

# THE DHL UK FOUNDATION

England & Wales · Charity number 327880

## Details

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**Other names** THE EXEL FOUNDATION, THE NFC FOUNDATION

**Status** Registered

**Legal form** Charitable company

**Company number** [02223373](#)

**Registered** 1988-07-22

**Register** [View on the Charity Commission register](#)

## Contact

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**Address** 2 Pine Trees  
Chertsey Lane  
Staines upon Thames  
TW18 3HR

**Phone** 01344384756

**Email** [GoTeachUK@dhl.com](mailto:GoTeachUK@dhl.com)

**Website** [www.dhlukfoundation.org](http://www.dhlukfoundation.org)

## Activities

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**Objects:** The objects of the Charity (the "Objects") are, for the public benefit:3.1.1 the advancement of education, training and employment support to young people aged between 5 and 25 years, in particular, but without limitation, those who the Trustees, in their discretion, determine to be disadvantaged; 3.1.2 the relief of need by reason of financial hardship, for current and former employees of the DHL Group (or predecessors of any of the DHL Group entities or their business activities) and their families, at the discretion of the Trustees; and3.1.3 the advancement of general purposes which are exclusively charitable under the law of England and Wales.

**Activities:** Vision: Underserved young people in the UK access decent employment and thrive in their careers. Mission: We address inequalities and barriers that affect underserved young people in their access to employment. Together with our charity partners we build their aspirations and develop the skills they need to access employment and thrive in the world of work.

## Classification

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- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Other Charitable Activities
- **What:** General Charitable Purposes, Education/training, The Prevention Or Relief Of Poverty
- **Who:** Children/young People, Elderly/old People, People With Disabilities, Other Charities Or Voluntary Bodies, Other Defined Groups, The General Public/mankind

## Geography

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- Ireland
- Northern Ireland
- Scotland
- Throughout England And Wales

## Finances

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Period end	Income	Expenditure	Assets	Employees
2025-03-31	£636,602	£2,991,031	£33,667,342	10
2024-03-31	£544,094	£2,390,139	£34,584,593	9
2023-03-31	£661,433	£2,496,455	£32,166,373	8
2022-03-31	£566,800	£2,196,451	£35,805,471	7
2021-03-31	£440,877	£2,113,381	-	-

## Trustees

Name	Role	Appointed
<b>Susan Robinson</b>	Chair	2023-04-25
Barry William Fletcher		2026-02-16
Christoph Jorg Selig		2020-11-04
Helen Clare Copinger-Symes		2022-07-26
Jennifer Coleman-Peers		2026-02-16
John Cornish		2025-09-12
Jolyon Duncan Butler		2025-07-04
Patricia Katherine Butchart		2020-01-28
Patrick Martin Flaherty		2026-02-16
Paul Lyon		2025-09-01

**THE DHL UK FOUNDATION**

England & Wales - Charity number 327880

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# Accounts

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**DHL UK FOUNDATION**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT AND FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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**DHL UK FOUNDATION**  
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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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<b>Trustees</b>	P K Butchart H C Copinger-Symes S Laird (appointed 8 May 2024) N Mahendru S Resnick S Robinson C J Selig B Storch I D Wilson M P Young
<b>Company registered number</b>	02223373
<b>Charity registered number</b>	327880
<b>Registered office</b>	2 Pine Trees Chertsey Lane Staines upon Thames TW18 3HR
<b>Independent auditor</b>	Peters Elworthy & Moore Chartered Accountants Salisbury House Station Road Cambridge CB1 2LA
<b>Bankers</b>	National Westminster Bank plc 81 High Street Bedford MK40 1YN  Santander UK plc Business Banking Centre Santander House 301 St Vincent Street Glasgow G2 5NT
<b>Solicitors</b>	Stone King Boundary House 91 Charterhouse Street London EC1M 6HR
<b>Investment Managers</b>	Baillie Gifford & Co Calton Square 1 Greenside Row Edinburgh EH1 3AN

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**REFERENCE AND ADMINISTRATIVE DETAILS OF THE CHARITY, ITS TRUSTEES AND ADVISERS**  
**(CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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Threadneedle Investment Services Limited  
Cannon Place  
78 Cannon Steet  
London  
EC4N 6AG

BNY Mellon Fund Managers Limited  
(Newton Fund)  
BNY Mellon Centre  
160 Queen Victoria Street  
London  
EC4V 4LA

Alliance Bernstein Investor Services  
50 Berkeley Street  
London  
W1J 8HA

Aviva Investors Global Services Limited  
St Helens  
1 Undershaft  
London  
EC3P 3DQ

Fulcrum  
Marble Arch House  
66 Seymour Street  
London  
W1H 5BT

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**TRUSTEES' REPORT**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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The trustees (who are also the directors for the purposes of company law) present their annual report together with the financial statements of The DHL UK Foundation for the year ended 31 March 2025.

The annual report serves the purposes of both a trustees' report and a directors' report under company law.

The trustees confirm that the annual report and financial statements of the Charity comply with the current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

**Principal aims and objects**

The principal objects of the Foundation as laid out in the Memorandum and Articles of Association are:

- the advancement of education, training and employment support to young people aged between 5 and 25 years, in particular, but without limitation, those who the trustees, in their discretion, determine to be disadvantaged;
- the relief of need by reason of financial hardship, for current and former employees of the DHL Group (or predecessors of any of the DHL Group entities or their business activities) and their families, at the discretion of the trustees; and
- the advancement of general purposes which are exclusively charitable under the law of England and Wales.

**Foundation's Strategy**

The Foundation's vision, mission and programmes are framed by its strategy. In 2020, the Board approved the Strategy 2021-2024, under which the Foundation operated until February 2025.

**Under the strategy 2021-2024:**

***DHL UK Foundation Vision:***

An end to youth unemployment

***DHL UK Foundation Mission:***

For the Foundation, and DHL employees across the UK, to work together to help our charity and school partners ensure that disadvantaged young people aged 5 to 25 years have access to the best possible education, develop essential life skills and the opportunity to secure meaningful and sustainable employment.

The Foundation's support focussed on three key areas:

***Education***

Partnering with charities and schools that help underserved students to get the most out of their education during important stages of their time in primary and secondary school, college and university – helping them to become ready for employment and to develop life and citizenship skills.

***Employability***

Partnering with charities that help young people from disadvantaged backgrounds to develop their job readiness and learn about the world of work, as well as providing these young people with an exposure to the logistics industry and DHL.

***Engagement***

Encouraging employees across the UK DHL business to use their passion and skills to help support their local communities and young people in need.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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***The 2021-2024 strategy was delivered through***

***Education and Employability:***

- Making grants to specially selected charity partners that are focussed on the education and employability of underserved young people, and where possible, work where DHL operates in the UK.
- 84% of the Foundation's annual budget was allocated to delivering the grant making strategy (grants and partnership management costs).

***DHL Employee Engagement:***

- Partnering with DHL and engaging DHL employees in the Foundation's national programmes.
- 13% of the Foundation's annual budget was allocated to supporting DHL employee fundraising through the Match It programme and DHL employee benevolence through the Helping Hands programme.

**In February 2025, the trustees approved the strategy 2025-2030. Under this new strategy:**

***DHL UK Foundation Vision:***

Underserved young people in the UK access decent employment and thrive in their careers.

***DHL UK Foundation Mission:***

We address inequalities and barriers that affect underserved young people (11 to 25) in their access to employment.

Together with our charity partners, we build their aspirations and develop the skills they need to access decent employment and thrive in the world of work.

***The Foundation will deliver its new strategy through:***

**Strategic Funding:** the Foundation will continue awarding multi-year unrestricted funding to non-profit partners whose mission and/or programmes are aligned with the Foundation's mission.

**GoTeach Funding:** the Foundation will award restricted multi-year funding to a limited number of non-profit partners who will help deliver, evaluate and report on GoTeach employability programmes, leveraging DHL employees' volunteering to support career guidance and job readiness for underserved young people in and out of schools.

**Impact and Research Funding:** the Foundation will invest where relevant in network memberships, research, evaluations and/or convene peers and like-minded organisations and funders to enhance knowledge and collaboration towards tackling youth unemployment in underserved.

The trustees recognise that 2025 will be a transitional year. The increased focus on employability and redefined age group requires to review all existing partnerships while the introduction of restricted funding for GoTeach programme will require to identify and onboard new partners. It is foreseen that the revised portfolio of partners will be confirmed by September 2025.

Where partnerships require to be exited, sufficient notice was provided to the partners. Where notice had to be given less than 6-months before the termination of the current grant duration, an exit grant was approved by the Board to provide the concerned partners with some financial stability during this transition.

In addition, the Foundation will continue encouraging UK based DHL employees to volunteer through GoTeach and fundraise through the existing matching programme as well as support DHL employees who face exceptional financial hardship.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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**Structure, Governance and Management**

The DHL UK Foundation is a charitable company limited by guarantee with no share capital (registration 02223373), governed by its Memorandum and Articles of Association. The Foundation was registered with the Charity Commission on 22 July 1988 (registration 327880). The Articles were amended on each of 28 July 2006, 8 December 2006, 19 January 2012, and 26th April 2022.

**Appointment, induction and training of trustees**

As set out in the Articles of Association in effect from 28 July 2006, the directors of the Foundation are the trustees and trustees are appointed by the Board. The trustees are normally appointed to serve for a period of two or three years and are eligible for re-appointment for a further two consecutive terms up to a maximum term of 9 years.

The trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role. For new trustees there is an induction process which includes a brief on the trustee obligations under charity and company law, the content of the Memorandum and Articles of Association, the governance structure of the Foundation, the programmes run by the Foundation and the recent financial performance of the charity.

The following trustees served throughout the financial year to 31 March 2025:

Patricia Katherine Butchart  
Helen Copinger-Symes  
Scott Laird  
Neha Mahendru  
Saul Resnick  
Susie Robinson (Chair)  
Christoph Selig  
Barbara Storch  
Ian Wilson  
Michael Young

**Statement of trustees' responsibilities**

The trustees (who are also directors of the DHL UK Foundation for the purposes of company law) are responsible for preparing the trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charitable company and of the income and expenditure of the charitable company for that period.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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In preparing these financial statements, the trustees are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in 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).
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable United Kingdom accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that 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 also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Each of the trustees confirms that:

- So far as the trustee is aware, there is no relevant audit information of which the charity's auditor is unaware; and
- Each trustee has taken all the steps that he/she ought to have taken as a trustee to make himself/herself aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the Charity Commission's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In 2024, the Foundation conducted a formal review of its auditor after a three-year relationship with Haysmacintyre. The Operations Committee oversaw a review, which included inviting proposals from potential audit partners. Key criteria for evaluation were alignment with the Foundation's goals, experience in charitable auditing, and fee structures.

In February 2025, the Operations Committee presented its findings to the Board, leading to the decision by the trustees to terminate the relationship with Haysmacintyre and appoint Peters Elsworthy and Moore (PEM) as the new auditors. The trustees expressed confidence in PEM due to their relevant experience with charity clients, their proposed auditing process, and competitive fees.

### **Organisational Structure**

The DHL UK Foundation has a board of trustees who meet quarterly. Their key responsibilities are:

- i. To set the strategic aims of the Foundation;
- ii. To ensure sound financial management (including investment management);
- iii. To ensure compliance with charity and company law; and
- iv. To ensure the bodies to which responsibility has been delegated are performing their duties in a proper manner.

Caroline Courtois is the Foundation's Chief Executive Officer (CEO).

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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***Operation Committee***

The Chairmanship of the Operations Committee is undertaken by Duncan Butler (DHL business representative).

The Operations Committee consisted of the following DHL UK Foundation representatives:

Duncan Butler (Committee Chair)

Caroline Courtois (CEO)

Harry Wade (Foundation staff)

Nicky Donovan (Foundation staff)

Emma Stratford (Foundation staff)

Jen Simkin (Foundation staff)

Erica Young (Foundation staff)

Tara Dattani (Foundation staff)

Louise Brinklow (Foundation staff)

Claire Minshull (cover for Aishwarya Swaminathan) (Foundation staff)

The Operations Committee normally meets a minimum of seven times each year and is responsible for:

- Reviewing financial statements and agreeing any necessary actions;
- Identifying and resolving any operational issues;
- Reviewing the risk register and identifying additional operational risk; and
- Overseeing the administration and approval of applications in respect to the Helping Hands programme.

***Investment Committee***

The Chairmanship of the Investment Committee is undertaken by Helen Copinger-Symes (trustee).

The Investment Committee consisted of:

Helen Copinger-Symes (Committee Chair)

Caroline Courtois (CEO)

Susie Robinson (Board Chair)

Graham Jung (Independent advisor)

Duncan Butler (DHL business representative)

Mark Hammond (Independent advisor)

Harry Wade (Foundation staff)

The Investment Committee meets a minimum of four times a year. The role of the Investment Committee is to:

- Advise the trustees in taking decisions in all investment related areas;
- Monitor progress towards the achievement of the trustees' investment goals;
- Manage the trustees' investment managers and any other provider of investment services; and
- Monitor the investment managers and, if necessary, advise the trustees of a need for change.

***Remuneration Committee***

The Remuneration Committee was established in February 2021. The Chairmanship of the Remuneration is undertaken by Kate Butchart (trustee).

The Remuneration Committee consists of:

Kate Butchart (Committee Chair)

Susie Robinson (Board Chair)

Scott Laird (trustee)

Caroline Courtois (CEO)

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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The Foundation staff remuneration is benchmarked against similar roles in other charities and where possible also against similar posts in the DHL business. In response to market inflation the Remuneration Committee decided in December 2024 to approve a 2.5% merit increase applied to Foundation staff employed by October 2024 (in line with DHL business), effective from April 2025.

***Safeguarding Committee***

The Chairmanship of the Safeguarding Committee is undertaken by by Neha Mahendru (trustee).

The Safeguarding Committee consist of:

Neha Mahendru (Committee Chair)  
Susie Robinson (Board Chair)  
Christoph Selig (Trustee)  
Caroline Courtois (CEO)  
Emma Stratford (Foundation staff)  
Nicky Donovan (Foundation staff)  
Harry Wade (Foundation staff)

The Safeguarding Committee meets at least twice a year when it reviews the safeguarding policy, code and practices and their implementation and discuss any incident recorded on the Foundation safeguarding incident log.

In 2024, the Committee notably endorsed the updating of the Foundation safeguarding policy, safeguarding code of conduct and online training. The Committee also approved the social media policy developed by the Foundation as an internal tool to embed safeguarding in our use of social media. The Committee also reviewed the annual survey of the Foundation partners' safeguarding policies and practices and was satisfied with the findings.

***Trustees***

The trustees constitute directors of the Foundation for the purpose of the Companies Act 2006.

Constant regard is given to the skills mix of the trustees to ensure that the Board of trustees has all the necessary skills required to contribute fully to the Foundation's development.

No trustee received any remuneration from the charity during the year (2023 - none). Out of pocket travelling expenses totalling £773 (2024- £1,428) were reimbursed to 1 (2024 - 2) trustee during the year.

***Key management personnel***

The key management personnel in charge of directing, running and operating the DHL UK Foundation on a day-to-day basis comprise:

The Chief Executive  
The Deputy Chief Executive  
Two Programme Managers (including one part-time)  
One Foundation Manager  
One Foundation/Finance Manager (part-time, responsible for finance and administration)  
Two Programme Coordinators  
One Foundation Coordinator

**Related Parties**

The Foundation is independent of any other body. However, it was originally endowed by the National Freight Consortium (NFC) plc and in May 2000, NFC plc merged with Exel plc and on 12 December 2005, Deutsche Post DHL (previously called Deutsche Post World Net) acquired Exel plc, which was renamed DHL.

The DHL UK Foundation and the DHL business signed a Framework Agreement in June 2022. This formalises

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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arrangements that have been in place since the original endowment by NFC plc for agreed annual donation and the services provided to the Foundation by DHL, including salary costs, office space and infrastructure costs. Service costs of £805,510 (2024 - £625,643) were paid to DHL to cover certain running costs of the Foundation.

In the period covered by this report a donation of £393,929 (2024 - £398,129) was received from various DHL organisations.

In addition, DHL also donates staff time to the Foundation which is recognised as a gift in kind. The estimated value of donated services in this period was £227,901 (2024 - £133,717).

The DHL UK Foundation runs specific programmes that are linked to DHL employees, with a focus on the UK, and these are highlighted in the trustees' report.

**Activities and achievements**

**Grant Making**

The Foundation provides grants to organisations that work with underserved young people to achieve their full potential despite experiencing social and economic challenges.

***Teach First***

The DHL UK Foundation continued its partnership with Teach First in 2024/25. The Foundation paid an unrestricted donation of £250,000, which enabled Teach First to recruit, train and place brilliant teachers in schools, develop great leaders for schools and support schools to thrive. Without voluntary income, Teach First could not deliver their bespoke Training Programme for new trainee teachers or deliver high quality leadership programmes for senior leaders in schools.

During 2024/25, two new cohorts of DHL employees (45 in total) took part in Teach First's Coaching Programme. The Foundation maintained relationships with 26 partner schools across the country, with DHL employees delivering GoTeach activities and hosting site visits. Teach First also helped update two GoTeach sessions based on feedback from schools and employees.

In November 2024 the Board approved funding of £125,000 to extend the partnership term by 6 months while the Foundation finalised its strategy. In April 2025, Teach First and the DHL UK Foundation agreed that the new strategy did not provide a framework to continue collaborating on education and it was agreed to exit the partnership by the end of the 6-month extension, in October 2025.

