



Annual Trustee Report

Maximus Foundation UK: Charity Number 1198262

maximus

FOUNDATION

Annual Report

Maximus Foundation UK: Charity Number 1198262

This is the annual report for the Maximus Foundation UK (1198262).
This report has been prepared to reflect the period 01.10.2023 – 30.09.2024

The transfer of funds from Maximus Foundation UK 1160326 to Maximus Foundation UK 1198262 took place on 2.10.2023.

- Maximus Foundation UK was established and registered in March 2022 as a Charitable Incorporated Organisation (CIO).
- The assets of the previous Maximus Foundation UK (registered charity 1160326) were transferred to the new Maximus Foundation UK on the 2nd October 2023.
- Since March 2022, the board of trustees has continued to provide grants to charities across the UK, whilst working together to set up internal policies and procedures, whilst reforming the charities strategy and direction.
- The charity is primarily funded by donations from Maximus UK Services Ltd and its employees through a combination of fundraising and payroll giving.

What is Maximus Foundation UK set up to do?

Maximus Foundation UK is set up to provide charitable grants, which enhance the support that people are receiving across the UK. The aim of our support is to enhance the opportunities available to people and communities, particularly those who need additional support. By providing charitable grants, the aim of the charity is to enhance the support charitable organisations throughout the UK provide to their beneficiaries.

The objects of the CIO are, for the public benefit:

- The relief and assistance of those in need in any part of the UK by reason of youth, age, ill-health, disability, financial hardship or other disadvantage: and
- The advancement of such other exclusively charitable purposes (according to the law of England and Wales) as the trustees may in their discretion think fit, particularly but not exclusively by making grants to organisations.

How does Maximus Foundation UK work to meet the charitable purpose?

Maximus Foundation UK provides monetary grants of £2,500 to charities who are nominated and voted for by Maximus UK colleagues.

The trustees select charities from the nominations made by colleagues to receive grants.

- Charities who meet the Maximus Foundation UK objectives are selected and awarded to support them in delivering vital services and support across the UK.
- Maximus Foundation UK shares and promotes the work of the charities across the Maximus colleague community and highlights the impact of the funds.
- Maximus Foundation UK holds twice annual fundraising events for colleagues, promoting activities, together with an opportunity to support and promote charitable work.

What is achieved as a result of the work of the Maximus Foundation UK?

Charitable Impact

- Maximus Foundation UK has awarded £68,000 in grants during this reporting period, to charities across the UK.
- The charities we support all provide essential services and additional support to people across the UK when they need it most. We provide vital funds for charities to use in the way they feel adds the most impact to their beneficiaries.
- Charities share with Maximus Foundation UK, the impact of the funding that is received and ways in which this supports their vital work.
- In this financial year, Maximus Foundation UK has supported 27 UK based charities.

Examples of specific impact include:

- Providing a grant to help support the monthly running costs of Greig's House, a retreat providing peace and relaxation for cancer patients and their families in Scotland.
- Funding 30 hours of specialist coaching for Armed Forces and Emergency Services personnel, benefiting families, through Rock2Recovery improving both individual and family wellbeing.
- Financial support to enable the printing of the "Little Book of Farm Safety," a vital resource educating farmers on safety and mental health, distributed free to the agricultural community.
- Providing funds to support with the cost of specialist beds, providing comfort and dignity to palliative care patients through St Columba's Hospice.

Impact on Maximus UK colleague community

- The work of the Maximus Foundation enables and encourages colleagues to support charities in the communities where they live and work, colleagues have the opportunity to nominate a charity to receive a charitable grant.
- For those charities who are selected, the nominee is included in a cheque presentation, which enables them to connect further with the charity, learning about the impact they are making. The colleague is also able to share their personal journey about why the charity holds meaning for them.
- There have been several examples where charities that have received a grant from the Maximus Foundation UK have also presented to colleagues at Maximus UK, raising awareness on different key subjects and topics. For example, on the 21st of September 2024, Maximus Foundation UK Joined colleague networks MaxAbility and MaxCarers for a live presentation to mark World Alzheimer's Day. The Maximus Foundation UK have previously awarded a grant to the Alzheimer's Society and Dementia UK and so were pleased to be represented at the event which aimed to raise awareness of how to be a dementia friend and to provide support to colleagues who have caring responsibilities for people with Alzheimer's and Dementia.

Impact on the Maximus Foundation UK from Maximus UK

- Maximus UK provides significant funding to the Maximus Foundation UK, which ensures the vital work of the charity can continue.
- Any colleague who donates to the Maximus Foundation UK during fundraising cycles or via payroll giving or the payroll pennies scheme, will have their donation match-funded by Maximus UK.

