of the Trust Fund as at 31 January 2025 was Unrestricted funds of £1,337,384, Nature Restricted funds of £2,957,130 and Building Happier Futures Restricted funds of £199,050.

36. Corporation Taxation

The Charity is a registered charity, and as such is exempt from tax on income and gains to the extent that these are applied solely for charitable purposes, falling within s478 to s490 of the Corporation Taxes Act 2020 and s256 of the Taxation of Chargeable Gains Act 1992.

37. Related party transactions

John Lewis plc is the only related party. For the year to 31 January 2025, the Foundation has recognised donations income of £1,815,614 and other income of £211,954 from John Lewis plc as reported in Notes 2 and 3. As at the year end date, £126,650 is owed to the Foundation by John Lewis plc per Note 33.

All administrative support is provided by John Lewis plc. For the year ended 31 January 2025, the value of these services is estimated at £149,044. The estimated value of these services is recognised within income as a donation, and an equivalent charge included within support costs. None of the administrative support roles have any decision making authority in relation to the work of the Foundation.

The Trustees, also being Directors of the Company, did not receive and were not entitled to receive, any remuneration from the Foundation for their services. For those Foundation trustees in the employment of John Lewis plc, the Foundation's only related party, none of their remuneration from John Lewis plc related to their role within the Foundation.

For the year to 31 January 2025, four trustees appointed by the John Lewis Partnership plc board, were paid remuneration for their employment with John Lewis plc.

The audit fee for the Foundation was borne by John Lewis plc.

38. Reconciliation of net movement in funds to net cash flows from operating activities

	2025	2024
	£	£
Net movement in funds	**816,392**	2,254,630
Deduct investment income shown in investing activities	**(78,439)**	(16,620)
Net realised investment (gains)	**(75,753)**	-
Net unrealised investment (gains)/losses	**(257,152)**	19,734
(Increase) / Decrease in Debtors	**(106)**	(52,664)
(Decrease) / Increase in Creditors	**(284,285)**	188,278
Gift of JSLF Investment Fund to JLF	**-**	(2,607,207)
Net cash provided by operating activities	**120,657**	(213,848)

39. Non adjusting event after the end of the reporting period

On 31 March 2025, at a meeting of the Trustees of the John Lewis Partnership Foundation, after due and careful consideration, the Trustees resolved to accept the transfer of net assets and liabilities from the Trustees of the Golden Jubilee Trust and to hold them as a Restricted Fund on the charitable trusts set out in the Deed of Appointment, Indemnity and Termination. The estimated value of this gift is £5,458,463.

Independent auditor's report to the members of John Lewis Partnership Foundation

Opinion

We have audited the financial statements of John Lewis Partnership Foundation ("the Charitable Company") for the year ended 31 January 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and related notes, including the accounting policies in note 1.

In our opinion the financial statements:

- give a true and fair view of the state of the Charitable Company's affairs as at 31 January 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with UK accounting standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities are described below. We have fulfilled our ethical responsibilities under, and are independent of the Charitable Company in accordance with, UK ethical requirements including the FRC Ethical Standard. We believe that the audit evidence we have obtained is a sufficient and appropriate basis for our opinion.

Going concern

The Trustees have prepared the financial statements on the going concern basis as they do not intend to liquidate the Charitable Company or to cease its operations, and as they have concluded that the Charitable Company's financial position means that this is realistic. They have also concluded that there are no material uncertainties that could have cast significant doubt over its ability to continue as a going concern for at least a year from the date of approval of the financial statements ("the going concern period").

In our evaluation of the Trustees' conclusions, we considered the inherent risks to the Charitable Company's business model and analysed how those risks might affect the Charitable Company's financial resources or ability to continue operations over the going concern period.

Our conclusions based on this work:

- we consider that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate; and
- we have not identified, and concur with the Trustees' assessment that there is not, a material uncertainty related to events or conditions that, individually or collectively, may cast significant doubt on the Charitable Company's ability to continue as a going concern for the going concern period.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the above conclusions are not a guarantee that the Charitable Company will continue in operation.

Fraud and breaches of laws and regulations – ability to detect

Identifying and responding to risks of material misstatement due to fraud

To identify risks of material misstatement due to fraud ("fraud risks") we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud.

Our risk assessment procedures included:

- enquiring of personnel, as to whether they have knowledge of any actual, suspected or alleged fraud;
- reading Board of Trustees meeting minutes; and
- using analytical procedures to identify any unusual relationships or movements

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit.

Independent auditor's report to the members of John Lewis Partnership Foundation

Fraud and breaches of laws and regulations – ability to detect (continued)

As required by auditing standards, we perform procedures to address the risk of management override of controls, in particular the risk that management may be in a position to make inappropriate accounting entries.

On this audit we do not believe there is a fraud risk related to revenue recognition due to revenue recognition being closely aligned to cash receipts and signed contractual agreements. We therefore assessed that there was limited opportunity for the charitable company to manipulate the income that was reported.

We did not identify any additional fraud risks.

We performed procedures including identifying unusual adjustments and comparing any identified entries to supporting documentation and reviewing the year end bank reconciliation.

Identifying and responding to risks of material misstatement due to non-compliance with laws and regulations

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, through discussion with management and discussed the policies and procedures regarding compliance with laws and regulations.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

The potential effect of these laws and regulations on the financial statements varies considerably.

The charitable company is subject to laws and regulations that directly affect the financial statements including financial reporting legislation (including related companies legislation and charity law), and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Whilst the charitable company is subject to many other laws and regulations, we did not identify any others where the consequences of non-compliance alone could have a material effect on amounts or disclosures in the financial statements.

Context of the ability of the audit to detect fraud or breaches of law or regulation

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed · noncompliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition; as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations.

Other information

The Trustees are responsible for the other information, which comprises the Directors' and Trustees' Report. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except as explicitly stated below, any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. Based solely on that work:

- we have not identified material misstatements in the other information;
- in our opinion the information given in the Directors' and Trustees' Annual Report is consistent with the financial statements; and
- in our opinion that report has been prepared in accordance with the Companies Act 2006.

Independent auditor's report to the members of John Lewis Partnership Foundation

Matters on which we are required to report by exception

Under the Companies Act 2006 we are required to report to you if, in our opinion:

- the Charitable Company has not kept adequate accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or

We have nothing to report in these respects.

Trustees' responsibilities

As explained more fully in their statement set out on page 19, the Trustees (who are also the Directors of the Charitable Company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view; such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; assessing the Charitable Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and using the going concern basis of accounting unless they either intend to liquidate the Charitable Company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue our opinion in an auditor's report. Reasonable assurance is a high level of assurance, but does not guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

A fuller description of our responsibilities is provided on the FRC's website at www.frc.org.uk/auditorsresponsibilities.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the Charitable Company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the Charitable Company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charitable Company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Sarah McKean (Senior Statutory Auditor)
for and on behalf of KPMG LLP, Statutory Auditor
Chartered Accountants
15 Canada Square
London
E14 5GL

23 July 2025

John Lewis Partnership Foundation

England & Wales - Charity number 1118162

Accounts

JOHN LEWIS PARTNERSHIP FOUNDATION

ANNUAL REPORT
FOR THE YEAR ENDED 31 JANUARY 2024

Company Number: 06058796

Charity Number: 1118162

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DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2024

The Board of Trustees (the Trustees) presents their Directors' and Trustees' report along with the financial statements of the John Lewis Partnership Foundation (referred to as the "Foundation", the "Trust", the "Charity" or the "charitable company") for the year ended 31 January 2024. The financial statements have been prepared in accordance with the accounting policies set out on pages 19 - 20 and comply with the Charity's Articles of Association, the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. In preparing the financial statements the Charity follows best practice as set out in the UK Accounting Standards (UK Generally Accepted Accounting Practice) including Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS102)) and the Companies Act 2006.

Following a period of consultation on the John Lewis Partnership's ambition to consolidate the number of trust and foundations it is supporting, on 30 January 2024, the Trustees agreed to accept the gift of the John Spedan Lewis Foundation net assets and liabilities to be held as a Restricted Fund and establish the Nature Committee with the chairperson of this committee also appointed as a Trustee on the main Foundation Board. This transfer included, amongst other things covered in the Financial Review, the investment portfolio held with LGT Wealth Management.

Furthermore, the Trustees agreed to establish the Building Happier Futures (BHF) Committee which will undertake grant giving to support those in, from and at risk of care. The chairperson of the BHF committee was also appointed as Trustee on the main Foundation Board.

Finally, in view of the expanded remit of the Foundation, the Trustees agreed to rename the Charity the John Lewis Partnership Foundation.

Objectives and activities

The objectives of the Foundation are to advance general charitable purposes, acting alone or in association with others, by such charitable activities as the Trustees shall determine, to include (without limitation) charitable activities designed to benefit the communities in the UK and overseas where John Lewis Partners live and work and communities which supply products to John Lewis & Partners.

The Foundation will make grants to fund projects that improve the wellbeing of such communities. Funding projects of this nature will inevitably benefit the wider community, as well as those individuals who produce products to be sold by John Lewis & Partners. In deciding which projects to support, especially when a project is based overseas, the Foundation will carefully consider issues such as local culture and traditions and the political situation and where appropriate will seek advice from local groups and organisations experienced in working with these communities to ensure that the Foundation's funding achieves the maximum benefit possible.

The current strategic focus of the Foundation is to invest in vulnerable children and young adults, providing education and skills for meaningful employment. In doing so, it is the ambition of the Foundation that it will help create a "Happier world where all young people can access meaningful employment". The Charity has identified three key pillars upon which to focus its work and is working towards the following objectives, financial allocations and measurable metrics;

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2024

Objectives and activities continued

Grant making policy

To ensure that any social investment made by the Foundation achieves maximum benefit, and to ensure that each individual project can be objectively evaluated, the Trustees have established a set of funding criteria which project proposals must meet in order to qualify for funding.

The Trustees' grant making policy also sets out that grants will not be made to contribute towards elements of projects which might reasonably be considered 'core costs' including capital items, construction or refurbishment of buildings, development of computer programmes or educational materials, marketing and promotional activities, venue hire and other consumables.

The Trustees have also clearly defined what types of projects will not be eligible for grants. Projects which are ineligible for funding include:

- Projects that do not offer benefit to communities who support the John Lewis & Partners business;
- Projects that promote religious or political groups or activities that exclude any part of society;
- Projects which seek to create an income stream or charge a fee to beneficiaries for access to it; and
- Courses, conferences, festivals, expeditions, overseas travel, fundraising events, receptions, lectures, respite breaks or holidays, residential camps.

The Trustees have also identified those organisations that are ineligible for funding, which include:

- Pressure or campaign groups; and
- Endowment funds.

The Trustees have also approved guidelines for applications which sets out how to apply, who should apply, how much an organisation can apply for, when to apply, the approval process and the terms and conditions of any grant award.

Applications are welcome from the following groups or individuals:

- John Lewis plc employees on behalf of independent organisations;
- Supplier management committees;
- Worker management committees; and
- Independent charities and community groups.

Projects seeking funding must demonstrate that they aim to increase the employability of disadvantaged individuals or provide access to skills or education which has the potential to enable access to sustainable employment in the future and in so doing improve the wellbeing and local environment of communities in need, in the UK and overseas, that support the John Lewis & Partners business. They must demonstrate that they address at least one of the following areas:

- Education, training and skills transfer; or
- Enabling sustainable employment.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2024

Achievements and performance

In planning activities each year the Board has regard to the Charity Commission's guidance on public benefit at Trustee meetings. The Trustees always ensure that the programmes they undertake are in line with the specified charitable objectives.

During the year under review the Chair, Jonathan Marsh resigned as a trustee and Chair of the Foundation. Nicola Waller, who was an existing trustee, was appointed as Chair on 13 December 2023.

During the year under review, the Foundation embedded the strategy and vision outlined above focused on enabling vulnerable young people to access the skills and opportunities to achieve meaningful and sustainable employment.

In the year ended 31 January 2024, the Foundation agreed funding of twenty two new UK based employability projects alongside continuing commitments to two projects started in previous years. The Foundation was pleased to grant two organisations extensions to current UK based projects, totalling £118,095. The Trustees were pleased to agree funding for two new overseas projects, one based in South Africa and the other in Pakistan alongside continuing commitments to two India based projects and one Hong Kong based project.

UK Ongoing Funding

Adoption UK
The leading charity for all those whose lives involve adoption, in December 2022 the Foundation was pleased to award funding over three years to Adoption UK to create 'The Bridge'. This programme will work with adopted 14-15 year olds in Grimsby, Hull, York and Scarborough to provide employability support via training sessions and mentoring. The Trustees were satisfied with the progress report presented at the September 2023 meeting and approved the second year payment of £23,581.

The Baytree Centre is a woman led organisation based in Lambeth working with women and girls, the majority of whom are isolated and disenfranchised, supporting them to gain confidence, knowledge and skills to become integrated members of the community. Following on from the success of the original three year grant award for the 'Step into Work' programme, in June 2022 the Trustees agreed to award £50,000 to extend the programme funding for a further two years. The Trustees were satisfied with the progress report presented at their September 2023 meeting and approved the second year extension payment of £25,000.

The **Grassmarket Community Project** is a social enterprise which offers long-term, relationship-based support to vulnerable adults in Edinburgh facing social exclusion and isolation. They received funding in 2020/2021 to recruit a Wood Workshop Assistant Manager, whose focus will be on sharing skills in joinery or related professions to enable skilled access to employment. Based on the success of this project, in June 2022 the Trustees agreed to additional funding to extend this project for a further year. In December 2023, the Trustees agreed a final one year extension of £18,206 to partially fund the Wood Workshop Assistant Manager to continue to train and support the social enterprise members with their St Ayles Skiff building project.

Blackburn Youth Zone
In December 2023, the Foundation was pleased to continue the support for Blackburn Youth Zone with an extension grant of £99,889. This funding will enable the charity to continue it's work through the Darwen Youth Hub and support young people from disadvantaged backgrounds to build confidence and employability skills. The charity has a close relationship with the John Lewis PLC Herbert Parkinson soft furnishings factory in Darwen, Lancashire. The extension will enable the charity to continue developing relationships with local businesses and create more opportunities for young people to access career advice and support.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2024

Achievements and performance (continued)

UK Ongoing Funding (continued)

Transitions UK
The Foundation supported Transitions UK with a grant of £15,000 to support the 'Attain' programme, a project that seeks to support care experienced individuals to access skills for employment through volunteer mentoring. Unfortunately, in October 2022 the Foundation learnt that Transitions UK had closed, for reasons unknown. The Ethics & Sustainability team wrote to the liquidator, Maria Strong, on 6th October 2022. Despite attempts of contact with the liquidator, the Foundation has not received a response to its requests for information on the status of its donation. Consequently the Foundation has concluded that its donation will not be returned and has closed the matter.

UK New Funding

Papworth Trust
The Papworth Trust are a leading disability charity and were successfully funded by the Foundation to deliver the First Steps to Success project (FSTS) programme between 2020 and 2023. The FSTS funding completed and the Papworth Trust applied for new funding for a separate project to provide the opportunity for 30 young people with mild to moderate learning disability, physical disability or long term health condition to take part in practical work experience within their Opportunities Without Limits (OWL) bike shop and workshop, located in Cambridge. The Foundation was pleased to award £29,818 over two years to enable a bike trainer to be employed to work alongside the young people, enabling them to build the confidence, life skills and technical experience to gain paid employment.

Become
The Foundation was pleased to award Become, a national charity dedicated to supporting care-experienced young people, with a grant of £181,341 over three years to fund a pilot to expand their successful Propel project. The pilot aims to support care-experienced young people aged 14-27 with moves into apprenticeships and vocational roles in addition to their existing support for moves into higher or further education.

Scotswood Garden
A community garden in the most deprived area of Newcastle upon Tyne. The charity were successful in their application for funding for the 'Nightshade Rangers' weekly youth programme, that inspires young people to be excited about their future, prepare them with life skills for adult life including employment, and build confidence. The Foundation approved total funding of £70,491 over a three year period.

Rowan
An arts centre and forest school for adults with learning disabilities in Cambridge, Rowan were successful in their application for funding for a new 'Student Skills Enhancement Programme'. The Foundation approved total funding of £60,000 over three years. The programme will support six young people with learning disabilities every 6 months to work 1-2-1 with a support worker to develop a range of life and vocational skills to increase their chances of employability.

Sussex Association for Spina Bifida and Hydrocephalus (SASBAH)
SASBAH received a grant award from the Foundation of £19,000 to fund the development of the training aspect of their 'Saspire' employability project which supports 30 participants, all of whom have physical and learning disabilities caused through Spina Bifida and Hydrocephalus.

SOFEA
SOFEA are an education, training and wellbeing charity, seeking to combat the effects of multiple deprivation, mental health and substance abuse. The Foundation was pleased to grant total funding of £150,000 over two years for the new 'Transitional Support Programme', that will offer 80 young people aged 11-16 years old one to one support and mentoring to sit alongside regular education to ensure that they are able to achieve the best outcomes educationally and holistically.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2024

Achievements and performance (continued)

UK New Funding (continued)

Catch 22
Catch 22 support Care Experienced Young People living in the most disadvantaged communities in England and Wales with education, employment, justice and family support services. Catch22 were successful with their application to establish a programme to support Care Experienced Young People aged 18-30 in Manchester into meaningful and sustainable work. The Foundation approved a grant of £195,270 over three years.

Future Roots
Dorset based care farming project, Future Roots provides alternative education and support for people to learn new skills and develop personal qualities by caring for animals, growing plants, and learning rural crafts. The work of the charity aims to be fully inclusive and engage those most excluded from society through using a resilience model, dedicated mentors and a farm environment. The Foundation was pleased to grant total funding of £120,000 to support a new 'Futures Plus' programme over two years and build on the previous successes achieved with the charity

Just Like Us
Just Like Us is a LGBT+ young people's charity, working with this vulnerable group of children and young adults to improve their employability, as well as to make education spaces more inclusive. The charity were successful with their application to fund expansion of their Ambassador Programme for young people, aged 18-25, which provides access to a personal and professional development pathway, including training and skills workshops, a mentoring scheme and volunteering opportunities, which will result in their increased employability. The Foundation approved a grant of £52,823 which was partially funded by a £20,388 donation from John Lewis plc arising from the sale of Pride Tote bags (Note 2).

Drive Forward
Drive Forward Foundation is a registered charity specialising in supporting care-experienced children and young people aged 16 – 26 in London into employment, education, and training. The charity we have developed an ambitious 3-year strategy to increase the number of London care leavers transitioning from care into a career of their own choice. The Foundation approved a grant of £50,000.

Rees Foundation
The Rees Foundation vision is that people who are leaving care should have support networks in place and shouldn't be left alone to tackle life's challenges. The charity was successful with their application for funding to expand their 'Connect to Careers' project which provides a combination of training, mentorship, and practical experiences, empowering vulnerable, care experienced young people to overcome barriers to employment and thrive in the workforce. The Foundation approved a grant of £80,280 over two years.

Youth Concern
Buckinghamshire based charity, Youth Concern have been supporting vulnerable and disadvantaged young people in Aylesbury Vale since 1979 through their Drop-in Centre and services, counselling and homelessness projects, Youth Concern's holistic service delivers real benefits for young people with multiple and often complex needs. The Foundation was pleased to award a grant of £16,725 to fund a part time Careers Youth Worker to develop and deliver an education, training and employment project for Aylesbury Vale's vulnerable 13-25 year olds.

Children North East
Children North East (CNE) is a large North East regional children's charity with some of their work extending across England, Wales and Scotland. The Foundation was pleased to award a grant of £60,999 over two year to funding the building of a mentoring programme which supports young people into employment with a specific focus on young people with neurodiversity.

Turtle Dove Cambridge
Turtle Dove Cambridge supports young women aged 14-24 who are or are at risk of not being in education, employment or training (NEET) by providing work experience, training, youth support and self-development opportunities. The Foundation was pleased to award a grant of £14,875 to support the Alternative Education Programme and Youth Support services.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2024

Achievements and performance (continued)

UK New Funding (continued)

My Sisters House
My Sisters' House supports any self-identifying women in the community struggling against social and economic disadvantage by offering welfare and wellbeing support, including an employability programme. The charity specialises in domestic abuse support for women at medium-risk. The Foundation was pleased to award a grant of £30,000 to support the rebranded Thrive Programme (formerly known as Step Forward) which offers free coaching, courses and 1-to-1 support to act as a bridge for vulnerable and disadvantaged women to enter back into work, or back into participating sections of society with confidence and empowerment.

Wirral Youth Zone
Based in Birkenhead, The Hive exists to provide investment in vulnerable children and young adults in one of the most disadvantaged communities in England. The Foundation was pleased to award a grant of £14,696 to support the Inspiring Futures Programme which equips young people with skills, knowledge and resilience to complete their education and make better career choices.

Move On
Move On is a registered charity with bases in Edinburgh and Glasgow which supports people to take control of their lives and achieve their aspirations and goals and enables people to access and sustain volunteering, education, training, and employment. The Foundation was pleased to award a grant of £27,530 to fund Move On's driving programme which aims to support 20 young people to become safe and qualified drivers, competent and trained to drive vans. This skill, together with other essential employability support will ensure young people increase their employment chances significantly. The project will target 20–25-year-olds with an aspiration to drive for a living.

Cyrenians
Cyrenians has been tackling the causes and consequences of homelessness for over 50 years. The charity was successful with its application for funding for the Key to College (KtC) programme which provides 1:1 outreach practical and emotional support to young people and their family and carers. The programme provides support to navigate the college application, funding and enrolment processes and establish college contacts, become familiar with college systems and negotiate further courses or alternative options. The Foundation was pleased to award a grant of £120,000 over two years.

Breaking Barriers
Founded in 2015, Breaking Barriers is a specialist employment charity which helps refugees and people of refugee background into meaningful jobs through advice, experience and education. The Foundation was pleased to award £100,000 over two years to support a targeted, tailored programme designed specifically to support a caseload of 35 young refugee clients per year.

1625 Independent People
1625 supports to some of the most vulnerable young people aged 16-25 in the south west of England to build their skills, self-confidence and resilience and move towards economic independence through specialist Education, Employment and Training (EET) coaching. The work of 1625 includes support for care-experienced young people, custody leavers, refugees and unaccompanied asylum-seeking children. The Foundation was pleased to award a grant of £111,662 over two years to fund the creation of a new Employment Transition Coach role to support young people and their employers during the critical transition into work.

At the December 2023 Trustees meeting, the Foundation was pleased to award £9,000 to the **Strawberry Fields** (£9,000) 'Steps to Work' programme and £31,300 to **Roundabout**, South Yorkshire's largest youth homelessness charity, with their Employment, Education and Training work. The Memorandum of Understanding with each charity was signed after the year end date and as such the commitments not provided for are included in Note 28.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2024

Achievements and performance (continued)

Rest of World Ongoing

Toybox & BAT
Following on from the successes of previous projects with The Toybox Charity and the British Asian Trust, in March 2022, the Foundation agreed to fund both of these charities individually with funding of £225,000 to run individual projects in Jaipur, India.

The Foundation approved the second payments to Toybox (£75,557) and British Asian Trust (£73,281) in Spring 2023, as reporting showed that both charities had outperformed their objectives in supporting vulnerable children into formal and non-formal education. The Toybox & British Asian Trust referral pathway (referral to the other provider if that is best for the needs of the child and their family) between the two projects has been particularly successful to date.

Changing Young Lives Foundation
In 2023, the Foundation was pleased to award funding over two years to the Changing Young Lives Foundation, Hong Kong to facilitate the running of the Youth Employability Support programme that works with underprivileged secondary school aged students to lay better foundations for meaningful career paths, including mentoring, CV and skills development workshops and work experience placements.

The first year progress report which is required to release year two funding was presented to the March 2024 Foundation meeting and therefore the second payment approved at that meeting will be reported in the accounts for the year to 31 January 2025. The commitments not provided for are included in Note 17.

Care and Fair
The Foundation funded a project beginning in 2012 with **Care and Fair** to build and establish a girls' school in the rug weaving area of Uttar Pradesh, India. The funding of this project was due to finish in June 2021, however, there is still a small outstanding commitment by the Foundation to Care and Fair which will be made as soon as John Lewis Foundation branding has been removed from the school. The removal of branding has not been a priority for Care and Fair and as at 31 January 2024, the Foundation is still awaiting this action to be completed. There has been some progress in that the Care and Fair School board has now completed the name change paperwork, and has resubmitted this to local government in Uttar Pradesh.