***Outward Bound Trust***

The Outward Bound Trust (OBT) programme provides bursary support for young people from disadvantaged backgrounds to take part in outdoor learning and personal development activities. The DHL UK Foundation funded programme includes an employability skills theme to empower students to become well-rounded individuals ready to enter the workplace. The Trust also trains DHL employees as mentors to support the students funded by the Foundation that are taking part in the programme. The trustees of the Foundation agreed to support the programme with a total funding of £127,849 to run Outward Bound residential courses in April and May 2025.

6 schools across England and Scotland are partnering with the Foundation to benefit from the OBT programme. In the year 2024/25, just under 300 Year 10 students (S3 in Scotland) engaged in this programme, 180 of them attending a 5-day residential supported by 14 DHL trained employees.

In February 2025, the trustees acknowledged the enormous success of this long-standing partnership but noted that the new strategy strong focus on employability meant that OBT would no longer be eligible for funding. The Board approved a decision to exit the partnership at the end of the grant agreement, in October 2025.

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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***Street League***

The DHL UK Foundation continued its partnership with Street League in 2024/25. The £292,807 unrestricted donation paid in 2024/25 supported Street League in progressing its aims to supporting 2,000 young people into employment per year by 2027. The support was targeted at Street League academies in key locations across the UK to support young people to achieve meaningful sustained employment. Furthermore, DHL employees have volunteered to provide young people at Street League with insight into the world of work.

This employability programme was delivered at 5 locations during 2024/25, providing Street League beneficiaries with GoTeach sessions, site visits and opportunity to progress into employment with DHL.

In November 2024, the Board approved funding of £146,404 to extend the partnership term by six months, enabling the Foundation to finalise its strategy. This extension will take the partnership through to December 2025.

***ThinkForward***

ThinkForward aims to empower young people in the UK through long-term coaching. They equip young people with the skills and experience they need to move into work or further education after they finish school. With the 2024/25 unrestricted donation of £120,000 received from the Foundation, they could provide specially trained coaches in secondary schools working directly with target groups of students over a 5-year period. It also helped them run a targeted programme called Making Strides which supports young people between 16-25 with Special Educational Needs and Disabilities.

In 2024/25, 15 DHL employees took part in the Business Mentoring programme, supporting 20 students across two schools in Kent and Nottingham. Students reported increases in confidence and communication skills during the course of the programme. Two ThinkForward schools also benefited from GoTeach classroom sessions with the support of GoTeach Champions. Making Strides work placements took place across 3 DHL sites (Kent, West London, Birmingham) in September-October 2024 supporting around 10 young adults, with 3 young adults taking up employment afterwards. Another set of work placements are taking place in summer 2025, in a Docklands and West London site.

***City Year UK***

The DHL UK Foundation continued its partnership with City Year UK in 2024/25. The £135,000 donation paid in the year was split into a £125,000 unrestricted donation to help City Year UK to recruit and support c.111 Volunteer Mentors working in schools across London, the West Midlands and Greater Manchester, and a £10,000 restricted donation for some City Year Volunteer Mentors to complete CMI qualifications. The City Year Volunteer Mentors support students to improve their attendance, behaviour and curriculum attainment in school. In August 2024, the trustees decided to exit the partnership and grant City Year UK a £70,000 exit grant. The partnership is due to end in July 2025.

In 2024/25, another cohort of DHL employees (30 in total) signed up to the Bridge Builder Mentoring Programme, supporting City Year UK's Volunteer Mentors during their time on the programme. DHL employees supported numerous City Year UK events from panel discussions to mock interviews. A select group of City Year partner schools also benefited from GoTeach classroom activities delivered by groups of DHL employees.

***The Difference***

The Difference exists to change the story on school exclusion and to improve the life-outcomes of the most vulnerable children by raising the status and expertise of those who educate them. The DHL UK Foundation continued its support to The Difference with a third annual unrestricted donation of £100,000 which enabled The Difference to deliver its core Vision and Mission.

In 2024, the Difference announced a change in its strategy to target a whole school intervention, rather than individual senior teachers, in an effort to trigger stronger systemic change at the institutional level. The Difference is working with 12 schools in a pilot cohort of the Difference Schools Partnership. The cohort is made up of 3 alternative provision schools, 6 mainstream secondary schools and 3 mainstream primary schools with

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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each one assigning a Difference Leader to attend the Inclusive Leadership Course Session. Each school will be supported by an Implementation Partner from The Difference to help embed inclusive practices across the school and to improve and promote inclusion.

Through its programmes, research and partnerships, The Difference learns what works to improve outcomes for vulnerable children and shares this best practice across its network and the sector.

***Place2Be***

Place2Be is a children's mental health charity that has been operating for 30 years providing specialist mental health support to children in primary and secondary schools across the UK. The DHL UK Foundation began its partnership with Place2Be in 2021/22 with a commitment to provide an unrestricted donation of £100,000 per annum for 3 years starting in October 2021. In 2024 the trustees of the Foundation agreed funding for a one-year extension, this will end in August 2025. The funding helps the charity provide group and 1-2-1 sessions in schools for students and to support teachers in their partner schools.

Across the years, the partnership enabled a series of GoTeach activities. For example, GoTeach sessions on primary skills, social enterprise and career talks, site visits, along with a mock interview session were delivered across 3 primary schools and 1 secondary supported by Place2Be. The charity partner also delivered 8 webinars to DHL employees on supporting young people's mental health.

***Bookmark***

Bookmark is a national reading charity that provides reading support to primary school children. We continued our partnership with Bookmark in 2024/25 with the Board approving in February 2025 the third annual instalment of £100,000 to be paid in financial year 2025/26. This funding will enable 17 schools to receive Bookmark's one to one reading programme.

In 2024/25, Bookmark and the DHL UK Foundation took learnings from the pilot year, mainly around the onboarding process. It's now a shorter, more streamlined process which has improved the experience for the volunteers. A further 3 cohorts were launched between April 2024 and March 2025 with 43 DHL employees onboarded as reading volunteers.

In February 2025, while approving the final instalment of the three-year funding committed, the trustees noted that due to the new strategy focus on employability (not education) and the age group targeted, Bookmark would no longer be eligible for funding. The Board approved a decision to exit the partnership at the end of the current three-year agreement, in April 2026.

**Engagement programmes**

***Trucks and Child Safety (TACS)***

The TACS programme promotes the importance of road safety around large vehicles to primary school aged children in the UK. Specially trained DHL employees provide interactive awareness sessions to schools and local community organisations. The Foundation funds the cost of TACS resources and materials and the recruitment and training of DHL employees to become TACS demonstrators. Total funding for the programme in 2024/25 was £17,979, which enabled the delivery of 62 activities, engaging in 42 schools, reaching out to over 12,000 students.

In response to the Foundation's renewed focus under the strategy 2025-2030 and inflation pressure, the Board decided in November 2024 to hand over the TACS programme to DHL Business. The Foundation supported the Business throughout this handover, successfully completed by 31 March 2025.

***Match It!***

Match It! acknowledges current and retired DHL employees fundraising and volunteering efforts by awarding small grants to the registered charities they supported.

In the financial year 2024/25, the Foundation received 339 Match It! applications to match DHL employees'

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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fundraising and volunteering effort to support their chosen charity or community organisation Match It! expenditure was £108,873 for the year ending 31 March 2025 (a slight increase from FY2023/24 £107,580).

***Helping Hands***

Helping Hands is a benevolent fund that provides grants to support current and retired DHL UK employees who are in financial hardship.

Types of support include contributing towards the cost of funerals, providing supermarket vouchers, help with household bills and donating essential white goods as well as signposting applicants to other support organisations.

The Foundation has seen the number of applications increase continuously in the past 5 years.

During 2024/25, the Foundation processed 197 Helping Hands applications, 81 applicants were awarded grants, and the total Helping Hands spend was £73,255, a substantial decrease from FY 2023/24 (£95,813).

***Financial report***

Income for the year was £636,602 (2024 - £544,094). The Foundation's two main sources of funding are donations of £621,830 (2024 - £531,846) and investment income of £14,772 (2024 - £12,248) which is solely composed of bank interest.

Total charitable expenditure on activities in furtherance of the Foundation's objectives was £2,991,031 (2024 - £2,390,139) of which £2,631,253 (2024 - £2,139,009) related to charitable grants and donations and £17,979 of charitable expenditure incurred on the Trucks and Child Safety programme (2024 - £12,802). The costs of governance of the charity amounted to £89,330 (2024 - £82,355).

This resulted in net expenditure of £2,354,429 (2024 - £1,846,045) before investment gains and losses. The Foundation generated realised and unrealised investment gains of £1,437,178 (2024 – realised and unrealised investment gains of £4,264,265) on its investment portfolio, which contributed to a total decrease in funds of £917,251 (2024 – total increase in funds of £2,418,220).

***Reserves policy***

As detailed above, the charity carries out a diverse range of activities, the trustees have examined the requirement for free reserves i.e., those unrestricted funds not invested in fixed assets, designated for specific purposes or otherwise committed.

The unrestricted fund represents the cumulative surplus arising from unrestricted income exceeding unrestricted expenditure over the past few years. The Foundation's cash reserves policy is to hold the equivalent of a minimum of 9 months of operating spend. The Foundation currently holds enough liquidity to fund outgoings for the next 10 months operating spend which includes the Aviva fund. We can liquidate funds from the Aviva "cash plus" product with immediate effect (notice is 2 days) which serves to fund the Foundation through the 2024/25 financial year before liquidating investments.

The Foundation prepares budgets with an anticipated annual grant expenditure of approximately £2.0m with a deficit of £2.0m forecast for 2024/25 after donations and investment income.

The endowment funds represent the Foundation's investment portfolio. In recent years, the Foundation adopted a policy of profit taking on the investment portfolio in accordance with its investment policy. The DHL UK Foundation has chosen to adopt a total return approach to investment rather than one that is income focussed. The Foundation maintains a prudent level of liquid reserves to avoid situations where it would need to sell investments as a forced seller in a depressed market.

The reserves policy is reviewed annually to reassess the risks and reflect changes to the Foundation's income, capital, financial obligations and long-term plans for charitable expenditure.

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**DHL UK FOUNDATION**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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**Financial position**

The balance sheet shows total funds of £33,667,342 (2024 - £34,584,593).

These funds include the expendable endowment fund of £33,510,643 (2024 - £34,373,465). The endowment, whilst expendable, is represented by investments, which provide financial support to the charitable activities of the Foundation.

General funds of the charity on 31 March 2025 total £156,699 (2024 - £211,128) and equate to free reserves and the trustees consider that the level of free reserves falls within the reserves policy stated above.

**Risk management**

The trustees have established a risk management process comprising:

- An annual review of the risks the charity may face summarised in a 'Risk Register';
- A safeguarding policy relating to DHL employee engagement with the beneficiaries of the Foundation's school and charity partners;
- The establishment of systems and procedures to mitigate those risks identified; and
- The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The principal risks faced by the DHL UK Foundation have been identified as follows:

- Safeguarding;
- Financial sustainability; and
- Investment management.

***Risk Register***

The Risk Register, referred to above, details potential risks that the Foundation may face in its day-to-day operations and mitigating measures in place. The register is maintained and updated by the Foundation team with the support of the Operations Committee. The Register is reviewed by the Board of trustees on an annual basis.

***Safeguarding***

- The Foundation has introduced a safeguarding policy and Code of Conduct that relate to the behaviours expected of all Foundation staff, trustees and DHL employees involved in working with the beneficiaries of the Foundation's school and charity partners, and how any breach of these safeguarding principles will be dealt with. This safeguarding policy was developed after consultation with an independent safeguarding consultant and a number of charity experts and is reviewed on an annual basis. Every DHL employee engaged in supporting Foundation programmes must sign the safeguarding Code of Conduct before taking part in any activity and on an annual basis.
- In addition, in November 2021, the Foundation launched a mandatory online safeguarding course, which was also developed in consultation with the safeguarding consultant with input from the Foundation's charity partners. It is planned for this training will be refreshed in 2024/25. All trustees, Foundation team staff and DHL employees involved in GoTeach activities must complete the mandatory safeguarding course on an annual basis.
- All Foundation team members and trustees complete an enhanced DBS (Disclosure and Barring Service) check on a bi-annual basis, as do all DHL employees involved in long term activities with the same pupils, such as mentoring, or in delivering the Trucks and Child Safety programme.
- The Foundation Safeguarding Committee meets twice a year to review the Foundation's and its partners' policy, processes and practices, to monitor the Foundation safeguarding incident logs and discuss relevant matters.

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**DHL UK FOUNDATION**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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***Financial sustainability***

The key elements in managing the financial sustainability of the DHL UK Foundation are a regular review of available funds with which to meet current and future grant commitments, regular liaison with investment managers and monthly reporting of performance against budget for income and expenditure to the Foundation's Operations Committee, which is led by Duncan Butler, DHL Senior Business Advisor. In addition, financial risk is mitigated by processes which ensure that all major financial instructions are approved by the Board of trustees.

**Investment management**

The key elements in effective investment management are a trustee body with a skill set appropriate to evaluating investment performance, the engagement of professional investment managers with a significant and successful track record, frequent reviews of investment performance, and regular meetings with investment managers. All these activities are managed for the DHL UK Foundation by the Investment Committee, which includes two trustees, a senior advisor from the DHL business, two independent investment advisers, the Foundation Chief Executive and the Foundation Senior Programme Manager. The Investment Committee meets quarterly and is accountable to the Board of trustees.

***Investment policy***

In addition to the cash balances referred to under "Financial Position", the charity has a portfolio of investments with a market value as of 31 March 2025, of £33,510,643 (2024 - £34,373,465). Of this value £1,887,371 (2024 - £1,113,453) is held as short-term investments.

There are no restrictions on the charity's power to invest. The investment strategy is set by the trustees and considers income requirements, the risk profile and the investment manager's view of the market prospects in the medium term. The overall investment policy is to maximise total return through a diversified portfolio, aiming to provide the level of income advised by the trustees and, at the same time, with a view to ensuring that capital appreciation of the fund exceeds inflation over any five-year period.

The Foundation aims to hold enough liquidity to fund outgoings for a minimum of the next 9 months of operating spend which is including the Aviva fund. We can liquidate funds from the Aviva "cash plus" product with immediate effect (notice is 2 days). It is reviewed on a quarterly basis.

The trustees aim to meet with the investment managers annually or do so on a regular basis, to review the performance of the portfolio and the investment strategy. The trustees are satisfied that their investment policy is being achieved.

**Looking forward**

**Update**

The trustees do not envisage for now an increase of the current level of charitable giving under the new strategy. In February 2025, the trustees discussed the need to approve additional spending in 2025 to onboard new strategy partners while meeting existing commitments under the 2024 strategy. It was agreed that this would be reviewed in July 2025, based on the selection of partners and level of grants approved against the performance of the Foundation investments. The Foundation envisage to stage the new partners onboarding to avoid putting pressure on the Foundation resources, whether human or financial.

***Volunteers***

The trustees are very grateful to the many volunteers who have given their time to the charity over the past year and who have provided invaluable assistance.

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**DHL UK FOUNDATION**  
**(A Company Limited by Guarantee)**

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**TRUSTEES' REPORT (CONTINUED)**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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Approved by order of the members of the board of Trustees and signed on their behalf by:

**S Robinson**  
**Trustee**



Date: 18 July 2025

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**DHL UK FOUNDATION**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF DHL UK FOUNDATION**

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**OPINION**

We have audited the financial statements of DHL UK Foundation (the 'charity') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 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 United Kingdom Generally Accepted Accounting Practice; 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 under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the United Kingdom, including the Financial Reporting Council's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

**CONCLUSIONS RELATING TO GOING CONCERN**

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating 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 a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the Trustees with respect to going concern are described in the relevant sections of this report.

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**DHL UK FOUNDATION**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF DHL UK FOUNDATION (CONTINUED)**

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**OTHER INFORMATION**

The other information comprises the information included in the Annual Report other than the financial statements and our Auditor's Report thereon. The Trustees are responsible for the other information contained within the Annual Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**OPINION ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' Report has been prepared in accordance with applicable legal requirements.

**MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION**

In the light of our knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, 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
- the Trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Report and from the requirement to prepare a Strategic Report.

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**DHL UK FOUNDATION**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF DHL UK FOUNDATION (CONTINUED)**

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**RESPONSIBILITIES OF TRUSTEES**

As explained more fully in the Trustees' Responsibilities Statement, 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, and for such internal control as the Trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Trustees are responsible for 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 the Trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS**

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 an Auditor's Report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- we identified the laws and regulations applicable to the charity through discussions with trustees and other management, and from our commercial knowledge and experience of the grant making charities sector;
- we focused on specific laws and regulations which we considered may have a direct material effect on the financial statements or the operations of the charity, including the Companies Act 2006, Charities Act 2011, and taxation legislation;
- in addition, we considered provisions of other laws and regulations which do not have a direct effect on the financial statements but compliance with which might be fundamental to the charity's ability to operate or to avoid material penalties; and
- we assessed the extent of compliance with the laws and regulations identified above through making enquiries of management and inspecting legal correspondence.

We assessed the susceptibility of the charity's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- making enquiries of management as to where they considered there was susceptibility to fraud, their

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**DHL UK FOUNDATION**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF DHL UK FOUNDATION (CONTINUED)**

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knowledge of actual, suspected and alleged fraud;

- considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations; and
- understanding the design of the charity's remuneration policies.

To address the risk of fraud through management bias and override of controls, we:

- performed analytical procedures to identify any unusual or unexpected relationships;
- tested journal entries to identify unusual transactions;
- obtained an understanding of the charity's risk assessment process, including the risk of fraud; and
- evaluated the assumptions and judgements used by management within significant accounting estimates and assessed whether these indicated evidence of management bias.