- Maximus UK provides extensive support to the Maximus Foundation, both financially and by providing guidance, expertise and ensuring colleagues can spend time supporting the charity as both Trustees, Volunteers and supporting fundraising campaigns.
- The contributions provided by Maximus UK enable the Maximus business to demonstrate their commitment to social value and the communities they serve.

The remainder of the trustees' annual report will provide a more in-depth overview of the charity:

- Objectives and activities
- Achievements and performance
- Financial review
- Structure, governance and management
- Reference and administrative details
- Exemptions from disclosure
- Funds held as custodian trustee on behalf of others.

Objectives and activities

Our main objective is to provide meaningful grants to charities across the UK.

Maximus UK provides extensive funding to the Maximus Foundation UK, both in terms of their support financially and providing colleagues with flexibility to participate in activities relating to the charity and fundraising objectives.

This charitable entity is newly formed and for the first time, external trustees have been welcomed to the Maximus Foundation UK board.

As part of the new set up, we held a strategy day in March 2024, where we discussed our aims and objectives for the charity.

During this day, we formed a new vision for the charity:

Vision

Transforming lives through meaningful charitable giving, Charity of choice for Maximus UK

Mission

Impact, Inspire and Engage

Providing **impact** through monetary grant giving to charitable organisations across the UK who are nominated by Maximus UK colleagues for making a difference to people in need.

Enabling Maximus UK and colleagues to **engage** in **meaningful charitable giving**.

Proactively **inspiring** Maximus UK and Maximus colleagues to participate in charitable engagement across the **communities where colleagues live and work**.

Sharing our **impact** and **celebrating the success** of charitable giving, facilitated by Maximus Foundation UK.

Key activities which supported our objectives, vision and mission during the period 1.10.2023 – 30.09.2024

- Awarding 26 charities with grants of £2500 and one charity with £3000 – on behalf of Maximus UK

- Providing support and inspiring Maximus UK colleagues to drive forward new fundraising initiatives and campaigns – For example ‘Move it for Maximus’ Summer campaign, which raised £1,571.74 plus £353.06 (Gift Aid) This amount was also match funded by Maximus, resulting in a total of £3143.48 towards future grant giving.
- As part of our colleague awareness and engagement support, one team in Maximus organised and hosted a football tournament in August 2024. The colleagues raised over £1000 towards the total amount for the ‘Move it for Maximus’ campaign. They are intending to hold another event in 2025 to raise additional funds for the Foundation.
- Holding a ‘Strategy Day’ in March 2024, which enabled the board time to review and realign plans for the Foundation
- The board has met regularly to discuss the charity and engaged in updates and progress
- Continued to provide grants to charities across the UK, whilst also setting up a new charitable organisation to replace the previous Maximus Foundation UK

Achievements and performance

➤ The following charities all received grants of £2500 during the period of reporting.

- 4Louis
- Basics Foodbank
- Bipolar UK
- Bowel Cancer UK
- British Skin Foundation
- Cardiac Risk in the Young
- Cots for Tots – the Grand Appeal
- Counselling in the Community Charity
- Endometriosis UK
- Greig Steven Memorial
- Huntington Disease Association
- If you Care Share
- Jo’s Cervical Cancer Trust
- Ladies Fighting Breast Cancer
- Make a Wish UK
- Mental Health UK
- MS Society
- National Kidney Federation
- Prostate Cancer UK
- Rock2Recovery
- Shelter
- St Catherine’s Hospice
- St Colomba’s Hospice
- Tomorrow’s Women Wirral
- Warming up the Homeless
- Yellow Wellies – Farm Safety Foundation

From the above donations, 3 charities who were awarded grants are based in Scotland. Maximus is a UK-wide business and therefore we have received charity nominations for organisations based in Scotland. The board will continue to monitor the levels of charitable

activity in Scotland, to review whether the grant giving becomes substantive in this geographical area.

Below are some spotlights on some of the charities we have provided grants to this year:

Grieg Steven Memorial

Greig Steven Memorial was founded in 2016 in memory of Greig Steven who passed away at the age of just 25 following a six-month battle with a rare and aggressive form of cancer. Family and friends of Greig founded GSM to raise funds, which purchased a retreat for people in Scotland living with cancer. The Maximus Foundation grant contributed towards the continued running costs of Greig's House. This is a tranquil facility which provides those who stay there with great peace and relaxation whilst undergoing treatment for cancer.