Rest of World New Funding

The Citizens Foundation
An award of £137,780 to The Citizens Foundation for the Community Vocational Training Programme in Pakistan was awarded in June 2023. Funding is intended to cover the cost of 11 vocational training centres for a period of three years, which will include 6 training cycles through which young women will be upskilled in fashion and textiles skills.

Waste Aid
An award of £99,889 to WasteAid was approved in September 2023, for a single year project based in Mpumalanga, South Africa. The project aims to empower young people to address the global waste crisis by equipping them with the education, skills and opportunities for meaningful employment in the circular economy, particularly in waste and recycling skills.

Sense International
An award of £204,727 to for a two year project focusing on vocational training and income-generating initiatives for 100 children and young adults with deafblindness and multiple disabilities in Delhi and Alleppey, India was approved at the December 2023 Trustees meeting. The Memorandum of Understanding with the charity was signed after the year date and as such the commitments not provided for are included in Note 22.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2024

Financial review

The John Lewis & Partners Foundation was established in 2007 with a donation of £311,000 from John Lewis plc. It was renamed the John Lewis Partnership Foundation with effect from 30 January 2024.

Through the course of the financial year, John Lewis plc continued the discussions regarding streamlining the number of Trusts and Foundations funded by or carrying the brand name of the business culminating in a number of changes in January 2024 just ahead of the year end.

On 24 January 2024 by written resolution, the Trustees of the John Spedan Lewis Foundation (charity number 240473) resolved to exercise their power to transfer the Trust Fund to the John Lewis & Partners Foundation (a charitable company registered with the Charity Commission under charity number 1118162) and approved the dissolution of the John Spedan Lewis Foundation. The Trustees of the John Spedan Lewis Foundation resolved to transfer the Trust Fund to be held on a special trust as a Restricted Fund which can only be applied for the purposes set out in the Deed of Appointment, Indemnity and Termination.

On 30 January 2024, at a meeting of the Trustees of the John Lewis & Partners Foundation, after due and careful consideration, the Trustees resolved to accept the transfer of assets and liabilities from the Trustees of the John Spedan Lewis Foundation and to hold them as a Restricted Fund on the charitable trusts set out in the Deed of Appointment, Indemnity and Termination.

As a result of the Trustee resolutions for both Charities, the net assets and liabilities of the John Spedan Lewis Foundation valued at £2,672,736 at 30 January 2024 were gifted to the John Lewis & Partners Foundation to be held as a Restricted Fund.

The assets transferred were an investment portfolio held with LGT Wealth Management (£2,607,207 market value), interest receivable from LGT Wealth Management (£29,131) and cash at the bank (£100,473). Creditors relating to grant payments authorised but not yet paid (£64,075) were the only liability.

The gift of £2,672,736 was recognised as a donation (Note 2).

The investment portfolio held with LGT Wealth Management had a market value of £2,587,483 on 31 January 2024 and therefore a revaluation loss of £19,734 was recognised (Note 29).

Donations of £785,444 (2023: £1,030,085) were received, full details can be found in note 2 of the accounts. Investment income generated was £16,620 as a result of the prevailing interest rates earned on the cash balances held throughout the year (2023 : £3,095). Total donations payable were £1,219,918 (2023: £601,096) full details are in notes 5, 6, and 7 of the accounts.

As at 31 January 2024 the Foundation had total funds of £3,677,172 (the Trust Fund) (2023: £1,422,542). The composition of the Trust Fund as at 31 January 2024 was Unrestricted funds of £1,023,271 and Restricted funds of £2,653,901.The Restricted fund of £250,000 brought forward at the start of the financial year for grant making to support Care Experienced People was fully utilised at the year end.

Investment policy

The Investment policy is reviewed annually.

In March 2023, the Trustees agreed to adopt the same Investment Policy in operation for the John Spedan Lewis Foundation.

The Foundation seeks to produce the best financial return with an acceptable level of risk and Environmental, Social and Governance (ESG) compliance for each of its short-term reserve and its long-term funds. The investment objective for the long-term fund is to maintain a value against CPI inflation plus 3.5% over the long term. Risk tolerance and liquidity profile should be consistent with the planned rate of withdrawal in the Spending Policy, of at least 3.5% of the value of the fund. This can be funded from capital and/ or income.

The investment objective for the short-term reserve is to preserve the capital value with a minimum level of risk and maximum available level of liquidity and ESG compliance. This fund will have negligible risk tolerance.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2024

Financial review (continued)

Investment policy (continued)

The investment policy creates the framework to target greater positive impact, through increasing alignment of the portfolio with the UN Sustainable Development Goals and the commitments of the Paris Climate Agreement.

As a result of the resolutions signed on the 24 January 2024 by the John Spedan Lewis Foundation and on the 30 January 2024 by the John Lewis & Partners Foundation, the LGT Wealth Management portfolio was gifted as a Restricted Fund to the John Lewis & Partners Foundation. The Restricted Fund will be invested in accordance with the investment policy adopted by the John Lewis & Partners Board at their meeting on 8 March 2023.

The Policy includes specific Ethical Investment Policy and Responsible Investment Considerations. Any changes to the Investment Policy of the Restricted Fund should be agreed with the Nature Committee in advance (or any committee which may thereafter be established in substitution for the said Nature Committee). The John Lewis & Partners Foundation shall also adopt any amendments to the Policy as recommended by the Nature Committee (or any committee which may thereafter be established in substitution for the said Nature Committee

Reserves policy

The Reserves policy is reviewed annually. The Trustees are unanimously of the view that the Foundation needs to hold sufficient reserves to cover the financial commitments it has made to multi-year projects which extend beyond the current Funding Agreement between the Foundation and John Lewis plc.

The current Funding Agreement between the Foundation and John Lewis plc covers the period up to 31 January 2026.

At the Annual General Meeting on 4 June 2024, no reserves were required in relation to financial commitments beyond the year ended 31 January 2026 as there are no multi-year grants with commitments beyond that date. The Foundation main board agreed to hold reserves of £50,000 to give them a level of comfort that they are able to respond to any unforeseen changes in administrative support.

Where Foundation committees have their own defined income streams, such as the Nature Fund, the Trustee who is Chair of that Fund will work with the Fund members to define the Fund reserves approach to reflect risk appetite, income and commitments and this approach will be recommended to the main Foundation board.

Funding

The Trustees developed a Commercial Participation Agreement (CPA) between the Foundation and John Lewis plc. This involves John Lewis plc paying a royalty from the sale of a range of goods, for the use of the John Lewis & Partners Foundation logo and an agreement to donate proceeds from the sale of single use carrier bags (at a rate of £0.0833 per single use carrier bag sold from 1 February 2023 to 28th January 2024 and £0.25 thereafter).

The money usually donated by the John Lewis plc supplier Gala Dinner has, in the absence of the traditional fundraising event in the year to 31 January 2024, also been donated. John Lewis plc covered this shortfall with a one-off donation of £150,000.

John Lewis plc has always donated a percentage of income generated from the sale of samples. These samples are received within the John Lewis plc Trading Directorate and, if permitted by their suppliers, are offered for sale to Partners through regular sample sales. Funds of £29,541 were raised from sample sales during the year to 31 January 2024 (2023 : £14,520).

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2024

Strategic developments and future plans

The transfer of the John Spedan Lewis Foundation into the Foundation marks the start of a new chapter for the Foundation and its work. The work previously undertaken within the UK Sub-Committee has continued to be considered by the Trustee Board during the year to 31 January 2024 at their main board meetings. Whilst the UK sub-committee has not been re-established after the COVID-19 pandemic, the learning taken from running the UK sub-committee model has formed the framework and basis for planning for the additional charitable activities that have been transferred into the Foundation.

A working group comprising three Trustees worked with three of the John Spedan Lewis Foundation trustees to consider merging into the Foundation. The focus of these discussions was to balance safeguarding the purpose - protecting and restoring nature in a socially just way - within the broad charitable objectives of the John Lewis & Partners Foundation and maintaining the ESG investment principles of the charity merging in.

The trustees have been excited to be able to support the Partnership in achieving its ambition to consolidate the number of trust and foundations it is supporting, relationships that have been established through the Partnership's long history of philanthropic and charitable work. The addition of the work of the John Spedan Lewis Foundation and the Building Happier Future's fund are the motivation behind the Foundation's decision to change its name, to capture this broader spectrum of charitable work that will be undertaken with a view to leveraging the power and voice of a single corporate foundation.

Building on the changes to the John Lewis plc operating model the Trustees are holding conversations with John Lewis plc regarding opportunities to work more closely and to reflect any new priorities or objectives, in particular where ambitions intersect. The Foundation's charitable objective aligns closely with the purpose of John Lewis Partnership, "Working in Partnership for a Happier World".

The Foundation's plans for the year ahead are to build upon those started during the 2023/24 financial year. With the transfer of the John Spedan Lewis Foundation being affected as the year drew to a close, the Foundation is now in discussions with the John Lewis Partnership Golden Jubilee Trust, continuing with the ambition to have one overarching charitable vehicle through which the John Lewis Partnership can direct its donations and support.

Trustees are working with the support team provided directly by John Lewis plc to ensure that the newly created funds are well integrated and deliver on the overarching vision and strategy of the Foundation; the grant policy will also be reviewed and aligned to reflect any changes.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2024

Reference and administrative details

Charity Name: John Lewis Partnership Foundation. The Charity has also registered the working name 'John Lewis Foundation' and 'Building Happier Futures' with the Charity Commission. The Trustee Board approved to change its name to the John Lewis Partnership Foundation on 30 January 2024.

Charity Number: 1118162

Company Number: 06058796

Principal Office: 171 Victoria Street, London, SW1E 5NN

Directors and Trustees

The Directors of the charitable company are its Trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees.

Simon Bishop
Paul Buchanan
Sarah Gillard
Margaret Elizabeth Porteous (resigned on 13 September 2023)
Nyika Brain
Andrew Hoad
Johnathan Marsh (resigned on 13 September 2023)
Marija Rompani
Louise Stuart (resigned on 8 March 2023)
Nicola Waller (appointed on 2 May 2023)
David Cope (appointed on 30 January 2024)
Ceira Thom (appointed on 30 January 2024)

Company Secretary

Simon Blackburn

Independent Auditor
KPMG LLP, 15 Canada Square, London, E14 5GL

Banker
National Westminster Bank plc, Cavendish Square, PO Box 4NU
1 Cavendish Square, London, W1G 0LA

Legal Adviser

Legal Department, John Lewis plc, 171 Victoria Street, London, SW1E 5NN

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2024

Structure, Governance and Management

Governing Document

The John Lewis & Partners Foundation was incorporated as a private limited company limited by guarantee, number 06058796, on 19 January 2007 and registered as a charity with the Charities Commission on 28 February 2007, number 1118162. The Company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. Every member (also being a Director of the Company and Trustee of the Charity) promises, if the Foundation is dissolved while he or she remains a member or within 12 months afterwards, to pay up to £1 towards the costs of dissolution and the liabilities incurred by the Foundation while he or she was a member.

Organisation

The John Lewis Partnership Foundation is governed by an independent Board of Trustees. The John Lewis Partnership plc Board shall be entitled by notice in writing signed by them or on their behalf and left at or sent to the registered office of the Foundation to appoint up to five Trustees and by like notice to remove any Trustee so appointed by them. The Board of Trustees may appoint up to five further Trustees. The Foundation's Board consists of at least three and not more than ten individuals. The Trustees must hold at least two meetings each year and quorum at a meeting of the Trustees is three Trustees.

Each Trustee can serve for a three year term of office and shall retire at the board meeting arising after the third anniversary of their appointment. A retiring Trustee who remains qualified may be reappointed for a further three year term of office, up to a total of three, three year terms of office.

On appointment, new Trustees are offered external training on governance and the trustee role, and are provided with detailed information about their legal obligations and responsibilities, and information about the Foundation's current work, which includes the John Lewis Partnership Foundation articles of association, the Foundation's Policies and guidance on Trustee and Directors duties and responsibilities.

The Trustees met five times during the period between 1 February 2023 and 31 January 2024 including the annual general meeting on 7 June 2023 and the meeting on 30 January 2024 to acceptance the transfer gift of the John Spedan Lewis Foundation as a restricted fund; to establish the Nature Committee; and the Building Happier Futures Committee; to agree the two main board Trustee appointments for the respective Chairs of the two new Committees and in view of the expanded remit of the Foundation, to agree the renaming to John Lewis Partnership Foundation.

Management

Day to day management, administration development, evaluation of projects and overall programme delivery for the Foundation is delivered by the Charities & Volunteering Specialist and Officer from the John Lewis plc Social Impact Team and is funded directly by John Lewis plc. All support provided directly by John Lewis plc is done so in adherence to the parent organisation pay policy.

Trustees Remuneration and Expenses

The Trustees did not receive, and were not entitled to receive, any remuneration for their services. £3,942 of Trustees training and travel expenses were incurred in the year.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2024

Structure, Governance and Management (continued)

Risk management

The Trustees regularly consider the Foundation's activities in relation to the Foundation's charitable objectives and the risks to which it is exposed. As at 31 January 2024, the Trustees believe that there are three principal risks arising from the Foundation's operations: the risk that those involved in or benefitting from any project will not be adequately safeguarded; there are insufficient funds available to continue the foundation's work; and the risk of not managing the consolidation of trust and foundations appropriately.

The Board of Trustees have discussed at length ways of assessing individual project risk and liability to ensure that both the recipient and project are eligible to receive grants from trust funds, particularly for those projects based overseas. The Trustees recognise that supporting organisations working with young people requires safeguarding to be at the forefront of each project considered for support. As part of its commitment, the trustees commissioned an independent organisation to provide safeguarding training that was bespoke to the needs and activities of the Foundation. The training helped the trustees understand this complex area more and the importance of being committed to continuing improvement.

The Foundation's primary source of funding is John Lewis plc and has in place a funding agreement. One of its main funding sources is the proceeds from the sale of single use carrier bags sold through John Lewis branches. During the year the Partnership served notice on this funding stream because single use plastic bags will likely be removed from the John Lewis proposition before the end of the 2024/25 financial year. The John Lewis Partnership is committed to eliminating single use plastic and as such has undertaken a strategic review of its carrier bag options, resulting in a new proposition team being put in place to look at the long term offer of bags in John Lewis. Other funding streams continue unchanged and the Foundation is currently in conversation with the Partnership as to a suitable alternative funding model.

The Board were aware that the merging with another charity posed a number of risks, both relational and legal. As such, legal advice was taken throughout the transfer process and the Chair of the Board formed part of the working group to oversee the negotiations and process. The Trustees were delighted to accomplish a smooth transition with the John Spedan Lewis Foundation, and the opportunity to welcome David Cope to the Board. The learnings from the process are forming a key part of the negotiations with the John Lewis Partnership Golden Jubilee Trust.

Disclosure of Information to Auditor

The Trustees who held office at the date of approval of this Report of the Trustees (including Strategic Report) confirm that, so far as they are each aware, there is no relevant audit information of which the charitable company's auditor is unaware; and each trustee has taken all the steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

STATEMENT OF TRUSTEES' RESPONSIBILITIES IN RESPECT OF THE TRUSTEES' ANNUAL REPORT AND THE FINANCIAL STATEMENTS

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law they are required to prepare the financial statements in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*.

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the income and expenditure for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards and the Statement of Recommended Practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- assess the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- use the going concern basis of accounting unless they either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charitable company and to prevent and detect fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

.....
Nicola Waller, Chair of Trustees
John Lewis Partnership Foundation
Principal Office: 171 Victoria Street, London, SW1E 5NN

4 June 2024

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JANUARY 2024

Notes		**2024** **£**	2023 £
	Income		
2	Donations	**3,458,180**	1,030,085
3	Other income	**114,599**	46,348
4	Investment income	**16,620**	3,095
	Total income	**3,589,399**	1,079,528
5	**Expenditure**		
	Charitable activities	**(1,315,034)**	(681,502)
	Total expenditure	**(1,315,034)**	(681,502)
29	**Net (losses) / gains on investment assets**	**(19,734)**	-
32	**Net movement in funds**	**2,254,630**	398,026
	Reconciliation of funds		
	Total funds brought forward	**1,422,542**	1,024,516
	Total funds carried forward	**3,677,172**	1,422,542

BALANCE SHEET AS AT 31 JANUARY 2024

Notes		Unrestricted Fund 2024	Restricted Fund 2024	Total Funds 2024 £	Total Funds 2023 £
	Fixed assets				
29	Investments	**-**	**2,587,473**	**2,587,473**	-
	Total fixed assets	**-**	**2,587,473**	**2,587,473**	-
	Current assets				
30	Debtors	**150,708**	**29,916**	**180,624**	127,960
	Cash at bank and in hand	**1,137,065**	**100,588**	**1,237,653**	1,434,881
	Total current assets	**1,287,773**	**130,504**	**1,418,276**	1,562,841
	Liabilities				
31	Creditors: amounts falling due within one year	**(264,502)**	**(64,075)**	**(328,577)**	(140,299)
	Net current assets	**1,023,271**	**2,653,901**	**3,677,172**	1,422,542
	Total net assets	**1,023,271**	**2,653,901**	**3,677,172**	1,422,542
	The funds of the charity				
	Restricted funds	**-**	**2,653,901**	**2,653,901**	250,000
	Unrestricted funds	**1,023,271**	**-**	**1,023,271**	1,172,542
32	**Total charity funds**	**1,023,271**	**2,653,901**	**3,677,172**	1,422,542

The accompanying notes form an integral part of the financial statements.

The financial statements on pages 16 to 28 were approved by the Board of Trustees on 04 June 2024 and signed on its behalf by:

.....

Nicola Waller, Chair of Trustees

JOHN LEWIS PARTNERSHIP FOUNDATION

04 June 2024

Registered number: 06058796

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 JANUARY 2024

Notes		2024 £	2023 £
	Cash flows from operating activities:		
35	**Net cash (outflow) / inflow from operating activities**	**(213,848)**	617,014
	Cash flows from investing activities		
	Interest income	**16,620**	3,095
	Net cash inflow from investing activities	**16,620**	3,095
	Change in cash and cash equivalents in the year	**(197,228)**	620,109
	Cash and cash equivalents at the beginning of the year	**1,434,881**	814,772
	Cash and cash equivalents at the end of the year	**1,237,653**	1,434,881

The accompanying notes form an integral part of the financial statements.

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting policies

Basis of preparation
The financial statements have been prepared in accordance with Accounting and Reporting by Charities; Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS102)), the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the Companies Act 2006.

The Foundation constitutes a public benefit entity as defined by FRS 102.

Going concern
The financial statements have been prepared on a going concern basis which the Trustees consider to be appropriate for the following reasons.

The business model of the Foundation is such that its charitable activities are limited to those which it has sufficient funds to support from the excess of funding received over the costs of administering the Foundation. The Foundation therefore has no specific commitments and no committed costs beyond its fixed costs of operation which are detailed in note 5.

The Trustees have reviewed the cash flow forecasts for a period of at least 12 months from the date of approval of these financial statements which indicate that the Foundation will have sufficient funds to meet its liabilities as they fall due for that period. The Trustees have also considered the implications on these cash flow forecasts of John Lewis plc having served notice on the single use carrier bag funding agreement and consider that as a result of its operating model explained above the Foundation will have sufficient cash reserves to pay all committed costs.

Consequently, the Trustees are confident that the Foundation will have sufficient funds to continue to meet its liabilities as they fall due for at least 12 months from the date of approval of the financial statements

Income recognition policies
All Income is recognised in the SOFA when the Foundation is legally entitled to the income, the monetary value can be measured reliably and it is more likely than not that the economic benefits associated with the gift or transaction will flow to the charity.

The Foundation has the following significant income streams:

a) Donations Income
Where the Foundation receives income, for which it does not supply a good or service equal to in value to the gift, it is considered to be a non-exchange transaction and is accounted for as a donation.

Where income is received in relation to a written agreement or grant, the income is recognised on an accruals basis, as the value of the income can be reliably measured, receipt of the income can be legally enforced and receipt is considered probable.

Where income has been received by a donor and it is not covered by a written agreement or grant, it will be recognised on receipt of the funds. Prior to the receipt of this income the Foundation cannot reliably measure the monetary value nor are they legally entitled to the income. Receipt of the income is not considered to be probable.

Throughout the financial year John Lewis PLC has provided administrative support at no cost. These donated services are recognised in the accounts based on an average rate for the services on the open market; a corresponding amount is then recognised in expenditure in the period of receipt of the administrative support.

b) Other income
Where the Foundation receives income from the sale of goods bearing the Foundation trademark, an exchange transaction has taken place and should therefore be accounted for as other income.

NOTES TO THE FINANCIAL STATEMENTS

Income recognition policies (continued)

c) Investment income
Income from investment and dividends is recognised when its receipt is probable and the amount receivable can be measured reliably. Dividends and interest income is accrued when the Charity's right to receive payment is established and measurement is at the fair value receivable i.e. when the Charity is notified of the award.
.

Expenditure
Expenditure is included on an accruals basis as a liability is incurred. Donations payable are charged as and when all conditions of the donation have been met (post agreement by the Trustees). Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

If the recognition of a liability is no longer appropriate (e.g. an agreement is terminated) the liability is cancelled by crediting the original expenditure category.

Debtors
Debtors are recognised at the recoverable amount due**.**

Cash at bank and in hand
All cash is held in bank accounts with a short notice period of less than 90 days.

Creditors
Creditors are recognised where the Charity has a present obligation and the amount due to settle the obligation can be measured or estimated reliably.

NOTES TO THE FINANCIAL STATEMENTS

2. Donations

	2024 £	2023 £
Funds donated by John Lewis plc from the sale of single use carrier bags	**430,242**	471,194
Funds donated by John Lewis plc from the sale of sample goods	**29,541**	14,520
Funds donated by John Lewis plc from the sale of advent calendars	**855**	2,928
Funds donated by John Lewis plc from the sale of Third Party Gift Cards	**55,224**	33,093
Funds donated by John Lewis plc from the sale of Insurance Policies	**4,740**	1,340
Funds donated by John Lewis plc from the sale of Christmas baubles	**3,281**	-
Funds donated by John Lewis plc from the sale of Pride reusable tote bags	**20,388**	-
Donated services	**91,173**	79,957
Other donations	**150,000**	427,053
Donation of JSLF to JLF	**2,672,736**	-
Total	**3,458,180**	1,030,085

The contribution from sale of single use carrier bags is in line with the Commercial Participation Agreement rate of £0.0833 per carrier bag sold up to 28th January 2024 and £0.25 thereafter following a price increase to John Lewis customers (£0.0833 rate in 2023).

The contribution from the sale of advent calendars relates to a project named “Advent of Change” which the Foundation benefits from. In this instance there is no written agreement in place between the donor and the Foundation committing the donor to allocating a proportion of the items sale price to the Foundation, and income is only recognised upon receipt.

The contribution from the commission earned from the sale of Third Party Gift Cards is from an agreement between John Lewis plc and the Foundation, signed in September 2021. The Foundation branding does not appear on each gift card and therefore this contribution is classified as Donations income.

The contribution from the sale of Insurance Policies is from an agreement between John Lewis plc and the Foundation, signed in February 2022. The Foundation branding does not appear on the product marketing and therefore this contribution is classified as Donations income.

The contribution from the sale of Christmas baubles is from agreement between John Lewis plc and the Foundation, signed in September 2023. The Foundation branding does not appear on the product and therefore this contribution is classified as Donations income.

The contribution from the sale of Pride reusable tote bags is from agreement between John Lewis plc and the Foundation, signed in September 2023. The Foundation branding does not appear on the product and therefore this contribution is classified as Donations income.

Administrative support is provided by John Lewis plc. The value of these services is estimated at £91,173 (2023: £79,957).

Other donations is a £150,000 donation to meet the shortfall in income arising from not being able to hold the suppliers charity event.

The donation of £2,672,736 was made following the Foundation Trustees entering into a Deed of Appointment, Indemnity and Termination in relation to the transfer of the trust fund of the John Spedan Lewis Foundation to the Charity on 30th January 2024.

NOTES TO THE FINANCIAL STATEMENTS

3. **Other income**

	2024	2023
	£	£
Funds donated by John Lewis plc from the sale of rugs	**46,932**	45,348
Funds donated by John Lewis plc from the Christmas cards	**66,667**	-
Trademark licence fee	**1,000**	1,000
Total	**114,599**	46,348

The contribution from the sale of rugs and Christmas cards relates to products bearing the John Lewis Partnership Foundation logo. The rugs sold use cotton produced by cotton farmers who have been supported by the John Lewis & Partners Foundation through the CottonConnect project.