In response to the risk of irregularities and non-compliance with laws and regulations, we designed procedures which included, but were not limited to:

- agreeing financial statement disclosures to underlying supporting documentation;
- reading the minutes of meetings of those charged with governance; and
- enquiring of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our Auditor's Report.

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**DHL UK FOUNDATION**  
**(A Company Limited by Guarantee)**

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**INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF DHL UK FOUNDATION (CONTINUED)**

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**USE OF OUR REPORT**

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.

*Kelly Bretherick*

**Kelly Bretherick (Senior Statutory Auditor)**

for and on behalf of

**Peters Elworthy & Moore**

Chartered Accountants

Statutory Auditors

Salisbury House

Station Road

Cambridge

CB1 2LA

Date: 21 July 2025

**DHL UK FOUNDATION**  
(A Company Limited by Guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)  
FOR THE YEAR ENDED 31 MARCH 2025**

	Note	Endowment funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
<b>INCOME AND ENDOWMENTS FROM:</b>					
Donations	4	-	621,830	621,830	531,846
Investments	5	-	14,772	14,772	12,248
<b>TOTAL INCOME AND ENDOWMENTS</b>		-	<b>636,602</b>	<b>636,602</b>	544,094
<b>EXPENDITURE ON:</b>					
Charitable activities	6	-	2,991,031	2,991,031	2,390,139
<b>TOTAL EXPENDITURE</b>		-	<b>2,991,031</b>	<b>2,991,031</b>	2,390,139
<b>NET EXPENDITURE BEFORE NET GAINS ON INVESTMENTS</b>					
		-	(2,354,429)	(2,354,429)	(1,846,045)
Net gains on investments		1,437,178	-	1,437,178	4,264,265
<b>NET INCOME/(EXPENDITURE)</b>		<b>1,437,178</b>	<b>(2,354,429)</b>	<b>(917,251)</b>	2,418,220
Transfers between funds	17	(2,300,000)	2,300,000	-	-
<b>NET MOVEMENT IN FUNDS</b>		<b>(862,822)</b>	<b>(54,429)</b>	<b>(917,251)</b>	2,418,220
<b>RECONCILIATION OF FUNDS:</b>					
Total funds brought forward		34,373,465	211,128	34,584,593	32,166,373
Net movement in funds		(862,822)	(54,429)	(917,251)	2,418,220
<b>TOTAL FUNDS CARRIED FORWARD</b>		<b>33,510,643</b>	<b>156,699</b>	<b>33,667,342</b>	34,584,593

The Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 24 to 41 form part of these financial statements.

**DHL UK FOUNDATION**  
**(A Company Limited by Guarantee)**  
**REGISTERED NUMBER: 02223373**

**BALANCE SHEET**  
**AS AT 31 MARCH 2025**

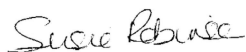
	Note	2025 £	2025 £	2024 £	2024 £
<b>FIXED ASSETS</b>					
Investments	13		31,623,272		33,260,012
<b>CURRENT ASSETS</b>					
Debtors	14	15,689		47,902	
Short term investments	15	1,887,371		1,113,453	
Cash at bank and in hand		936,644		342,671	
		<u>2,839,704</u>		<u>1,504,026</u>	
Creditors: amounts falling due within one year	16	(795,634)		(179,445)	
<b>NET CURRENT ASSETS</b>			<u>2,044,070</u>		<u>1,324,581</u>
<b>TOTAL NET ASSETS</b>			<u><u>33,667,342</u></u>		<u><u>34,584,593</u></u>
<b>CHARITY FUNDS</b>					
Endowment funds	17		33,510,643		34,373,465
Unrestricted funds	17		156,699		211,128
<b>TOTAL FUNDS</b>			<u><u>33,667,342</u></u>		<u><u>34,584,593</u></u>

The Trustees acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and preparation of financial statements.

The financial statements have been prepared in accordance with the provisions applicable to entities subject to the small companies regime.

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:

**S Robinson**  
Trustee



Date: 18 July 2025

The notes on pages 24 to 41 form part of these financial statements.

**DHL UK FOUNDATION**  
**(A Company Limited by Guarantee)**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

	Note	2025 £	2024 £
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>			
Net cash used in operating activities	19	(1,720,799)	(1,771,277)
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>			
Investment income		14,772	12,248
Proceeds from sale of investments		3,800,000	3,000,000
Purchase of investments		(1,500,000)	(1,500,000)
<b>NET CASH PROVIDED BY INVESTING ACTIVITIES</b>		<b>2,314,772</b>	<b>1,512,248</b>
<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>			
<b>NET CASH PROVIDED BY FINANCING ACTIVITIES</b>		-	-
<b>CHANGE IN CASH AND CASH EQUIVALENTS IN THE YEAR</b>		<b>593,973</b>	<b>(259,029)</b>
Cash and cash equivalents at the beginning of the year		342,671	601,700
<b>CASH AND CASH EQUIVALENTS AT THE END OF THE YEAR</b>	20	<b>936,644</b>	342,671

The notes on pages 24 to 41 form part of these financial statements

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**DHL UK FOUNDATION**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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**1. GENERAL INFORMATION**

The DHL UK Foundation is a charitable company limited by guarantee and incorporated in England and Wales, with the charity registration number 327880 and the company registration number 02223373. In the event of winding up, the maximum amount guaranteed to be contributed by each member is £1. The registered office is 2 Pine Trees, Chertsey Lane, Staines upon Thames, TW18 3HR. The principal activities of the Charity are as set out in the Trustees' Report.

All financial information is presented in British Pounds Sterling (£), the Charity's functional currency, and has been rounded to the nearest pound (£).

**2. ACCOUNTING POLICIES**

**2.1 BASIS OF PREPARATION OF FINANCIAL STATEMENTS**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

DHL UK Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

**2.2 GOING CONCERN**

The Trustees of the Charity have not identified any material uncertainties relating to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern.

The Trustees have considered the economic climate and have concluded that it is appropriate for the Foundation to continue to prepare its accounts on the going concern basis, not least because the Foundation's cash reserves have been managed to ensure they are sufficient to meet the anticipated grant commitments for the ensuing years.

**2.3 INCOME**

All income is recognised once the Charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

Income from donations is recognised in the period in which the Charity becomes entitled to the donation and where receipt is probable, and its amount can be measured reliably.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

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**DHL UK FOUNDATION**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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**2. ACCOUNTING POLICIES (CONTINUED)**

**2.4 EXPENDITURE**

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities based on staff time.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the Charity's objectives, as well as any associated support and governance costs. Support costs are those functions that assist the work of the Charity but do not directly undertake charitable activities. Support costs include administration, personnel and governance costs. Governance costs include audit costs and legal costs relating to the Charity's compliance with regulation and good practice.

Grants payable are recognised when approved and when the intended recipient has either received the funds or been informed of the decision to make the donation and has satisfied all related conditions.

Grants are not accrued, but are noted as financial commitments in the notes to the financial statements, under the following circumstances:

- Where the beneficiary has not been informed; or
- Where the beneficiary has to meet certain explicit conditions before the grant is released; or
- Where the amount and timing of matched funding payments is uncertain.

All expenditure is inclusive of irrecoverable VAT.

**2.5 INVESTMENTS**

Fixed asset investments and current asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance Sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Gains/(Losses) on investments' in the Statement of Financial Activities.

**2.6 DEBTORS**

Trade and other debtors are recognised at the settlement amount after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

**2.7 CASH AT BANK AND IN HAND**

Cash at bank and in hand includes cash and short-term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

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**DHL UK FOUNDATION**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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**2. ACCOUNTING POLICIES (CONTINUED)**

**2.8 LIABILITIES AND PROVISIONS**

Liabilities are recognised when there is an obligation at the Balance Sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the Charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

**2.9 FINANCIAL INSTRUMENTS**

The Charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

**2.10 PENSIONS**

Employer's contributions in respect of defined contribution pension schemes are charged to the Statement of Financial Activities in the year in which they are payable to the scheme.

**2.11 FUND ACCOUNTING**

The expendable endowment fund represents the market value of the Charity's investment portfolio and comprises monies set aside out of general funds in pursuit of the objectives of the Charity.

General funds represent those monies which are freely available for application towards achieving any charitable purpose that falls within the Charity's charitable objects.

**3. CRITICAL ACCOUNTING ESTIMATES AND AREAS OF JUDGMENT**

Estimates and judgments are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

Critical accounting estimates and assumptions:

The Charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

**Multi-year grant commitments**

Judgements are made for recognising grants payable where the payment is not due until future periods. In accordance with the Charity's accounting policy for expenditure recognition, multi-year grant commitments are only recognised when approved, all conditions have been satisfied and the commitment has been communicated to the recipient.

**DHL UK FOUNDATION**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**4. INCOME FROM DONATIONS**

	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>
<b>DONATIONS</b>		
Donation from DHL	393,929	<b>393,929</b>
Gift in kind from DHL	227,901	<b>227,901</b>
	<u>621,830</u>	<u><b>621,830</b></u>

	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
<b>DONATIONS</b>		
Donation from DHL	398,129	398,129
Gift in kind from DHL	133,717	133,717
	<u>531,846</u>	<u>531,846</u>

**5. INVESTMENT INCOME**

	<b>Unrestricted funds 2025 £</b>	<b>Total funds 2025 £</b>
Interest receivable	<u>14,772</u>	<u><b>14,772</b></u>

	<b>Unrestricted funds 2024 £</b>	<b>Total funds 2024 £</b>
Interest receivable	<u>12,248</u>	<u>12,248</u>

**DHL UK FOUNDATION**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**6. ANALYSIS OF EXPENDITURE ON CHARITABLE ACTIVITIES**

**Summary by fund type**

	<b>Unrestricted funds 2025 £</b>	<b>Total 2025 £</b>
Grants payable	2,631,253	<b>2,631,253</b>
Other charitable activities	270,448	<b>270,448</b>
Governance	89,330	<b>89,330</b>
	<u>2,991,031</u>	<u><b>2,991,031</b></u>

	<b>Unrestricted funds 2024 £</b>	<b>Total 2024 £</b>
Grants payable	2,139,009	2,139,009
Other charitable activities	168,775	168,775
Governance	82,355	82,355
	<u>2,390,139</u>	<u>2,390,139</u>

**7. ANALYSIS OF EXPENDITURE BY ACTIVITIES**

	<b>Activities undertaken directly 2025 £</b>	<b>Grant funding of activities 2025 £</b>	<b>Support costs 2025 £</b>	<b>Total funds 2025 £</b>
Grants payable	-	1,859,188	772,065	<b>2,631,253</b>
Other charitable activities	227,555	-	42,893	<b>270,448</b>
Governance	-	-	89,330	<b>89,330</b>
	<u>227,555</u>	<u>1,859,188</u>	<u>904,288</u>	<u><b>2,991,031</b></u>

**DHL UK FOUNDATION**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**7. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)**

	Activities undertaken directly 2024 £	Grant funding of activities 2024 £	Support costs 2024 £	Total funds 2024 £
Grants payable	-	1,450,860	688,149	2,139,009
Other charitable activities	130,544	-	38,231	168,775
Governance	-	-	82,355	82,355
	<u>130,544</u>	<u>1,450,860</u>	<u>808,735</u>	<u>2,390,139</u>

**ANALYSIS OF DIRECT COSTS**

	<b>Other charitable activities 2025 £</b>	<b>Total funds 2025 £</b>
Trucks and child safety	17,979	<b>17,979</b>
Gifts in kind - DHL employee services	209,576	<b>209,576</b>
	<u>227,555</u>	<u><b>227,555</b></u>

	Other charitable activities 2024 £	Total funds 2024 £
Trucks and child safety	12,802	12,802
Gifts in kind - DHL employee services	117,742	117,742
	<u>130,544</u>	<u>130,544</u>

**DHL UK FOUNDATION**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**7. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)**

**ANALYSIS OF SUPPORT COSTS**

	<b>Grants payable</b>	<b>Other charitable activities</b>	<b>Governance</b>	<b>Total funds</b>
	<b>2025</b>	<b>2025</b>	<b>2025</b>	<b>2025</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Staff costs	488,333	27,130	27,130	<b>542,593</b>
Consultancy	31,436	1,746	1,746	<b>34,928</b>
Irrecoverable VAT	117,496	6,528	6,528	<b>130,552</b>
Marketing and promotions	21,064	1,170	1,170	<b>23,404</b>
Office costs	25,496	1,417	1,417	<b>28,330</b>
Accommodation and travel	11,168	620	620	<b>12,408</b>
Car expenses	51,557	2,864	2,864	<b>57,285</b>
Sundry expenses	25,515	1,418	1,418	<b>28,351</b>
Audit and accountancy fees	-	-	20,400	<b>20,400</b>
Meeting expenses	-	-	122	<b>122</b>
Bank charges	-	-	443	<b>443</b>
Legal and professional	-	-	7,147	<b>7,147</b>
Gifts in kind - DHL employee services	-	-	18,325	<b>18,325</b>
	<u>772,065</u>	<u>42,893</u>	<u>89,330</u>	<u><b>904,288</b></u>

**DHL UK FOUNDATION**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**7. ANALYSIS OF EXPENDITURE BY ACTIVITIES (CONTINUED)**

**ANALYSIS OF SUPPORT COSTS (continued)**

	Grants payable 2024 £	Other charitable activities 2024 £	Governance 2024 £	Total funds 2024 £
Staff costs	419,837	23,325	23,325	466,487
Consultancy	26,323	1,463	1,463	29,249
Irrecoverable VAT	100,494	5,583	5,583	111,660
Marketing and promotions	12,364	687	687	13,738
Office costs	26,864	1,493	1,493	29,850
Accommodation and travel	16,863	937	937	18,737
Car expenses	29,113	1,618	1,618	32,349
Sundry expenses	56,291	3,125	3,125	62,541
Audit and accountancy fees	-	-	19,230	19,230
Meeting expenses	-	-	768	768
Bank charges	-	-	538	538
Legal and professional	-	-	7,613	7,613
Gifts in kind - DHL employee services	-	-	15,975	15,975
	<u>688,149</u>	<u>38,231</u>	<u>82,355</u>	<u>808,735</u>

Support costs are allocated using estimates of the proportion of staff time spent on each activity and were revised in the current financial year to reflect the activities absorbing staff time.

**8. ANALYSIS OF GRANTS**

	<b>Grants to Institutions 2025 £</b>	<b>Total funds 2025 £</b>
Grants	<u>1,859,188</u>	<u>1,859,188</u>

**DHL UK FOUNDATION**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**8. ANALYSIS OF GRANTS (CONTINUED)**

	Grants to Institutions 2024 £	Total funds 2024 £
Grants	1,450,860	1,450,860

The Charity has made the following material grant awards to institutions during the year:

	2025 £	2024 £
<b>Engagement:</b>		
Match it!	108,873	107,580
Helping Hands Scheme	73,255	95,813
	<u>182,128</u>	<u>203,393</u>
<b>Education &amp; Employability</b>		
Outward Bound Trust	127,849	133,293
Teach First	375,000	250,000
Go Teach	5,100	3,967
Street League	439,211	292,807
City Year UK	205,000	135,000
Think Forward	120,000	120,000
Place2Be	100,000	100,000
The Difference	100,000	100,000
Bookmark	200,000	100,000
Other: Trustee donations	4,900	7,400
Other: International disasters	-	5,000
	<u>1,677,060</u>	<u>1,247,467</u>
	<u>1,859,188</u>	<u>1,450,860</u>

**DHL UK FOUNDATION**  
**(A Company Limited by Guarantee)**

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**9. AUDITOR'S REMUNERATION**

	<b>2025</b>	2024
	£	£
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	<b>17,160</b>	16,680
Fees payable to the Charity's auditor in respect of: Preparation of the statutory financial statements	<b>3,240</b>	2,550

**10. STAFF COSTS**

	<b>2025</b>	2024
	£	£
Wages and salaries	<b>429,966</b>	372,102
Social security costs	<b>48,183</b>	40,469
Contribution to defined contribution pension schemes	<b>64,444</b>	53,916
	<b>542,593</b>	466,487

The Foundation's staff have employment contracts with DHL and staff costs are invoiced to the Foundation (see note 22).

The average number of persons employed by the Charity during the year was as follows:

	<b>2025</b>	2024
	No.	No.
Foundation staff	<b>10</b>	9

The employees were all engaged in support activities on the following estimated proportions: 95% on charitable activities and 5% on governance.

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**DHL UK FOUNDATION**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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**10. STAFF COSTS (CONTINUED)**

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	<b>2025</b>	2024
	<b>No.</b>	No.
In the band £60,001 - £70,000	1	1
In the band £70,001 - £80,000	-	1
In the band £80,001 - £90,000	1	-

**Key management personnel**

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the Charity and are represented by the Trustees, the Chief Executive, Programme Directors and the Foundation Manager.

The number of key management personnel (excluding trustees) was 10 (2024 - 12).

The total emoluments received by the key management personnel was £542,593 (2024 - £466,487).

**11. TRUSTEES' REMUNERATION AND EXPENSES**

During the year, no Trustees received any remuneration or other benefits (2024 - £NIL).

During the year ended 31 March 2025, expenses totalling £773 were reimbursed or paid directly to 1 Trustee (2024 - £1,428 to 2 Trustees). These reimbursements related to travel and accommodation.