The grant would contribute towards the continued running costs of Greig's House, it costs the charity circa £900pm to run. They rely solely on donations to keep going. All contributions enable Greig's House to keep going and give families that much needed time together with their loved one who is battling cancer.

Rock2Recovery

Rock2Recovery offer free, confidential one-to-one specialist change management coaching for members of the Armed Forces, Emergency Services and their immediate family members, either face to face, via Zoom or by telephone, with a fully qualified change management coach. They cover England, Wales, Scotland, Jersey and the Isle of Man. Sessions are free for as long as needed and they work at a pace comfortable for each individual and following their unique experiences, they recognise the need for rapid preventative interventions, specific coaching and assistance. The aim is to get clients to calm their minds, reframe their thinking and change the meaning they are making of either previous events or future ones that are causing them stress. Their non-clinical approach is aimed at inspiring, coaching, motivating and supporting individuals to experience real and positive change in their lives by "rethinking your thinking".

On average a donation of £2,500 will provide 30 hours of coaching covering three to four clients. The effects of coaching will have benefits for entire families. The donation from the Maximus Foundation will have a positive effect on at least three, and more probably four, families.



(Yellow wellies) – Farm Safety Foundation



Yellow Wellies are a small UK charity dedicated to raising awareness of farm safety and mental wellbeing in farmers. Farming accounts for 26% of all workplaces fatal incidents. The charity work with Young Farmers and agriculture students. Farm workers have a suicide rate three times the national average with three people in farming taking their own lives each week. They educate around the importance of mental health. The fact they educate from a young age, which helps to build a better future for farmers

and agriculture workers.

The donation was to be spent on printing the brand-new Little Book of Farm Safety, that will sit alongside their "Little Book of Minding Your Head", as a resource to offer free of charge to the industry. There is nothing comparable and demand for their Little Book of Minding Your Head remains high with over 20,000 copies printed and distributed so far and is now in its fifth edition.

St Columba's Hospice

St Columba's Hospice Care exists to give everyone who needs it the very best Hospice care.

They are an independent charity at the heart of the local community, offering free, flexible and personal-centred palliative care and support to both patients and their families. Being admitted to a Hospice is often a very anxious time for people and St Columba's provides their patients with such basic relief as a comfortable night's sleep to ensure they can settle in as easily as possible.



The Hospice needs to replace specialist beds and mattresses on a regular basis. The cost of a bed is £1,500, a donation from Maximus Foundation UK provided funding to almost cover the cost of 2 beds which provides comfort for many patients.

Financial review

- The Trustee board regularly reviews the finances for the Maximus Foundation and there is an agenda slot at each meeting to do this. Finances are usually presented by the Treasurer with an opportunity for questions.
- The financial report has been provided on a separate document and reviewed by an independent examiner.

Financial reserves

- The Maximus Foundation UK currently holds reserves amounting to £207,310
- As a newly formed charity, the Maximus Foundation UK board has focused on setting up the new entity and understanding the colleague-led model, which generates charitable income.
- Over the coming financial year, the board will meet to discuss and formulate a specific plan, incorporating a staged reduction for the reserves, in line with the needs of the charity.

- In line with the review, the board will create a specific policy for reserves. This will detail a financial plan to allocate an appropriate number of reserves to ensure sustainability over time.

Financial Overview

- The accounts were prepared on a cash basis, with no accruals or prepayments.
- The opening balance of £250,621 from the old charitable entity has been transferred to the new charity following the merger and this is reflected in the financial summary.
- Total receipts for the year included:
 - Match funding from Maximus UK
 - Payroll giving contributions from Maximus UK employees
 - An award was made following a request from Maximus who wished to award a UK-based charity with funds, following their global conference. The funds were transferred to Maximus Foundation UK by Maximus UK and £3000 was awarded to St Lukes Hospice on behalf of Maximus.
- Expenditures during the year primarily related to grant distributions, legal fees for the transition to the new charity, and fundraising events.
- The closing balance as of 30 September 2024 was £200,731, with all funds held in two HSBC accounts under Maximus UK's umbrella agreement.

Independent Examiner Update:

- The original appointed examiner was unavailable due to illness.
- Deepesh Patel, a Chartered Management Accountant, was appointed as the independent examiner.
- Deepesh Patel conducted a thorough review of the charity's accounts and financial report. Following his review, he signed to confirm his approval of the accounts.

The financial report was presented to the Trustees at the Annual General Meeting (AGM) for review, approval and sign-off, this meeting took place on 15th July 2025. During this meeting, the board unanimously agreed to appoint Deepesh Patel as the independent examiner for the next financial year.