The trademark licence fee permits John Lewis plc to use the trademark in it's activities in support of the Foundation's charitable activities and aims, including the sale of products and services.

4. **Investment income**

	2024	2023
	£	£
LGT Wealth Portfolio - Restricted Fund	**785**	-
Interest on cash deposits	**15,835**	3,095
Total	**16,620**	3,095

5. **Expenditure on charitable activities**

	2024	2023
	£	£
Donations payable by John Lewis Partnership Foundation (note 6)	**1,219,918**	589,816
Donations payable by John Lewis & Partners Foundation Sub-Committee (note 7)	**-**	11,280
Sub-total	**1,219,918**	601,096
Support costs	**95,115**	80,406
Total	**1,315,034**	681,502

£95,115 Support costs compromise of two elements :

£91,173 relates to the administrative services provided by John Lewis plc at no charge and an equivalent sum is included in income (2023: £79,957)

£3,942 relates to Trustee travel and training expenses (2023: £449)

NOTES TO THE FINANCIAL STATEMENTS

6. **Expenditure by John Lewis Partnership Foundation**

	2024 £	2023 £
Charitable activities		
Donations to institutions		
Toybox and British Asian Trust Jaipur projects (note 8)	**148,838**	
The Baytree Centre (note 9)	**25,000**	
Adoption UK (note 11)	**23,581**	
Become (note 12)	**57,523**	
Papworth Trust (note 13)	**14,909**	
Scotswood Garden (note 13)	**11,404**	
Rowan (note 14)	**20,000**	
SASBAH (note 15)	**19,000**	
SOFEA (note 16)	**75,000**	
The Citizens Foundation (note 176)	**40,056**	
Catch 22 (note 18)	**65,090**	
Future Roots (note 19)	**60,000**	
Just Like Us	**52,823**	
Drive Forward	**50,000**	
Rees Foundation (note 20)	**39,690**	
Waste Aid	**99,980**	
Youth Concern	**16,725**	
Children NE (note 21)	**30,500**	
Turtle Dove	**14,875**	
My Sisters House	**30,000**	
Wirral Youth Zone	**14,696**	
Move On	**27,530**	
Grassmarket Community Project - Extension (note 23)	**18,206**	
Blackburn Youth Zone - Extension (note 24)	**99,889**	
Cyrenians (note 25)	**60,000**	
Breaking Barriers (note 26)	**50,000**	
1625 Independent People (note 27)	**54,604**	
Total	**1,219,918**	589,816

As at 31 January 2024, the Foundation has committed, but not provided for, spend of £7,015 relating to the Care and Fair project contingent upon the name change of a school in Uttar Pradesh, India.

As at 31 January 2024, the Foundation has committed, but not provided, spend of £1,311,409 relating to 20 projects which is contingent upon the provision of satisfactory progress reports from each the charities.

As at 31 January 2024, the Nature Committee Restricted Fund has committed, but not provided, spend of £121,584 relating to the three remaining years of the PhD funding (£106,584) and the Cetacean Research project (£15,000) all of which is contingent upon the provision of satisfactory progress reports.

NOTES TO THE FINANCIAL STATEMENTS

7. **Expenditure by John Lewis Partnerhip Foundation Sub-Committee**

	2024 £ Total	2023 £ Total
Charitable activities		
Donations to institutions		
Papworth Trust	-	11,280
Total	-	11,280

8. **Multi-Year Jaipur Projects with Toybox and British Asian Trust**

In March 2022, the Trustees agreed two multi-year projects based in Jaipur with Toybox and The British Asian Trust . The total amount approved was £450,000, this was to be paid by instalments over 3 years. In the year to 31 January 2024, payments of £148,838 were made. The final payments are conditional on the Trustees receiving satisfactory annual reports. The total amount committed but not provided as at 31 January 2024 was £159,904.

9. **The Baytree Centre - Additional Funds - Two Year Project Extension**

In June 2022, the Trustees agreed to donate an additional £50,000 to be paid by instalments over 2 years to The Baytree Centre, a charity that they had previously supported through a Sub Committee grant. In the year to 31 January 2024, the second and final payment of £25,000 was made on receipt of a satisfactory report.

10. **Multi-Year Project with Changing Young Lives Foundation**

In December 2022, the Trustees agreed a multi year project with Changing Young Lives Foundation a Hong Kong based Charity. The total amount approved was $800,000 HKD to be paid by instalments over 2 years. The first year progress report which is required to release year two funding was presented to the March 2024 Foundation meeting and therefore the total amount committed but not provided as at 31 January 2024 was £43,159.

11. **Multi-Year Project with Adoption UK**

In December 2022, the Trustees agreed a multi-year project with Adoption UK to create 'The Bridge' programme to work with adopted 14-15 year olds in Grimsby, Hull, York and Scarborough to provide employability support via training sessions and mentoring. The total amount approved was £70,776, to be paid over 3 years. In the year to 31 January 2024 payments of £23,581 were made on receipt of the progress report. Future payments are conditional on the Trustees receiving satisfactory reports. The total amount committed but not provided as at 31 January 2024 was £24,454.

12. **Multi-Year Project with Become**

In March 2023, the Trustees agreed a multi-year project with Become to support care experienced young people aged 14-27 through the expansion of their successful 'Propel' project. The total amount approved was £181,341, to be paid by instalments over three years. In the year to 31 January 2024 payments of £57,523 were made . Future payments are conditional on the Trustees receiving satisfactory progress reports. The total amount committed but not provided as at 31 January 2024 was £123,818.

13. **Multi-Year Project with Papworth Trust**

In March 2023, the Trustees agreed to fund a new project with Papworth Trust to provide the opportunity for 30 young people with mild to moderate learning disability, physical disability or long term health condition to take part in practical work experience within their Opportunities Without Limits (OWL) bike shop and workshop, located in Cambridge. The total amount approved was £29,818, to be paid by instalments over 2 years. In the year to 31 January 2024, payments of £14,909 were made. Future payments are conditional on the Trustees receiving satisfactory reports. The total amount committed but not provided as at 31 January 2024 was £14,909.

NOTES TO THE FINANCIAL STATEMENTS

14 **Multi-Year Project with Scotswood Garden**

In March 2023, the Trustees agreed a multi-year project with Scotswood Garden, the total amount approved was £70,491 to be paid by instalments over 3 years. Scotswood Garden inspire young people to be excited about their future and better prepare for the adult world through developing confidence, employability and life skills and volunteering experience. In the year to 31 January 2024, payments of £11,404 were made. Future payments are conditional on the Trustees receiving satisfactory reports. The total amount committed but not provided as at 31 January 2024 was £59,087.

15 **Multi-Year Project with Rowan**

In March 2023, the Trustees agreed a multi-year project with Rowan to fund a new 'Student Skills Enhancement Programme'. The total amount approved was £60,000 to be paid by instalments over 3 years In the year to 31 January 2024, payments of £20,000 were made. Future payments are conditional on the Trustees receiving satisfactory reports. The total amount committed but not provided as at 31 January 2024 was £40,000.

16 **Multi-Year Project with SOFEA**

In March 2023, the Trustees agreed a 2 year project with SOFEA to fund a new 'Transitional Support Programme'. The total amount approved was £150,000 to be paid by instalments over 2 years. In the year to 31 January 2024, payments of £75,000 were made. Future payments are conditional on the Trustees receiving satisfactory reports. The total amount committed but not provided as at 31 January 2024 was £75,000.

17 **Multi-Year Project with The Citizens Foundation**

In June 2023, the Trustees agreed a multi-year project with The Citizens Foundation based in Pakistan. The total amount approved was £137,780 to be paid by instalments over 3 years. The funding will support the 'Community Vocational Training Programme' which provides women and young girls from typically disadvantaged communities of Pakistan a safe space, in close proximity to their homes, where they can acquire technical embroidery and sewing skills they need to earn a livelihood. In the year to 31 January 2024, payments of £40,056 were made.Future payments are conditional on the Trustees receiving satisfactory reports. The total amount committed but not provided as at 31 January 2024 was £97,724.

18 **Multi-Year Project with Catch 22**

In June 2023, the Trustees agreed a multi-year project with Catch 22 to establish a programme to support Care Experienced Young People aged 18-30 in Manchester into meaningful and sustainable work. The total amount approved was £195,270 to be paid by instalments over 3 years. In the year to 31 January 2024, payments of £65,090 were made. Future payments are conditional on the Trustees receiving satisfactory reports. The total amount committed but not provided as at 31 January 2024 was £130,180.

19 **Multi-Year Project with Future Roots**

In June 2023, the Trustees agreed to fund a multi-year project with Future Roots to support a new ‘Futures Plus’ programme over two years and build on the previous successes achieved with the charity. The total amount approved was £120,000 to be paid by instalments over 2 years. In the year to 31 January 2024, payments of £60,000 were made. Future payments are conditional on the Trustees receiving satisfactory reports. The total amount committed but not provided as at 31 January 2024 was £60,000.

20 **Multi-Year Project with Rees Foundation**

In September 2023, the Trustees agreed a multi-year project with Rees Foundation to expand their ‘Connect to Careers’ project. The total amount approved was £80,280 to be paid by instalments over 2 years. In the year to 31 January 2024, payments of £39,690 were made. Future payments are conditional on the Trustees receiving satisfactory reports. The total amount committed but not provided as at 31 January 2024 was £40,590.

NOTES TO THE FINANCIAL STATEMENTS

21 **Multi-Year Project with Children North East**

In September 2023, the Trustees agreed a multi-year project with Children North East to provide funding for the building of a mentoring programme which supports young people into employment with a specific focus on young people with neurodiversity. The total amount approved was £80,999 to be paid by instalments over 2 years. In the year to 31 January 2024, payments of £30,500 were made. Future payments are conditional on the Trustees receiving satisfactory reports. The total amount committed but not provided as at 31 January 2024 was £30,500.

22 **Multi-Year Project with Sense International**

In December 2023, the Trustees agreed a multi-year project with Sense International focusing on vocational training and income-generating initiatives for 100 children and young adults with deafblindness and multiple disabilities in Delhi and Alleppey, India. The total amount approved was £204,727 to be paid by instalments over 2 years. The Memorandum of Understanding was signed by the charity after the year date and as such the total amount committed but not provided as at 31 January 2024 was £204,727.

23 **Grant Agreement with Grassmarket Community Project - Extension**

In December 2023, the Trustees agreed to an additional one year extension grant of £18,206 to Grassmarket Community Project, a charity that they had previously supported through grant awards in the prior two years. The funds will extend the employment of a Wood Workshop Assistant Manager, whose focus will be on sharing skills in joinery or related professions to enable skilled access to employment for vulnerable adults in Edinburgh. The grant was fully paid in January 2024 and therefore at the year end there are no remaining commitments.

24 **Grant Agreement with Blackburn Youth Zone - Extension**

In December 2023, the Trustees agreed to an additional one year extension grant of £99,889 to Blackburn Youth Zone to continue it's work through the Darwen Youth Hub and support young people from disadvantaged backgrounds to build confidence and employability skills. The Memorandum of Understanding was signed with the charity in January 2024 and therefore the payment of £99,889 made after the year end has been provided for (Note 30).

25 **Multi-Year Project with Cyrenians**

In December 2023, the Trustees agreed a multi-year project with Cyrenians to fund the Key to College (KtC) programme which provides 1:1 outreach practical and emotional support to young people and their family and carers. The total amount approved was £120,000 to be paid by instalments over 2 years. The Memorandum of Understanding was signed with the charity in January 2024 and therefore the payment of £60,000 made after the year end has been provided for (Note 30). The total amount committed but not provided as at 31 January 2024 was £60,000.

26 **Multi-Year Project with Breaking Barriers**

In December 2023, the Trustees agreed a multi-year project with Breaking Barriers to support their work as a specialist employment charity helping refugees and people of refugee background into meaningful jobs through advice, experience and education. The total amount approved was £100,000 to be paid by instalments over 2 years. The Memorandum of Understanding was signed with the charity in January 2024 and therefore the payment of £50,000 made after the year end has been provided for (Note 30). The total amount committed but not provided as at 31 January 2024 was £50,000.

27. **Multi-Year Project with 1625 Independent People**

In December 2023, the Trustees agreed a multi-year project with 1625 Independent People to fund their Education, Employment and Training (EET) coaching programme working with care-experienced young people, custody leavers, refugees and unaccompanied asylum-seeking children. The total amount approved was £111,662 to be paid by instalments over 2 years. The Memorandum of Understanding was signed with the charity in January 2024 and therefore the payment of £54,604 made after the year end has been provided for (Note 30). The total amount committed but not provided as at 31 January 2024 was £57,058.

NOTES TO THE FINANCIAL STATEMENTS

28. Grants to Strawberry Fields and Roundabout

In December 2023 Trustees meeting, the Foundation was pleased to award £9,000 to the Strawberry Fields for their 'Steps to Work' programme and £31,300 to Roundabout, South Yorkshire's largest youth homelessness charity for their Employment, Education and Training work. The Memorandum of Understanding with each charity was signed after the year and as such the commitments not provided for as at 31 January 2024 were £9,000 and £31,300 respectively.

29. Investments

	2024	2023
	£	£
Market value at 1 February	-	-
Gift from JSLF to JLF	2,607,207	-
Net gains/(losses) on sale	-	-
Net (losses) / gains on revaluation	(19,734)	-
Market Value at 31 January	2,587,473	-

Investments at 31 January comprised:	2024 Market Value £	2023 Market Value £
Income Funds		
LGT Wealth Portfolio - Restricted Fund	2,587,473	-
Historical cost as at 31 January	2,607,207	-

30. Debtors

	2024	2023
	£	£
Amounts owed by John Lewis plc	150,708	127,960
Interest Receivable (gifted from JSLF) Restricted Investment Fund	29,131	-
Interest Receivable (earned since gift) Restricted Investment Fund	785	-
	180,624	127,960

The 2024 figure of £150,708 includes £47,012 for the donation of proceeds arising from the sale of single use carrier bags in January 2024 (2023: £47,120), £46,932 being a contribution from the sales of rugs with the John Lewis Foundation Logo, using cotton produced by cotton farmers that have been supported by the John Lewis Partnership Foundation through the CottonConnect project (2023: £45,348) and £55,224 being a contribution from the sale of Third Party Giftcards (2023: £33,093).

NOTES TO THE FINANCIAL STATEMENTS

31. Creditors: amounts falling due within one year

	2024 £	2023 £
Donations	**264,502**	140,299
Donations (gifted from JSLF) Restricted Fund	**64,075**	-
	328,577	140,299

Donations relates to payments made after the year end to Blackburn Youth Zone (£99,889); 1625 Independent People (£54,604); Cyrenians (£60,000) and Breaking Barriers (£50,000).

Donations (gifted from JSLF) Restricted Fund relates to payments made after the year end to Badger Trust (£5,000); Spurn Bird Observatory Trust (£30,000) and Bristol Avon Rivers Trust (£29,075).

32. Net movement in funds

	2024 £
Fund at 31 January 2023	1,422,542
Movement in fund for the year	2,254,630
Fund at 31 January 2024	**3,677,172**

The composition of the Trust Fund as at 31 January 2024 was Unrestricted funds of £1,023,271 and Nature Committee Restricted funds of £2,653,786. The Restricted funds of £250,000 brought forward from the prior year for grant making to support Care Experienced People was fully spent in the year.

33. Corporation Taxation

The Charity is a registered charity, and as such is exempt from tax on income and gains to the extent that these are applied solely for charitable purposes, falling within s478 to s490 of the Corporation Taxes Act 2020 and s256 of the Taxation of Chargeable Gains Act 1992.

34. Related party transactions

The audit fee was borne by John Lewis plc. The Directors did not receive, and were not entitled to receive, any remuneration for their services. All administrative support is provided by John Lewis plc. For the year ended 31 January 2024, the value of these services is estimated at £91,173. The estimated value of these services is recognised within income as a donation, and an equivalent charge included within support costs.

35. Reconciliation of net movement in funds to net cash flows from operating activities

	2024 £	2023 £
Net movement in funds	**2,254,630**	398,026
Deduct investment income shown in investing activities	**(16,620)**	(3,095)
(Gain)/Loss on investments	**19,734**	-
(Increase) / Decrease in Debtors	**(52,664)**	143,508
Increase in Creditors	**188,278**	78,575
Gift of JSLF Investment Fund to JLF	**(2,607,207)**	-
Net cash provided by operating activities	**(213,848)**	617,014

Independent auditor's report to the members of John Lewis Partnership Foundation

Opinion

We have audited the financial statements of John Lewis Partnership Foundation ("the charitable company") for the year ended 31 January 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and related notes, including the accounting policies in note 1.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 January 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with UK accounting standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities are described below. We have fulfilled our ethical responsibilities under, and are independent of the charitable company in accordance with, UK ethical requirements including the FRC Ethical Standard. We believe that the audit evidence we have obtained is a sufficient and appropriate basis for our opinion.

Going concern

The trustees have prepared the financial statements on the going concern basis as they do not intend to liquidate the charitable company or to cease its operations, and as they have concluded that the charitable company's financial position means that this is realistic. They have also concluded that there are no material uncertainties that could have cast significant doubt over its ability to continue as a going concern for at least a year from the date of approval of the financial statements ("the going concern period").

In our evaluation of the trustees' conclusions, we considered the inherent risks to the charitable company's business model and analysed how those risks might affect the charitable company's financial resources or ability to continue operations over the going concern period.

Our conclusions based on this work:

- we consider that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate;
- we have not identified, and concur with the trustees' assessment that there is not, a material uncertainty related to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for the going concern period.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the above conclusions are not a guarantee that the charitable company will continue in operation.

Fraud and breaches of laws and regulations – ability to detect

Identifying and responding to risks of material misstatement due to fraud

To identify risks of material misstatement due to fraud ("fraud risks") we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud.

Our risk assessment procedures included:

- enquiring of personnel, as to whether they have knowledge of any actual, suspected or alleged fraud;
- reading Board of Trustees meeting minutes; and
- using analytical procedures to identify any unusual relationships or movements.

Independent auditor's report to the members of John Lewis Partnership Foundation (continued)

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit.

As required by auditing standards, we perform procedures to address the risk of management override of controls, in particular the risk that management may be in a position to make inappropriate accounting entries. On this audit we do not believe there is a fraud risk related to revenue recognition due to revenue recognition being closely aligned to cash receipts at bank and signed contractual agreements. We therefore assessed that there was limited opportunity for the charitable company to manipulate the income that was reported.

We did not identify any additional fraud risks.

We performed procedures including identifying transactions to test based on risk criteria and comparing the identified entries to supporting documentation and reviewing the year end bank reconciliation.

Identifying arid responding to risks of material misstatement due to non-compliance with laws and regulations

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, through discussion with management and discussed the policies and procedures regarding compliance with laws and regulations.

We communicated identified laws and regulations throughout our team and remained alert to any · indications of non-compliance throughout the audit.

The potential effect of these laws and regulations on the financial statements varies considerably.

The charitable company is subject to laws and regulations that directly affect the financial statements including financial reporting legislation (including related companies legislation), and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Whilst the charitable company is subject to many other laws and regulations, we did not identify any others where the consequences of non-compliance alone could have a material effect on amounts or disclosures in the financial statements.

Context of the ability of the audit to detect fraud or breaches of law or regulation

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed · non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition; as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations.

Directors' and Trustee's report

The trustees are responsible for the Directors' and Trustee's report. Our opinion on the financial statements does not cover the other information and, accordingly, we do not express an audit opinion or, except as explicitly stated below, any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. Based solely on that work:

- we have not identified material misstatements in the Directors' and Trustee's report;

Independent auditor's report to the members of John Lewis Partnership Foundation (continued)

Directors' and Trustee's report (continued)

- in our opinion the information given in the Directors' and Trustee's report is consistent with the financial statements; and

- in our opinion that the report has been prepared in accordance with the Companies Act 2006.

Matters on which we are required to report by exception

Under the Companies Act 2006 we are required to report to you if, in our opinion:

- the charitable company has not kept adequate accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

We have nothing to report in these respects.

Trustees' responsibilities

As explained more fully in their statement set out on page 15, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view; such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and using the going concern basis of accounting unless they either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue our opinion in an auditor's report. Reasonable assurance is a high level of assurance, but does not guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

A fuller description of our responsibilities is provided on the FRC's website at www.frc.org.uk/auditorsresponsibilities.

Independent auditor's report to the members of John Lewis Partnership Foundation (continued)

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Jessica Hargreaves (Senior Statutory Auditor)
for and on behalf of KPMG LLP, Statutory Auditor
Chartered Accountants
15 Canada Square
London
E14 5GL
10 June 2024

John Lewis Partnership Foundation

England & Wales - Charity number 1118162

Accounts

JOHN LEWIS & PARTNERS FOUNDATION

ANNUAL REPORT
FOR THE YEAR ENDED 31 JANUARY 2023

Company Number: 06058796

Charity Number: 1118162

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DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2023

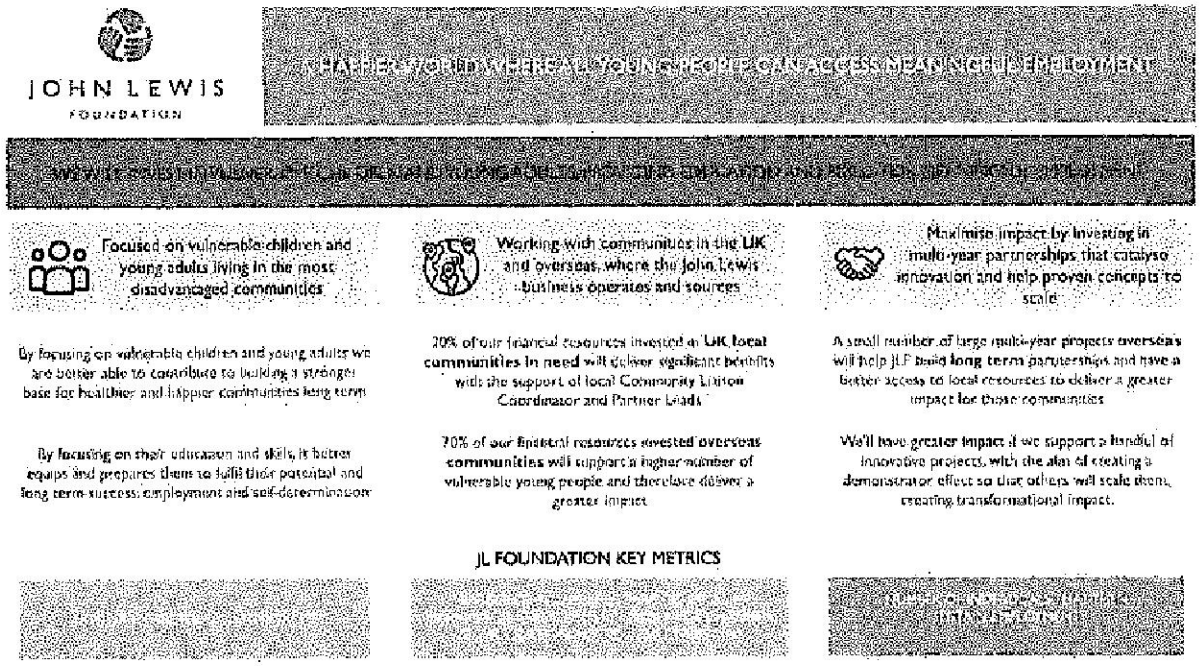
The Board of Trustees (the Trustees) presents their Directors' and Trustees' report along with the financial statements of the John Lewis & Partners Foundation (referred to as the "Foundation", the "Trust", the "Charity" or the "charitable company") for the year ended 31 January 2023. The financial statements have been prepared in accordance with the accounting policies set out on pages 15 -16 and comply with the Charity's Articles of Association, the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. In preparing the financial statements the Charity follows best practice as set out in the UK Accounting Standards (UK Generally Accepted Accounting Practice) including Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS102)) and the Companies Act 2006.

Objectives and activities

The objectives of the Foundation are to advance general charitable purposes, acting alone or in association with others, by such charitable activities as the Trustees shall determine, to include (without limitation) charitable activities designed to benefit the communities in the UK and overseas where John Lewis Partners live and work and communities which supply products to John Lewis & Partners (being one of the John Lewis plc brands).