**12. TAXATION**

The DHL UK Foundation is a registered charity and therefore is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

**DHL UK FOUNDATION**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**13. FIXED ASSET INVESTMENTS**

	<b>Listed investments £</b>
<b>VALUATION</b>	
At 1 April 2024	33,260,012
Disposals	(2,800,660)
Revaluations	1,163,920
	31,623,272
<b>AT 31 MARCH 2025</b>	<b>31,623,272</b>
<b>NET BOOK VALUE</b>	
<b>AT 31 MARCH 2025</b>	<b>31,623,272</b>
<b>AT 31 MARCH 2024</b>	<b>33,260,012</b>

Fixed asset investments comprise the following investments (which are all OEIC funds):

	<b>2025 £</b>	2024 £
LPI Global Equity Fund	8,075,618	8,765,274
LTGG Fund B	7,893,066	9,287,322
Dynamic Real Return S Accumulation	6,342,546	6,191,918
BNY Mellon Real Return Fund Newton	6,031,992	5,864,296
TM Fulcrum Diversified Liquid Alt F ACC	3,280,050	3,151,202
	<b>31,623,272</b>	<b>33,260,012</b>

**DHL UK FOUNDATION**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**14. DEBTORS**

	2025 £	2024 £
<b>DUE WITHIN ONE YEAR</b>		
Trade debtors	1,048	964
Other debtors	499	-
Prepayments and accrued income	14,142	46,938
	<b>15,689</b>	<b>47,902</b>
	<b>15,689</b>	<b>47,902</b>

**15. SHORT TERM INVESTMENTS**

	2025 £	2024 £
Listed investments	1,887,371	1,113,453
	<b>1,887,371</b>	<b>1,113,453</b>
	<b>1,887,371</b>	<b>1,113,453</b>

Short term investments are held in an Aviva Return Plus OEIC fund. These investments are expected to be used within the next 12 months.

**16. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR**

	2025 £	2024 £
Trade creditors	307,046	133,732
Accruals	33,021	38,035
Grants payable	455,567	7,678
	<b>795,634</b>	<b>179,445</b>
	<b>795,634</b>	<b>179,445</b>

A reconciliation of grants paid and commitments is as follows:

	2025 £	2024 £
Grant commitments at 1 April 2024	7,678	24,749
Grants made in the year	1,859,188	1,450,860
Grants paid in the year	(1,411,299)	(1,467,931)
	<b>455,567</b>	<b>7,678</b>
<b>Grant commitments at 31 March 2025</b>	<b>455,567</b>	<b>7,678</b>

**DHL UK FOUNDATION**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**17. STATEMENT OF FUNDS**

**STATEMENT OF FUNDS - CURRENT YEAR**

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2025 £
<b>UNRESTRICTED FUNDS</b>						
General Fund	211,128	636,602	(2,991,031)	2,300,000	-	156,699
<b>ENDOWMENT FUNDS</b>						
Endowment Fund	34,373,465	-	-	(2,300,000)	1,437,178	33,510,643
<b>TOTAL OF FUNDS</b>	<b>34,584,593</b>	<b>636,602</b>	<b>(2,991,031)</b>	<b>-</b>	<b>1,437,178</b>	<b>33,667,342</b>

Transfers in the year represent the agreed annual drawdown of the expendable endowment fund to the unrestricted general fund by the Investment Committee.

**STATEMENT OF FUNDS - PRIOR YEAR**

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 March 2024 £
<b>UNRESTRICTED FUNDS</b>						
General Fund	557,173	544,094	(2,390,139)	1,500,000	-	211,128
<b>ENDOWMENT FUNDS</b>						
Endowment Fund	31,609,200	-	-	(1,500,000)	4,264,265	34,373,465
<b>TOTAL OF FUNDS</b>	<b>32,166,373</b>	<b>544,094</b>	<b>(2,390,139)</b>	<b>-</b>	<b>4,264,265</b>	<b>34,584,593</b>

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**DHL UK FOUNDATION**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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**17. STATEMENT OF FUNDS (CONTINUED)**

The endowment funds are represented in full by the investment portfolio.

The transfer represents the agreed annual draw down of the expendable endowment funds to unrestricted funds by the Investment Committee.

**DHL UK FOUNDATION**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**18. ANALYSIS OF NET ASSETS BETWEEN FUNDS**

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - CURRENT YEAR**

	Endowment funds 2025 £	Unrestricted funds 2025 £	Total funds 2025 £
Fixed asset investments	31,623,272	-	<b>31,623,272</b>
Current assets	1,887,371	952,333	<b>2,839,704</b>
Creditors due within one year	-	(795,634)	<b>(795,634)</b>
<b>TOTAL</b>	<b>33,510,643</b>	<b>156,699</b>	<b>33,667,342</b>

**ANALYSIS OF NET ASSETS BETWEEN FUNDS - PRIOR YEAR**

	Endowment funds 2024 £	Unrestricted funds 2024 £	Total funds 2024 £
Fixed asset investments	33,260,012	-	33,260,012
Current assets	1,113,453	390,573	1,504,026
Creditors due within one year	-	(179,445)	(179,445)
<b>TOTAL</b>	<b>34,373,465</b>	<b>211,128</b>	<b>34,584,593</b>

**DHL UK FOUNDATION**  
(A Company Limited by Guarantee)

**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

**19. RECONCILIATION OF NET MOVEMENT IN FUNDS TO NET CASH FLOW FROM OPERATING ACTIVITIES**

	2025 £	2024 £
Net (expenditure)/income for the year (as per Statement of Financial Activities)	<b>(917,251)</b>	2,418,220
<b>ADJUSTMENTS FOR:</b>		
Losses on investments	<b>(1,437,178)</b>	(4,264,265)
Investment income	<b>(14,772)</b>	(12,248)
Decrease in debtors	<b>32,213</b>	45,457
Increase in creditors	<b>616,189</b>	41,559
<b>NET CASH USED IN OPERATING ACTIVITIES</b>	<b><u>(1,720,799)</u></b>	<b><u>(1,771,277)</u></b>

**20. ANALYSIS OF CASH AND CASH EQUIVALENTS**

	2025 £	2024 £
Cash in hand	<b>833,337</b>	242,487
Notice deposits (less than 3 months)	<b>103,307</b>	100,184
<b>TOTAL CASH AND CASH EQUIVALENTS</b>	<b><u>936,644</u></b>	<b><u>342,671</u></b>

**21. ANALYSIS OF CHANGES IN NET DEBT**

	At 1 April 2024 £	Cash flows £	At 31 March 2025 £
Cash at bank and in hand	<b>342,671</b>	<b>593,973</b>	<b>936,644</b>
Liquid investments	<b>1,113,453</b>	<b>773,918</b>	<b>1,887,371</b>
	<b><u>1,456,124</u></b>	<b><u>1,367,891</u></b>	<b><u>2,824,015</u></b>

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**DHL UK FOUNDATION**  
**(A Company Limited by Guarantee)**

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**NOTES TO THE FINANCIAL STATEMENTS**  
**FOR THE YEAR ENDED 31 MARCH 2025**

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**22. RELATED PARTY TRANSACTIONS**

The Foundation is independent of any other body. However, it was endowed by the National Freight Consortium (NFC) plc. In May 2000, NFC plc merged with Exel plc and on 12 December 2005, Deutsche Post DHL (previously called Deutsche Post World Net) acquired Exel plc, which was renamed DHL.

The DHL UK Foundation had the following transactions with DHL:

- Donations of £393,929 (2024 - £398,129) were received from DHL in the year ended 31 March 2025.
- Service costs of £805,510 (2024 - £625,643) were paid by the Foundation to DHL for staff costs and infrastructure expenses.
- DHL employees provided unpaid volunteer hours with an estimated value of £227,901 (2024 - £133,717).
- As at year-end, the DHL UK Foundation had an outstanding balance of £69,798 (2024 - £59,906).

During the year, a close family member (Erica Young) (as defined in the Charities Act 2011) of a Trustee (Michael Young), continues to be employed by the Foundation. This employment adhered to the same procedures as those for all other employees, including recruitment processes in which the Trustee did not participate. The close family member received remuneration comparable to that of colleagues at a similar level, amounting to £34,642 (up from £34,083 in 2024). This remuneration was overseen by the Foundation's remuneration committee and aligned with the DHL salary bands applied across the team, with the Trustee again not participating in the process. Additionally, the close family member is financially independent of the Trustee, and there were no amounts due to or from the close family member in the current or previous financial year.

**THE DHL UK FOUNDATION**

England & Wales - Charity number 327880

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# Accounts

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# **The DHL UK Foundation**

## **Annual Report and Financial Statements**

31 March 2024

Company Limited by Guarantee  
Registration Number  
02223373 (England and Wales)

Charity Registration Number  
327880

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## Legal and administrative information

<b>Trustees (as at date of signing)</b>	P K Butchart H Copinger-Symes N Mahendru S Resnick S Robinson (Chair) C Selig B Storch I Wilson M Young S Laird
<b>Registered office</b>	Eastworth House Eastworth Road Chertsey KT16 8SH
<b>Company registration number</b>	2223373 (England and Wales)
<b>Charity registration number</b>	327880
<b>Auditor</b>	Haysmacintyre LLP 10 Queen Street Palace London EC4R 1AG
<b>Bankers</b>	National Westminster Bank plc 81 High Street Bedford MK40 1YN  Santander UK plc Business Banking Centre Santander House 301 St Vincent Street Glasgow G2 5NT

## Legal and administrative information

### Investment managers

Baillie Gifford & Co  
Calton Square  
1 Greenside Row  
Edinburgh  
EH1 3AN

Threadneedle Investment Services Limited  
Cannon Place  
78 Cannon Street  
London  
EC4N 6AG

BNY Mellon Fund Managers Limited  
(Newton Fund)  
BNY Mellon Centre  
160 Queen Victoria Street  
London  
EC4V 4LA

Alliance Bernstein Investor Services  
50 Berkeley Street  
London  
W1J 8HA

Aviva Investors Global Services Limited  
(AIGSL)  
St Helens  
1 Undershaft  
London  
EC3P 3DQ

Fulcrum  
Marble Arch House  
66 Seymour Street  
London  
W1H 5BT

### Solicitor

Stone King  
Boundary House  
91 Charterhouse Street  
London  
EC1M 6HR

## Trustees report 31 March 2024

The trustees (who are also the directors for the purposes of company law) present their annual report together with the financial statements of The DHL UK Foundation for the year ended 31 March 2024.

The annual report serves the purposes of both a trustees' report and a directors' report under company law.

The trustees confirm that the annual report and financial statements of the Charity comply with the current statutory requirements, the requirements of the Charity's governing document and the provisions of the Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019).

### **Principal aims and objects**

The principal objects of the Foundation as laid out in the Memorandum and Articles of Association are:

- the advancement of education, training and employment support to young people aged between 5 and 25 years, in particular, but without limitation, those who the trustees, in their discretion, determine to be disadvantaged;
- the relief of need by reason of financial hardship, for current and former employees of the DHL Group (or predecessors of any of the DHL Group entities or their business activities) and their families, at the discretion of the trustees; and
- the advancement of general purposes which are exclusively charitable under the law of England and Wales.

The Vision and Mission of the Foundation approved by the Board in November 2020 are as follows:

#### ***DHL UK Foundation Vision:***

An end to youth unemployment

#### ***DHL UK Foundation Mission:***

For the Foundation, and DHL employees across the UK, to work together to help our charity and school partners ensure that disadvantaged young people aged 5 to 25 years have access to the best possible education, develop essential life skills and the opportunity to secure meaningful and sustainable employment.

The trustees have agreed that the Foundation's support should be focussed on three key areas:

#### ***Education***

Partnering with charities and schools that help underserved students to get the most out of their education during important stages of their time in primary and secondary school, college and university – helping them to become ready for employment and to develop life and citizenship skills.

#### ***Employability***

Partnering with charities that help young people from disadvantaged backgrounds to develop their job readiness and learn about the world of work, as well as providing these young people with an exposure to the logistics industry and DHL.

### **Engagement**

Encouraging employees across DHL to use their passion and skills to help support their local communities and young people in need.

The Foundation's support of the above themes is achieved by:

- ◆ Providing funding and leveraging DHL employee support for highly impactful projects with national charity partners working with children and young people;
- ◆ Providing structured programmes and encouragement for DHL employees to volunteer, fundraise and use their skills in community activity; and
- ◆ Maximising the impact of our funds through the structure with a small central team with external 'in kind' support and regular evaluation of all projects supported.

### **Structure, Governance and Management**

The DHL UK Foundation is a charitable company limited by guarantee with no share capital (registration 02223373), governed by its Memorandum and Articles of Association. The Foundation was registered with the Charity Commission on 22 July 1988 (registration 327880). The Articles were amended on each of 28 July 2006, 8 December 2006, 19 January 2012, and 26<sup>th</sup> April 2022.

### **Appointment, induction and training of trustees**

As set out in the Articles of Association in effect from 28 July 2006, the directors of the Foundation are the trustees and trustees are appointed by the Board. The trustees are normally appointed to serve for a period of two or three years and are eligible for re-appointment for a further two consecutive terms up to a maximum term of 9 years.

The trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role. For new trustees there is an induction process which includes a brief on the trustee obligations under charity and company law, the content of the Memorandum and Articles of Association, the governance structure of the Foundation, the programmes run by the Foundation and the recent financial performance of the charity.

The following trustees served throughout the financial year to 31 March 2024, except where shown:

<b>Trustees</b>	<b>Appointed/Resigned</b>
Patricia Katherine Butchart	
Neil Calvert	Resigned 24.10.23
Helen Copinger-Symes	
Peter Fuller	Resigned 08.02.24
Neha Mahendru	
John Nestor	Resigned 24.04.23
Saul Resnick	
Susie Robinson (New Chair)	Appointed 25.04.23
Christoph Selig	
Barbara Storch	
Perry Watts (Outgoing Chair)	Resigned 24.04.23
Ian Wilson	
Michael Young	
Scott Laird	Appointed 08.05.24

### **Statement of trustees' responsibilities**

The trustees (who are also directors of the DHL UK Foundation for the purposes of company law) are responsible for preparing the trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charitable company and of the income and expenditure of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- ◆ Select suitable accounting policies and then apply them consistently;
- ◆ Observe the methods and principles in 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);
- ◆ Make judgements and estimates that are reasonable and prudent;
- ◆ State whether applicable United Kingdom accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- ◆ Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that 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 also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Each of the trustees confirms that:

- ◆ So far as the trustee is aware, there is no relevant audit information of which the charity's auditor is unaware; and
- ◆ Each trustee has taken all the steps that he/she ought to have taken as a trustee in order to make himself/herself aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the Charity Commission's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### **Organisational Structure**

The DHL UK Foundation has a board of trustees who meet quarterly. Their key responsibilities are:

- i. To set the strategic aims of the Foundation;
- ii. To ensure sound financial management (including investment management);
- iii. To ensure compliance with charity and company law; and
- iv. To ensure the bodies to which responsibility has been delegated are performing their duties in a proper manner.

Sonia Chhatwal was the DHL UK Foundation Chief Executive until 25 August 2023. The new Chief Executive, Caroline Courtois, was appointed on 31 January 2024.

### ***Operation Committee***

The Chairmanship of the Operations Committee is Duncan Butler (DHL business representative).

The Operations Committee consisted of the following DHL UK Foundation representatives:

Sonia Chhatwal (DHL UK Foundation Chief Executive) until August 2023

Caroline Courtois (DHL UK Foundation Chief Executive) from January 2024

Harry Wade

Nicky Donovan

Emma Stratford

Jen Simkin

Karen Tatham until February 2024

Erica Young

Jessica McKenna until March 2024

Tara Dattani from March 2024

Aishwarya Swaminathan

The Operations Committee normally meets a minimum of seven times each year and is responsible for:

- ◆ Approving requests in respect of the Helping Hands programme;
- ◆ Reviewing financial statements and agreeing any necessary actions; and
- ◆ Identifying and resolving any operational issues.

### ***Investment Committee***

The Chairmanship of the Investment Committee is undertaken by Helen Copinger-Symes (trustee).

The Investment Committee consisted of

Sonia Chhatwal (DHL UK Foundation Chief Executive) until August 2023

Caroline Courtois from January 2024

Susie Robinson (Chair)

Neil Calvert (trustee) until his resignation in October 2023

Peter Fuller (trustee) until his resignation in February 2024

Graham Jung (independent advisor)

Duncan Butler (DHL business representative)

Mark Hammond (independent advisor) appointed September 2023

Harry Wade (DHL UK Foundation representative)

## **Trustees report 31 March 2024**

The Investment Committee normally meets a minimum of four times a year. The role of the Investment Committee is to:

- ◆ Advise the trustees in taking decisions in all investment related areas;
- ◆ Monitor progress towards the achievement of the trustees' investment goals;
- ◆ Manage the trustees' investment managers and any other provider of investment services;
- ◆ Monitor the investment managers and, if necessary, advise the trustees of a need for change.

### ***Remuneration Committee***

The Remuneration Committee was established in February 2021. The Chairmanship of the Remuneration Committee was Neil Calvert until he resigned in October 2023. Kate Butchart chairs the Committee since October 2023.

The Remuneration Committee consists of:

Perry Watts, until he resigned in April 2023

Susie Robinson from April 2023

Peter Fuller (trustee) until he resigned in February 2024

Kate Butchart (chair) from October 2023

The Foundation staff remuneration are benchmarked against similar roles in other charities and where possible also against similar posts in the DHL business. In response to market inflation the Remuneration Committee decided in December 2023 to approve a 4% merit increase applied to Foundation staff employed by October 2023 (in line with DHL business), effective from April 2024.

### ***Safeguarding Committee***

The Safeguarding Committee is chaired by Neha Mahendru (trustee) and was composed of Neil Calvert (trustee) until he resigned in October 2023, and Christoph Selig (trustee), together with the Foundation team Chief Executive, and Foundation Programme Managers.

The Safeguarding Committee meets at least twice a year when it reviews the safeguarding policy, code and practices and their implementation and discuss any incident recorded on the Foundation safeguarding incident log.

### ***Trustees***

The trustees constitute directors of the Foundation for the purpose of the Companies Act 2006.

