



Trustees' Annual Report for the period

From	Period start date			To	Period end date		
	D01	March	2024		31	August	2025

Section A Reference and administration details

Charity name

EMED Foundation

Other names charity is known by

n/a

Registered charity number (if any)

1207240

Charity's principal address

Unit 13 Knights Way

Battlefield Enterprise Park

Shrewsbury

Postcode

SY1 3TJ

Names of the charity trustees who manage the charity

	Trustee name	Office (if any)	Dates acted if not for whole year	Name of person (or body) entitled to appoint trustee (if any)
1	Andrew Parker MBE	Chair	Full period	
2	Tracy Hixson-Williams	Trustee	20 April 2026 to present date	
3	Brian Lock	Trustee	10 November 2025 to present date	
4	Marie Harrison	Trustee	01 May 2025 to present date	
5	Andrew James Rivett	Trustee	Full period	
6				
7				
8				
9				
10				
11				
12				
13				
14				
15				
16				
17				
18				
19				
20				

Names of the trustees for the charity, if any, (for example, any custodian trustees)

Name	Dates acted if not for whole year

Names and addresses of advisers (Optional information)

Type of adviser	Name	Address

Name of chief executive or names of senior staff members (Optional information)

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Section B Structure, governance and management

Description of the charity's trusts

Type of governing document (eg. trust deed, constitution)	Constitution adopted 28 th February 2024
How the charity is constituted (eg. trust, association, company)	Charitable Incorporated Organisation
Trustee selection methods (eg. appointed by, elected by)	Trustees are appointed as and when required

Additional governance issues (Optional information)

You **may choose** to include additional information, where relevant, about:

- policies and procedures adopted for the induction and training of trustees;
- the charity's organisational structure and any wider network with which the charity works;
- relationship with any related parties;
- trustees' consideration of major risks and the system and procedures to manage them.

The EMED Foundation operates a robust governance and due diligence framework to ensure all funding decisions are transparent, accountable, and aligned to the Foundation's charitable objectives. All grant applications are reviewed by the Foundation's Trustees, who retain ultimate responsibility for grant-making decisions and the stewardship of charitable funds. Prior to any award being approved, a proportionate due diligence assessment is undertaken, taking into account the nature of the applicant, the level of funding requested, and any associated risks. This may include verification of charitable status, review of governing documents, financial accounts, governance arrangements, internal controls, safeguarding policies, and the credentials of key personnel. Conflicts of interest are formally declared and managed in accordance with the Foundation's governance policies, with any conflicted Trustee excluded from decision-making. Grant awards are subject to documented terms and conditions, and recipients are required to provide evidence of expenditure and impact through an appropriate monitoring and reporting process. This rigorous approach ensures that Foundation funds are distributed responsibly, achieve measurable charitable benefit, and deliver maximum value to the communities and individuals the Foundation exists to support.

To uphold the highest standards of integrity and accountability, all Trustees are required to complete and sign an annual Trustee Eligibility Declaration. This declaration confirms that Trustees remain eligible to act under charity law, are not disqualified from serving as a charity trustee or company director, and are committed to complying with the Foundation's

governing documents, policies, and ethical standards. The declaration also requires Trustees to disclose any actual, potential, or perceived conflicts of interest, ensuring that decisions are made solely in the best interests of the Foundation and its beneficiaries. This process forms a key part of the Foundation's governance framework and helps maintain transparency, regulatory compliance, and public trust.

Trustees are recruited through a combination of professional networks, internal communications, and external advertising, including LinkedIn. The Foundation seeks to appoint individuals who can contribute relevant skills, knowledge, and experience to support effective governance and oversight. The Board includes one Trustee who is employed by EMED; any potential conflicts of interest are declared and managed in line with the Foundation's governance framework.

Although the EMED Foundation has close links with EMED and benefits from the organisation's support, it operates as an independent registered charity governed by its own Board of Trustees. Trustees have a legal duty to act solely in the best interests of the Foundation and its beneficiaries, rather than those of EMED. The Foundation maintains its own governing documents, policies, decision-making processes, and financial oversight arrangements. All grant-making decisions are made by the Trustees in accordance with the Foundation's charitable objectives, with conflicts of interest declared and managed appropriately. While one Trustee is employed by EMED, they are required to act in their capacity as a Trustee and are subject to the same governance requirements as all other Board members. This structure ensures that the Foundation remains independent, transparent, and accountable in the delivery of its charitable activities. Funding contributions from EMED do not influence grant-making decisions, which remain the sole responsibility of the Foundation's Trustees.

Section C

Objectives and activities

Summary of the objects of the charity set out in its governing document

The objects of the charity are to relieve sickness and financial hardship among people living or working in the UK (including, but not limited to, current employees of the EMED Group and their dependents) by making grants of money for the provision of items, services or facilities not normally provided by statutory authorities.

Summary of the main activities undertaken for the public benefit in relation to these objects (include within this section the statutory declaration that trustees have had regard to the guidance issued by the Charity Commission on public benefit)

The EMED Foundation has been setup to deliver meaningful impact to EMED colleagues and communities in the UK across our four grant streams, by either: 1) amplifying current fundraising efforts, 2) assisting with fundraising event fees and set up costs, 3) funding to access private treatment in the event of an injury obtained through EMED work thus enabling a speedier recuperation and return to work, and 4) donations to community projects which bring positive change and lasting benefits to people across the UK.