Structure, governance and management

The Maximus Foundation is heavily supported by Maximus UK. During the set-up of the charity, we have utilised support from Maximus regarding policies and procedures, to follow overarching principles and practices. This has enabled us to ensure we are able to continue to provide grants to charities across the UK during this time.

We are currently in the process of reviewing the policies and practices which are in place as the board becomes more established.

The Charity is governed by a board of Trustees, those appointed during the financial period are noted below, as well as a list of those who were appointed and in attendance at the AGM:

The Maximus Foundation Board of Trustees during the reporting period:

Charis Green	Chair and Trustee (Appointed 16 March 2022)
Roger Peace	Treasurer and Trustee (Appointed 25 th May 2023)
Tracie Wilson	Secretary and Trustee (Appointed 16 th March 2022)

Lynne Sheehy External Committee Chair and Trustee (Appointed 16th March 2022)
Ferdinand Moralez Trustee (Appointed 25th May 2023)
Patrick McGeough Trustee (Appointed 24th May 2023)
Suzanne Eusman Trustee (Appointed 24th May 2023)

The board of Trustees are supported by an Executive Committee of Maximus colleague representatives, who are responsible for engaging with Maximus colleagues and providing operational support to the board. The executive committee are supported by the Trustee board and regularly engage around charitable priorities and fundraising initiatives.

The Executive Committee structure is currently being reviewed, and roles and responsibilities of colleague volunteers are being revised. The board are also creating terms of reference appropriate for the Executive Committee and the Maximus Foundation Board.

The Executive Committee includes volunteers who work for Maximus UK and give up their time to support the Maximus Foundation UK operationally.

There are currently 4 colleagues who work as volunteers on the Executive Committee and support Maximus Foundation UK with the operational running and colleague engagement.

As well as the model for colleague engagement, there is regular collaboration between Maximus UK Senior Leadership team and the Maximus Foundation Charity. Monthly meetings are scheduled with the UK Divisional President, UK Finance Director, Maximus Foundation Chair and Treasurer to discuss updates and raise areas of support needs.

- Regular Trustee meetings are scheduled and during the reporting period were held on:
 - 25 October 2023
 - 24 January 2024
 - 28 February 2024
 - 23 April 2024
 - 20 May 2024
 - 18 June 2024
 - 20 August 2024

As a new charity, we are continuing to build on our governance and management policies and processes.

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The Charity is governed by a board of Trustees, those appointed during the financial period are noted below, as well as a list of those who were appointed and in attendance at the AGM. Whilst many of the Trustees appointed are Maximus colleagues, there are 2 External Trustees appointed who work outside of Maximus UK.

The Maximus Foundation Board of Trustees during the reporting period:

Charis Green	Chair and Trustee (Appointed 16 March 2022)
Roger Peace	Treasurer and Trustee (Appointed 25 th May 2023)
Tracie Wilson	Secretary and Trustee (Appointed 16 th March 2022)

Lynne Sheehy	External Committee Chair and Trustee (Appointed 16 th March 2022)
Ferdinand Moralez	Trustee (Appointed 25 th May 2023 – Now resigned)
Patrick McGeough	Trustee (Appointed 24 th May 2023)
Suzanne Eusman	Trustee (Appointed 24 th May 2023 – Now resigned)

The board of Trustees are supported by an Executive Committee, a group of Maximus colleague representatives, who are responsible for engaging with the Maximus colleague community and providing operational support to the board.

The Executive Committee includes several volunteers who work for Maximus UK and give up their time to support the Maximus Foundation operationally.

There are currently 4 colleagues who work as volunteers on the Executive Committee and support Maximus Foundation UK with operational running and colleague engagement.

In addition to this, other Maximus colleagues from across teams such as the Marketing and Communications teams also volunteer their time to support and promote the work of the Maximus Foundation UK.

An Annual General Meeting (AGM) was held on 15th July 2025, where details of the annual report were presented and agreed by the following Trustees who present:

Charis Green	Chair and Trustee (Appointed 16 March 2022)
Roger Peace	Treasurer and Trustee (Appointed 25 th May 2023)
Tracie Wilson	Secretary and Trustee (Appointed 16 th March 2022)
Patrick McGeough	Trustee (Appointed 24 th May 2023)
Matt Boucher	Trustee (Newly appointed 2025)

In addition to the above, the current board includes:
Lynne Sheehy Trustee (Appointed 16th March 2022)

Trustee Recruitment:

We have adopted the principles and support from the Maximus UK recruitment and selection policy and teams when recruiting Trustees for the Maximus Foundation UK.