Constant regard is given to the skills mix of the trustees to ensure that the Board of trustees has all the necessary skills required to contribute fully to the Foundation's development.

No trustee received any remuneration from the charity during the year (2023 - none). Out of pocket travelling expenses totalling £1,428 (2023 - £1,362) were reimbursed to 2 (2023 - 3) trustees during the year.

### ***Key management personnel***

The key management personnel in charge of directing, running and operating the DHL UK Foundation on a day-to-day basis comprise:

The Chief Executive (who left in August 2023) and her replacement (from January 2024)

One Senior Programme Manager

Two Programme Managers (including one part-time)

One Foundation Manager

One Foundation/Finance Manager (part-time, responsible for finance and administration)

Two Programme Coordinators

One Foundation Coordinator

### **Related Parties**

The Foundation is independent of any other body. However, it was originally endowed by the National Freight Consortium (NFC) plc and in May 2000, NFC plc merged with Exel plc and on 12 December 2005, Deutsche Post DHL (previously called Deutsche Post World Net) acquired Exel plc, which was renamed DHL.

The DHL UK Foundation and the DHL business signed a Framework Agreement in June 2022. This formalises arrangements that have been in place since the original endowment by NFC plc for agreed annual donation and the services provided to the Foundation by DHL, including salary costs, office space and infrastructure costs. Service costs of £625,643 (2023 - £622,551) were paid to DHL to cover certain running costs of the Foundation.

In the period covered by this report a donation of £398,129 (2023 - £393,929) was received from various DHL organisations.

In addition, DHL also donates staff time to the Foundation which is recognised as a gift in kind. The estimated value of donated services in this period was £133,717 (2023 - £160,511).

The DHL UK Foundation runs specific programmes that are linked to DHL employees, with a focus on the UK, and these are highlighted in the trustees' report.

### **Foundation Strategy 2021 – 2024**

The Foundation's 2021-2024 Strategy was approved by the Foundation Board in November 2020. There were no major changes to the previous Strategic Plan and the Foundation continued to focus on the themes of Education and Employability, to ensure that underserved children and young people in the UK get the most out of their time in school and college and are well prepared for the world of work. It was also expected that in the period 2021-2024, the Foundation would significantly increase engagement with DHL employees, including recruiting the assistance of more employees to deliver expertly developed career support activities to the Foundation's beneficiaries.

### **Strategy delivery:**

#### ***Grant Making:***

- ◆ Making grants to specially selected charity partners that are focussed on the education and employability of underserved young people, and where possible, work where DHL operates in the UK.
- ◆ 56% of the Foundation's annual budget was allocated to delivering the grant making strategy (grants and partnership management costs).

***DHL Employee Engagement:***

- ◆ Partnering with DHL and engaging DHL employees in the Foundation's national programmes.
- ◆ 14% of the Foundation's annual budget was allocated to supporting DHL employee fundraising through the Match It programme and DHL employee benevolence through the Helping Hands programme.

***GoTeach***

- ◆ The DPDHL GoTeach programme encourages employees around the world to inspire disadvantaged young people about their future careers and help them prepare to enter the workplace. In the UK, the Foundation partners with GoTeach by providing meaningful opportunities for DHL staff to use their skills and experience to add value to the work of our school and charity partners.
- ◆ 6% of the Foundation's annual budget was allocated to the management of GoTeach activities (exclusive of partnerships management).

**Activities and achievements**

**Grant Making**

The Foundation provides grants to organisations that work with underserved young people to achieve their full potential despite experiencing social and economic challenges.

***Teach First***

The DHL UK Foundation continued its partnership with Teach First in 2023/24. The Foundation's unrestricted donation of £250,000 enabled Teach First to recruit, train and place brilliant teachers in schools, develop great leaders for schools and support schools to thrive. Without voluntary income, Teach First could not deliver their bespoke Training Programme for new trainee teachers or deliver high quality leadership programmes for senior leaders in schools.

During 2023/24, a new cohort of DHL employees took part in Teach First's Coaching Programme. The Foundation maintained relationships with 29 partner schools across the country, with DHL employees delivering GoTeach activities and arranging site visits. Teach First also helped update two GoTeach sessions based on feedback from schools and employees.

***Outward Bound Trust***

The Outward Bound Trust (OBT) programme provides bursary support for young people from disadvantaged backgrounds to take part in outdoor learning and personal development activities. The DHL UK Foundation funded programme includes an employability skills theme to empower students to become well-rounded individuals ready to enter the workplace. The Trust also trains DHL employees as mentors to support the students funded by the Foundation that are taking part in the programme. The Trustees of the Foundation agreed to support the programme with a total funding of £133,293 to run Outward Bound residential courses in March and May 2024.

7 schools across England and Scotland are now partnering with the Foundation to benefit from the OBT programme. In the year 2023/24, over 300 year 10 students engaged in this programme, 168 of them attending a 5-day residential supported by 14 DHL trained employees.

### ***Street League***

The DHL UK Foundation continued its significant partnership with Street League in 2023/24. The £292,807 unrestricted donation provided in 2023/24 supported Street League academies in key locations across the UK to support young people achieve meaningful sustained employment. DHL employees have engaged with young people at Street League academies to provide further insight into the world of work.

This employability programme was delivered at 5 locations during 2023/24, providing Street League beneficiaries with GoTeach sessions, site visits and opportunity to progress into employment with DHL.

### ***ThinkForward***

ThinkForward aims to empower young people in the UK through long-term coaching. They equip young people with the skills and experience they need to move into work or further education after they finish school. With the 2023/24 unrestricted donation of £120,000 received from the Foundation, they could provide specially trained coaches in secondary schools working directly with target groups of students over a 5-year period. It also helped them run a targeted programme called Making Strides (formally 'MoveForward') which supports young people between 16-25 with Special Educational Needs and Disabilities.

Over this academic year, DHL employees supported the Business Mentoring programme across two schools in Kent and Nottingham. Planning is underway to scale up the Making Strides programme by providing more work placement opportunities for young people at DHL sites. ThinkForward schools are also benefiting from GoTeach classroom sessions with the support of GoTeach Champions.

### ***City Year***

The DHL UK Foundation continued its partnership with City Year in 2023/24. The Foundation's £135,000 donation was split into a £125,000 unrestricted donation to help City Year to recruit and support c.111 Volunteer Mentors working in schools across London, the West Midlands and Greater Manchester, and a £10,000 restricted donation for some City Year Volunteer Mentors to complete CMI qualifications. The City Year Volunteer Mentors support students to improve their attendance, behaviour and curriculum attainment in school.

In 2023/24, another cohort of DHL mentors supported the Bridge Builder Programme, supporting City Year's Volunteer Mentors during their time on the programme. DHL employees supported numerous City Year events from panel discussions to mock interviews. A select group of City Year partner schools also benefited from GoTeach classroom activities delivered by groups of DHL employees.

### ***The Difference***

The Difference exists to change the story on school exclusion and to improve the life-outcomes of the most vulnerable children by raising the status and expertise of those who educate them. The DHL UK Foundation continued its support of The Difference with an unrestricted donation of £100,000 which supported The Difference to deliver its core Vision and Mission.

The Difference recruits and trains specialist senior school leaders, with the expertise to lead whole-school and multi-agency approaches to meet the learning, wellbeing and safeguarding needs of all children, and most crucially those with high levels of need and vulnerability. Through its programmes, research and partnerships, The Difference learns what works to improve outcomes for vulnerable children and shares this best practice across its network and the sector.

### ***Place2Be***

Place2Be is a children's mental health charity that has been operating for 25 years providing specialist mental health support to children in primary and secondary schools across the UK. The DHL UK Foundation began its partnership with Place2Be in 2021/22 with a commitment to provide an unrestricted donation of £100,000

per annum for 3 years. The funding helps the charity provide group and 1-2-1 sessions in schools for students and teachers and to support teachers in their partner schools.

In addition, the partnership enabled a series of GoTeach activities. For example, GoTeach sessions on primary skills, social enterprise and career talks and a mock interview session were delivered in 4 primary schools supported by Place2be. The charity partners also delivered 6 webinars to DHL employees on supporting young people's mental health.

### ***Bookmark***

Bookmark is a national reading charity that provides reading support to primary school children. Low literacy levels can have a devastating impact on a child's future and Bookmark want to stop this trend by ensuring every child can read. The DHL UK Foundation welcomed Bookmark as a partner in April 2023, committing to a 3-year partnership. The Foundation's unrestricted annual donation of £100,000 enabled Bookmark to identify and onboard 11 new schools to receive Bookmark's one to one reading programme.

In the first year of partnership, two pilot programmes were run for DHL employees to be reading volunteers. In January 2024, there was a wider launch to the business to onboard more DHL employees onto the programme, taking learnings from the pilots.

## **Engagement programmes**

### ***Trucks and Child Safety (TACS)***

The TACS programme promotes the importance of road safety around large vehicles to primary school aged children in the UK. Specially trained DHL employees provide interactive awareness sessions to schools and local community organisations. The Foundation funds the cost of TACS resources and materials and the recruitment and training of DHL employees to become TACS demonstrators. Total funding for the programme in 2023/24 was £12,802, which supported the delivery of 61 activities reaching out to an estimated 13,600 children.

### ***Match It!***

Match It! acknowledges current and retired DHL employees fundraising and volunteering efforts by matching up to a certain limit, the funds they raise for their chosen registered charities.

In 2023/24, 348 MatchIt! applicants received funding for their chosen charity or community organisation as a result of taking part in fundraising (315 applications) and volunteering (33 applications). MII expenditure was £107,580 for the year ending 31 March 2024, (a slight increase from 2022/23 £106,485).

### ***Helping Hands***

Helping Hands is a benevolent fund that provides grants to support current and retired DHL UK employees who are in financial hardship.

Types of support include contributing towards the cost of funerals, providing supermarket vouchers, help with household bills and donating essential white goods as well as signposting applicants to other support organisations.

The Foundation has seen the number of applications increase continuously in the past 5 years and certainly in response to the cost-of-living crisis.

During 2023/24, 218 Helping Hands applications were received, 123 applicants were awarded grants and the total Helping Hands spend was £95,813.

### ***Financial report***

Income for the year was £544,094 (2023 as restated - £568,802). The Foundation's two main sources of funding are donations of £531,846 (2023 - £554,440) and investment income of £12,248 (2023 as restated - £14,310) which is solely comprised of bank interest. The restated income is described in note 18 to these financial statements.

Total charitable expenditure on activities in furtherance of the Foundation's objectives was £2,390,139 (2023 - £2,496,455) of which £2,139,009 (2023 - £2,227,287) related to charitable grants and donations and £12,802 of charitable expenditure incurred on the Trucks and Child Safety programme (2023 - £4,459). The costs of governance of the charity amounted to £82,355 (2023 - £87,062).

This resulted in net expenditure of £1,846,045 (2023 as restated - £1,927,653) before investment gains and losses. The Foundation generated realised and unrealised investment gains of £4,264,265 (2023 as restated – realised and unrealised investment losses of £1,711,445) on its investment portfolio, which contributed to a total increase in funds of £2,418,220 (2023 – total decrease in funds of £3,639,098).

### ***Reserves policy***

As detailed above, the charity carries out a diverse range of activities, the trustees have examined the requirement for free reserves i.e., those unrestricted funds not invested in fixed assets, designated for specific purposes or otherwise committed.

The unrestricted fund represents the cumulative surplus arising from unrestricted income exceeding unrestricted expenditure over the past few years. The Foundation's cash reserves policy is to hold the equivalent of a minimum of 9 months of operating spend. The Foundation currently holds enough liquidity to fund outgoings for the next 10 months operating spend which includes the Aviva fund. We can liquidate funds from the Aviva "cash plus" product with immediate effect (notice is 2 days) which will serve to fund the Foundation through the 2024/25 financial year before liquidating investments.

The Foundation prepares budgets with an anticipated annual grant expenditure of approximately £2.0m with a deficit of £2.0m forecast for 2024/25 after donations and investment income.

The endowment funds represent the Foundation's investment portfolio. In recent years, the Foundation adopted a policy of profit taking on the investment portfolio in accordance with its investment policy. The DHL UK Foundation has chosen to adopt a total return approach to investment rather than one that is income focussed. The Foundation maintains a prudent level of liquid reserves to avoid situations where it would need to sell investments as a forced seller in a depressed market.

The reserves policy is reviewed annually to reassess the risks and reflect changes to the Foundation's income, capital, financial obligations and long-term plans for charitable expenditure.

### ***Financial position***

The balance sheet shows total funds of £34,584,593 (2023 - £32,166,373).

These funds include the expendable endowment fund of £34,373,465 (2023 - £31,609,200). The endowment, whilst expendable, is represented by investments, which provide financial support to the charitable activities of the Foundation.

## Trustees report 31 March 2024

General funds of the charity at 31 March 2024 total £211,128 (2023 - £557,173) and equate to free reserves and the trustees consider that the level of free reserves falls within the reserves policy stated above.

### **Risk management**

The trustees have established a risk management process comprising:

- ◆ An annual review of the risks the charity may face summarised in a 'Risk Register';
- ◆ A safeguarding policy relating to DHL employee engagement with the beneficiaries of the Foundation's school and charity partners;
- ◆ The establishment of systems and procedures to mitigate those risks identified; and
- ◆ The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The principal risks faced by the DHL UK Foundation have been identified as follows:

- ◆ Safeguarding;
- ◆ Financial sustainability; and
- ◆ Investment management.

### ***Risk Register***

The Risk Register, referred to above, details potential risks that the Foundation may face in its day-to-day operations and mitigating measures in place. The register is maintained and updated by the Foundation team with the support of the Operations Committee. The Register is reviewed by the Board of trustees on an annual basis.

### ***Safeguarding***

- ◆ The Foundation has introduced a safeguarding policy and Code of Conduct that relate to the behaviours expected of all DHL employees involved in working with the beneficiaries of the Foundation's school and charity partners, and how any breach of these safeguarding principles will be dealt with. This safeguarding policy was developed after consultation with an independent safeguarding consultant and a number of charity experts, and is reviewed on an annual basis. Every DHL employee engaged in supporting Foundation programmes must sign the safeguarding Code of Conduct before taking part in any activity and on an annual basis.
- ◆ In addition, in November 2021, the Foundation launched a mandatory online safeguarding course, which was also developed in consultation with the safeguarding consultant with input from the Foundation's charity partners. It is planned for this training will be refreshed in 2024/25. All trustees, Foundation team staff and DHL employees involved in GoTeach activities must complete the mandatory safeguarding course on an annual basis.
- ◆ All Foundation team members and trustees complete an enhanced DBS (Disclosure and Barring Service) check on a bi-annual basis, as do all DHL employees involved in long term activities with the same pupils, such as mentoring, or in delivering the Trucks and Child Safety programme.

### ***Financial sustainability***

The key elements in managing the financial sustainability of the DHL UK Foundation are a regular review of available funds with which to meet current and future grant commitments, regular liaison with investment managers and monthly reporting of performance against budget for income and expenditure to the Foundation's Operations Committee, which is led by Duncan Butler, DHL Senior Business Advisor. In addition, financial risk is mitigated by processes which ensure that all major financial instructions are approved by the Board of trustees.

### **Investment management**

The key elements in effective investment management are a trustee body with a skill set appropriate to evaluating investment performance, the engagement of professional investment managers with a significant and successful track record, frequent reviews of investment performance, and regular meetings with investment managers. All these activities are managed for the DHL UK Foundation by the Investment Committee, which includes two trustees, a senior advisor from the DHL business, two independent investment advisers, the Foundation Chief Executive and the Foundation Senior Programme Manager. The Investment Committee meets quarterly and is accountable to the Board of trustees.

### ***Investment policy***

In addition to the cash balances referred to under "Financial Position", the charity has a portfolio of investments with a market value as at 31 March 2024, of £34,373,465 (2023 - £31,609,200). Of this value £1.1m (2023 - £1.5m) is held as short-term investments.

There are no restrictions on the charity's power to invest. The investment strategy is set by the trustees and considers income requirements, the risk profile and the investment manager's view of the market prospects in the medium term. The overall investment policy is to maximise total return through a diversified portfolio, aiming to provide the level of income advised by the trustees and, at the same time, with a view to ensuring that capital appreciation of the fund exceeds inflation over any five-year period.

The Foundation aims to hold enough liquidity to fund outgoings for a minimum of the next 9 months of operating spend which is including the Aviva fund. We can liquidate funds from the Aviva "cash plus" product with immediate effect (notice is 2 days). It is reviewed on a quarterly basis.

The trustees aim to meet with the investment managers annually or do so on a regular basis, to review the performance of the portfolio and the investment strategy. The trustees are satisfied that their investment policy is being achieved.

### **Looking forward**

In March 2024, the trustees and the Foundation team launched the review of the current strategy 2021-2024 with a view to launch the Strategy 2025-30 in the first quarter of 2025. The strategy will comply with the Objects of the Foundation Articles of Association and will continue addressing youth unemployment. The Foundation management team conducted a series of consultations with the trustees, existing charity partners, external charities and youth groups, and reviewed key research and policy documents publicly available to inform the strategic review.

As part of this exercise, the trustees also developed financial projections to understand the impact that a more volatile market could have on the investments. Findings will feed into the strategic review and the level of support awarded to charity partners and existing engagement programmes.

## Trustees report 31 March 2024

By end of financial year, the Foundation hold 10 months of liquidity only. The trustees took the view to not draw down from the investments in the current market and instead will review the timing and magnitude of a further drawdown from investments during 2024/25.

### **Volunteers**

The trustees are very grateful to the many volunteers who have given their time to the charity over the past year and who have provided invaluable assistance.