This is the first period of account for the charity. Activities so far have included creating the charity website, receiving donations from various sources and making four grants of funds totalling £1,300 to worthy causes. The most notable being £750 granted to Edminstowe Scout Group. In future periods the charity intends to increase it's profile to attract an increased level of donations, undergo more fund raising activities and to make a greater number of grants.

Additional details of objectives and activities (Optional information)

You **may choose** to include further statements, where relevant, about:

- policy on grantmaking;
- policy programme related investment;
- contribution made by volunteers.

EMED Foundation is a charity set up by the EMED Group of companies, but operates entirely independently of the EMED Group's commercial activities.

One of the EMED Foundation trustees is an employee of the EMED Group of companies (see section B above), none of the other trustees are employees.

Trustees are required to declare any conflict of interest that they may have. None have been declared for the reporting period.

The trustees make decisions on grant awards only in the best interest of EMED Foundation.

The trustees confirm that they have complied with the duty in section 17 of the Charities Act 2011 to have due regard to the Charity Commission's guidance on public benefit.

Summary of the main achievements of the charity during the year

EMED's independent Trustees have continued to meet regularly, approximately every four to six weeks, to carefully review and assess grant applications received by the charity. For the period covered by the Annual Return, the Trustees considered around 10 applications, undertaking detailed discussions to ensure that funding is awarded in line with the charity's objectives and to applicants most in need of support. Following this review process, 4 grants were approved, with a total value of £1,300 distributed during the reporting period.

As of May 2026, the Trustees have now considered around 40 applications, approved 16 grants and distributed £5,352 to worthy causes.

Section E

Financial review

Brief statement of the charity's policy on reserves

Cash at bank on 31/08/2025 was £100k in unrestricted funds. The charity will make grants in line with the funds it has available.

Details of any funds materially in deficit

Not applicable

Further financial review details (Optional information)

You **may choose** to include additional information, where relevant about:

- the charity's principal sources of funds (including any fundraising);
- how expenditure has supported the key objectives of the charity;
- investment policy and objectives including any ethical investment policy adopted.

The charity's main sources of funds in the period have been donations from EMED operating group companies and various individuals. The funds are used to make grants to applications where the values are aligned to the charity's, under it's Booster, Jumpstart, Recuperate and Thrive categories (see website for definitions).

Section F

Other optional information

Section G

Declaration

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s)

AJ Parker

A Rivett

Full name(s)

ANDREW PARKER

ANDREW RIVETT

Position (eg Secretary, Chair, etc)

CHAIR OF TRUSTEES

Date

9 June 2026



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name	No (if any)
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Receipts and payments accounts

CC16a

For the period from	Period start date 1-Mar-24	To	Period end date 31-Aug-25
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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					
Legacy donations	24,954	-	-	24,954	-
Historic donation from EMED Group	65,083	-	-	65,083	-
Events and fund-raising donations	924	-	-	924	-
Other donations	10,500	-	-	10,500	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total (Gross income for AR)	101,462	-	-	101,462	-
A2 Asset and investment sales, (see table).					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total receipts	101,462	-	-	101,462	-
A3 Payments					
Grants to good causes	1,300	-	-	1,300	-
Paypal fee	5	-	-	5	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
	-	-	-	-	-
Sub total	1,305	-	-	1,305	-
A4 Asset and investment purchases, (see table)					
	-	-	-	-	-
	-	-	-	-	-
Sub total	-	-	-	-	-
Total payments	1,305	-	-	1,305	-
Net of receipts/(payments)	100,157	-	-	100,157	-
A5 Transfers between funds	-	-	-	-	-
A6 Cash funds last year end	-	-	-	-	-
Cash funds this year end	100,157	-	-	100,157	-

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	Cash at bank	100,157	-	-
		-	-	-
		-	-	-
	Total cash funds	100,157	-	-
	(agree balances with receipts and payments account(s))	OK	OK	OK
	Details	Unrestricted funds to nearest £	Restricted funds to nearest £	Endowment funds to nearest £
B2 Other monetary assets		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
		-	-	-
	Details	Fund to which asset belongs	Cost (optional)	Current value (optional)
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 liability relates	Amount due (optional)	When due (optional)
B5 Liabilities			-	
			-	
			-	
			-	
			-	

Notes

During the period, the charity received a donation of £10,000 from the Chief Executive Officer of EMED Group.

The charity also received £65,083 from the EMED Group, representing funds from historic fundraising activities within the group prior to the establishment of the charity and transferred to the charity during the period.

No trustees received any remuneration or other benefits from the charity during the period.

Signed by one or two trustees on
behalf of all the trustees

Signature	Print Name	Date of approval
A Rivett	ANDREW RIVETT	6/9/2026
A J Parker	ANDREW PARKER	6/9/2026



Section A

Independent Examiner's Report

**Report to the trustees/
members of**

Charity Name
EMED Foundation

**On accounts for the year
ended**

31 August 2025

**Charity no
(if any)**

1207240

Set out on pages

1 to 8

(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 31 August 2025.

**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:

JH

Date:

11/06/26

Name:

Jessica Harrison

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

ICAEW ACA

Address:

124 Acomb Road

York

YO24 4EY

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.