The Foundation will make grants to fund projects that improve the wellbeing of such communities. Funding projects of this nature will inevitably benefit the wider community, as well as those individuals who produce products to be sold by John Lewis & Partners. In deciding which projects to support, especially when a project is based overseas, the Foundation will carefully consider issues such as local culture and traditions and the political situation and where appropriate will seek advice from local groups and organisations experienced in working with these communities to ensure that the Foundation's funding achieves the maximum benefit possible.

The current strategic focus of the Foundation is to invest in vulnerable children and young adults, providing education and skills for meaningful employment. In doing so, it is the ambition of the Foundation that it will help create a "Happier world where all young people can access meaningful employment". The Charity has identified three key pillars upon which to focus its work and is working towards the following objectives, financial allocations and measurable metrics;



DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2023

Objectives and activities continued

Grant making policy

To ensure that any social investment made by the Foundation achieves maximum benefit, and to ensure that each individual project can be objectively evaluated, the Trustees have established a set of funding criteria which project proposals must meet in order to qualify for funding.

The Trustees' grant making policy also sets out that grants will not be made to contribute towards elements of projects which might reasonably be considered 'core costs' including capital items, construction or refurbishment of buildings, development of computer programmes or educational materials, marketing and promotional activities, venue hire and other consumables.

The Trustees have also clearly defined what types of projects will not be eligible for grants. Projects which are ineligible for funding include:

- Projects that do not offer benefit to communities who support the John Lewis & Partners business;
- Projects that promote religious or political groups or activities that exclude any part of society;
- Projects which seek to create an income stream or charge a fee to beneficiaries for access to it; and
- Courses, conferences, festivals, expeditions, overseas travel, fundraising events, receptions, lectures, respite breaks or holidays, residential camps.

The Trustees have also identified those organisations that are ineligible for funding, which include:

- Pressure or campaign groups; and
- Endowment funds.

The Trustees have also approved guidelines for applications which sets out how to apply, who should apply, how much an organisation can apply for, when to apply, the approval process and the terms and conditions of any grant award.

Applications are welcome from the following groups or individuals:

- John Lewis plc employees on behalf of independent organisations;
- Supplier management committees;
- Worker management committees; and
- Independent charities and community groups.

Projects seeking funding must demonstrate that they aim to increase the employability of disadvantaged individuals or provide access to skills or education which has the potential to enable access to sustainable employment in the future and in so doing improve the wellbeing and local environment of communities in need, in the UK and overseas, that support the John Lewis & Partners business. They must demonstrate that they address at least one of the following areas:

- Education, training and skills transfer; or
- Enabling sustainable employment.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2023

Achievements and performance

In planning activities each year the Board has regard to the Charity Commission's guidance on public benefit at Trustee meetings. The Trustees always ensure that the programmes they undertake are in line with the specified charitable objectives.

In the year ended 31 January 2023, the Foundation agreed funding of eight new UK based employability projects alongside continuing and extending commitments to three projects started in previous years. Two organisations were granted extensions to current projects, totalling £74,229. The Trustees were pleased this year to start to release the pause on new overseas grant making; which had been in place since 2020 following pandemic impacts. During 2021 John Lewis plc concluded a review of the way that Trusts and Foundations would be resourced as part of a wider transformation programme the resulting restructure has been activated and embedded during 2022. This financial year several of the internal John Lewis Partnership board appointed Partner Trustees who were appointed during the previous year moved on from their John Lewis Partnership roles; all of these Trustees have continued to sit on the board including the current Foundation Chairman. The Foundation also took time this year to review, reset and agree a refreshed strategy and vision with a stronger focus on enabling vulnerable young people to access the skills and opportunities to achieve sustainable employment.

UK Ongoing Funding

The **Papworth Trust**, a leading disability charity, is being funded to deliver the First Steps to Success project which has trained 21 people to achieve employment skills and 12 have entered into full or part time employment. The total donation of £33,840 was originally agreed by the UK Sub Committee in 2020/21 and has been overseen by the board of Trustees this year.

The **Grassmarket Community Project** is a social enterprise which offers long-term, relationship-based support to vulnerable adults in Edinburgh facing social exclusion and isolation. They received funding in 2020/2021 to recruit a Wood Workshop Assistant Manager, whose focus will be on sharing skills in joinery or related professions to enable skilled access to employment. Based on the success of this project, the Trustees agreed to additional funding of £24,229 to extend this project for a further year.

The Baytree Centre is a woman led organisation based in Lambeth working with women and girls, the majority of whom are isolated and disenfranchised, supporting them to gain confidence, knowledge and skills to become integrated members of the community. Based on the success of this project, the Trustees agreed to additional funding of £50,000 to fund the 'Step into Work' programme for a further two years.

UK New Funding

Transitions UK
The Foundation supported Transitions UK with a grant of £15,000 to support the 'Attain' programme, a project that seeks to support care experienced individuals to access skills for employment through volunteer mentoring. Unfortunately, in October 2022 the Foundation learnt that Transitions UK had closed, for reasons unknown. The Ethics & Sustainability team wrote to the liquidator, Maria Strong, on 6th October 2022. An outcome on recovering this funding is still outstanding.

Blackburn Youth Zone
The Foundation was particularly pleased to support Blackburn Youth Zone. The charity provides more than 20 activities every day to young people aged 5 to 19, or 25 for those with a disability. The charity has a close relationship with the John Lewis PLC Herbert Parkinson soft furnishings factory in Darwen, Lancashire. The Trustees agreed to fund £99,889 to establish the Darwen Youth Hub fund, a project co-designed by Herbert Parkinson and Blackburn Youth Zone to support young people from disadvantaged backgrounds to build confidence and employability skills.

Action 4 Youth
Action 4 Youth received funding of £34,318 to support the Inspiration Programme, designed to address the needs of children and young people who lack an awareness of or motivation to achieve employment opportunities available to them.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2023

Achievements and performance (continued)

UK New Funding (continued)

HopeSpring
Based in Newcastle, HopeSpring received funding from the Foundation of £53,340 to fund the 'HopeSpring Education Hub' that will offer support to disadvantaged young people from across Tyne & Wear. The funding will facilitate design and implementation of the programme.

Step by Step
Hampshire based charity Step by Step were successful in their application for £57,583 to provide mentoring to enable young people to stay away from homelessness and equip them with the knowledge and life skills to secure education, employment and housing. The project assures each young person has established, secure accommodation, and one to one support. The Trustees noted that there is an increased risk associated with this project in relation to the safeguarding of young people.

Adoption UK
The leading charity for all those whose lives involve adoption, Adoption UK were awarded a total of £70,776 funding over three years to create 'The Bridge'. This programme will work with adopted 14-15 year olds across the UK to provide employability support via training sessions and mentoring.

SeeAbility
The Foundation was pleased to support SeeAbility (The Royal School for the Blind) one of the oldest UK disability charities with funding of £43,800. The Foundation will fund the 'Ready, Willing & Able' supported employment programme for young people aged 18-30, all of whom have sight loss, physical disabilities or autism. Ready, Willing & Able participants will be matched with an employment coach to explore individual ambitions, develop CVs, interview skills and search for employment.

Sheffield Womens Aid
The Foundation was pleased to support Sheffield Womens Aid with funding of £29,500 to facilitate 18 months of employability support for 20 young women affected by domestic abuse.

Rest of World New Funding

Toybox & BAT
Following on from the successes of previous projects with The Toybox Charity and the British Asian Trust, the Trustees agreed to fund both of these charities individually with funding of £225,000 to run individual projects in Jaipur, India.

The British Asian Trust's project will increase enrolment rates and improve the quality of schools in Jaipur neighbourhoods with large clusters of children in labour, at risk of labour or in difficult situations.

Toybox's project will offer non-formal remedial and basic education to achieve foundational literacy and numeracy among Jaipur's most vulnerable and hardest to reach street children. Where possible, these children will also be enrolled in schools.

There will be a referral pathway (referral to the other provider if that is best for the needs of the child and their family) between the two projects, allowing for a greater reach than if these projects were undertaken alone. The Trustees are keen to understand the impact created by working jointly with two charities in one area, as this is a new venture for the John Lewis Foundation.

Changing Young Lives Foundation
The Foundation is pleased to have granted £87,300 funding over two years to the Changing Young Lives Foundation, Hong Kong. CYLF is a local charity supported extensively by the John Lewis PLC International Sourcing Office based in Kowloon. The funding will facilitate the running of the Youth Employability Support programme that works with underprivileged secondary school aged students to lay better foundations for meaningful career paths, including mentoring, CV and skills development workshops and work experience placements. The two year project may offer volunteering opportunities for John Lewis PLC Partners in Hong Kong.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2023

Achievements and performance (continued)

Rest of World Ongoing

The Foundation funded a project beginning in 2012 with **Care and Fair** to build and establish a girls' school in the rug weaving area of Uttar Pradesh, India. The funding of this project was due to finish in June 2021, however, there is still a small outstanding commitment by the Foundation to Care and Fair which will be made as soon as John Lewis Foundation branding has been removed from the school. The removal of branding has not been a priority for Care and Fair throughout the Covid-19 pandemic, and in 2022/23 the Foundation is still awaiting this action to be completed.

Financial review

The John Lewis & Partners Foundation was established in 2007 with a donation of £311,000 from John Lewis plc.

In the year to 31 January 2023, donations of £1,030,085 (2022: £802,081) were received, full details can be found in note 2 of the accounts. Investment income generated was £3,095 (2022: £63). Total donations paid were £601,096 (2022: £474,962) full details are in notes 5, 6, and 7 of the accounts.

As at 31 January 2023, the Foundation had total funds of £1,422,542 (the Trust Fund) (2022: £1,024,516). The composition of the Trust Fund as at 31 January 2023 was Unrestricted funds of £1,172,542 and Restricted funds of £250,000 for grant making to support Care Experienced People.

Investment policy

The Investment policy is reviewed annually. As the Foundation does not have an endowment and all money held is intended for distribution in the short-term, funds are held in an instant access current account.

Reserves policy

The Reserves policy is reviewed annually. The Trustees are unanimously of the view that the Foundation needs to hold reserves in order to ensure the ability of the Foundation to honour the financial commitments it has made, to multi-year projects. The Charity agreed in June 2023 to hold £113,339 in reserves, to cover their financial commitments arising beyond its current Funding Agreement with John Lewis plc.

Funding

The Trustees developed a Commercial Participation Agreement (CPA) between the Foundation and John Lewis plc. This involves John Lewis plc paying a royalty from the sale of a range of goods, for the use of the John Lewis & Partners Foundation logo and an agreement to donate proceeds from the sale of single use carrier bags (at a rate of £0.0833 per single use carrier bag sold effective from 1 February 2022).

The money usually donated by the John Lewis plc supplier Gala Dinner has, in the absence of the traditional fundraising event in the year to 31 January 2023, also been donated. John Lewis plc covered this shortfall with a one-off donation of £150,000.

John Lewis plc has always donated a percentage of income generated from the sale of samples. These samples are received within the John Lewis plc Trading Directorate and, if permitted by their suppliers, are offered for sale to Partners through regular sample sales. Funds of £14,520 were raised from sample sales during the year to 31 January 2023 (2022 : £8,753).

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2023

Future plans

The Foundation's plans for the year ahead are exciting and will enable some significant development of the Charity's remit. John Lewis plc has expressed an ambition to streamline the number of Trusts and Foundations that are funded by or carry the brand name of the business. The intention is for the John Lewis Foundation to become the overarching charitable vehicle into which several different John Lewis plc charity activities will be merged and subsequently delivered through; in part this has been made possible through John Lewis plc undertaking the resourcing restructure.

One of the focus areas for John Lewis plc is to support people who are care experienced to flourish and thrive through a programme branded Building Happier Futures. During the year to 31 January 2023, a restricted donation of £250,000 was made by John Lewis plc to the Foundation to support and promote opportunities, enablement and access to employment for care experienced people. In March 2023, the Trustees approved a grant of £181,341 over a three year period to Become, a UK charity, to support young care experienced people who wish to move into apprenticeships or vocational roles, many of whom have experienced disrupted education and limited family support. Where the work of the John Lewis plc Building Happier Futures campaign has clearly defined charitable objectives the intention will be for this activity to be housed in the Foundation.

Strategic review

Following changes to the John Lewis plc operating model the Trustees are holding conversations with John Lewis plc regarding opportunities to work more closely and to reflect any new priorities or objectives. The Foundation's charitable objective aligns closely with the newly stated purpose of John Lewis plc "Working in Partnership for a Happier World".

The UK Sub-Committee has continued to be dormant during the year to 31 January 2023 and the Trustee Board chose to continue considering smaller scale UK projects at their main board meetings. The Trustees completed their strategic review during the first half of 2022, involving previous members of the UK Sub-Committee and reached agreement that the main board would continue to consider the smaller UK applications that were coming through. Going forward, however, the learning taken from running the Sub-Committee model will form the framework and basis for any newly transferred charities or charitable activities as the consolidation into the John Lewis Foundation work develops.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2023

Reference and administrative details

Charity Name: John Lewis & Partners Foundation. The Charity has also registered the working name 'John Lewis Foundation' with the Charity Commission.

Charity Number: 1118162

Company Number: 06058796

Principal Office: 171 Victoria Street, London, SW1E 5NN

Directors and Trustees

The Directors of the charitable company are its Trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees.

Simon Bishop
Paul Buchanan
Sarah Gillard
Margaret Elizabeth Porteous
Nyika Brain
Andrew Hoad
Johnathan Marsh
Marija Rompani
Louise Stuart (resigned on 8 March 2023)
Nicola Walter (appointed on 2 May 2023)

Company Secretary

Simon Blackburn

Independent Auditor
KPMG LLP, 15 Canada Square, London, E14 5GL

Banker
National Westminster Bank plc, Cavendish Square, PO Box 4NU
1 Cavendish Square, London, W1G 0LA

Legal Adviser

Legal Department, John Lewis plc, 171 Victoria Street, London, SW1E 5NN

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2023

Structure, Governance and Management

Governing Document

The John Lewis & Partners Foundation was incorporated as a private limited company limited by guarantee, number 06058796, on 19 January 2007 and registered as a charity with the Charities Commission on 28 February 2007, number 1118162. The Company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. Every member (also being a Director of the Company and Trustee of the Charity) promises, if the Foundation is dissolved while he or she remains a member or within 12 months afterwards, to pay up to £1 towards the costs of dissolution and the liabilities incurred by the Foundation while he or she was a member.

Organisation

The John Lewis & Partners Foundation is governed by an independent Board of Trustees. The John Lewis Partnership plc Board shall be entitled by notice in writing signed by them or on their behalf and left at or sent to the registered office of the Foundation to appoint up to five Trustees and by like notice to remove any Trustee so appointed by them. The Board of Trustees may appoint up to five further Trustees. The Foundation's Board consists of at least three and not more than ten individuals. The Trustees must hold at least two meetings each year, and quorum at a meeting of the Trustees is three Trustees (of which at least two, or 50%, if greater, shall be Trustees appointed by the John Lewis Partnership plc Board).

Each Trustee can serve for a three year term of office and shall retire at the board meeting arising after the third anniversary of their appointment. A retiring Trustee who remains qualified may be reappointed for a further three year term of office, up to a total of three, three year terms of office.

On appointment, new Trustees are offered external training on governance and the trustee role, and are provided with detailed information about their legal obligations and responsibilities, and information about the Foundation's current work, which includes the John Lewis & Partners Foundation articles of association, the Foundation's Policies and guidance on Trustee and Directors duties and responsibilities.

The Trustees met four times during the period between 1 February 2022 and 31 January 2023 including the annual general meeting on 7 June 2022.

Management

Day to day management, administration development, evaluation of projects and overall programme delivery for the Foundation is delivered by the Charities & Volunteering Specialist and Officer from the John Lewis plc Social Impact Team and is funded directly by John Lewis plc. All support provided directly by John Lewis plc is done so in adherence to the parent organisation pay policy.

Trustees Remuneration and Expenses

The Trustees did not receive, and were not entitled to receive, any remuneration for their services. £449 of Trustees training and travel expenses were incurred in the year.

Risk management

The Trustees regularly consider the Foundation's activities in relation to the Foundation's charitable objectives and the risks to which it is exposed. As at 31 January 2023, the Trustees believe that there are three principal risks arising from the Foundation's operations: the risk that those involved in or benefitting from any project will not be adequately safeguarded; the misuse of funds by a partner organisation; and the failure of a project to achieve the expected outputs or outcomes, or to have the desired impact upon completion.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2023

Structure, Governance and Management (continued)

Risk management (continued)

The Board of Trustees have discussed at length ways of assessing individual project risk and liability to ensure that both the recipient and project are eligible to receive grants from trust funds, particularly for those projects based overseas The Trustees recognise that supporting organisations working with young people requires safeguarding to be at the forefront of each project considered for support.

The Board of Trustees have agreed that it is necessary to undertake a degree of due-diligence on the organisations requesting funding, before any award is made, in order to be satisfied that funds will be applied

(a) in compliance with UK Charity law;

(b) consistently with the Foundation's own objects;

(c) in the intended manner.

The Trustees are aware that this process must be undertaken in a way which protects the Foundation without creating a burden to award recipients, and continue to review its processes to achieve this. The Trustees annually review its due diligence process and take learnings from each project to ensure it is fit for purpose. Similarly, the Board of Trustees has discussed how best to balance their desire to support projects which are innovative or which target difficult issues that do not normally attract funding with the need for applicants to set out credible predictions of outcomes and the likelihood of success. The Trustees have agreed to protect the Foundation through: the collection of detailed information on the application form; and the requirement for multi-year projects to provide reports against predetermined deliverables on an annual basis before the release of further tranches of funding.

Disclosure of Information to Auditor

The Trustees who held office at the date of approval of this Report of the Trustees (including Strategic Report) confirm that, so far as they are each aware, there is no relevant audit information of which the charitable company's auditor is unaware; and each trustee has taken all the steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

STATEMENT OF TRUSTEES' RESPONSIBILITIES IN RESPECT OF THE TRUSTEES' ANNUAL REPORT AND THE FINANCIAL STATEMENTS

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

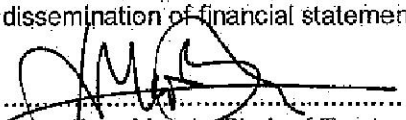
Company law requires the Trustees to prepare financial statements for each financial year. Under that law they are required to prepare the financial statements in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland.*

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the income and expenditure for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards and the Statement of Recommended Practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- assess the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- use the going concern basis of accounting unless they either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charitable company and to prevent and detect fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.



Jonathan Marsh, Chair of Trustees
John Lewis & Partners Foundation
Principal Office: 171 Victoria Street, London, SW1E 5NN

7 June 2023

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JANUARY 2023

Notes		2023 £	2022 £
	Income		
2	Donations	**1,030,085**	802,081
3	Other income	**46,348**	51,439
4	Interest income	**3,095**	63
	Total income	**1,079,528**	853,583
5	**Expenditure**		
	Charitable activities	**(681,502)**	(591,611)
	Total expenditure	**(681,502)**	(591,611)
16	**Net movement in funds**	**398,026**	261,972
	Reconciliation of funds		
	Total funds brought forward	**1,024,516**	762,544
	Total funds carried forward	**1,422,542**	1,024,516

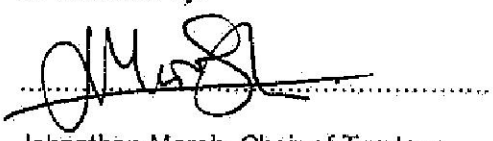
£1,172,542 of funds are unrestricted and £250,000 of funds from a donation received in the year are restricted.
The statement of financial activities includes all gains and losses recognised in the year.
All income and expenses were from continuing activities.
The accompanying notes form an integral part of the financial statements.

BALANCE SHEET AS AT 31 JANUARY 2023

Notes		Total Funds 2023 £	Total Funds 2022 £
	Current assets		
14	Debtors	**127,960**	271,468
	Cash at bank and in hand	**1,434,881**	814,772
	Total current assets	**1,562,841**	1,086,240
	Liabilities		
15	Creditors: amounts falling due within one year	**(140,299)**	(61,724)
	Net current assets	**1,422,542**	1,024,516
	Total net assets	**1,422,542**	1,024,516
	The funds of the charity		
	Restricted funds	**250,000**	-
	Unrestricted funds	**1,172,542**	1,024,516
16	**Total charity funds**	**1,422,542**	1,024,516

The accompanying notes form an integral part of the financial statements.

The financial statements on pages 12 to 23 were approved by the Board of Trustees *on 7th June 2023* and signed on its behalf by:



Johnathan Marsh, Chair of Trustees

JOHN LEWIS & PARTNERS FOUNDATION

7 June 2023

Registered number: 06058796

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 JANUARY 2023

Notes		2023 £	2022 £
	Cash flows from operating activities:		
19	**Net cash inflow / (outflow) from operating activities**	617,014	289,760
	Cash flows from investing activities		
	Interest income	3,095	63
	Net cash inflow from investing activities	3,095	63
	Change in cash and cash equivalents in the year	620,109	289,823
	Cash and cash equivalents at the beginning of the year	814,772	524,949
	Cash and cash equivalents at the end of the year	1,434,881	814,772

The accompanying notes form an integral part of the financial statements.

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting policies

Basis of preparation
The financial statements have been prepared in accordance with Accounting and Reporting by Charities; Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS102)), the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the Companies Act 2006.

The Foundation constitutes a public benefit entity as defined by FRS 102.

Going concern
The financial statements have been prepared on a going concern basis which the Trustees consider to be appropriate for the following reasons.

The business model of the Foundation is such that its charitable activities are limited to those which it has sufficient funds to support from the excess of funding received over the costs of administering the Foundation. The Foundation therefore has no specific commitments and no committed costs beyond its fixed costs of operation which are detailed in note 5.

The Trustees have reviewed the cash flow forecasts for a period of at least 12 months from the date of approval of these financial statements which indicate that the Foundation will have sufficient funds to meet its liabilities as they fall due for that period. The Trustees have also considered the implications of rising inflation on these cash flow forecasts and consider that as a result of its operating model explained above, even if no further funding is received in the 12 month period, the Foundation has sufficient cash reserves to pay all committed costs.

Consequently, the Trustees are confident that the Foundation will have sufficient funds to continue to meet its liabilities as they fall due for at least 12 months from the date of approval of the financial statements

Income recognition policies
All Income is recognised in the SOFA when the Foundation is legally entitled to the income, the monetary value can be measured reliably and it is more likely than not that the economic benefits associated with the gift or transaction will flow to the charity.

The Foundation has the following significant income streams:

a) Donations Income
Where the Foundation receives income, for which it does not supply a good or service equal to in value to the gift, it is considered to be a non-exchange transaction and is accounted for as a donation.

Where income is received in relation to a written agreement or grant, the income is recognised on an accruals basis, as the value of the income can be reliably measured, receipt of the income can be legally enforced and receipt is considered probable.

Where income has been received by a donor and it is not covered by a written agreement or grant, it will be recognised on receipt of the funds. Prior to the receipt of this income the Foundation cannot reliably measure the monetary value nor are they legally entitled to the income. Receipt of the income is not considered to be probable.

Throughout the financial year John Lewis PLC has provided administrative support at no cost. These donated services are recognised in the accounts based on an average rate for the services on the open market; a corresponding amount is then recognised in expenditure in the period of receipt of the administrative support.

b) Other income
Where the Foundation receives income from the sale of goods bearing the Foundation trademark, an exchange transaction has taken place and should therefore be accounted for as other income.

NOTES TO THE FINANCIAL STATEMENTS

Income recognition policies (continued)

c) Investment income
Where the Foundation earns income from holding assets for investment purposes, it will be accounted for as investment income and is recognised on an accruals basis.

Expenditure
Expenditure is included on an accruals basis as a liability is incurred. Donations payable are charged as and when all conditions of the donation have been met (post agreement by the Trustees). Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
If the recognition of a liability is no longer appropriate (e.g. an agreement is terminated) the liability is cancelled by crediting the original expenditure category.

Debtors
Debtors are recognised at the recoverable amount due.

Cash at bank and in hand
All cash is held in bank accounts with a short notice period of less than 90 days.

Creditors
Creditors are recognised where the Charity has a present obligation and the amount due to settle the obligation can be measured or estimated reliably.