Approved by the trustees and signed on their behalf by:

A handwritten signature in black ink that reads "Susan Robinson". The signature is written in a cursive, flowing style.

Susan Robinson, Chairman of the Trustee Board

Date: 19.08.2024

## **Independent auditor's report to the members of The DHL UK Foundation**

### **Opinion**

We have audited the financial statements of The DHL UK Foundation for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; 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 under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating 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 a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

### **Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (which incorporates the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable company; or
- the charitable company 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
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

### **Responsibilities of trustees for the financial statements**

As explained more fully in the trustees' responsibilities statement set out on page 7, 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, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for 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 the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

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 an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

## Independent auditor's report 31 March 2024

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related, and we considered the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011 and consider other factors such as payroll taxes.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and we determined that the principal risks were related to the completeness and cut-off of voluntary income. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud and perform an assessment of identified fraud risk factors;
- Evaluating management's controls designed to prevent and detect irregularities;
- Challenging assumptions and judgements made by management in their critical accounting estimates, in particular the recognition of grant commitments and the valuation of gifts in kind.
- Performing analytical procedures to identify any significant and unusual transactions, and any unusual or unexpected relationships, including related party transactions, that may indicate risks of material misstatement due to fraud;
- Confirmation of related parties with management, and review of transactions throughout the period to identify any previously undisclosed transactions with related parties outside the normal course of business;
- Reading minutes of meetings of those charged with governance;
- identifying and testing journal entries, in particular any manual entries made at the year-end for financial statement preparation.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

**Independent auditor's report 31 March 2024**

**Use of our report**

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 the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Richard Weaver (Senior Statutory Auditor)  
For and on behalf of Haysmacintyre LLP, Statutory Auditor  
Date: 19 August 2024

10 Queen Street Place  
London  
EC4R 1AG

**Statement of financial activities** Year to 31 March 2024  
**(Including income and expenditure account)**

	Notes	Unrestricted funds £	Expendable Endowment funds £	2024 Total funds £	Unrestricted funds £	As restated Expendable Endowment funds £	As restated 2023 Total funds £
<b>Income from:</b>							
Donations	1	531,846	-	531,846	554,440	-	554,440
Investments	2	12,248	-	12,248	14,310	-	14,310
Other income		-	-	-	52	-	52
<b>Total income</b>		<b>544,094</b>	<b>-</b>	<b>544,094</b>	<b>568,802</b>	<b>-</b>	<b>568,802</b>
<b>Expenditure on:</b>							
Charitable expenditure	3	2,390,139	-	2,390,139	2,496,455	-	2,496,455
<b>Total expenditure</b>		<b>2,390,139</b>	<b>-</b>	<b>2,390,139</b>	<b>2,496,455</b>	<b>-</b>	<b>2,496,455</b>
<b>Net expenditure before investment gains</b>		<b>(1,846,045)</b>	<b>-</b>	<b>(1,846,045)</b>	<b>(1,927,653)</b>	<b>-</b>	<b>(1,927,653)</b>
<b>Net gains and losses on investments</b>		<b>1,500,000</b>	<b>2,764,265</b>	<b>4,264,265</b>	<b>-</b>	<b>(1,711,445)</b>	<b>(1,711,445)</b>
<b>Net income/(expenditure)</b>		<b>(346,045)</b>	<b>2,764,265</b>	<b>2,418,220</b>	<b>(1,927,653)</b>	<b>(1,711,445)</b>	<b>(3,639,098)</b>
<b>Transfers between funds</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds</b>		<b>(346,045)</b>	<b>2,764,265</b>	<b>2,418,220</b>	<b>(1,927,653)</b>	<b>(1,711,445)</b>	<b>(3,639,098)</b>
<b>Fund balances brought forward at 1 April 2023</b>		<b>557,173</b>	<b>31,609,200</b>	<b>32,166,373</b>	<b>2,484,826</b>	<b>33,320,645</b>	<b>35,805,471</b>
<b>Fund balances carried forward at 31 March 2024</b>		<b>211,128</b>	<b>34,373,465</b>	<b>34,584,593</b>	<b>557,173</b>	<b>31,609,200</b>	<b>32,166,373</b>

All income and expenditure derives from continuing activities.

The Statement of financial activities includes all gains and losses recognised.

The notes on pages 23 to 33 form part of these financial statements.

**Balance sheet 31 March 2024**

	Notes	2024 £	2024 £	2023 £	2023 £
<b>Fixed assets</b>					
Investments	11		<b>33,260,012</b>		30,075,778
<b>Current assets</b>					
Debtors	12	<b>47,902</b>		93,359	
Short term investments	11	<b>1,113,453</b>		1,533,422	
Cash at bank and in hand		<b>342,671</b>		601,700	
		<b>1,504,026</b>		2,228,481	
<b>Liabilities</b>					
Creditors: amounts falling due within one year	13	<b>(179,445)</b>		(137,886)	
<b>Net current assets</b>			<b>1,324,581</b>		2,090,595
<b>Total net assets</b>			<b>34,584,593</b>		<b>32,166,373</b>
<b>The funds of the charity</b>					
<b>Capital funds:</b>					
Endowment funds	14		<b>34,373,465</b>		31,609,200
<b>Income funds:</b>					
Unrestricted funds			<b>211,128</b>		557,173
			<b>34,584,593</b>		<b>32,166,373</b>

Signed on behalf of the trustees by Susan Robinson



Trustee

Date: 19.08.2024

The DHL UK Foundation, Company Limited by Guarantee  
Registration Number 02223373

The notes on pages 23 to 33 form part of these financial statements.

## Statement of cash flows 31 March 2024

	Notes	2024 £	As restated 2023 £
<b>Cash flows from operating activities:</b>			
Net cash used in operating activities	A	<b>(1,771,277)</b>	(1,953,548)
<b>Cash flows from investing activities:</b>			
Investment income		12,248	14,310
Proceeds from the disposal of investments		3,000,000	2,000,000
Purchase of investments		<b>(1,500,000)</b>	(2,000,000)
<b>Net cash provided by investing activities</b>		<b>1,512,248</b>	14,310
<b>Change in cash and cash equivalents in the year</b>		<b>(259,029)</b>	(1,939,238)
<b>Cash and cash equivalents at 1 April 2023</b>	B	601,700	2,540,938
<b>Cash and cash equivalents at 31 March 2024</b>	B	<b>342,671</b>	601,700

Notes to the statement of cash flows for the year to 31 March 2024.

### A Reconciliation of net movement in funds to net cash used in operating activities

	2024 £	As restated 2023 £
<b>Net movement in funds (as per the statement of financial activities)</b>	<b>2,418,220</b>	(3,639,098)
<b>Adjustments for:</b>		
(Gains)/Losses on investments	<b>(4,264,265)</b>	1,711,445
Investment income	<b>(12,248)</b>	(14,310)
Decrease/(increase) in debtors	<b>45,457</b>	(22,513)
(Decrease)/increase in creditors	<b>41,559</b>	10,928
<b>Net cash used in operating activities</b>	<b>(1,771,277)</b>	(1,953,548)

### B Analysis of cash and cash equivalents

	2023 £	Cashflows £	2024 £
Cash at bank and in hand	601,700	(259,029)	342,671
<b>Total cash and cash equivalents</b>	<b>601,700</b>	<b>(259,029)</b>	<b>342,671</b>

The notes on pages 23 to 33 form part of these financial statements.

## **Principal accounting policies 31 March 2024**

The DHL UK Foundation is a charitable company incorporated in and Wales, with the charity registration number 327880 and the company registration number 02223373. The registered office is Eastworth House, Eastworth Road, Chertsey, KT16 8SH. The principal activities of the Charity are as set out on in the Trustees Report, page 3 of these financial statements.

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are laid out below.

### **Basis of preparation**

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006. A prior year restatement has been made to the comparative figures. See note 18.

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

All financial information is presented in British Pounds Sterling (£), the charity's functional currency, and has been rounded to the nearest pound (£).

### **Critical accounting estimates and areas of judgement**

The preparation of financial statements requires the use of certain critical accounting estimates and judgements. It also requires the trustees to exercise judgement in the process of applying accounting policies. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including an expectation of future events that are believed to be reasonable under the circumstances. Although these estimates are based on the trustees' best knowledge of the amount, event or actions, actual results may differ from those estimates.

Areas requiring the use of estimates and critical judgements that may impact on the charity's financial activities and financial position include multi-year grant commitment, where judgements are made for recognising grants payable where the payment is not due until future periods. In accordance with the charity's accounting policy for expenditure recognition, multi-year grant commitments are only recognised when approved and all conditions have been satisfied.

### **Assessment of going concern**

The trustees of the charity have not identified any material uncertainties relating to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern.

The trustees have considered the economic climate and have concluded that it is appropriate for the Foundation to continue to prepare its accounts on the going concern basis, not least because the Foundation's cash reserves have been managed to ensure they are sufficient to meet the anticipated grant commitments for the ensuing years.

## Principal accounting policies 31 March 2024

### Income

Income from donations is recognised in the period in which the charity becomes entitled to the donation and where receipt is probable, and its amount can be measured reliably.

Investment income comprises interest on the charity's cash balances and is recognised when receipt is probable, and the amount can be measured reliably using the effective interest method.

### Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required, and the amount of the obligation can be measured reliably. It includes VAT which cannot be recovered.

Expenditure on charitable activities comprises grants payable and related support and governance costs.

#### *Grants payable*

Grants payable are recognised when approved and when the intended recipient has either received the funds or been informed of the decision to make the donation and has satisfied all related conditions.

Grants are not accrued, but are noted as financial commitments in the notes to the financial statements, under the following circumstances:

- Where the beneficiary has not been informed; or
- Where the beneficiary has to meet certain explicit conditions before the grant is released; or
- Where the amount and timing of matched funding payments is uncertain.

#### *Support and governance costs*

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include administration, personnel and governance costs. Governance costs include audit costs and legal costs relating to the charity's compliance with regulation and good practice.

### Fixed asset investments

The charity's investment in quoted shares and similar investments are initially measured at cost and subsequently at market value. Investment gains and losses, whether realised or unrealised, are recognised in the statement of financial activities in the period in which they arise.

### Financial instruments

The charity only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the charity and their measurement basis are as follows:

*Financial assets* – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 12. Prepayments are not financial instruments.

*Cash at bank* – is classified as a basic financial instrument and is measured at face value.

## **Principal accounting policies 31 March 2024**

*Financial liabilities* –accruals and other creditors are financial instruments and are measured at amortised cost as detailed in note 13. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

### **Debtors**

Trade and other debtors are initially recognised at their settlement amount and subsequently at amortised cost or their recoverable amount. Impairment provisions are recognised when there is objective evidence, such as significant financial difficulties on the part of the counterparty or default or a significant delay in payment, that the charity will be unable to collect all of the amounts due.

Prepayments are valued at the amount prepaid.

### **Cash at bank and in hand**

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year have been disclosed as short-term deposits.

### **Creditors and provisions**

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be measured or estimated reliably.

Creditors and provisions are initially recognised at fair value, being the amount, the charity anticipates it will pay to settle the debt, and subsequently at amortised cost.

## **Principal accounting policies 31 March 2024**

### **Funds**

The expendable endowment fund represents the market value of the charity's investment portfolio and comprises of monies set aside out of general funds in pursuit of the objectives of the charity.

General funds represent those monies which are freely available for application towards achieving any charitable purpose that falls within the charity's charitable objects.

### **Pension costs**

Employer's contributions in respect of defined contribution pension schemes are charged to the statement of financial activities in the year in which they are payable to the scheme.

## Notes to the financial statements 31 March 2024

### 1 Donations

	Unrestricted 2024 £	<b>2024 Total funds £</b>	2023 Total funds £
Donation from DHL	398,129	<b>398,129</b>	393,929
Gift in kind from DHL	133,717	<b>133,717</b>	160,511
<b>Total funds</b>	<b>531,846</b>	<b>531,846</b>	<b>554,440</b>

Gifts in kind represent the donation of DHL employee time spent on Foundation activities in the year. It represents approximately 2,363 hours of volunteer time (2023 – 4,097 hours).

No restricted income was received in either year.

### 2 Investments

	<b>2024 Total funds £</b>	As restated 2023 Total funds £
Interest receivable	<b>12,248</b>	14,310

### 3 Charitable expenditure

	Unrestricted 2024 £	Restricted 2024 £	<b>2024 Total funds £</b>	Unrestricted 2023 Total funds £
Grants payable (note 4)	2,139,009	-	<b>2,139,009</b>	2,227,287
Other activities (note 5)	168,775	-	<b>168,775</b>	182,106
Governance costs (note 7)	82,355	-	<b>82,355</b>	87,062
<b>Total funds</b>	<b>2,390,139</b>	<b>-</b>	<b>2,390,139</b>	<b>2,496,455</b>

Notes to the financial statements 31 March 2024

**4 Grants payable**

Grants payable analysed between activities and projects with the main recipients were as follows:

	Unrestricted 2024 £	Restricted 2024 £	<b>2024 Total funds £</b>	Unrestricted 2023 Total funds £
<b>Engagement:</b>				
. Match it!	107,580	-	<b>107,580</b>	106,485
. Helping Hands Scheme	95,813	-	<b>95,813</b>	135,365
<b>Education &amp; Employability</b>				
. Outward Bound Trust	133,293	-	<b>133,293</b>	125,791
. Teach First	250,000	-	<b>250,000</b>	250,000
. Go Teach	3,967	-	<b>3,967</b>	5,866
. Coram Beanstalk	-	-	-	40,000
. Street League	292,807	-	<b>292,807</b>	336,427
. City Year UK	135,000	-	<b>135,000</b>	185,000
. Think Forward	120,000	-	<b>120,000</b>	170,000
. Place2Be	100,000	-	<b>100,000</b>	100,000
. The Difference	100,000	-	<b>100,000</b>	100,000
. Bookmark	100,000	-	<b>100,000</b>	-
. Other: Trustee donations	7,400	-	<b>7,400</b>	7,900
. Other: International disasters	5,000	-	<b>5,000</b>	5,000
	1,450,860	-	<b>1,450,860</b>	1,567,834
Allocation of support costs (note 6)	688,149	-	<b>688,149</b>	659,453
<b>Total funds</b>	<b>2,139,009</b>	<b>-</b>	<b>2,139,009</b>	<b>2,227,287</b>

A reconciliation of grants paid, and grant commitments is as follows:

	<b>2024 Total funds £</b>	2023 Total funds £
Grant commitments at 1 April 2023	<b>24,749</b>	17,846
Grants made in the year	<b>1,450,860</b>	1,567,834
Grants paid in the year	<b>(1,467,931)</b>	(1,560,931)
<b>Grant commitments at 31 March 2024</b>	<b>7,678</b>	<b>24,749</b>

**5 Other charitable activities**

	Unrestricted	
	2024 Total funds £	2023 Total funds £
Direct costs		
. Trucks and Child Safety	12,802	4,459
. Gifts in kind – DHL employee services	117,742	141,011
	<b>130,544</b>	<b>145,470</b>
Allocation of support costs (note 6)	38,231	36,636
<b>Total funds</b>	<b>168,775</b>	<b>182,106</b>

**6 Support costs**

The support costs incurred during the year to 31 March 2024 and the bases of their allocation were as follows:

	Cost of raising funds £	Grants payable £	Other charitable activities £	Governance £	2024 Total £
Staff costs	-	419,837	23,325	23,325	466,487
Consultancy	-	26,323	1,463	1,463	29,249
Irrecoverable VAT	-	100,494	5,583	5,583	111,660
Marketing and promotions	-	12,364	687	687	13,738
Office costs	-	26,864	1,493	1,493	29,850
Accommodation and travel	-	16,863	937	937	18,737
Car expenses	-	29,113	1,618	1,618	32,349
Sundry expenses	-	56,291	3,125	3,125	62,541
	-	<b>688,149</b>	<b>38,231</b>	<b>38,231</b>	<b>764,611</b>

	Cost of raising funds £	Grants payable £	Other charitable activities £	Governance £	2023 Total £
Staff costs	—	396,136	22,007	22,007	440,150
Consultancy	—	35,125	1,951	1,951	39,027
Irrecoverable VAT	—	109,742	6,097	6,097	121,936
Marketing and promotions	—	18,906	1,050	1,050	21,006
Office costs	—	25,759	1,431	1,431	28,621
Accommodation and travel	—	16,354	909	909	18,172
Car expenses	—	33,063	1,837	1,837	36,737
Sundry expenses	—	24,368	1,354	1,354	27,076
	—	<b>659,453</b>	<b>36,636</b>	<b>36,636</b>	<b>732,725</b>

Support costs are allocated using estimates of the proportion of staff time spent on each activity and were revised in the current financial year to reflect the activities absorbing staff time (see note 9).

**7 Governance costs**

	Unrestricted	
	2024 Total funds £	2023 Total funds £
Direct costs:		
. Audit fees	19,230	16,200
. Meeting expenses	768	145
. Bank charges	538	491
. Legal and professional	7,613	14,090
. Gifts in kind – DHL employee services	15,975	19,500
	<b>44,124</b>	<b>50,426</b>
Allocation of support costs (note 6)	38,231	36,636
<b>Total funds</b>	<b>82,355</b>	<b>87,062</b>

**8 Net (expenditure)/income**

This is stated after charging:

	Unrestricted	
	2024 Total funds £	2023 Total funds £
Staff costs (note 9)	466,487	440,150
Auditor's remuneration for statutory audit services	19,230	16,200

**9 Staff costs including key management personnel and trustees' remuneration**

Staff costs during the year were as follows:

	2024 £	2023 £
Wages and salaries	372,102	345,704
Social security costs	40,469	45,413
Other pension costs	53,916	49,033
	<b>466,487</b>	<b>440,150</b>

One employee earned over £70,000 and one employee earned over £60,000 (including taxable benefits but excluding employer pension contributions) during the year (2023 – two employees earned over £60,000).