The Trustees have been supported by the Maximus UK recruitment team, who have advertised any Trustee opportunities via the Maximus recruitment portal and on social media channels. We hold a job description for the Trustee role, which has been reviewed and agreed on by Trustees and this is used as the basis for any recruitment.

During the selection process, information for applicants is gathered by the Maximus UK resourcing team and shared with the Maximus Foundation UK board for review. Following this, a selection criteria is used to identify suitable applicants. Selected applicants are invited to attend an interview, with a minimum of 2 board members, where several pre-determined questions are asked. The decision to appoint is made by the Trustees and following any appointment, candidates are subject to vetting in the form of a DBS check. This is completed by the Maximus UK Vetting teams.

Reference and administrative details

- Each Trustee meeting arranged has a set agenda, which is circulated in advance of the meeting with opportunities for all Trustees to add in content.
- Meeting minutes are taken at each meeting and circulated for review
- At the start of each meeting, previous meeting minutes are reviewed and agreed
- Meeting minutes are stored for future reference / review

- Administration is managed by our Maximus UK Foundation secretary, who also ensures that updates are made on the charity commission website as and when required.

Exemptions from disclosure

We do not believe that this is applicable to the Maximus Foundation UK.

Funds held as custodian trustee on behalf of others

We do not believe that this is applicable to the Maximus Foundation UK.

Registered Address

The Maximus Foundation UK is currently registered at the following address:
Suite B, First Floor, 2 Navigation Walk, Waterfront, Wakefield WF1 5RH



CHARITY COMMISSION
FOR ENGLAND AND WALES

Maximus Foundation UK

No (if any)
1198262

Receipts and payments accounts

CC16a

For the period
from

1st October 2023


To

30th September

Section A Receipts and payments

	Unrestricted funds to the nearest £	Restricted funds to the nearest £	Endowment funds to the nearest £	Total funds to the nearest £	Last year to the nearest £
A1 Receipts					
Transfer fromn Maximus Foundation	250,621	-	-	250,621	-
Maximus UK Services Match funding	13,056	-	-	13,056	-
Maximus UK Payroll Giving	8,008	-	-	8,008	-
Maximus staff Just Giving (inc. Gift Aid)	2,503	-	-	2,503	-
Maximus US donation	3,000	-	-	3,000	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	277,188	-	-	277,188	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	277,188	-	-	277,188	-
A3 Payments					
Charitable donations	68,000	-	-	68,000	-
Fundraising Events	240	-	-	240	-
Legal expenses	1,614	-	-	1,614	-
Bank charges	24	-	-	24	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	69,878	-	-	69,878	-
A4 Asset and investment purchases. (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	69,878	-	-	69,878	-
Net of receipts/(payments)	207,310	-	-	207,310	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	207,310	-	-	207,310	-

Section B Statement of assets and liabilities at the end of the period

Categories	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B1 Cash funds	HSBC 30020982	19,615	-	-
	hsbc-80025097	187,695	-	-
		-	-	-
	Total cash funds	207,310	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
		Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets	Details			
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
B3 Investment assets	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
B4 Assets retained for the charity's own use	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
			-	-
B5 Liabilities	Details	Fund to which liability relates	Amount due (optional)	When due (optional)
			-	
			-	
			-	
			-	
Signed by one or two trustees on behalf of all the trustees		Signature	Print Name	Date of approval
			Roger Peace	14/07/2025



Section A

Independent Examiner's Report

Report to the trustees/
members of

Charity Name
Maximus Foundation UK

On accounts for the year
ended

30TH September 2024

Charity no
(if any)

1198262

Set out on pages

(remember to include the page numbers of additional sheets)

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended **30 / 09 / 2024**.

Responsibilities and
basis of report

As the charity trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent
examiner's statement

I have completed my examination. I confirm that no material matters have come to my attention (other than that disclosed below *) in connection with the examination which gives me cause to believe that in, any material respect:

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in order to enable a proper understanding of the accounts to be reached.

** Please delete the words in the brackets if they do not apply.*

Signed:

Date:

14/07/25

Name:

Deepesh Patel

Relevant professional
qualification(s) or body
(if any):

Chartered Institute of Management Accountants (CIMA)

Address:

14 Sycamore Drive, Leicester, LE6 0EW

Only complete if the examiner needs to highlight matters of concern (see CC32, Independent examination of charity accounts: directions and guidance for examiners).

Give here brief details of any items that the examiner wishes to disclose.

N/A