NOTES TO THE FINANCIAL STATEMENTS

2. Donations

	2023	2022
	£	£
Funds donated by John Lewis plc from the sale of single use carrier bags	**471,194**	256,651
Funds donated by John Lewis plc from the sale of sample goods	**14,520**	8,753
Funds donated by John Lewis plc from the sale of advent calendars	**2,928**	4,142
Funds donated by John Lewis plc from the sale of Third Party Gift Cards	**33,093**	8,223
Funds donated by John Lewis plc from the sale of Insurance Policies	**1,340**	-
Donated services	**79,957**	74,680
Other donations	**427,053**	449,632
Total	**1,030,085**	802,081

The contribution from sale of single use carrier bags is in line with the Commercial Participation Agreement rate of £0.0833 per carrier bag sold (£0.05 rate in 2022).

The contribution from the sale of advent calendars relates to a project named "Advent of Change" which the Foundation benefits from. In this instance there is no written agreement in place between the donor and the Foundation committing the donor to allocating a proportion of the items sale price to the Foundation, and income is only recognised upon receipt.

The contribution from the commission earned from the sale of Third Party Gift Cards is from an agreement between John Lewis plc and the Foundation, signed in September 2021. The Foundation branding does not appear on each gift card and therefore this contribution is classified as Donations income.

The contribution from the sale of Insurance Policies from a new agreement between John Lewis plc and the Foundation, signed in February 2022. The Foundation branding does not appear on the product marketing and therefore this contribution is classified as Donations income.

Administrative support is provided by John Lewis plc. The value of these services is estimated at £79,957 (2022: £74,680). For the year this included a one off piece of work to support the creation of a new logo for the Foundation and some updates to the website. The estimated value of these services is recognised within income as a donation, and an equivalent charge included within support costs.

Other donations includes three one off donations of £250,000; £150,000 and £27,053 from John Lewis plc. Respectively, this was a a donation to support future projects relating to Care Leavers, a donation to meet the shortfall in income arising from not being able to hold the suppliers charity event and a donation for the additional proceeds raised through single use carrier bag sales in January 2022 above the Commercial Participation Agreement accounted for on a cash basis.

3. Other income

	2023	2022
	£	£
Funds donated by John Lewis plc from the sale of rugs	**45,348**	50,154
Funds donated by John Lewis plc from the sale of candles	**-**	285
Trademark licence fee	**1,000**	1,000
Total	**46,348**	51,439

The contribution from the sale of rugs relates to products bearing the John Lewis & Partners Foundation logo. The rugs sold use cotton produced by cotton farmers who have been supported by the John Lewis & Partners Foundation through the CottonConnect project.

The contribution from the sale of candles in the prior year relates to a selection of stock sold by John Lewis & Partners which bears the Foundation logo. These products were not part of the John Lewis assortment in 2023.

The trademark licence fee permits John Lewis plc to use the trademark in it's activities in support of the Foundation's charitable activities and aims, including the sale of products and services.

4. Investment income

Interest income of £3,095 was earned from a current account with a short notice period of less than 90 days.

NOTES TO THE FINANCIAL STATEMENTS

5. Expenditure on charitable activities

	2023	2022
	£	£
Donations payable by John Lewis & Partners Foundation (note 6)	**589,816**	402,186
Donations payable by John Lewis & Partners Foundation Sub-Committee (note 7)	**11,280**	72,776
Sub-total	**601,096**	474,962
Support costs	**80,406**	75,834
Technology products donated	-	40,800
Bank charges	-	15
Total	**681,502**	591,611

£80,406 Support costs compromise of two elements :

£79,957 relates to the administrative services provided by John Lewis plc at no charge and an equivalent sum is included in income (2022: £74,680)

£449 relates to Trustee travel expenses (2022: £1,154).

In the prior year, technology products donated relates to capital items which the Foundation donated to Business in the Community comprising of smart phones and laptops from John Lewis plc. The Foundation purchased the technology products from John Lewis plc at market rates.

NOTES TO THE FINANCIAL STATEMENTS

6. Expenditure by John Lewis & Partners Foundation

	2023 £	2022 £
Charitable activities		
Donations to institutions		
Action4Youth	**34,318**	-
Adoption UK (note 8)	**22,740**	-
Blackburn Youth Zone	**99,889**	-
Changing Young Lives Foundation (note 9)	**43,159**	-
Emmaus Turvey	-	9,176
Future Roots	-	50,000
Grassmarket Community Project (note 10)	**24,229**	21,840
Hope Springs	**53,340**	-
Pop Up Enterprises	-	18,600
Roundabout Limited	-	28,941
See Ability	**43,800**	-
Sheffield Womens Aid	**29,500**	-
Smartworks	-	29,640
Step by Step	**57,583**	-
Street Soccer Scotland	-	8,671
The Baytree Centre (note 11)	**25,000**	-
The Feed Enterprises	-	20,000
The Save the Children Fund	-	62,500
Toybox	-	31,433
Toybox and British Asian Trust Jaipur projects (note 12)	**141,258**	1,385
Transitions	**15,000**	-
Voices of Hope	-	20,000
WaterAid	-	100,000
Total	**589,816**	402,186

As at 31 January 2023, the Foundation has committed, but not provided for, spend of £7,015 relating to the Care and Fair project contingent upon the name change of a school in Uttar Pradesh, India.

As at 31 January 2023, the Foundation has committed, but not provided, spend of £424,936 relating to the Toybox and British Asian Trust Jaipur projects (£308,742), The Baytree Project (£25,000), Adoption UK (£48,035) and Changing Young Lives Foundation (£43,159) all of which are contingent upon the provision of satisfactory progress reports.

NOTES TO THE FINANCIAL STATEMENTS

7. Expenditure by John Lewis & Partners Foundation Sub-Committee

	2023 £ Total	2022 £ Total
Charitable activities		
Donations to institutions		
Jubilee Community Enterprise	-	(9,504)
The Baytree Centre	-	25,000
Future Roots	-	30,000
Papworth Trust (note 13)	11,280	11,280
Fine Cell Work	-	16,000
Total	**11,280**	72,776

NOTES TO THE FINANCIAL STATEMENTS

8. **Multi-Year Project with Adoption UK**

In December 2022, the Trustees agreed a two year project with Adoption UK a leading charity for all those whose lives involve adoption which invests in vulnerable children and young people through the provision of education and practical skills to enable the young people to find meaningful employment. The total amount approved was £70,776, this was to be paid by two instalments. In the year to 31 January 2023 payments of £22,740 were made . Future payments are conditional on the Trustees receiving satisfactory annual reports. The total amount committed but not provided as at 31 January 2023 was £48,035

9. **Multi-Year Project with Changing Young Lives Foundation**

In December 2022, the Trustees agreed a multi year project with Changing Young Lives Foundation a Hong Kong based Charity, for funding a Y.E.S. program to work with underprivileged secondary school aged students to lay better foundations for paving meaningful career paths. The total amount approved was £87,300, this was to be paid by instalments over 3 years. The accounts for the year to 31 January 2023 include a debtor of £43,159 (see note 14) and the payment was made on 16th February 2023. The second payment is conditional on the Trustees receiving satisfactory annual reports. The total amount committed but not provided as at 31 January 2023 was £48,035

10. **Grant Agreement with Grassmarket Community Project - Additional Funds**

In June 2022, the Trustees agreed to donate an additional £24,229 to Grassmarket Community Project, a charity that they had previously supported through a grant award in the prior year. The social enterprise offers long-term, relationship-based support to vulnerable adults in Edinburgh facing social exclusion and isolation. The additional funds will extend the employment of a Wood Workshop Assistant Manager, whose focus will be on sharing skills in joinery or related professions to enable skilled access to employment.

11. **The Baytree Centre - Additional Funds - Two Year Project Extension**

In June 2022, the Trustees agreed to donate an additional £50,000 to The Baytree Centre, a charity that they had previously supported through a Sub Committee grant. These additional funds went to extend the STEP INTO WORK project for a further two years to continue the work to enable unemployed women to acquire the confidence and skills (technical skills and qualifications) to access employment. In the year to 31 January 2023, payments of £25,000 were made. Future payments are conditional on the Trustees receiving satisfactory annual reports. The total amount committed but not provided as at 31 January 2023 was £25,000 (2021 : £0) .

12 **Multi-Year Jaipur Projects with Toybox and British Asian Trust**

In March 2022, the Trustees agreed two multi-year projects based in Jaipur with Toybox and The British Asian Trust . The total amount approved was £450,000, this was to be paid by instalments over 3 years. The British Asian Trust project will increase enrolment rates and improve the quality of schools in Jaipur neighbourhoods with large clusters of children in labour, at risk of labour or in difficult situations. The Toybox project will offer non-formal remedial and basic education to achieve foundational literacy and numeracy among Jaipur's most vulnerable and hardest to reach street children. Where possible, these children will also be enrolled in schools. There will be a referral pathway (referral to the other provider if that is best for the needs of the child and their family) between the two projects, allowing for a greater reach than if these projects were undertaken alone. In the year to 31 January 2023, payments of £141,258 were made. Future payments are conditional on the Trustees receiving satisfactory annual reports. The total amount committed but not provided as at 31 January 2023 was £308,742.

13. **Multi-Year Project with Papworth Trust**

In April 2020, the Trustees agreed a multi-year project with the Papworth Trust. The total amount approved was £33,840, this was to be paid by instalments over 3 years. In the year to 31 January 2023, the Trustees received a final report from Papworth Trust on the project and had been satisfied that it had delivered its desired outcomes and approved the final payment of £11,280 (2022: £11,280)

NOTES TO THE FINANCIAL STATEMENTS

14. Debtors

	2023	2022
	£	£
Amounts owed by John Lewis plc	**127,960**	271,468
	127,960	271,468

The 2023 figure includes £47,120 for the donation of proceeds arising from the sale of single use carrier bags in January 2023 (2022: £27,053), £45,348 being a contribution from the sales of rugs with the John Lewis Foundation Logo, using cotton produced by cotton farmers that have been supported by the John Lewis & Partners Foundation through the CottonConnect project (2022: £50,154) and £33,093 being a contribution from the sale of Third Party Giftcards (2022: £8,223).

15. Creditors: amounts falling due within one year

	2023	2022
	£	£
Donations	**140,299**	49,640
Other	**-**	12,084
	140,299	61,724

Donations relates to payments made after the year end to Changing Young Lives Foundation (£43,159) and Hope Springs (£53,340) and See Ability (£43,800).

16. Net movement in funds

	2023
	£
Fund at 31 January 2022	1,024,516
Movement in fund for the year	398,026
Fund at 31 January 2023	**1,422,542**

The composition of the Trust Fund as at 31 January 2023 was Unrestricted funds of £1,172,542 and Restricted funds of £250,000 for grant making to support Care Experienced People.

17. Corporation Taxation

The Charity is a registered charity, and as such is exempt from tax on income and gains to the extent that these are applied solely for charitable purposes, falling within s478 to s490 of the Corporation Taxes Act 2020 and s256 of the Taxation of Chargeable Gains Act 1992.

18. Related party transactions

The audit fee was borne by John Lewis plc. The Directors did not receive, and were not entitled to receive, any remuneration for their services. All administrative support is provided by John Lewis plc. For the year ended 31 January 2023, the value of these services is estimated at £79,957. The estimated value of these services is recognised within income as a donation, and an equivalent charge included within support costs.

NOTES TO THE FINANCIAL STATEMENTS

19. **Reconciliation of net movement in funds to net cash flows from operating activities**

	2023	2022
	£	£
Net movement in funds	**398,026**	261,972
Investment income	**(3,095)**	(63)
Decrease in Debtors	**143,508**	28,295
Decrease in Creditors	**78,575**	(444)
Net cash provided by operating activities	**617,014**	289,760

Independent auditor's report to the members of John Lewis & Partners Foundation Limited

Opinion

We have audited the financial statements of John Lewis & Partners Foundation ("the charitable company") for the year ended 31 January 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and related notes, including the accounting policies in note 1.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 January 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with UK accounting standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities are described below. We have fulfilled our ethical responsibilities under and are independent of the charitable company in accordance with, UK ethical requirements including the FRC Ethical Standard. We believe that the audit evidence we have obtained is a sufficient and appropriate basis for our opinion.

Going concern

The trustees have prepared the financial statements on the going concern basis as they do not intend to liquidate the charitable company or to cease its operations, and as they have concluded that the charitable company's financial position means that this is realistic. They have also concluded that there are no material uncertainties that could have cast significant doubt over its ability to continue as a going concern for at least a year from the date of approval of the financial statements ("the going concern period").

In our evaluation of the trustees conclusions, we considered the inherent risks to the charitable company's business model and analysed how those risks might affect the charitable company's financial resources or ability to continue operations over the going concern period.

Our conclusions based on this work:

- we consider that the trustees use of the going concern basis of accounting in the preparation of the financial statements is appropriate;
- we have not identified, and concur with the trustees assessment that there is not, a material uncertainty related to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for the going concern period.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the above conclusions are not a guarantee that the charitable company will continue in operation.

Fraud and breaches of laws and regulations – ability to detect

Identifying and responding to risks of material misstatement due to fraud

To identify risks of material misstatement due to fraud ("fraud risks") we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud.

Our risk assessment procedures included:

- enquiring of personnel, as to whether they have knowledge of any actual, suspected or alleged fraud;
- reading Board of Trustee minutes; and
- using analytical procedures to identify any unusual relationships or movements.

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit.

As required by auditing standards, we perform procedures to address the risk of management override of controls, in particular the risk that management may be in a position to make inappropriate accounting entries. On this audit we do not believe there is a fraud risk related to revenue recognition due to revenue recognition being closely aligned to cash receipts at bank and signed contractual agreements. We therefore assessed that there was limited opportunity for the charitable company to manipulate the income that was reported.

We did not identify any additional fraud risks.

We also performed procedures including:

- Assessing the completeness of disclosed related party transactions and verifying they had been accurately recorded within the financial statements.

Identifying and responding to risks of material misstatement due to non-compliance with laws and regulations

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, through discussion with management and discussed the policies and procedures regarding compliance with laws and regulations.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

The potential effect of these laws and regulations on the financial statements varies considerably.

The charitable company is subject to laws and regulations that directly affect the financial statements including financial reporting legislation (including related companies legislation), and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Whilst the charitable company is subject to many other laws and regulations, we did not identify any others where the consequences of non-compliance alone could have a material effect on amounts or disclosures in the financial statements.

Context of the ability of the audit to detect fraud or breaches of law or regulation

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations

Directors' and Trustees' report

The trustees are responsible for the directors' and trustees' report. Our opinion on the financial statements does not cover that report and, accordingly, we do not express an audit opinion or, except as explicitly stated below, any form of assurance conclusion thereon.

Our responsibility is to read the directors' and trustees' report and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. Based solely on that work:

- we have not identified material misstatements in the directors' and trustees' report;
- in our opinion the information given in that report for the financial year, is consistent with the financial statements; and
- in our opinion those report has been prepared in accordance with the Companies Act 2006.

Matters on which we are required to report by exception

Under the Companies Act 2006 we are required to report to you if, in our opinion:

- the charitable company has not kept adequate accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or

We have nothing to report in these respects.

Trustees' responsibilities

As explained more fully in their statement set out on page 11, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view; such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and using the going concern basis of accounting unless they either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue our opinion in an auditor's report. Reasonable assurance is a high level of assurance, but does not guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

A fuller description of our responsibilities is provided on the FRC's website at www.frc.org.uk/auditorsresponsibilities.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Jessica Hargreaves.

Jessica Hargreaves (Senior Statutory Auditor)

for and on behalf of KPMG LLP, Statutory Auditor

Chartered Accountants

15 Canada Square

London

E14 5GL

13 June 2023

John Lewis Partnership Foundation

England & Wales - Charity number 1118162

Accounts

JOHN LEWIS & PARTNERS FOUNDATION

ANNUAL REPORT
FOR THE YEAR ENDED 31 JANUARY 2022

Company Number: 06058796

Charity Number: 1118162

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DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2022

The Board of Trustees (the Trustees) presents their Directors' and Trustees' report along with the financial statements of the John Lewis & Partners Foundation (referred to as the "Foundation", the "Trust", the "Charity" or the "charitable company") for the year ended 31 January 2022. The financial statements have been prepared in accordance with the accounting policies set out on pages 14-15 and comply with the Charity's Articles of Association, the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. In preparing the financial statements the Charity follows best practice as set out in the UK Accounting Standards (UK Generally Accepted Accounting Practice) including Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS102)) and the Companies Act 2006.

Objectives and activities

The objectives of the Foundation are to advance general charitable purposes, acting alone or in association with others, by such charitable activities as the Trustees shall determine, to include (without limitation) charitable activities designed to benefit the communities in the UK and overseas in which those who produce products supplied to John Lewis & Partners (being the trading division of John Lewis plc) live and work.

The Foundation will make grants to fund projects that improve the wellbeing of such communities. Potential projects may include, but are not limited to:

Funding the development of schools or improving the quality of schools in areas where limited educational facilities are available;

Funding access to schools or other remedial or education projects to improve literacy or numeracy or to increase school enrolment rates, or to increase awareness of access to education and its importance;

Projects which benefit children through highlighting the need or importance of school enrolment and education and/or involve programmes to improve children's welfare or provide or increase the provision of education;

- Funding medical centres and health care initiatives in areas of deprivation;
- Funding crèches and other child care facilities to enable women with young children to work;
- Funding training facilities to enable people with limited skills to improve their employability;
- Funding community and recreational facilities in areas where few exist; and
- Funding projects which help to protect the environment and improve biodiversity.

Funding projects of this nature will inevitably benefit the wider community as well as those individuals who produce products to be sold by John Lewis & Partners. In deciding which projects to support, the Foundation will carefully consider issues such as local culture and traditions and the political situation and where appropriate will seek advice from local groups and organisations experienced in working with these communities to ensure that the Foundation's funding achieves the maximum benefit possible.

Grant making policy

To ensure that any social investment made by the Foundation achieves maximum benefit, and to ensure that each individual project can be objectively evaluated, the Trustees have established a set of funding criteria which project proposals must meet in order to qualify for funding. Projects seeking funding must demonstrate that they aim to increase the employability of disadvantaged individuals and in so doing improve the wellbeing and local environment of communities in need, in the UK and overseas, that support the John Lewis & Partners business. They must demonstrate that they address at least one of the following areas:

- Training and skills transfer; or
- Enabling employment.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2022

Objectives and activities (continued)

Grant making policy (continued)

The Trustees' grant making policy also sets out that grants will not be made to contribute towards elements of projects which might reasonably be considered 'core costs' including capital items, construction or refurbishment of buildings, development of computer programmes or educational materials, marketing and promotional activities, venue hire and other consumables.

The Trustees have also clearly defined what types of projects will not be eligible for grants. Projects which are ineligible for funding include:

- Projects that do not offer benefit to communities who support the John Lewis & Partners business;
- Projects that promote religious or political groups or activities that exclude any part of society;
- Projects which seek to create an income stream or charge a fee to beneficiaries for access to it; and
- Courses, conferences, festivals, expeditions, overseas travel, fundraising events, receptions, lectures, respite breaks or holidays.

The Trustees have also identified those organisations that are ineligible for funding, which include:

- Pressure or campaign groups; and
- Endowment funds.

The Trustees have also approved guidelines for applications which sets out how to apply, who should apply, how much an organisation can apply for, when to apply, the approval process and the terms and conditions of any grant award.

Applications are welcome from the following groups or individuals:

- John Lewis plc employees;
- Supplier management committees;
- Worker management committees; and
- Independent charities and community groups.

Achievements and performance

In planning activities each year the Board has regard to the Charity Commission's guidance on public benefit at Trustee meetings. The Trustees always ensure that the programmes they undertake are in line with the specified charitable objectives.

In the year ended 31 January 2022, the Foundation agreed funding of eight new UK based employability projects, totalling £156,868, alongside continuing commitments to seven projects started in previous years. This approach, continuing to pause new overseas grant making, was continued from 2020 as John Lewis plc undertook a review of the way that Trusts and Foundations would be resourced as part of a wider transformation programme; concurrently the Foundation was considering its own strategy and vision. During spring 2021 the new John Lewis plc structure was resourced and 5 new Trustees were also appointed to the Foundation.

UK Ongoing

The **Papworth Trust**, a leading disability charity, is being funded to deliver the First Steps to Success project which has trained 21 people to achieve employment skills and 12 have entered into full or part time employment. The total donation of £33,840 was originally agreed by the UK Sub Committee in 2020.21 and has been overseen by the board of Trustees this year.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2022

Achievements and performance (continued)

UK Ongoing (continued)

Dorset based care farming project, **Future Roots** provides an alternative education provision and support for people to learn new skills and develop personal qualities by caring for animals, growing plants, and learning rural crafts. The project was granted a timing extension to continue delivering support to two young people who were moving through their routes into agriculture programme; the participants had successfully completed their qualifications but were unable to undertake visits to other work settings due to Covid restrictions and more time was needed to do this. A further donation of £50,000 was also made this year to support 5 new young people through the programme as the Trustees are keen to continue developing their work with Future Roots and are exploring how to build on the relationship with Waitrose farmers and suppliers as potential employers.

The Baytree Centre is a woman led organisation based in Lambeth working with women and girls, the majority of whom are isolated and disenfranchised, supporting them to gain confidence, knowledge and skills to become integrated members of the community. This year the funding for the Step Into Work project supported more than 50 women to access mentoring and courses and to say they felt more confident and 47 women have accessed paid employment.

Through a partnership with **Fine Cell Work**, this year the Foundation has supported 23 ex-offenders to learn administrative and project management skills through work experience at their Clothworkers Studios at HMP Gartree and HMP Littlehey, equipping ex-offenders with tangible business skills that equip them for work post prison, ensuring good mental and physical health post release.

UK New Funding

In 2021 the Trustees restarted consideration of UK requests as Covid restrictions eased

In Spring 2021, the Trustees invited Community Liaison Coordinators in JL branches to source local place based employability projects in their areas of operation; focusing on seeking small scale - under £25,000 - impactful single year projects. This approach was taken in recognition that new grant making had been paused during 2020, including from the UK Sub Committee which had previously considered and granted support to smaller projects, and Trustees were keen to actively begin considering new grants requests.

Support was granted to eight projects across the UK with employability and skills development as their primary outcome. These projects are now getting underway and the Trustees and Foundation support team are looking forward to their reporting updates and will aim to visit some of the schemes as appropriate.

The Trustees were pleased to support two projects in Scotland this year. The **Grassmarket Community Project** is a social enterprise which offers long-term, relationship-based support to vulnerable adults in Edinburgh facing social exclusion and isolation. They received funding to recruit a Wood Workshop Assistant Manager, whose focus will be on sharing skills in joinery or related professions to enable skilled access to employment. **Street Soccer Scotland** were granted £8,671 to run a project in Glasgow which trains people who are long term unemployed to be volunteers with the skills to access employment; success for this project will be the support of 30 volunteers through the scheme and a subsequent transition to employment for five participants.

In Norwich two organisations were supported this year. **Pop up Enterprises** runs the Shoebox Community Hub in Norwich which focuses on loneliness and social isolation; the funding will enable a part-time Employability and Skills Coordinator to support a training programme at the Shoebox for some 30 participants. **The Feed** provides employability projects and support for poverty, hunger and homelessness in Norwich and this grant will fund a new mentor position to increase the number of people that can be moved forward into sustainable employment. The mentor will work directly with people that the Feed Enterprises supports to teach them skills to work within the catering and hospitality industry as well as other employability skills, confidence and motivation.

Voices of Hope works with people with learning or mental health difficulties, low self-esteem or depression, social exclusion or isolation, and young people at risk of offending. Funding was granted for a 12 month part-time staff position to help set up and run the "Empowering People to Thrive" project in Kingston, whose main aims are to provide volunteering sessions and placements for young people with special educational needs, run cooking courses for local at-risk youth and increase internal employment opportunities.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2022

Achievements and performance (continued)

UK New Funding (continued)

Smartworks in Reading helps women who face disadvantage to succeed at interview. The grant will part-fund the salaries of two Service Delivery Managers, who organise finding clients, support beneficiaries and train volunteers to deliver coaching appointments to help women into work

Emmaus Carlton provides a home for up to 42 formerly homeless adults in Milton Keynes. The funding will enable the creation of an onsite IT/Training Suite to provide access to training and education to develop CV writing skills and support to apply for roles when they are ready to move on for employment and housing.