The average number of employees during the year was nine (2023 – eight). The employees were all engaged in support activities on the following estimated proportions: 95% on charitable activities and 5% on governance.

The Foundation's staff have employment contracts with DHL and staff costs are invoiced to the Foundation (see note 17).

**9 Staff costs including key management personnel and trustees' remuneration** (continued)

***Key management personnel***

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charity and are represented by the trustees, the Chief Executive, Programme Directors and the Foundation Manager.

The number of key management personnel was 12 (2023: 10).

The total emoluments received by the key management personnel was £466,487 (2023: £440,150).

***Trustees' remuneration***

None of the trustees received any remuneration in respect of their services during the year (2023 - none).

During the year out of pocket travelling expenses amounting to £1,428 (2023 - £1,362) were reimbursed to two trustees (2023 – three).

**10 Taxation**

The DHL UK Foundation is a registered charity and therefore is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

**11 Investments**

	2024 £	As restated 2023 £
<b>Listed investments</b>		
Market value at 1 April 2023	31,609,200	33,320,645
Additions at cost	1,500,000	2,000,000
Disposals	(3,000,000)	(2,080,860)
Movement in investment market value	4,264,265	(1,630,585)
Market value at 31 March 2024	<u>34,373,465</u>	<u>31,609,200</u>
 Cost of listed investments at 31 March 2024	 <u>25,019,452</u>	 <u>24,651,502</u>

Investments held at 31 March 2024 comprised the following:

	2024 £	2023 £
OEIC Funds	<u>34,373,465</u>	<u>31,609,200</u>

## Notes to the financial statements 31 March 2024

### 11 Investments (continued)

At 31 March 2024 the following individual investment holdings are deemed material when compared to the overall investment values:

Holding	2024		2023	
	Market value of holding £	Percentage of total portfolio %	Market value of holding £	Percentage of total portfolio %
Return Plus Fund S (held as short-term investments)	1,113,453	3%	1,533,422	5%
LPI Global Equity Fund	8,765,274	26%	8,032,136	25%
LTGG Fund B	9,287,322	27%	7,958,620	25%
Dynamic Real Return S Accumulation	6,191,918	18%	6,158,288	20%
BNY Mellon Real Return Fund Newton	5,864,296	17%	5,946,293	19%
TM Fulcrum Diversified Liquid Alt F ACC	3,151,202	9%	1,980,441	6%
	<b>34,373,465</b>	<b>100%</b>	<b>31,609,200</b>	<b>100%</b>

### 12 Debtors

	2024 £	2023 £
Trade debtors	964	30,279
Other debtors	-	10,072
Prepayments and accrued income	46,938	53,008
	<b>47,902</b>	<b>93,359</b>

### 13 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	133,732	74,718
Grants payable	7,678	24,749
Accruals	38,035	38,419
	<b>179,445</b>	<b>137,886</b>

### 14 Endowment funds

Movements on the expendable endowment fund during the year can be summarised as follows:

	At 1 April 2023 £	Income £	Transfers Gains and losses £	At 31 March 2024 £
Endowment fund	31,609,200	135,365	2,628,900	34,373,465
	At 1 April 2022 £	Income £	Transfers Gains and losses £	At 31 March 2023 £
Endowment fund	33,320,645	92,631	(1,804,076)	31,609,200

The endowment funds are represented in full by the investment portfolio.

**15 Analysis of net assets between funds**

	General fund £	Endowment funds £	Total 2024 £
<b>Fund balances at 31 March 2024 are represented by:</b>			
Investments	-	33,260,012	33,260,012
Current assets	390,573	1,113,453	1,504,026
Creditors: amounts falling due within one year	(179,445)	-	(179,445)
<b>Total net assets</b>	<b>211,128</b>	<b>34,373,465</b>	<b>34,584,593</b>
	General fund £	Endowment funds £	Total 2023 £
<b>Fund balances at 31 March 2023 are represented by:</b>			
Investments	-	30,075,778	30,075,778
Current assets	695,059	1,533,422	2,228,481
Creditors: amounts falling due within one year	(137,886)	-	(137,886)
<b>Total net assets</b>	<b>557,173</b>	<b>31,609,200</b>	<b>32,166,373</b>

**16 Liability of members**

The DHL UK Foundation is a company limited by guarantee. In the event of winding up, the maximum amount guaranteed to be contributed by each member is £1.

**17 Related Parties**

The Foundation is independent of any other body. However, it was endowed by the National Freight Consortium (NFC) plc. In May 2000, NFC plc merged with Exel plc and on 12 December 2005, Deutsche Post DHL (previously called Deutsche Post World Net) acquired Exel plc, which was renamed DHL.

The DHL UK Foundation had the following transactions with DHL:

- Donations of £398,129 (2023 - £393,929) were received from DHL in the year ended 31 March 2024.
- Service costs of £625,643 (2023 - £622,551) were paid by the Foundation to DHL for staff costs and infrastructure expenses.
- DHL employees provided unpaid volunteer hours with an estimated value of £133,717 (2023 - £160,511).
- As at year-end, the DHL UK Foundation had an outstanding balance of £59,906 (2023: £57,189) with DHL.

**18 Prior period restatement**

The comparative figures, for income from investments, and net gains and losses on investments, have been restated in the Statement of financial activities. This is to reflect the correct accounting treatment of the Charity's investment assets which are all non-distributing capital appreciation unit funds. This reclassification adjustment amounted to £92,631 between investment income and gains and losses on investments in the SOFA. There is no impact on the balance sheet in either year.

**THE DHL UK FOUNDATION**

England & Wales - Charity number 327880

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# Accounts

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# **The DHL UK Foundation**

## **Annual Report and Financial Statements**

31 March 2023

Company Limited by Guarantee  
Registration Number  
2223373 (England and Wales)

Charity Registration Number  
327880

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## Legal and administrative information

<b>Trustees (as at date of signing)</b>	P K Butchart N Calvert H Copinger-Symes P Fuller N Mahendru S Resnick S Robinson (Chair) C Selig B Storch I Wilson M Young
<b>Registered office</b>	Eastworth House Eastworth Road Chertsey KT16 8SH
<b>Company registration number</b>	2223373 (England and Wales)
<b>Charity registration number</b>	327880
<b>Auditor</b>	Haysmacintyre LLP 10 Queen Street Palace London EC4R 1AG
<b>Bankers</b>	National Westminster Bank plc 81 High Street Bedford MK40 1YN  Santander UK plc Business Banking Centre Santander House 301 St Vincent Street Glasgow G2 5NT

## Legal and administrative information

### Investment managers

Baillie Gifford & Co  
Calton Square  
1 Greenside Row  
Edinburgh  
EH1 3AN

Threadneedle Investment Services Limited  
Cannon Place  
78 Cannon Street  
London  
EC4N 6AG

BNY Mellon Fund Managers Limited  
(Newton Fund)  
BNY Mellon Centre  
160 Queen Victoria Street  
London  
EC4V 4LA

Alliance Bernstein Investor Services  
50 Berkeley Street  
London  
W1J 8HA

Aviva Investors Global Services Limited  
(AIGSL)  
St Helens  
1 Undershaft  
London  
EC3P 3DQ

Fulcrum  
Marble Arch House  
66 Seymour Street  
London  
W1H 5BT

### Solicitor

Stone King  
Boundary House  
91 Charterhouse Street  
London  
EC1M 6HR

## **Trustees' report** Year to 31 March 2023

The trustees present their annual report together with the financial statements of The DHL UK Foundation for the year ended 31 March 2023.

The report has been prepared in accordance with Part 8 of the Charities Act 2011 and constitutes a directors' report for the purpose of company legislation.

The financial statements have been prepared in accordance with the accounting policies set out on pages 26 to 29 of the attached financial statements and comply with the charitable company's memorandum and articles of association, applicable laws and 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 United Kingdom and Republic of Ireland (FRS 102).

### **Principal aims and objects**

The Vision and Mission of the Foundation approved by the Board in November 2020 are as follows:

#### ***DHL UK Foundation Vision:***

An end to youth unemployment

#### ***DHL UK Foundation Mission:***

For the Foundation, and DHL colleagues across the UK, to work together to help our charity and school partners ensure that disadvantaged young people aged 5 to 25 years have access to the best possible education, develop essential life skills and the opportunity to secure meaningful and sustainable employment.

The trustees have agreed that the Foundation's support should be focussed on three key areas:

#### **Education**

Partnering with charities and schools that help struggling students to get the most out of their education during important stages of their time in primary and secondary school, college and university – helping them to become ready for employment and to develop life and citizenship skills.

#### **Employability**

Partnering with charities that help young people from disadvantaged backgrounds learn about the world of work, the logistics industry and DHL.

#### **Engagement**

Encouraging colleagues across DHL to use their passion and skills to help support their local communities and young people in need.

The Foundation's support of the above themes is achieved by:

- ◆ Providing funding and leveraging DHL employee support for highly impactful projects with national charity partners working with children and young people;
- ◆ Providing structured programmes and encouragement for DHL employees to volunteer, fundraise and use their skills in community activity; and

## Trustees' report Year to 31 March 2023

- ◆ Maximising the impact of our funds through the structure with a small central team with external 'in kind' support and regular evaluation of all projects supported.

The principal objects of the Foundation as laid out in the Memorandum and Articles of Association are:

- the advancement of education, training and employment support to young people aged between 5 and 25 years, in particular, but without limitation, those who the trustees, in their discretion, determine to be disadvantaged;
- the relief of need by reason of financial hardship, for current and former employees of the DHL Group (or predecessors of any of the DHL Group entities or their business activities) and their families, at the discretion of the trustees; and
- the advancement of general purposes which are exclusively charitable under the law of England and Wales.

### **Structure, Governance and Management**

The DHL UK Foundation is a charitable company limited by guarantee with no share capital, governed by its Memorandum and Articles of Association. The Foundation was registered with the Charity Commission on 22 July 1988. The Articles were amended to allow for current governance arrangements on 28 July 2006, 8 December 2006, 19 January 2012, and 26<sup>th</sup> April 2022.

### ***Appointment, induction and training of trustees***

As set out in the Articles of Association in effect from 28 July 2006, the directors of the Foundation are the trustees and trustees are appointed by the Board. The trustees are normally appointed to serve for a period of two or three years and are eligible for re-appointment for a further two consecutive terms up to a maximum term of 9 years.

The trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role. For new trustees there is an induction process which includes a brief on the trustee obligations under charity and company law, the content of the Memorandum and Articles of Association, the governance structure of the Foundation, the programmes run by the Foundation and the recent financial performance of the charity.

## Trustees' report Year to 31 March 2023

The following trustees served throughout the financial year to 31 March 2023, except where shown:

<b>Trustees</b>	<b>Appointed/Resigned</b>
Lindsay Bridges	Resigned 30.06.22
Patricia Katherine Butchart	
Neil Calvert	
Helen Copinger-Symes	Appointed 26.07.22
Peter Fuller	
Neha Mahendru	
John Nestor	Resigned 24.04.23
Saul Resnick	Appointed 30.01.23
Susie Robinson (New Chair)	Appointed 25.04.23
Christoph Selig	
Barbara Storch	
Perry Watts (Outgoing Chair)	Resigned 24.04.23
Ian Wilson	
Michael Young	

### **Organisational Structure**

The DHL UK Foundation has a board of trustees who meet quarterly. Their key responsibilities are:

- i. To set the strategic aims of the Foundation;
- ii. To ensure sound financial management (including investment management);
- iii. To ensure compliance with charity and company law; and
- iv. To ensure the bodies to which responsibility has been delegated are performing their duties in a proper manner.

Sonia Chhatwal is the DHL UK Foundation Chief Executive.

The Chairmanship of the Operations Committee was undertaken by Lindsay Bridges (DHL business representative and trustee) until her resignation on 30<sup>th</sup> June 2022 and from then by Duncan Butler (DHL business representative). The Operations Committee consists of Sonia Chhatwal (DHL UK Foundation Chief Executive), Lindsay Bridges (DHL business representative and trustee) until 30<sup>th</sup> June 2022, Duncan Butler (DHL business representative), Harry Wade (DHL UK Foundation representative), Nicky Donovan (DHL UK Foundation representative), Emma Stratford (DHL UK Foundation representative), Jen Simkin (DHL UK Foundation representative), Karen Tatham (DHL UK Foundation representative), Erica Young (DHL UK Foundation representative), Jessica McKenna (DHL UK Foundation representative) and Aishwarya Swaminathan (DHL UK Foundation representative)

The Operations Committee normally meets a minimum of seven times each year and is responsible for:

## Trustees' report Year to 31 March 2023

- ◆ Approving requests in respect of the Helping Hands programme;
- ◆ Reviewing financial statements and agreeing any necessary actions; and
- ◆ Identifying and resolving any operational issues.

The Chairmanship of the Investment Committee was undertaken by John Nestor (trustee) until his resignation on 24<sup>th</sup> April 2023 and by Helen Copinger-Symes (trustee) from 25<sup>th</sup> April 2023. The Investment Committee consists of Sonia Chhatwal (DHL UK Foundation Chief Executive), John Nestor (trustee) until 24<sup>th</sup> April 2023, Perry Watts (Chairman of trustees) until his resignation on 24<sup>th</sup> April 2023, Neil Calvert (trustee), Helen Copinger-Symes (trustee), Graham Jung (independent advisor), Duncan Butler (DHL business representative), and Harry Wade (DHL UK Foundation representative).

The Investment Committee normally meets a minimum of four times a year. The role of the Investment Committee is to:

- ◆ Advise the trustees in taking decisions in all investment related areas;
- ◆ Monitor progress towards the achievement of the trustees' investment goals
- ◆ Manage the trustees' investment managers and any other provider of investment services
- ◆ Monitor the investment managers and, if necessary, advise the trustees of a need for change.

### ***Trustees***

The trustees constitute directors of the Foundation for the purpose of the Companies Act 2006.

Constant regard is given to the skills mix of the trustees to ensure that the Board of trustees has all the necessary skills required to contribute fully to the Foundation's development.

No trustee received any remuneration from the charity during the year (2022 - none). Out of pocket travelling expenses totalling £1,362.34 (2022 - £402.82) were reimbursed to three trustees during the year.

No trustee had any beneficial interest in any contract with the Foundation during the year.

### ***Key management personnel***

The trustees consider that the Foundation Chief Executive, Foundation Senior Programme Manager, two Foundation Programme Managers, two part-time Foundation Managers (job share - responsible for Finance and Administration), two Foundation Programme Coordinators and one Foundation Coordinator (from 20<sup>th</sup> March 2023) comprise the key management personnel in charge of directing, running and operating the DHL UK Foundation on a day-to-day basis.

The pay and performance of the Foundation Team is reviewed annually by the Remuneration Committee, which was established in February 2021. The Remuneration Committee is Chaired by Neil Calvert (Foundation trustee and Vice Chair), with Perry Watts, (Chair of the Foundation Board of trustees until April 23), Susie Robinson from April 23 (Chair of the

## Trustees' report Year to 31 March 2023

Foundation Board of trustees), Lindsay Bridges, (Foundation trustee until June 22), and Peter Fuller (Foundation trustee) as committee members. Foundation Team salaries are benchmarked against similar roles in other charities and where possible also against similar posts in the DHL business. The trustees give their time freely.

### ***Statement of trustees' responsibilities***

The trustees (who are also directors of the DHL UK Foundation for the purposes of company law) are responsible for preparing the trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charitable company and of the income and expenditure of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- ◆ Select suitable accounting policies and then apply them consistently;
- ◆ Observe the methods and principles in 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);
- ◆ Make judgements and estimates that are reasonable and prudent;
- ◆ State whether applicable United Kingdom accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- ◆ Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that 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 also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Each of the trustees confirms that:

- ◆ So far as the trustee is aware, there is no relevant audit information of which the charity's auditor is unaware; and
- ◆ Each trustee has taken all the steps that he/she ought to have taken as a trustee in order to make himself/herself aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

## **Trustees' report** Year to 31 March 2023

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the Charity Commission's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

### ***Related Parties***

The Foundation is independent of any other body. However, it was originally endowed by the National Freight Consortium (NFC) plc and in May 2000, NFC plc merged with Exel plc and on 12 December 2005, Deutsche Post DHL (previously called Deutsche Post World Net) acquired Exel plc, which was renamed DHL.

The DHL UK Foundation and the DHL business signed a Framework Agreement in June 2022. This formalises arrangements that have been in place since the original endowment by NFC plc for agreed annual donation and the services provided to the Foundation by DHL, including salary costs, office space and infrastructure costs. Service costs of £622,551 (2022 - £511,977) were paid to DHL to cover certain running costs of the Foundation.

In the period covered by this report a donation of £393,929 (2022 - £393,929) was received from DHL.

In addition, DHL also donates staff time to the Foundation which is recognised as a gift in kind. The estimated value of donated services in this period was £160,511 (2022 - £41,698). The significant increase compared to last year is due to the increase in colleague activity after the impact of COVID.

The DHL UK Foundation runs specific programmes that are linked to DHL employees, with a focus on the UK, and these are highlighted in the trustees' report.

## **Activities and achievements**

### **Grant Making**

The Foundation provides grants to organisations that work with disadvantaged young people to achieve their full potential despite experiencing social and economic challenges.

### ***Teach First***

The DHL UK Foundation continued its partnership with Teach First in 2022/23. The unrestricted donation of £250,000 enabled Teach First to recruit, train and place brilliant teachers in schools, develop great leaders for schools and support schools to thrive. Without voluntary income, Teach First couldn't deliver their bespoke Training Programme for new trainee teachers or deliver high quality leadership programmes for senior leaders in schools.