The Foundation was also pleased to be able to collaborate with the John Lewis **Partnership Community Investment Fund (PCIF)** ; a fund established by John Lewis PLC to support communities which were impacted by a John Lewis PLC shop closure. The **PCIF** made a £11,181 donation to the Foundation which will be used to fund projects in those specific locations with employability at the heart of the work. The Foundation will apply their regular grant making policy and approach when considering these applications and where appropriate may commit additional funding to a project. An initial request from **Roundabout Limited**, a charity in Sheffield, which will run an employability programme for young people affected by homelessness was supported by the Foundation with a grant of £28,941to fund a Peer Education Worker (a young person who has themselves experienced homelessness) who will deliver awareness sessions in schools and colleges - this scheme appealed to Trustees as the charity were able to clearly demonstrate that 6 previous peer educators had moved from this role into permanent employment.

Rest of World Ongoing

The Foundation also continues to work with communities that play a role in our supply chains internationally. Working alongside **Save the Children**, 3000 young migrants in Shenzhen and Guangzhou received work experience and CV writing skills enabling this minority group to build relationships with local employers, and increase their access to employment. Through the Foundation grant, Save the Children also created relationships with local decision makers, increasing the chances of under-represented migrant labourers to be employed in stable jobs at the end of the employability programme.

Wateraid - This project focused on creating sustainable change in the management of clean water and waste in Sant Ravi Das Nagar (Bhadohi) India and ran from February 2019 to January 2022 with a total grant of £300,000 over the three year period. The project aims were to support artisan communities to access water, sanitation and hygiene and to develop new skills that will generate income, improve their health and enhance their livelihood and to support schools attended by the children of artisan workers with access to better water, sanitation and hygiene education which will allow students to be healthier, stay in school longer, and take control of their own futures. At the completion of the funding the charity said "We are delighted to report, thanks to your generous contribution, WaterAid delivered this life-changing project in India, bringing clean water, sanitation and hygiene to 15,000 disadvantaged people living in artisan communities"

The Foundation funded a project beginning in 2012 with **Care and Fair** to build and establish a girls' school in the rug weaving area of Uttar Pradesh, India. The funding of this project was due to finish in June 2021, however, there is still a small outstanding commitment by the Foundation to Care and Fair which will be made during 2022 following the removal of any Foundation branding. The removal of branding has not been a priority for the Care and Fair during the impact of multiple and frequently changing Covid-19 impacts and restrictions and as a consequence Trustees were minded to accept an extended deadline.

The Foundation is pleased to continue funding a project with **The Toybox Charity**, a national Christian charity with a mission to end the injustice of children living and working on the streets. The Street to School project in North-East Delhi was funded by the Foundation to enable 500 street and working children to enrol into school and break the cycle of poverty. To achieve this the objectives are focused on improving parental understanding on the importance of sending their children to school, street children in this location to be enrolled into formal education and demonstrating active attendance and for visible change in current preconceptions held by teachers, pupils and authorities about street and working children.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2022

Financial review

The John Lewis & Partners Foundation was established in 2007 with a donation of £311,000 from John Lewis plc.

In the year to 31 January 2022, donations of £802,081 (2021: £421,349) were received, full details can be found in note 2 of the accounts. Investment income generated was £63 (2021: £1,215). Total donations paid were £474,962 (2021: £637,034) full details are in notes 5, 6, and 7 of the accounts.

As at 31 January 2022 the Foundation had unrestricted funds of £1,024,516 (the Trust Fund) (2021: £762,544).

Investment policy

The investment policy is reviewed annually. As the Foundation does not have an endowment and all money held is intended for distribution in the short-term, funds are held in an instant access current account.

Reserves policy

The reserves policy is reviewed annually. The Trustees are unanimously of the view that the Foundation needs to hold reserves in order to ensure the ability of the Foundation to honour the financial commitments it has made, to multi-year projects. The Charity has not identified any amount to be held as reserves at the end of the financial year ended 31 January 2022 as it had no long term commitments beyond its current Funding Agreement.

Funding

The Trustees developed a Commercial Participation Agreement (CPA) between the Foundation and John Lewis plc. This involves John Lewis plc paying a royalty from the sale of a range of goods, for the use of the John Lewis & Partners Foundation logo and an agreement to donate proceeds from the sale of single use carrier bags (at a rate of £0.05 per single use carrier bag sold).

On 21 May 2021, the UK Government increased the charge for single use carrier bags from £0.05 to £0.10 and as a result additional proceeds were generated through sales in John Lewis plc. It was agreed that the Charity could keep the £214,470 income generated up to the 31 January 2022 year as a one-off donation and the CPA will be reviewed in the next financial year. The one off donation is recognised on a cash basis given that no formal agreement was in place at the year end date. £187,417 of additional proceeds were paid to the Foundation by the year end date. A further £27,053, relating to proceeds generated in January 2022, was paid to the Foundation in March 2022 and will be recognised in the accounts for the next financial year as a one-off donation.

The money usually donated by the John Lewis plc supplier Gala Dinner has, in the absence of the traditional fundraising event in 2021, also been donated. John Lewis plc covered this shortfall with a one-off donation of £150,000.

John Lewis plc has always donated a percentage of income generated from the sale of samples. These samples are received within the John Lewis plc Trading Directorate and, if permitted by their suppliers, are offered for sale to Partners through regular sample sales. As a result of the pandemic, only one sample sale was held raising £8,753. John Lewis plc has compensated the Foundation for this lost funding by donating £26,000 to cover the shortfall.

Future plans

Whilst working with **Toybox** it became clear that there was a potential beneficial intersection with the ambitions of another charity that the Foundation has also funded. The **British Asian Trust** is ambitious about creating a child labour free environment and the work that the Foundation funded focused in Jaipur. In bringing the two charities together the Foundation was pleased to fund a context assessment for a venture between BAT and Toybox to explore the development of a wraparound, safe two way referral pathway for trafficked and begging street children in Jaipur combining both organisations' on the ground expertise to deliver more. This way of working is new for the Foundation and will continue to be developed during 2022.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2022

Future plans (continued)

John Lewis plc has stated the ambition to support people who are care experienced to flourish and thrive. During 2021 an unrestricted donation of £75,000 was made by John Lewis plc to the Foundation to support and promote opportunities, enablement and access to employment for care experienced people. During 2022, the Foundation will research, source and consider potential projects which accelerate opportunities for care experienced people.

Strategic review

Following changes to the John Lewis plc operating model the Trustees are actively considering where there are opportunities to work more closely with John Lewis plc, and to reflect any new priorities or objectives. The Foundation's charitable objective aligns closely with the newly stated purpose of John Lewis plc "working in partnership for a happier world".

The Sub-Committee has continued to be dormant during the year to 31 January 2022 and the Trustee Board chose to consider some smaller scale UK projects at main board meetings to reactivate grant making. The Trustees will complete their strategic review during 2022, involving previous members of the UK Sub-Committee, which will include the consideration of a UK Sub-Committee going forward.

Reference and administrative details

Charity Name: John Lewis & Partners Foundation

Charity Number: 1118162

Company Number: 06058796

Principal Office: 171 Victoria Street, London, SW1E 5NN

Directors and Trustees

The Directors of the charitable company are its Trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees.

Simon Bishop
Paul Buchanan
Sarah Gillard
Maggie Porteous
Nyika Brain (appointed 21 September 2021)
Andrew Hoad (appointed 21 September 2021)
Johnathan Marsh (appointed 21 September 2021)
Marija Rompani (appointed 21 September 2021)
Louise Stuart (appointed 21 September 2021)
Christine Kasoulis (resigned 3 March 2022)

Company Secretary

Simon Blackburn - Appointed 7 June 2021 - Peter Simpson (to 7 June 2021)

Independent Auditor
KPMG LLP, 15 Canada Square, London, E14 5GL

Banker
National Westminster Bank plc, Cavendish Square, PO Box 4NU
1 Cavendish Square, London, W1G 0LA

Legal Adviser

Legal Department, John Lewis plc, 171 Victoria Street, London, SW1E 5NN

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2022

Structure, Governance and Management

Governing Document

The John Lewis & Partners Foundation was incorporated as a private limited company, number 06058796, on 19 January 2007 and registered as a charity with the Charities Commission on 28 February 2007, number 1118162. The Company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. Every member (also being a Director of the Company and Trustee of the Charity) promises, if the Foundation is dissolved while he or she remains a member or within 12 months afterwards, to pay up to £1 towards the costs of dissolution and the liabilities incurred by the Foundation while he or she was a member.

Organisation

The John Lewis & Partners Foundation is governed by an independent Board of Trustees. The John Lewis Partnership plc Board shall be entitled by notice in writing signed by them or on their behalf and left at or sent to the registered office of the Foundation to appoint up to five Trustees and by like notice to remove any Trustee so appointed by them. The Board of Trustees may appoint up to five further Trustees. The Foundation's Board consists of at least three and not more than ten individuals. The Trustees must hold at least two meetings each year, and quorum at a meeting of the Trustees is three Trustees (of which at least two, or 50%, if greater, shall be Trustees appointed by the John Lewis Partnership plc Board).

The Trustees' legal responsibilities are outlined more fully in the Foundation's Articles of Association, which all Trustees have read and approved. The Trustees who served for any part of the year ended 31 January 2022 and up to the date of signing this report are set out on page 7.

Each Trustee can serve for a three year term of office and shall retire at the board meeting arising after the third anniversary of their appointment. A retiring Trustee who remains qualified may be reappointed for a further three year term of office, up to a total of three three year terms of office (following a general meeting the Articles of Association were so amended on 8 June 2021).

During 2021/22 John Lewis plc undertook a significant head office restructuring programme which has influenced how the Foundation is supported and interacts with the John Lewis plc Ethics and Sustainability Directorate and wider business. Day to day management, administration development, evaluation of projects and overall programme delivery for the Foundation is delivered by the Charities & Volunteering Specialist and Officer from the John Lewis plc Social Impact Team and is funded directly by John Lewis plc rather than the previous model where the Foundation had the paid role of Programme Coordinator. All support provided directly by John Lewis plc is done so in adherence to the parent organisation pay policy. The independence of the Foundation is central to this new model whilst enabling a closer and more active relationship with John Lewis plc.

On appointment the new Trustees were each given external training on governance and the trustee role, and were provided with detailed information about their legal obligations and responsibilities, and information about the Foundation's current work, including:

- The John Lewis & Partners Foundation Articles of Association;
- The John Lewis & Partners Foundation latest Annual Report and Accounts;
- The latest meeting Minutes;
- Guidance on Trustee and Director Responsibilities and
- The Foundation's Policies.

The Trustees met four times during the period between 1 February 2021 and 31 January 2022 including the annual general meeting on 8 June 2021.

Trustees Remuneration and Expenses

The Trustees did not receive, and were not entitled to receive, any remuneration for their services. £1,154 of Trustees training and travel expenses were incurred in the year.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2022

Structure, Governance and Management (continued)

Risk management

The Trustees regularly consider the Foundation's activities in relation to the Foundation's charitable objectives and the risks to which it is exposed. As at 31 January 2022, the Trustees believe that there are three principal risks arising from the Foundation's operations: the risk that those involved in or benefitting from any project will not be adequately safeguarded; the misuse of funds by a partner organisation; and the failure of a project to achieve the expected outputs or outcomes, or to have the desired impact upon completion.

The Board of Trustees have discussed at length ways of assessing individual project risk and liability to ensure that both the recipient and project are eligible to receive grants from trust funds, particularly for those projects based overseas.

The Board of Trustees have agreed that it is necessary to undertake a degree of due-diligence before any award is made, in order to be satisfied that funds will be applied (a) in compliance with UK Charity law; (b) consistently with the Foundation's own objects; and (c) in the intended manner. The Trustees are aware that this process must be undertaken in a way which protects the Foundation without creating a burden to award recipients, and continue to review its processes to achieve this.

Similarly, the Board of Trustees has discussed how best to balance their desire to support projects which are innovative or which target difficult issues that do not normally attract funding with the need for applicants to set out credible predictions of outcomes and the likelihood of success. The Trustees have agreed to protect the Foundation through: the collection of detailed information on the application form; and the requirement for multi-year projects to provide reports against predetermined deliverables on an annual basis before the release of further tranches of funding.

Disclosure of Information to Auditor

The Trustees who held office at the date of approval of this Report of the Trustees (including Strategic Report) confirm that, so far as they are each aware, there is no relevant audit information of which the charitable company's auditor is unaware; and each trustee has taken all the steps that they ought to have taken as a trustee to make themselves aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

STATEMENT OF TRUSTEES' RESPONSIBILITIES IN RESPECT OF THE TRUSTEES' ANNUAL REPORT AND THE FINANCIAL STATEMENTS

The Trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the Trustees to prepare financial statements for each financial year. Under that law they are required to prepare the financial statements in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland.*

Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the income and expenditure for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards and the Statement of Recommended Practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- assess the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- use the going concern basis of accounting unless they either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charitable company and to prevent and detect fraud and other irregularities.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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Maggie Porteous
John Lewis & Partners Foundation
Principal Office: 171 Victoria Street, London, SW1E 5NN

7 June 2022

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JANUARY 2022

Notes		2022 £	2021 £
	Income		
2	Donations	**802,081**	421,349
3	Other income	**51,439**	68,004
4	Interest income	**63**	1,215
	Total income	**853,583**	490,568
5	**Expenditure**		
	Charitable activities	**(591,611)**	(725,683)
	Total expenditure	**(591,611)**	(725,683)
21	**Net movement in funds**	**261,972**	(235,115)
	Reconciliation of funds		
	Total funds brought forward	**762,544**	997,659
	Total funds carried forward	**1,024,516**	762,544

All funds are unrestricted.
The statement of financial activities includes all gains and losses recognised in the year.
All income and expenses were from continuing activities.
The accompanying notes form an integral part of the financial statements.

BALANCE SHEET AS AT 31 JANUARY 2022

Notes		Total Funds 2022 £	Total Funds 2021 £
	Current assets		
19	Debtors	**271,468**	299,763
	Cash at bank and in hand	**814,772**	524,949
	Total current assets	**1,086,240**	824,712
	Liabilities		
20	Creditors: amounts falling due within one year	**(61,724)**	(62,168)
	Net current assets	**1,024,516**	762,544
	Total net assets	**1,024,516**	762,544
	The funds of the charity		
	Unrestricted funds	**1,024,516**	762,544
21	**Total charity funds**	**1,024,516**	762,544

The accompanying notes form an integral part of the financial statements.

The financial statements on pages 11 and 12 were approved by the Board of Trustees *on 7th June 2022* and signed on its behalf by:

M Porteous

Maggie Porteous, Trustee

TRUSTEES OF THE JOHN LEWIS & PARTNERS FOUNDATION

7 June 2022

Registered number: 06058796

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 JANUARY 2022

Notes		2022 £	2021 £
	Cash flows from operating activities:		
24	**Net cash inflow / (outflow) from operating activities**	**289,760**	(148,084)
	Cash flows from investing activities		
	Interest income	**63**	1,215
	Sale of short-term investments	**0**	409,745
	Net cash inflow from investing activities	**63**	410,960
	Change in cash and cash equivalents in the year	**289,823**	262,876
	Cash and cash equivalents at the beginning of the year	**524,949**	262,073
	Cash and cash equivalents at the end of the year	**814,772**	524,949

The accompanying notes form an integral part of the financial statements.

NOTES TO THE FINANCIAL STATEMENTS

1. **Accounting policies**

Basis of preparation
The financial statements have been prepared in accordance with Accounting and Reporting by Charities; Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS102)), the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the Companies Act 2006.

The Foundation constitutes a public benefit entity as defined by FRS 102.

Going concern
The financial statements have been prepared on a going concern basis which the Trustees consider to be appropriate for the following reasons.

The business model of the Foundation is such that its charitable activities are limited to those which it has sufficient funds to support from the excess of funding received over the costs of administering the Foundation. The Foundation therefore has no specific commitments and no committed costs beyond its fixed costs of operation which are detailed in note 5.

The Trustees have reviewed the cash flow forecasts for a period of at least 12 months from the date of approval of these financial statements which indicate that the Foundation will have sufficient funds to meet its liabilities as they fall due for that period. The Trustees have also considered the implications of Covid-19 on these cash flow forecasts and consider that as a result of its operating model explained above, even if no further funding is received in the 12 month period, the Foundation has sufficient cash reserves to pay all committed costs.

Consequently, the Trustees are confident that the Foundation will have sufficient funds to continue to meet its liabilities as they fall due for at least 12 months from the date of approval of the financial statements

Income recognition policies
All Income is recognised in the SOFA when the Foundation is legally entitled to the income, the monetary value can be measured reliably and it is more likely than not that the economic benefits associated with the gift or transaction will flow to the charity.

The Foundation has the following significant income streams:

a) Donations Income
Where the Foundation receives income, for which it does not supply a good or service equal to in value to the gift, it is considered to be a non-exchange transaction and is accounted for as a donation.

Where income is received in relation to a written agreement or grant, the income is recognised on an accruals basis, as the value of the income can be reliably measured, receipt of the income can be legally enforced and receipt is considered probable.

Where income has been received by a donor and it is not covered by a written agreement or grant, it will be recognised on receipt of the funds. Prior to the receipt of this income the Foundation cannot reliably measure the monetary value nor are they legally entitled to the income. Receipt of the income is not considered to be probable.

Throughout the financial year John Lewis PLC has provided administrative support at no cost. These donated services are recognised in the accounts based on an average rate for the services on the open market; a corresponding amount is then recognised in expenditure in the period of receipt of the administrative support.

b) Other income
Where the Foundation receives income from the sale of goods bearing the Foundation trademark, an exchange transaction has taken place and should therefore be accounted for as other income.

NOTES TO THE FINANCIAL STATEMENTS

Income recognition policies (continued)

c) Investment income
Where the Foundation earns income from holding assets for investment purposes, it will be accounted for as investment income and is recognised on an accruals basis.

Expenditure
Expenditure is included on an accruals basis as a liability is incurred. Donations payable are charged as and when all conditions of the donation have been met (post agreement by the Trustees). Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.
If the recognition of a liability is no longer appropriate (e.g. an agreement is terminated) the liability is cancelled by crediting the original expenditure category.

Debtors
Debtors are recognised at the recoverable amount due.

Cash at bank and in hand
All cash is held in bank accounts with a short notice period of less than 90 days.

Creditors
Creditors are recognised where the Charity has a present obligation and the amount due to settle the obligation can be measured or estimated reliably.

NOTES TO THE FINANCIAL STATEMENTS

2. Donations

	2022	2021
	£	£
Funds donated by John Lewis plc from the sale of single use carrier bags	**256,651**	163,814
Funds donated by John Lewis plc from the sale of sample goods	**8,753**	3,195
Funds donated by John Lewis plc from the sale of advent calendars	**4,142**	2,972
Funds donated by John Lewis plc from the sale of Third Party Gift Cards	**8,223**	-
Donated services	**74,680**	17,400
Other donations	**449,632**	233,968
Total	**802,081**	421,349

The contribution from sale of single use carrier bags is in line with the Commercial Participation Agreement rate of £0.05 per carrier bag sold.

The contribution from the sale of advent calendars relates to a project named "Advent of Change" which the Foundation benefits from. In this instance there is no written agreement in place between the donor and the Foundation committing the donor to allocating a proportion of the items sale price to the Foundation, and income is only recognised upon receipt.

The contribution from the commission earned from the sale of Third Party Gift Cards is from a new agreement between John Lewis plc and the Foundation, signed in September 2021. The Foundation branding does not appear on each gift card and therefore this contribution is classified as Donations income.

Administrative support is provided by John Lewis plc. The value of these services is estimated at £74,680 (2021: £17,400). The estimated value of these services is recognised within income as a donation, and an equivalent charge included within support costs.

Other donations includes four one off donations of £187,417; £176,000; £75,000 and £11,181 from John Lewis plc. Respectively, this was a donation for the additional proceeds raised through single use carrier bag sales above the Commercial Participation Agreement, a donation to meet the shortfall in income arising from not being able to hold the suppliers charity event and fewer sample sales events, a donation to support future projects relating to Care Leavers and to collaborate with the John Lewis Partnership Community Investment Fund (PCIF) to support employability projects in communities which were impacted by a JLP shop closure.

3. Other income

	2022	2021
	£	£
Funds donated by John Lewis plc from the sale of rugs	**50,154**	46,658
Funds donated by John Lewis plc from the sale of candles	**285**	20,346
Trademark fee	**1,000**	1,000
Total	**51,439**	68,004

The contribution from the sale of rugs relates to products bearing the John Lewis & Partners Foundation logo. The rugs sold use cotton produced by cotton farmers who have been supported by the John Lewis & Partners Foundation through the CottonConnect project.
The contribution from the sale of candles relates to a selection of stock sold by John Lewis & Partners which bears the Foundation logo.

4. Investment income

Interest income of £63 was earned from a current account with a short notice period of less than 90 days.

NOTES TO THE FINANCIAL STATEMENTS

5. **Expenditure on charitable activities**

	2022	2021
	£	£
Donations payable by John Lewis & Partners Foundation (note 6)	**402,186**	322,119
Donations payable by John Lewis & Partners Foundation Sub-Committee (note 7)	**72,776**	152,784
Sub-total	**474,962**	474,903
Additional Coronavirus funding	**-**	162,131
Support costs	**75,834**	51,357
Technology products donated	**40,800**	37,200
Bank charges	**15**	92
Total	**591,611**	725,683

Additional Coronavirus funding in 2021 relates to the Foundation's wish to support its current charities with extra funding to help their response to Coronavirus. This relates to additional funds and is seperate to the individual agreements held with each charity.

£75,834 Support costs compromise of two elements :

£74,680 relates to the administrative services provided by John Lewis plc at no charge and an equivalent sum is included in income. For the previous year, one of the support roles was charged to the Foundation by John Lewis plc (2021 : £32,057) and the remainder was provided at no charge (2021: £17,400).

£1,154 relates to Trustee travel and training expenses (2021 : £1,900)

Technology products donated relates to capital items which the Foundation donated to Business in the Community comprising of smart phones and laptops from John Lewis plc. The Foundation purchased the technology products from John Lewis plc at market rates.

NOTES TO THE FINANCIAL STATEMENTS

6. Expenditure by John Lewis & Partners Foundation

	2022 £	2021 £
Charitable activities		
Donations to institutions		
Action Aid - Delhi and Chennai	-	67,996
British Asian Trust - Hotspot	-	41,771
Care and Fair	-	7,000
Emmaus Turvey	**9,176**	-
Future Roots (note 8)	**50,000**	-
Grassmarket Community	**21,840**	-
Oxfam	-	(66,064)
Pop Up Enterprises	**18,600**	-
Roundabout Limited (note 9)	**28,941**	-
Smartworks	**29,640**	-
Street Soccer Scotland	**8,671**	-
The Feed Enterprises	**20,000**	-
The Save the Children Fund (note 10)	**62,500**	125,000
Toybox (note 11)	**31,433**	46,416
Toybox / British Asian Trust collaboration (note 12)	**1,385**	-
Voices of Hope	**20,000**	-
WaterAid (note 13)	**100,000**	100,000
Total	**402,186**	322,119

As at 31 January 2022, the Foundation has committed, but not provided for, spend of £7,015 relating to the Care and Fair project contingent upon the name change of a school in Uttar Pradesh, India.

7. Expenditure by John Lewis & Partners Foundation Sub-Committee

	2022 £ Total	2021 £ Total
Charitable activities		
Donations to institutions		
Jubilee Community Enterprise (note 14)	(9,504)	
The Baytree Centre (note 15)	25,000	
Future Roots (note 16)	30,000	
Papworth Trust (note 17)	11,280	
Fine Cell Work (note 18)	16,000	
Total	**72,776**	152,784

As at 31 January 2022, the Foundation has committed, but not provided, spend of £11,280 relating to the Papworth Trust project which is contingent upon provision of a satisfactory progress report.

NOTES TO THE FINANCIAL STATEMENTS

8. **Grant agreement with Future Roots - Additional funds**

In June 2021, the Trustees agreed to donate an additional £50,000 to the Dorset based care farming project that they had previously supported through a Sub Committee grant. These additional funds went to support two young people who had obtained qualifications but were not yet in employment, and to run the programme for a further five new young people.

9. **Grant agreement with Roundabout Limited - collaboration with the John Lewis Partnership Community Investment Fund (PCIF)**

In December 2021, the Trustees agreed to collaborate with the John Lewis Partnership Community Investment Fund (PCIF) to support employability projects in communities which were impacted by a John Lewis & Partners shop closure. Roundabout Limited, a charity in Sheffield, will run an employability programme for young people affected by homelessness.

10. **Multi-Year project with The Save the Children Fund**

In May 2018 the Trustees agreed a multi-year project by signing a Memorandum of Understanding (MOU) with Save the Children fund which has been implementing projects in China since 1995. The total amount approved was £375,000, this was to be paid by instalments over 3 years. In the year to 31 January 2022, the Trustees received a final report on the project and had been satisfied that the project had delivered its desired outcomes to date and approved the final payment of £62,500 (2021: £125,000).

11. **Multi-Year project with Toybox**

In March 2019 the Trustees agreed a multi-year project by signing a Memorandum of Understanding (MOU) with Toybox which has been implementing projects in Delhi and has a vision of a just world with no street children. The total amount approved was £121,438, this was to be paid by instalments over 3 years. In the year to 31 January 2022, the Trustees received a final report on the project and had been satisfied that the project had delivered its desired outcomes to date and approved the final payment of £31,433 (2021: £46,416).

12. **Toybox Context Assessment for potential future joint project with British Asian Trust**

In April 2019, the Trustees agreed to fund a context assessment to evaluate the benefit that could be delivered from collaborative project between the two charities and to generate a number of options for a future funding proposal.

13. **Multi-Year project with WaterAid**

In January 2018 the Trustees agreed a multi-year project by signing a Memorandum of Understanding (MOU) with WaterAid which seeks to benefit in excess of 15,000 individuals in different communities across the district of Bhadohi. The total amount approved was £300,000, this was to be paid by instalments over 3 years. In the year to 31 January 2022, the Trustees received a final report on the project and approved the final payment of £100,000 (2021: £100,00).

14. **Jubilee Community Enterprise**

The project had needed to suspend their activities for the foreseeable future due to COVID and therefore returned funds of £9,500 to reflect the incompletion of their project. The Trustees were disappointed that Jubilee Community Enterprise was unable to complete their project and hoped that they would be able to resume activities and come back to the Foundation in the near future.

15. **Multi-Year Project with The Baytree Centre**

In March 2019 the Trustees agreed a multi-year project with The Baytree Centre. The total amount approved was £75,000, this was to be paid by instalments over 3 years. In the year to 31 January 2022, the Trustees received a final report on the project and had been satisfied that the project had delivered its desired outcomes and approved the final payment of £25,000 (2021: £25,000).

NOTES TO THE FINANCIAL STATEMENTS

16. Multi-Year Project with Future Roots

In April 2020 the Trustees agreed a multi-year project with Future Roots. The total amount approved was £89,000, this was to be paid by instalments over 18 months. In the year to 31 January 2022, the Trustees received a final report on the project and had been satisfied that the project had delivered its original desired outcomes and approved the final payment of £30,000 (2021: £59,000). A request for additional funding was approved by the Trustees in June 2021, see note 8.

17. Multi-Year Project with Papworth Trust

In April 2020 the Trustees agreed a multi-year project with the Papworth Trust. The total amount approved was £33,840, this was to be paid by instalments over 3 years. In the year to 31 January 2022 payments of £11,280 were made (2021: £11,280). Future payments are conditional on the Trustees receiving satisfactory annual reports. The total amount committed but not provided as at 31 January 2022 was £11,280 (2021 : £22,560) .

18. Multi-Year Project with Fine Cell Work

In September 2019 the Trustees agreed a multi-year project with Fine Cell Work. The total amount approved was £48,000, this was to be paid by instalments over 3 years. In the year to 31 January 2022, the Trustees received a final report on the project and had been satisfied that the project had delivered its desired outcomes and approved the final payment of £16,000 (2021: £16,000)

19. Debtors

	2022	2021
	£	£
Amounts owed by John Lewis plc	**271,468**	299,763
	271,468	299,763

The 2022 figure includes £176,000 from John Lewis plc to meet the Foundation's shortfall in income arising from not being able to hold the suppliers charity event and fewer sample sales. The figure also includes £50,154 (2021: £46,658) being a contribution from the sales of rugs, during the year to January 2022 with the John Lewis Foundation Logo, using cotton produced by cotton farmers that have been supported by the John Lewis & Partners Foundation through the CottonConnect project.

20. Creditors: amounts falling due within one year

	2022	2021
	£	£
Donations	**49,640**	32,200
Other	**12,084**	29,968
	61,724	62,168

Donations relates to payments made after the year end to Smartworks (£29,640) and Voices of Hope (£20,000). Other creditors include a repayment to John Lewis plc of £4,069 which relates to an overpayment of funds donated from the sale of candles and a payment to John Lewis plc of £8,014 for 2021 Coordinators pay which remained outstanding as at 31 January 2022.

NOTES TO THE FINANCIAL STATEMENTS

21. Net movement in funds

	2022 £
Fund at 31 January 2021	762,544
Movement in fund for the year	261,972
Fund at 31 January 2022	**1,024,516**

22. Corporation Taxation

The Charity is a registered charity, and as such is exempt from tax on income and gains to the extent that these are applied solely for charitable purposes, falling within s478 to s490 of the Corporation Taxes Act 2020 and s256 of the Taxation of Chargeable Gains Act 1992.

23. Related party transactions

The audit fee was borne by John Lewis plc. The Directors did not receive, and were not entitled to receive, any remuneration for their services. All administrative support is provided by John Lewis plc. For the year ended 31 January 2022, the value of these services is estimated at £74,680. The estimated value of these services is recognised within income as a donation, and an equivalent charge included within support costs.

24. Reconciliation of net movement in funds to net cash flows from operating activities

	2022 £	2021 £
Net movement in funds	**261,972**	(235,115)
Investment income	**(63)**	(1,215)
Decrease in Debtors	**28,295**	111,133
Decrease in Creditors	**(444)**	(22,887)
Net cash provided by operating activities	**289,760**	(148,084)

Independent auditor's report to the members of John Lewis & Partners Foundation

Opinion

We have audited the financial statements of John Lewis & Partners Foundation ("the charitable company") for the year ended 31 January 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and related notes, including the accounting policies in note 1.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 January 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with UK accounting standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities are described below. We have fulfilled our ethical responsibilities under, and are independent of the charitable company in accordance with, UK ethical requirements including the FRC Ethical Standard. We believe that the audit evidence we have obtained is a sufficient and appropriate basis for our opinion.

Going concern

The trustees have prepared the financial statements on the going concern basis as they do not intend to liquidate the charitable company or to cease its operations, and as they have concluded that the charitable company's financial position means that this is realistic. They have also concluded that there are no material uncertainties that could have cast significant doubt over its ability to continue as a going concern for at least a year from the date of approval of the financial statements ("the going concern period").

In our evaluation of the trustees' conclusions, we considered the inherent risks to the charitable company's business model and analysed how those risks might affect the charitable company's financial resources or ability to continue operations over the going concern period.

Our conclusions based on this work:

- we consider that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate;
- we have not identified, and concur with the trustees' assessment that there is not, a material uncertainty related to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for the going concern period.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the above conclusions are not a guarantee that the charitable company will continue in operation.

Independent auditor's report to the members of John Lewis & Partners Foundation (continued)

Fraud and breaches of laws and regulations – ability to detect

Identifying and responding to risks of material misstatement due to fraud

To identify risks of material misstatement due to fraud ("fraud risks") we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud. Our risk assessment procedures included:

- enquiring of personnel, as to whether they have knowledge of any actual, suspected or alleged fraud;
- reading Board of Trustee minutes; and
- using analytical procedures to identify any unusual relationships or movements.

We communicated identified fraud risks throughout the audit team and remained alert to any indications of fraud throughout the audit.

As required by auditing standards, we perform procedures to address the risk of management override of controls, in particular the risk that management may be in a position to make inappropriate accounting entries. On this audit we do not believe there is a fraud risk related to revenue recognition because revenue is in the form of cash receipts and notified to the charitable company in line with signed agreements.

We did not identify any additional fraud risks.

Identifying and responding to risks of material misstatement due to non-compliance with laws and regulations

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, through discussion with management and discussed the policies and procedures regarding compliance with laws and regulations.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

The potential effect of these laws and regulations on the financial statements varies considerably.

The charitable company is subject to laws and regulations that directly affect the financial statements including financial reporting legislation (including related companies legislation), and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Whilst the charitable company is subject to many other laws and regulations, we did not identify any others where the consequences of non-compliance alone could have a material effect on amounts or disclosures in the financial statements.

Independent auditor's report to the members of John Lewis & Partners Foundation (continued)

Fraud and breaches of laws and regulations – ability to detect (continued)

Context of the ability of the audit to detect fraud or breaches of law or regulation

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations.

Directors' and Trustees' report

The Trustees are responsible for the directors' and trustees' report. Our opinion on the financial statements does not cover that report and we do not express an audit opinion thereon.

Our responsibility is to read the directors' and trustees' report and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. Based solely on that work:

- we have not identified material misstatements in the directors' and trustees' report;
- in our opinion the information given in that report for the financial year is consistent with the financial statements; and
- in our opinion that report has been prepared in accordance with the Companies Act 2006.

Matters on which we are required to report by exception

Under the Companies Act 2006 we are required to report to you if, in our opinion:

- the charitable company has not kept adequate accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

We have nothing to report in these respects.

Trustees' responsibilities

As explained more fully in their statement set out on page 10, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view; such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and using the going concern basis of accounting unless they either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Independent auditor's report to the members of John Lewis & Partners Foundation (continued)

Auditor's responsibilities

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue our opinion in an auditor's report. Reasonable assurance is a high level of assurance, but does not guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

A fuller description of our responsibilities is provided on the FRC's website at www.frc.org.uk/auditorsresponsibilities.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Joanne Lees (Senior Statutory Auditor)
for and on behalf of KPMG LLP, Statutory Auditor
Chartered Accountants
15 Canada Square
London

Date: 15 June 2022

John Lewis Partnership Foundation

England & Wales - Charity number 1118162

Accounts

JOHN LEWIS & PARTNERS FOUNDATION

ANNUAL REPORT
FOR THE YEAR ENDED 31 JANUARY 2021

Company Number: 06058796

Charity Number: 1118162

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DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2021

The Board of Trustees (the Trustees) presents their Directors' and Trustees' report along with the financial statements of the John Lewis & Partners Foundation (referred to as the "Foundation", the "Trust", the "Charity" or the "charitable company") for the year ended 31 January 2021. The financial statements have been prepared in accordance with the accounting policies set out on pages 14-15 and comply with the Charity's Articles of Association, the Charities Act 2011 and the Charity (Accounts and Reports) Regulations 2008. In preparing the financial statements the Charity follows best practice as set out in the UK Accounting Standards (UK Generally Accepted Accounting Practice) including FRS 102 the Financial Reporting Standard applicable in the UK and Republic of Ireland (effective 1 January 2015) and the Companies Act 2006.

Objectives and activities

The objectives of the Charity are to advance general charitable purposes, acting alone or in association with others, by such charitable activities as the Trustees shall determine, to include (without limitation) charitable activities designed to benefit the communities in the UK and overseas in which those who produce products supplied to John Lewis & Partners (being the trading division of John Lewis plc) live and work.

The Charity will make grants to fund projects that improve the wellbeing of such communities. Potential projects may include, but are not limited to:

- Funding the development of schools in areas where limited educational facilities are available;
- Funding medical centres and health care initiatives in areas of deprivation;
- Funding crèches and other child care facilities to enable women with young children to work;
- Funding training facilities to enable people with limited skills to improve their employability;
- Funding community and recreational facilities in areas where few exist; and
- Funding projects which help to protect the environment and improve biodiversity.

Funding projects of this nature will inevitably benefit the wider community as well as those individuals who produce products to be sold by John Lewis & Partners. In deciding which projects to support, the Charity will carefully consider issues such as local culture and traditions and the political situation and will seek advice from local groups and organisations experienced in working with these communities to ensure that the Charity's funding achieves the maximum benefit possible.

Grant making policy

To ensure that any social investment made by the Charity achieves maximum benefit, and to ensure that each individual project can be objectively evaluated, the Trustees have established a set of funding criteria which project proposals must meet in order to qualify for funding. Projects seeking funding must demonstrate that they aim to increase the employability of disadvantaged individuals and in so doing improve the wellbeing and local environment of communities in need, in the UK and overseas, that support the John Lewis & Partners business. They must demonstrate that they address at least one of the following areas:

- Training and skills transfer; or
- Enabling employment.

The Trustees' grant making policy also sets out that grants will not be made to contribute towards elements of projects which might reasonably be considered 'core costs' including capital items, construction or refurbishment of buildings, development of computer programmes or educational materials, marketing and promotional activities, salaried positions, venue hire and other consumables.

The Trustees have also clearly defined what types of projects will not be eligible for grants. Projects which are ineligible for funding include:

- Projects that do not offer benefit to communities who support the John Lewis & Partners business;
- Projects that promote religious or political groups or activities that exclude any part of society;
- Projects which seek to create an income stream or charge a fee to beneficiaries for access to it; and

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2021

Objectives and activities (continued)

Grant making policy (continued)

- Courses, conferences, festivals, expeditions, overseas travel, fundraising events, receptions, lectures, respite breaks or holidays.

The Trustees have also identified those organisations that are ineligible for funding, which include:

- Pressure or campaign groups;
- Endowment funds; and
- Personal or company sponsorship.

The Trustees have also approved guidelines for applications, which are included in a formal 'Applicant Guidance Pack', which sets out how to apply, who should apply, how much an organisation can apply for, when to apply, the approval process and the terms and conditions of any grant award.

Applications are welcome from the following groups or individuals:

- John Lewis Partnership employees;
- Supplier management committees;
- Worker management committees; and
- Independent charities and community groups.

Achievements and performance

In planning activities each year the Board has regard to the Charity Commission's guidance on public benefit at Trustee meetings. The Trustees always ensure that the programmes they undertake are in line with the specified charitable objectives.

The Foundation began a project in 2012 in conjunction with Care and Fair to build and establish a girls' school in the rug weaving area of Uttar Pradesh, one of the poorest areas in India. The first stage was completed in July 2014, opening with 80 girls. The school focuses on offering education to weavers' children. July 2016 saw the first girls graduate. The school now supports 154 girls. The impact assessment undertaken in 2018 reported 92% pass rate for final year students. The Care and Fare school project will finish in June 2021 when a final report is expected.

The Foundation's programme with ActionAid UK to improve the living conditions for female garment sector workers in Delhi and Chennai has had considerable impact in Delhi, reaching over 2,000 garment workers, and creating more than 77 collectives to help women work together to improve their working conditions. In addition more than 500 adolescent females who have been educated and advised on their rights and how to keep themselves from being exploited have become peer educators themselves. In Chennai, more than 800 workers have been identified to receive training in rights, laws and policies in place to protect them, creating links between workers and social security schemes.

The Foundation is delighted to be funding another project with Toybox in Delhi, building on the success of the first Street to School programme. The second 12 month report demonstrates the impact Toybox is having on the community. Despite the significant impact of COVID-19 in India, more than 450 street children have now been enrolled in schools, and significant numbers of parents and caregivers are seeking to improve their own literacy and numeracy independent of the project. Toybox has managed to continue offering education and other, wider support, to the majority of the children during the pandemic and has had particular success in reconnecting with children who were removed to their native villages for a period.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2021

Achievements and performance (continued)

Save the Children is running a programme, supported by the Foundation, to support migrant youth workers into decent employment. The programme has had local political difficulties and the COVID-19 pandemic to contend with but has continued to have marked success particularly with introducing the mentor programme to both employers and young people. The uptake and impact of the mentoring is a stand-out result. Save the Children has worked to ensure the sustainability of these mentoring programmes once the project is complete by creating a career guidance manual which covers every aspect of mentoring from initial contact through to graduating the mentee from the programme, and training mentors. Save the Children is also embedding skills and networks to ensure the sustainability of the work the project does. The project, due to finish in June 2021, has also exceeded its target of 650 young migrant workers to access internship and opportunities for decent work.

The Foundation suspended its sub-committee during the financial year 2020-2021 as it was subject to a review as part of the Partnership's wider philanthropic activities However it has used its funding to offer flexible financial support to grantees both in the UK and overseas in order to ensure programmes can either be sustained through the pandemic and its aftermath or, if they need to be suspended, that they have the resources to restart as permitted. In addition, the Foundation gifted goods in kind, including significant amounts of IT hardware, to help charities reach beneficiaries during lockdown or periods of isolation.

The closure of non-essential retail has had an impact on the Foundation's income from single use carrier bags. The shortfall has however been made good by the business to the sum of £183,968.

Prior's Court, a residential school for young people with severe autism, has also achieved remarkable results despite the pandemic. The Prior's Court project is now complete and reports innovative modifications to the programme which allowed them to involve more of their young people in different roles than originally envisaged. The outcomes achieved during the funding period will prove a solid base for Prior's Court to extend their bakery model in the future.

The FareShare project in Glasgow was delayed due to COVID-19 but the first six month progress report demonstrates exceptional achievement to date. FareShare is a charity that distributes food waste to those in need. The FareShare project will train 36 volunteers in certificated forklift truck skills allowing them to move into paid employment locally.

The Foundation's funding of Fine Cell Work, of £16,000 a year for 3 years, continued. The charity, which trains former prisoners in needlework skills, has overcome enormous difficulties presented by COVID-19 and although their original targets for the year have not been met, their second annual report demonstrates they have adapted their approach and delivery and are producing excellent outcomes as a result.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2021

Financial review

The John Lewis & Partners Foundation was established in 2007 with a donation of £311,000 from John Lewis plc.

In the year to 31 January 2021, donations of £421,349 (2020: £656,216) were received. This included a one off donation of £183,968 to top up the funding lost by reduced sample sale income and the lack of a supplier event, full details can be found in note 2 of the accounts. Interest generated was £1,215 (2020: £6,004). Total donations paid were £637,034 (2020: £771,610) full details of the donations made are in notes 5, 6, and 7 of the accounts.

As at 31 January 2021 the Charity had unrestricted funds of £762,544 (the Trust Fund) (2020: £997,659).

Investment policy

The investment policy is reviewed annually. As the Charity does not have an endowment and all money held is intended for distribution in the short-term, funds are held in an instant access current account.

Reserves policy

The reserves policy is reviewed annually. The Trustees are unanimously of the view that the Charity needs to hold reserves in order to ensure the ability of the charity to honour the financial commitments it has made, to multi-year projects. At the end of the financial year ended 31 January 2021 the Charity held £762,544 in reserves. During the year the Trustees applied as much as was prudent of the Foundation's funds in relation to the objectives of the Charity.

Funding

John Lewis plc has always donated a percentage of income generated from the sale of samples. These samples are received within the John Lewis plc Commercial Directorate and, if permitted by their suppliers, are offered for sale to Partners through regular sample sales. As a result of the pandemic, sample sales were suspended. The John Lewis business has however compensated the Foundation for this lost funding by donating £183,968 to cover the shortfall. The Trustees have also developed a Commercial Participators Agreement between the Charity and John Lewis plc. This involves John Lewis plc paying a royalty from the sale of a range of goods, for the use of the John Lewis & Partners Foundation logo.

The money usually donated by the John Lewis plc supplier Gala Dinner has, in the absence of the traditional fundraising event in 2020, also been donated. John Lewis plc covered this shortfall.

The John Lewis & Partners Foundation's collaboration with Advent of Change for Christmas 2020 was very successful, and acted as a driver for fundraising for other charities, as well as for the John Lewis & Partners Foundation.

Future plans

In March 2020, the Foundation decided to support Future Roots, a rural charity that deals with some of the most disadvantaged young people in Dorset and surrounding counties. This two year project has also been severely impacted by COVID-19 but has managed to continue offering support and education to many of the young people enrolled on the programme. The evidence of Future Roots' impact has been particularly clear during the pandemic as the young people have demonstrably benefitted from the support and structure that Future Roots has offered in a time of great uncertainty.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2021

Future plans (continued)

As a result of the Foundation's innovative approach to additional support for grantees during the pandemic, including the donation of gifts in kind in collaboration with John Lewis plc, the Trustees are looking to explore further opportunities for creative giving. Although the Trustees will consider their strategy in detail during the coming 12 months, there is a clear ambition to help reduce society's digital divide.

Strategic review

Following changes to John Lewis plc's enterprise operating model bringing its two brands (John Lewis & Partners and Waitrose & Partners) closer together, the Trustees have continued their work to comprehensively review the Charity's grant making policy. They consider there to be opportunities to explore ways of working more closely with the Partnership's newly integrated brands, and to reflect any new priorities or objectives the Partnership might choose to highlight.

UK – Sub-Committee

The Sub-Committee was chaired by Tim Harrison on behalf of the Trustee Board and focused on selecting projects to support in the United Kingdom. The Sub-Committee has been suspended during the 2020/2021 financial year. The Trustees will consider its future as part of their strategic review later this year.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2021

Reference and administrative details

Charity Name: John Lewis & Partners Foundation

Charity Number: 1118162

Company Number: 06058796

Principal Office: 171 Victoria Street, London, SW1E 5NN

Directors and Trustees

The Directors of the charitable company are its Trustees for the purpose of charity law and throughout this report are collectively referred to as the Trustees.

Simon Bishop
Paul Buchanan
Sarah Gillard
Timothy Harrison (to 1 June 2020)
Christine Kasoulis
Maggie Porteous

Company Secretary

Peter Simpson

Independent Auditor
KPMG LLP, 15 Canada Square, London, E14 5GL

Banker
National Westminster Bank plc, Cavendish Square, PO Box 4NU
1 Cavendish Square, London, W1G 0LA

Legal Adviser

Legal Department, John Lewis plc, 171 Victoria Street, London, SW1E 5NN

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2021

Structure, Governance and Management

Governing Document

The John Lewis & Partners Foundation was incorporated as a private limited company, number 06058796, on 19 January 2007 and registered as a charity with the Charities Commission on 28 February 2007, number 1118162. The Company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association. Every member (also being a Director of the Company and Trustee of the Charity) promises, if the Charity is dissolved while he or she remains a member or within 12 months afterwards, to pay up to £1 towards the costs of dissolution and the liabilities incurred by the Charity while he or she was a member.

Organisation

The John Lewis & Partners Foundation is governed by an independent Board of Trustees. The John Lewis Partnership plc Board shall be entitled by notice in writing signed by them or on their behalf and left at or sent to the registered office of the Foundation to appoint up to five Trustees and by like notice to remove any Trustee so appointed by them. The Board of Trustees may appoint up to five further Trustees. The Board consists of at least three and not more than ten individuals. The Trustees must hold at least two meetings each year, and quorum at a meeting of the Trustees is three Trustees (of which at least two, or 50%, if greater, shall be Trustees appointed by the Partnership Board).

The Trustees' legal responsibilities are outlined more fully in the Foundation's Articles of Association, which all Trustees have read and approved. The Trustees who served for any part of the year ended 31 January 2021 and up to the date of signing this report are set out on page 7.

Each Trustee can serve for a three year term of office and shall retire at the board meeting arising after the third anniversary of their appointment. A retiring Trustee who remains qualified may be reappointed for a further three year term of office, up to a maximum of six years. At a meeting of the Trustees on 2 March 2021, the Trustees resolved to call a General Meeting of the members of the charity in June 2021 to consider an amendment to the Articles of Association such that a retiring Trustee may be reappointed twice, up to a maximum of six years.

Day to day management and administration of the John Lewis Foundation is carried out by a Programme Co-ordinator, seconded to the Foundation from John Lewis plc to assist and take forward management and administration of the Foundation and the UK Sub-Committee.

On appointment Trustees are each issued with an 'Induction Pack' providing detailed information about their legal obligations and responsibilities, and information about the Foundation's current work. The pack contains, amongst other material, the following documents:

- The John Lewis & Partners Foundation Articles of Association;
- The John Lewis & Partners Foundation Funding Criteria and Application Guidelines;
- An example of a John Lewis & Partners Foundation Application Form and Applications Guidance Pack; and
- Charity Commission materials to support those in the role of a charity trustee.

Training has been provided on specific subjects, as needed, at the meetings of the Trustees.

The Trustees met four times during the period between 1 February 2020 and 31 January 2021.

DIRECTORS' AND TRUSTEES' REPORT FOR THE YEAR TO 31 JANUARY 2021

Structure, Governance and Management (continued)

Related parties

The Directors did not receive, and were not entitled to receive, any remuneration for their services. No Director's expenses were incurred in the year.

Risk management

The Trustees regularly consider the Foundation's activities in relation to the Foundation's charitable objectives and the risks to which it is exposed. As at 31 January 2021, the Trustees believe that there are two principal risks arising from the Charity's operations: the misuse of funds by a partner organisation bringing the Foundation or John Lewis plc into disrepute; and the failure of a project to achieve the expected outputs or outcomes, or to have the desired impact upon completion.

The Board of Trustees have discussed at length ways of assessing individual project risk and liability to ensure that both the recipient and project are eligible to receive grants from trust funds, particularly for those projects based overseas.

The Board of Trustees have agreed that it is necessary to undertake a degree of due-diligence before any award is made, in order to be satisfied that funds will be applied (a) in compliance with UK Charity law; (b) consistently with the Foundation's own objects; and (c) in the intended manner. The Trustees are aware that this process must be undertaken in a way which protects the Foundation without creating a burden to award recipients, and continue to review its processes to achieve this.

Similarly, the Board of Trustees has discussed how best to balance their desire to support projects which are innovative or which target difficult issues that do not normally attract funding with the need for applicants to set out credible predictions of outcomes and the likelihood of success. The Trustees have agreed to protect the Foundation through: the collection of detailed information on the application form; and the requirement for multi-year projects to provide reports against predetermined deliverables on an annual basis before the release of further tranches of funding.

Pay Policy

A Programme Co-ordinator supports the Trustees in delivering the charitable purposes of the Foundation through the provision of day to day operational support to develop, coordinate, manage and evaluate projects and overall programme delivery. This role is the only paid role within the John Lewis & Partners Foundation. In determining the pay range for the role the Foundation was supported by John Lewis plc.

STATEMENT OF TRUSTEES' RESPONSIBILITIES IN RESPECT OF THE TRUSTEES' ANNUAL REPORT AND THE FINANCIAL STATEMENTS

The trustees are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under that law they are required to prepare the financial statements in accordance with UK Accounting Standards and applicable law (UK Generally Accepted Accounting Practice), including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland.*

Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the income and expenditure for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards and the Statement of Recommended Practice have been followed, subject to any material departures disclosed and explained in the financial statements;
- assess the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and
- use the going concern basis of accounting unless they either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are responsible for such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error, and have general responsibility for taking such steps as are reasonably open to them to safeguard the assets of the charitable company and to prevent and detect fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

M Porteous

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Maggie Porteous
John Lewis & Partners Foundation
11 June 2021

STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 JANUARY 2021

Notes		2021 £	2020 £
	Income		
2	Donations	**421,349**	656,216
3	Other income	**68,004**	59,790
4	Investment income	**1,215**	6,004
	Total income	**490,568**	722,010
5	**Expenditure**		
	Charitable activities	**(725,683)**	(833,519)
	Total expenditure	**(725,683)**	(833,519)
21	**Net loss and net movement in funds for the year**	**(235,115)**	(111,509)
	Reconciliation of funds		
	Total funds brought forward	**997,659**	1,109,168
	Total funds carried forward	**762,544**	997,659

All funds are unrestricted.
The statement of financial activities includes all gains and losses recognised in the year.
All income and expenses were from continuing activities.
The accompanying notes form an integral part of the financial statements.

JOHN LEWIS & PARTNERS FOUNDATION

BALANCE SHEET AS AT 31 JANUARY 2021

Notes		Total Funds 2021 £	Total Funds 2020 £
	Current assets		
19	Debtors	**299,763**	410,896
	Short-term investments	**-**	409,745
	Cash at bank and in hand	**524,949**	262,073
	Total current assets	**824,712**	1,082,714
	Liabilities		
20	Creditors: amounts falling due within one year	**(62,168)**	(85,055)
	Net current assets	**762,544**	997,659
	Total net assets	**762,544**	997,659
	The funds of the charity		
	Unrestricted funds	**762,544**	997,659
21	**Total charity funds**	**762,544**	997,659

The accompanying notes form an integral part of the financial statements.

The financial statements on pages 11 to 21 were approved by the Board of Trustees on 11 June 2021 and signed on its behalf by:

M E Porteous

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Maggie Porteous, Trustee
TRUSTEES OF THE JOHN LEWIS & PARTNERS FOUNDATION

11 June 2021

Registered number: 06058796

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 JANUARY 2021

Notes		2021 £	2020 £
	Cash flows from operating activities:		
24	**Net cash outflow from operating activities**	**(148,084)**	(294,230)
	Cash flows from investing activities		
	Interest income	**1,215**	802
	Sale of short-term investments	**409,745**	200,000
	Net cash inflow from investing activities	**410,960**	200,802
	Change in cash and cash equivalents in the year	**262,876**	(93,428)
	Cash and cash equivalents at the beginning of the year	**262,073**	355,501
	Cash and cash equivalents at the end of the year	**524,949**	262,073

The accompanying notes form an integral part of the financial statements.

NOTES TO THE FINANCIAL STATEMENTS

1. **Accounting policies**

Basis of preparation
The financial statements have been prepared in accordance with Accounting and Reporting by Charities; Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015) – (Charities SORP (FRS102)), the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the Companies Act 2006.

The Charity constitutes a public benefit entity as defined by FRS 102.

Going concern
The financial statements have been prepared on a going concern basis which the Trustees consider to be appropriate for the following reasons.

The business model of the Charity is such that its charitable activities are limited to those which it has sufficient funds to support from the excess of funding received over the costs of administering the Charity. The Charity therefore has no specific commitments and no committed costs beyond its fixed costs of operation which are detailed in note 5.

The Trustees have reviewed the cash flow forecasts for a period of 12 months from the date of approval of these financial statements which indicate that the Charity will have sufficient funds to meet its liabilities as they fall due for that period. The Trustees have also considered the implications of Covid-19 on these cash flow forecasts and consider that as a result of its operating model explained above, even if no further funding is received in the 12 month period, the Charity has sufficient cash reserves to pay all committed costs.

Consequently, the Trustees are confident that the Charity will have sufficient funds to continue to meet its liabilities as they fall due for at least 12 months from the date of approval of the financial statements.

Income recognition policies
All Income is recognised in the Statement of Financial Activities when the Charity is legally entitled to the income, the monetary value can be measured reliably and it is more likely than not that the economic benefits associated with the gift or transaction will flow to the Charity.

The Charity has the following significant income streams:

a) Donations income
Where the Foundation receives income, for which it does not supply a good or service equal to in value to the gift, it is considered to be a non-exchange transaction and is accounted for as a donation.

Where income is received in relation to a written agreement or grant, the income is recognised on an accruals basis, as the value of the income can be reliably measured, receipt of the income can be legally enforced and receipt is considered probable.

Where income has been received by a donor and it is not covered by a written agreement or grant, it will be recognised on receipt of the funds. Prior to the receipt of this income the Foundation cannot reliably measure the monetary value nor are they legally entitled to the income. Receipt of the income is not considered to be probable.

Throughout the financial year John Lewis plc has provided administrative support at no cost. These donated services are recognised in the accounts based on an average rate for the services on the open market; a corresponding amount is then recognised in expenditure in the period of receipt of the administrative support.

b) Other income
Where the Foundation receives income from the sale of goods bearing the Foundation trademark, an exchange transaction has taken place and should therefore be accounted for as other income.

NOTES TO THE FINANCIAL STATEMENTS

1. Accounting policies (continued)

Income recognition policies (continued)

c) Investment income
Where the Foundation earns income from holding assets for investment purposes, it will be accounted for as investment income and is recognised on an accruals basis.

Expenditure
Expenditure is included on an accruals basis as a liability is incurred. Donations payable are charged as and when all conditions of the donation have been met (post agreement by the Trustees). Expenditure includes any VAT which cannot be fully recovered, and is reported as part of the expenditure to which it relates.

If the recognition of a liability is no longer appropriate (e.g. an agreement is terminated) the liability is cancelled by crediting the original expenditure category.

Debtors
Debtors are recognised at the recoverable amount due**.**

Cash at bank and in hand
All cash is held in bank accounts with a short notice period of less than 90 days.

Short-term investments
Short-term investments comprise deposits with original maturities of greater than 90 days but less than one year.

Creditors
Creditors are recognised where the Charity has a present obligation and the amount due to settle the obligation can be measured or estimated reliably.

NOTES TO THE FINANCIAL STATEMENTS

2. **Donations**

	2021	2020
	£	£
Funds donated by John Lewis plc from the sale of single use carrier bags	**163,814**	450,525
Funds donated by John Lewis plc from the Gala dinner	**-**	150,000
Funds donated by John Lewis plc from the sale of sample goods	**3,195**	33,968
Funds donated by John Lewis plc from the sale of advent calendars	**2,972**	4,113
Re-usable bags 'Bags for Life' sold in John Lewis stores	**-**	210
Donated services	**17,400**	17,400
Other donations	**233,968**	-
Total	**421,349**	656,216

The contribution from the sale of advent calendars relates to a project named “Advent of Change” which the Foundation benefits from. In this instance there is no written agreement in place between the donor and the Foundation committing the donor to allocating a proportion of the items sale price to the Foundation, and income is only recognised upon receipt.

Other donations include two one off donations of £183,968 and £50,000 from John Lewis plc. Respectively, this was to meet the Foundations shortfall in income arising from not being able to hold the suppliers charity event nor sample sales, and to support the Charity's emergency Coronavirus funding.

Administrative support is provided by John Lewis plc. The value of these services is estimated at £17,400 (2020: £17,400). The estimated value of these services is recognised within income as a donation, and an equivalent charge included within support costs.

3. **Other income**

	2021	2020
	£	£
Funds donated by John Lewis plc from the sale of rugs	**46,658**	33,450
Funds donated by John Lewis plc from the sale of candles	**20,346**	25,340
Trademark fee	**1,000**	1,000
Total	**68,004**	59,790

The contribution from the sale of rugs relates to products bearing the John Lewis & Partners Foundation logo. The rugs sold use cotton produced by cotton farmers who have been supported by the John Lewis & Partners Foundation through the CottonConnect project.
The contribution from the sale of candles relates to a selection of stock sold by John Lewis & Partners which bears the Foundation logo.

4. **Investment income**

Investment income of £1,215 is comprised of £683 interest income from money held in an investment bearing bank account and returns on a short term investment of £532.

NOTES TO THE FINANCIAL STATEMENTS

5. **Expenditure on charitable activities**

	2021	2020
	£	£
Donations payable by John Lewis & Partners Foundation (note 6)	**322,119**	563,211
Donations payable by John Lewis & Partners Foundation Sub-Committee (note 7)	**152,784**	208,399
Sub-total	**474,903**	771,610
Additional Coronavirus funding	**162,131**	-
Support costs	**51,357**	61,616
Technology products donated	**37,200**	-
Bank charges	**92**	293
Total	**725,683**	833,519

The support costs principally relate to wages and salaries and include an estimated figure of £17,400 (2020: £17,400) relating to the administrative services provided by John Lewis plc at no charge and an equivalent sum is included in income.

Additional Coronavirus funding relates to the Foundation's wish to support its current charities with extra funding to help their response to Coronavirus. This relates to additional funds and is seperate to the individual agreements held with each charity.

Technology products donated relates to capital items which the Foundation has donated to Business in the Community comprising of smart phones and laptops from John Lewis plc. The Foundation purchased the technology products from John Lewis plc at market rates.

6. **Expenditure by John Lewis & Partners Foundation**

	2021	2020
	£	£
Charitable activities		
Donations to institutions		
Action Aid - Delhi and Chennai (note 8)	**67,996**	64,793
British Asian Trust - Hotspot (note 9)	**41,771**	83,542
Business in the Community	**-**	85,000
Care and Fair (note 10)	**7,000**	63,492
CottonConnect Limited	**-**	47,795
Oxfam (note 11)	**(66,064)**	-
The Save the Children Fund (note 12)	**125,000**	125,000
Toybox (note 13)	**46,416**	43,589
WaterAid (note 14)	**100,000**	50,000
Total	**322,119**	563,211

NOTES TO THE FINANCIAL STATEMENTS

7. **Expenditure by John Lewis & Partners Foundation Sub-Committee**

	2021 £ England	2021 £ Scotland	2021 £ Total	2020 £ Total
Charitable activities				
Donations to institutions				
The Baytree Centre (note 15)	25,000		**25,000**	
Priors Court Foundation	32,000		**32,000**	
Future Roots (note 16)	59,000		**59,000**	
Papworth Trust (note 17)	11,280		**11,280**	
Jubilee Community	9,504		**9,504**	
Fine Cell Work (note 18)	16,000		**16,000**	
Total	**152,784**	**-**	**152,784**	208,399

8. **Multi-Year project with Action Aid - Delhi and Chennai**

In October 2017 the Trustees agreed a multi-year project with Action Aid to improve the living conditions for female garment sector workers in Delhi and Chennai. The total amount approved was £199,995, this was to be paid by instalments over 3 years. In the year to 31 January 2021 a payment of £67,996 was made (2020: £64,793). Future payments are conditional on the Trustees receiving satisfactory annual reports. The total amount committed but not provided as at 31 January 2021 was £nil.

9. **Multi-Year project with British Asian Trust - Hotspot programme**

In November 2017 the Trustees agreed a multi-year project by signing a Memorandum of Understanding (MOU) with the British Asian Trust to establish a 'Hotspot' programme in selected areas of Rajasthan. The total amount approved was £250,625, this is to be paid by instalments over 3 years. In the year to 31 January 2021 total donations of £41,771 (2020: £83,542) have been recognised. Future payments are conditional on the Trustees receiving satisfactory annual reports. The total amount committed but not provided as at 31 January 2021 was £nil.

10. **Grant agreement with Care and Fair - Additional funds**

In September 2020 the Trustees agreed to donate an additional £7,000 to a project that they had previously supported. These funds were to provide resources and support to the charity to help it develop a sustainable funding strategy.

11 **Oxfam**

This relates to returned funds from Oxfam due to underspend in the project that it was originally donated for.

NOTES TO THE FINANCIAL STATEMENTS

12. **Multi-Year project with The Save the Children Fund**

In May 2018 the Trustees agreed a multi-year project by signing a Memorandum of Understanding (MOU) with Save the Children fund which has been implementing projects in China since 1995. The total amount approved was £375,000, this was to be paid by instalments over 3 years. In the year to 31 January 2021, payments of £125,000 were made (2020: £125,000). Future payments are conditional on the Trustees receiving satisfactory annual reports. The total amount committed but not provided as at 31 January 2021 was £62,500 (2020: £187,500).

13. **Multi-Year project with Toybox**

In March 2019 the Trustees agreed a multi-year project by signing a Memorandum of Understanding (MOU) with Toybox which has been implementing projects in Delhi and has a vision of a just world with no street children. The total amount approved was £121,438, this was to be paid by instalments over 3 years. In the year to 31 January 2021, payments of £46,416 were made. Future payments are conditional on the Trustees receiving satisfactory annual reports. The total amount committed but not provided as at 31 January 2021 was £31,433.

14. **Multi-Year project with WaterAid**

In January 2018 the Trustees agreed a multi-year project by signing a Memorandum of Understanding (MOU) with WaterAid which seeks to benefit in excess of 15,000 individuals in different communities across the district of Bhadohi. The total amount approved was £300,000, this was to be paid by instalments over 3 years. In the year to 31 January 2021, total donations of £100,000 (2020: £50,000) have been recognised. Future payments are conditional on the Trustees receiving satisfactory annual reports. The total amount committed but not provided as at 31 January 2021 was £100,000 (2020: £200,000).

15. **Multi-Year Project with The Baytree Centre**

In March 2019 the Trustees agreed a multi-year project with The Baytree Centre. The total amount approved was £75,000, this was to be paid by instalments over 3 years. In the year to 31 January 2021 payments of £25,000 (2020: £25,000) were made. Future payments are conditional on the Trustees receiving satisfactory annual reports. The total amount committed but not provided as at 31 January 2021 was £25,000 (2020: £50,000).

16. **Multi-Year Project with Future Roots**

In April 2020 the Trustees agreed a multi-year project with Future Roots. The total amount approved was £89,000, this was to be paid by instalments over 18 months. In the year to 31 January 2021 payments of £59,000 were made. Future payments are conditional on the Trustees receiving satisfactory annual reports. The total amount committed but not provided as at 31 January 2021 was £30,000.

17. **Multi-Year Project with Papworth Trust**

In April 2020 the Trustees agreed a multi-year project with the Papworth Trust. The total amount approved was £33,840, this was to be paid by instalments over 3 years. In the year to 31 January 2021 payments of £11,280 were made. Future payments are conditional on the Trustees receiving satisfactory annual reports. The total amount committed but not provided as at 31 January 2021 was £22,560.

NOTES TO THE FINANCIAL STATEMENTS

18. Multi-Year Project with Fine Cell Work

In September 2019 the Trustees agreed a multi-year project with Fine Cell Work. The total amount approved was £48,000, this was to be paid by instalments over 3 years. In the year to 31 January 2021 payments of £16,000 (2020: £16,000) were made. Future payments are conditional on the Trustees receiving satisfactory annual reports. The total amount committed but not provided as at 31 January 2021 was £16,000 (2020: £32,000).

19. Debtors

	2021	2020
	£	£
Accrued investment income	**-**	4,442
Amounts owed by John Lewis plc	**299,763**	406,454
	299,763	410,896

The 2021 figure includes £183,968 from John Lewis plc to meet the Foundation's shortfall in income arising from not being able to hold the suppliers charity event nor sample sales. The figure also includes £46,658 (2020: £33,450) being a contribution from the sales of rugs, during the year to January 20201 with the John Lewis Foundation Logo, using cotton produced by cotton farmers that have been supported by the John Lewis & Partners Foundation through the CottonConnect project.

20. Creditors: amounts falling due within one year

	2021	2020
	£	£
Donations	**32,200**	67,660
Other	**29,968**	17,395
	62,168	85,055

Donations relates to a payment made after the year end to John Lewis plc relating to smart phones and laptops donated to Business in the Community (£25,200) and a payment to Care and Fair (£7,000). Other creditors include a repayment to John Lewis plc of £21,954 which relates to an overpayment of funds donated from the sale of sample goods.

21. Net movement in funds

	2021
	£
Fund at 31 January 2020	997,659
Movement in fund for the year	(235,115)
Fund at 31 January 2021	**762,544**

22. Corporation Taxation

The Charity is a registered charity, and as such is exempt from tax on income and gains to the extent that these are applied solely for charitable purposes, falling within s478 to s490 of the Corporation Taxes Act 2020 and s256 of the Taxation of Chargeable Gains Act 1992.

NOTES TO THE FINANCIAL STATEMENTS

23. **Related party transactions**

The audit fee was borne by John Lewis plc. The Directors did not receive, and were not entitled to receive, any remuneration for their services. The Programme Co-ordinator is employed by John Lewis plc and charged to the John Lewis & Partners Foundation on a monthly basis. Other administrative support is provided by John Lewis plc. For the year ended 31 January 2021 the value of these services is estimated at £17,400. The estimated value of these services is recognised within income as a donation, and an equivalent charge included within support costs.

24. **Reconciliation of net movement in funds to net cash flows from operating activities**

	2021	2020
	£	£
Net movement in funds	**(235,115)**	(111,509)
Investment income	**(1,215)**	(6,004)
Decrease/(increase) in Debtors	**111,133**	(9,668)
Decrease in Creditors	**(22,887)**	(167,049)
Net cash provided by operating activities	**(148,084)**	(294,230)

Independent auditor's report to the members of John Lewis & Partners Foundation

Opinion

We have audited the financial statements of John Lewis & Partners Foundation ("the charitable company") for the year ended 31 January 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and related notes, including the accounting policies in note 1.

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 January 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with UK accounting standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland*; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) ("ISAs (UK)") and applicable law. Our responsibilities are described below. We have fulfilled our ethical responsibilities under, and are independent of the charitable company in accordance with, UK ethical requirements including the FRC Ethical Standard. We believe that the audit evidence we have obtained is a sufficient and appropriate basis for our opinion.

Going concern

The trustees have prepared the financial statements on the going concern basis as they do not intend to liquidate the charitable company or to cease its operations, and as they have concluded that the charitable company's financial position means that this is realistic. They have also concluded that there are no material uncertainties that could have cast significant doubt over its ability to continue as a going concern for at least a year from the date of approval of the financial statements ("the going concern period").

In our evaluation of the trustees' conclusions, we considered the inherent risks to the charitable company's business model and analysed how those risks might affect the charitable company's financial resources or ability to continue operations over the going concern period.

Our conclusions based on this work:

- we consider that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate;
- we have not identified, and concur with the trustees' assessment that there is not, a material uncertainty related to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for the going concern period.

However, as we cannot predict all future events or conditions and as subsequent events may result in outcomes that are inconsistent with judgements that were reasonable at the time they were made, the above conclusions are not a guarantee that the charitable company will continue in operation.

Independent auditor's report to the members of John Lewis & Partners Foundation (continued)

Fraud and breaches of laws and regulations – ability to detect

Identifying and responding to risks of material misstatement due to fraud

To identify risks of material misstatement due to fraud ("fraud risks") we assessed events or conditions that could indicate an incentive or pressure to commit fraud or provide an opportunity to commit fraud. Our risk assessment procedures included:

- enquiring of personnel, as to whether they have knowledge of any actual, suspected or alleged fraud;
- reading Board of Trustee minutes;
- using analytical procedures to identify any unusual relationships or movements; and
- reviewing the charitable company's accounting policies.

We communicated identified fraud risks to all members of the audit team and remained alert to any indications of fraud throughout the audit.

As required by auditing standards, we perform procedures to address the risk of management override of controls, in particular the risk that management may be in a position to make inappropriate accounting entries. On this audit we do not believe there is a fraud risk related to revenue recognition because revenue is received from a single source and notified to the charitable company in line with signed agreements.

We did not identify any additional fraud risks.

In determining the audit procedures, we took into account the results of our evaluation of some of the charitable company's fraud risk management controls.

We performed procedures including:

- agreeing recorded transactions back to supporting documentation.
- testing unusual or one-off transactions back to supporting evidence; and
- assessing the completeness of disclosed related party transactions and verifying they had been accurately recorded within the financial statements.

Identifying and responding to risks of material misstatement due to non-compliance with laws and regulations

We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our general commercial and sector experience, through our review of the Board of Trustee minutes we considered the charitable company's reported compliance with laws and regulations.

We communicated identified laws and regulations throughout our team and remained alert to any indications of non-compliance throughout the audit.

The potential effect of these laws and regulations on the financial statements varies considerably.

The charitable company is subject to laws and regulations that directly affect the financial statements including financial reporting legislation (including related companies legislation), and we assessed the extent of compliance with these laws and regulations as part of our procedures on the related financial statement items.

Whilst the charitable company is subject to many other laws and regulations, we did not identify any others where the consequences of non-compliance alone could have a material effect on amounts or disclosures in the financial statements.

Independent auditor's report to the members of John Lewis & Partners Foundation (continued)

Fraud and breaches of laws and regulations – ability to detect (continued)

Context of the ability of the audit to detect fraud or breaches of law or regulation

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of fraud, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. Our audit procedures are designed to detect material misstatement. We are not responsible for preventing non-compliance or fraud and cannot be expected to detect non-compliance with all laws and regulations.

Directors' report

The directors are responsible for the directors' report. Our opinion on the financial statements does not cover that report and we do not express an audit opinion thereon.

Our responsibility is to read the directors' report and, in doing so, consider whether, based on our financial statements audit work, the information therein is materially misstated or inconsistent with the financial statements or our audit knowledge. Based solely on that work:

- we have not identified material misstatements in the directors' report;
- in our opinion the information given in that report for the financial year is consistent with the financial statements; and
- in our opinion that report has been prepared in accordance with the Companies Act 2006.

Matters on which we are required to report by exception

Under the Companies Act 2006 we are required to report to you if, in our opinion:

- the charitable company has not kept adequate accounting records or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

We have nothing to report in these respects.

Trustees' responsibilities

As explained more fully in their statement set out on page 10, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view; such internal control as they determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error; assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern; and using the going concern basis of accounting unless they either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Independent auditor's report to the members of John Lewis & Partners Foundation (continued)

Auditor's responsibilities

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue our opinion in an auditor's report. Reasonable assurance is a high level of assurance, but does not guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

A fuller description of our responsibilities is provided on the FRC's website at www.frc.org.uk/auditorsresponsibilities.

The purpose of our audit work and to whom we owe our responsibilities

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Joanne Lees (Senior Statutory Auditor)
for and on behalf of KPMG LLP, Statutory Auditor
Chartered Accountants
15 Canada Square
London

Date: 18 June 2021