### **2022/23 Partnership Highlights:**

- 33 DHL colleagues were trained to coach a teacher.
- 23 school partners engaged since Sep 2022 accessed GoTeach sessions delivered by DHL colleagues (10 took part in the Foundation's Impact Evaluation). Teach First have helped cement these school relationships and play an integral role in the GoTeach Champion initiative.
- Updated 3 Foundation GoTeach sessions and created a new session called 'Routes into DHL' focused on apprenticeships at DHL.

### ***Outward Bound***

The Outward Bound Trust programme provides bursary support for young people from disadvantaged backgrounds to take part in outdoor learning and personal development activities. The DHL UK Foundation funded programme includes an employability skills theme to empower students to become well-rounded individuals ready to enter the workplace. The Trust also trains DHL employees as mentors to support the students funded by the Foundation that are taking part in the programme.

In 2022/23 The Outward Bound Trust was back up to full capacity following the pandemic. The trustees of the Foundation agreed to provide a donation of £125,791 of restricted funding to run Outward Bound residential courses for 192 students from 9 schools in the UK taking part in the DHL UK Foundation funded programme.

### ***Street League***

The DHL UK Foundation further developed its partnership with Street League in 2021/22 with the move to a 3-year funding commitment. The £336,427 donation provided in 2022/23 supported Street League academies in key locations across the UK and enabled DHL colleagues to engage with each of these academies.

This employability programme was delivered at 5 locations during 2022/23, providing Street League beneficiaries with 100 hours paid work experience (wages funded by the DHL business) across 9 DHL sites. Aftercare support from the charity (funded by the Foundation) was provided to ensure that the young people taking part had the best chance of succeeding in their work placements.

### **2022/23 Partnership Highlights**

- Academies funded in 5 city locations.
- 9 DHL sites partnered with the above Street League academies.
- 48 young people took part in paid work experience and training with DHL.
- Following the placements 23 young people were offered permanent employment with DHL.
- 48 DHL colleagues supported through hosting work placements, leading site visits and delivering virtual classroom sessions.

The work placements were supported by a sports session, site visit and DHL presentation. These activities inspired Street League young people about the world of work, gave an insight into the logistics industry, helped Street League clients develop transferable employability skills and practice interview techniques and showcased DHL and career opportunities in the logistics industry.

### ***ThinkForward***

ThinkForward specialise in working with some of the most disadvantaged young people in the country, who have been identified by their school as likely to leave education without a job or any further training. Their work focusses on providing specially trained coaches in secondary schools working directly with these targeted students over a 5-year period. They also run a targeted programme called MoveForward which supports young people between 16-25 with Special Educational Needs and Disabilities (SEND).

The Foundation agreed to a three year commitment to ThinkForward with an annual donation of £120,000 for them to deliver and further develop their FutureMe and MoveForward programmes. An additional donation of £50,000 was made in 2022/23 to enable ThinkForward to develop a work placement pilot for young people on their MoveForward programme.

### **2022/23 Partnership Highlights**

- DHL colleagues were recruited to provide mentoring support for up to 15 students in Year 10 at the Dover Christchurch Academy, Dover and the Robert Napier School, Gillingham.
- A DHL GoTeach Champion continues to support a Think Forward partner school, New Line Learning Academy (Maidstone), to deliver classroom sessions to students.
- 4 young people on the MoveForward programme signed up to a work placement pilot at the DHL Parcel Sittingbourne site.

### ***City Year***

The DHL UK Foundation continued its partnership with City Year in 2022/23. The £135,000 donation was split into a £125,000 unrestricted donation to help City Year to recruit and support c.100 Volunteer Mentors working in schools across London, the West Midlands and Greater Manchester, and a £10,000 restricted donation for City Year Volunteer Mentors to complete a CMI (Chartered Management Institute) introduction to management qualification. The City Year Volunteer Mentors support students to improve their attendance, behaviour and curriculum attainment in school.

This year, an additional £50,000 donation enabled 93 Volunteer Mentors to complete a CMI in Coaching and Mentoring and enabled 12 young people who were classed as NEET (Not in Education, Employment or Training) to become Volunteer Mentors.

### **2022/23 Partnership Highlights**

- 45 DHL colleagues signed up to mentor City Year Volunteer Mentors.
- Employability skills sessions were delivered to City Year volunteer mentors in each region.
- 17 GoTeach sessions took place across 8 City Year schools.

### ***The Difference***

The Difference exists to change the story on school exclusion and to improve the life-outcomes of the most vulnerable children by raising the status and expertise of those who educate them. The DHL UK Foundation partnered with the Difference in spring 2021 with a 3-year strategic funding commitment to donate £100,000 per annum. This unrestricted donation supports The Difference to deliver its core Vision and Mission.

The Difference recruits and trains specialist senior school leaders, with the expertise to lead whole-school and multi-agency approaches to meet the learning, wellbeing and safeguarding needs of all children, and most crucially those with high levels of need and vulnerability.

Through its programmes, research and partnerships, The Difference learns what works to improve outcomes for vulnerable children and shares this best practice across its network and the sector.

### **2022/23 Partnership Highlights**

Due to the specialist needs of the young people, opportunities to engage DHL colleagues in support activities are very limited.

- A school visit took place in February 2023 to a DHL site.
- The site hosted 4 young people who met DHL colleagues in a variety of roles from engineering to finance.
- This visit was supported by 10 DHL colleagues.

### ***Place2Be***

Place2Be is a children's mental health charity that has been operating for 25 years providing specialist mental health support to children in primary and secondary schools across the UK. The DHL UK Foundation began its partnership with Place2Be in 2021/22 with a commitment to provide an unrestricted donation of £100,000 per annum for 3 years.

### **2022/23 Partnership Highlights**

To date Place2Be have hosted 3 webinars to help DHL colleagues support the mental health of young people in their families and wider circles. Topics have included: *'Understanding and supporting your child through anxious times'* and the most recent *'Building resilience and finding balance'*. Both sessions had over 100 colleagues in attendance

## **Trustees' report** Year to 31 March 2023

The Foundation have also engaged DHL colleagues to provide career support activities with 4 Place2Be partner schools in Durham, London, Manchester and Glasgow from Autumn 2022. These primary schools are piloting the Foundation's primary skills activity and receiving careers talks and they will also shortly receive DHL Trucks & Child safety sessions.

### ***Coram Beanstalk***

Coram Beanstalk are a national children's literacy charity that provides one-to-one reading support to disadvantaged children at risk of falling behind with their reading. After two years of Foundation support, in 2022 the trustee Board decided not to continue the partnership with Coram Beanstalk beyond April 2023. The Foundation gave a final unrestricted donation of £40,000 to Coram Beanstalk in October 2022.

### ***Bookmark***

Bookmark is a national reading charity that provides reading support to primary school children. Low literacy levels can have a devastating impact on a child's future and Bookmark want to stop this trend by ensuring every child can read.

The DHL UK Foundation welcomed Bookmark as a new charity partner in April 2023 as part of a three year partnership, with an unrestricted annual donation of £100,000. This will enable Bookmark to identify and onboard 11 new schools to receive Bookmark's one to one reading programme, reaching up to 350 children. The Foundation will also recruit and train around 50 DHL colleagues to be reading volunteers.

### ***Greenwood Academies Trust (GAT)***

The DHL UK Foundation has a long-standing partnership with the Greenwood Academies Trust, a large Multi Academy Trust based with over 30 schools, to support the careers education of their students. The partnership enables GAT academies to fulfil their careers strategy and help the Trust to meet the requirements of the Gatsby Good Career Guidance Benchmarks. The DHL UK Foundation does not make any direct financial donation to GAT.

6 GAT academies are involved in the Outward Bound programme funded by the Foundation. Each of the 6 schools received 2 preparatory sessions delivered by DHL colleagues along with significant funding towards the cost of a 5-day student residential program. The residential program was followed by Foundation Go Teach sessions delivered in school covering transferable skills and the opportunity to draft their CV.

23 DHL colleagues have been involved in delivering these activities with GAT supporting over 200 students.

## Engagement programmes

### ***Trucks and Child Safety (TACS)***

The TACS programme promotes the importance of road safety around large vehicles to primary school aged children in England. Specially trained DHL employees provide interactive awareness sessions to schools and local community organisations. The Foundation funds the cost of TACS resources and materials and the recruitment and training of DHL colleagues to become TACS demonstrators. Total funding for the programme in 2022/23 was £4,459 (£11,326 in 2021/22).

The number of demonstrations being carried out is definitely on the increase following the slow opening of schools after the pandemic. TACS is currently supported across 20 different DHL sites in the UK including Supply chain, Parcel, and Express.

By March 2023 there were 147 trained TACS demonstrators, 43 schools had received a demonstration day and we have shared important safety messages with 10,598 primary aged children.

Uptake of the downloadable materials for schools unable to house a large vehicle has now increased.

An impact research review of the TACS program in partnership with Staffordshire University, is almost complete and the results are expected in August 2023.

### ***Match It!***

Match It! (MI!) aims to support and encourage current and retired DHL employees to take part in fundraising and volunteering activities by matching up to a certain limit, the funds they raise for their chosen charities.

In 2022/23, 361 MI! applicants received funding for their chosen charity or community organisation as a result of taking part in fundraising (323 applications) and volunteering (38 applications). MI! expenditure was £106,485 for the year ending 31 March 2023, (a slight increase from 2021/22 £105,270).

### ***Helping Hands***

Helping Hands is a benevolent fund that provides grants to current and retired DHL UK employees who are in financial hardship.

Types of support include contributing towards the cost of funerals, providing supermarket vouchers, help with household bills and donating essential white goods such as washing machines and furniture as well as signposting applicants to other support organisations. Members of the Operations Committee are responsible for approving the applications on a regular basis. The budget for 2022/23 was £120,000.

During 2022/23, 214 Helping Hands applications were received, 149 applicants were awarded grants and the total Helping Hands budget spend was £135,365. There remains a significant increase in Helping Hands applications compared to pre-Covid years (average 45 applications per annum pre-COVID).

Due to the cost-of-living crisis, levels of Helping Hands grants where increased in August 2022 to £800 (from £700) for general grants and to £3,000 (from £2,500) for funeral cost grants. DHL HR representatives are now supporting the Foundation team with payroll and

HR information for each applicant to help speed up the application review process. Recommendation criteria for both general and funeral cost grants is used to ensure recommendations are consistent and fair.

***Grant making policy***

For the programmes described above which include grant giving, the Foundation assesses applications through structured procedures.

For grants made via Match It! applicants are required to complete an online form and provide information including proof of their fundraising or volunteering activity. The DHL UK Foundation Chief Executive then approves those applications which have met the programme criteria, and this decision is then ratified by the trustees.

***Public Benefit***

When setting the objectives and planning the work of the Foundation for the year, the trustees have given careful consideration to the Charity Commission's general guidance on public benefit and, where relevant, its supplementary guidance. The Foundation's public benefit is focussed on supporting young people.

The DHL UK Foundation is an independent registered charity that helps disadvantaged children and young people aged 5 to 25 years in the UK.

Young people from disadvantaged backgrounds have struggled to do well in school and at work for decades. Research tells us that in 2022/23, with the impact of the cost-of-living increase as well as the after effects of COVID 19, the need for increased support for young people from low-income families has never been greater. This is highlighted by respected research bodies including the Education Endowment Fund and Impetus who confirm that:

- Over 4 million young people live in poverty in Britain today.
- Children who don't read well by age 7 are six times more likely to drop out of school, and only 10% of disadvantaged children who leave primary school with their reading below the expected standard get passes in English and mathematics at GCSE
- 70% of the UK's poorest children won't achieve a standard pass (grade 5) in GCSE Maths and English (compared to 43% of non-disadvantaged pupils). And 33% will not be in any form of work, education or training by the time they are 21 years old

The DHL UK Foundation wants to continue to play a part in helping young people from poorer communities have the same chances in life as their wealthier peers. Through making donations to charities that run successful education and employability programs and by harnessing the skills and enthusiasm of DHL colleagues to inspire students about the world of work, the Foundation aims to help disadvantaged young people access the successful futures they deserve.

**The Foundation's Mission is delivered through the following Strategic Plans:**

***Grant Making Strategy:***

- Making grants to specially selected charity partners that are focussed on the education and employability of disadvantaged young people, and where possible, work where DHL operates in the UK.

## Trustees' report Year to 31 March 2023

- 80% of the Foundation's annual budget is allocated to delivering the Grant Making Strategy.

### ***DHL Colleague Engagement Strategy:***

- Partnering with DHL and engaging colleagues in the Foundation's national programmes.
- 20% of the Foundation's annual budget is allocated to supporting DHL colleague fundraising through the Match It programme and DHL colleague benevolence through the Helping Hands programme.

### ***GoTeach***

The DPDHL GoTeach programme, encourages employees around the world to inspire disadvantaged young people about their future careers and help them prepare to enter the workplace. In the UK, the Foundation partners with GoTeach by providing meaningful opportunities for DHL staff to use their skills and experience to add value to the work of our school and charity partners.

### **Foundation Strategy 2021 – 2024**

The Foundation's 2021-2024 Strategy was approved by the Foundation Board in November 2020. There are no major changes to the previous Strategic Plan and the Foundation will continue to focus on the themes of Education and Employability, to ensure that disadvantaged children and young people in the UK get the most out of their time in school and college and are well prepared for the world of work. It is also expected that in the period 2021-2024, the Foundation will significantly increase engagement with DHL colleagues, including recruiting more employees to deliver expertly developed career support activities to the Foundation's beneficiaries.

### ***Financial report.***

Income for the year was £661,433 (2022 - £648,826). The Foundation's two main sources of income are donations of £554,440 (2022 - £435,627) and investment income £106,941 (2022 - £213,199) which is reinvested accumulated shares of £92,631 (2022 - £205,318) and bank interest of £14,310 (2022 - £7,881). Additional cashflow is also created from the periodic divestment of investment assets.

Total charitable expenditure on activities in furtherance of the Foundation's objectives was £2,496,455 (2022 - £2,196,451) of which £2,227,287 (2022: £2,042,291) related to charitable grants and donations and £4,459 of charitable expenditure incurred on the Trucks and Child Safety programme (2022 - £11,326). The costs of governance of the charity amounted to £87,062 (2022 - £87,098).

This resulted in net expenditure of £1,835,022 (2022 - £1,547,625) before investment gains and losses. The Foundation generated realised and unrealised investment losses of £1,804,076 (2022 – realised and unrealised investment losses of £546,408) on its investment portfolio, which contributed to a total decrease in funds of £3,639,098 (2022 – total decrease in funds of £2,094,033).

### ***Reserves policy***

As detailed above, the charity carries out a diverse range of activities, the trustees have examined the requirement for free reserves i.e. those unrestricted funds not invested in fixed assets, designated for specific purposes or otherwise committed.

The unrestricted fund represents the cumulative surplus arising from investment income exceeding charitable expenditure over the past few years. The Foundation's historic cash reserves policy was to hold the equivalent of 2 years of operating spend, c.£4m, and having this higher level of cash has helped us not to be a forced seller in a depressed investment market. Our cash reserves policy was put in place at a time when markets were buoyant and we were taking profits from our investment managers back to cash. The Foundation currently holds enough liquidity to fund outgoings for the next quarter and one year's operating spend which is including the Aviva fund. We can liquidate funds from the Aviva "cash plus" product with immediate effect (notice is 2 days) which will serve to fund the Foundation through the 2023/24 financial year.

The Foundation prepares budgets with an anticipated annual grant expenditure of approximately £2.3m with a deficit of £1.9m forecast for 2022/23 against which the Foundation's unrestricted fund balance at the year-end was £557k.

The endowment funds represent the Foundation's investment portfolio. In recent years, the Foundation adopted a policy of profit taking on the investment portfolio in accordance with its investment policy. The DHL UK Foundation has chosen to adopt a total return approach to investment, thus the year end reserve balance is deemed to be prudent given the change to be less dependent on income generating investments and to avoid liquidating investments as a forced seller in a depressed market.

The reserves policy is reviewed annually to reassess the risks and reflect changes to the Foundation's income, capital, financial obligations and long-term plans for charitable expenditure.

### ***Financial position***

The balance sheet shows total funds of £32,166,373 (2022 - £35,805,471).

These funds include the expendable endowment fund of £31,609,200 (2022 - £33,320,645). The endowment, whilst expendable, is represented by investments, which provide financial support to the charitable activities of the Foundation.

General funds of the charity at 31 March 2023 total £557,173 (2022 - £2,484,826) and equate to free reserves and the trustees consider that the level of free reserves falls within the reserves policy stated above.

### ***Risk management***

The trustees have established a risk management process comprising:

- ◆ An annual review of the risks the charity may face summarised in a 'Risk Register';
- ◆ A safeguarding policy relating to DHL colleague engagement with the beneficiaries of the Foundation's school and charity partners

## Trustees' report Year to 31 March 2023

- ◆ The establishment of systems and procedures to mitigate those risks identified; and
- ◆ The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The principal risks faced by the DHL UK Foundation have been identified as follows:

- ◆ Safeguarding
- ◆ Financial sustainability
- ◆ Investment management

### ***Risk Register***

The Risk Register, referred to above, details other potential risks that the Foundation may face in its day-to-day operations and is created by the Foundation team with the support of the Operations Committee. The Register is reviewed by the Board of trustees on an annual basis.

### ***Safeguarding***

The Foundation has introduced a Safeguarding Policy and Code of Conduct that relate to the behaviours expected of all DHL colleagues involved in working with the beneficiaries of the Foundation's school and charity partners, and how any breach of these safeguarding principles will be dealt with. This Safeguarding Policy was developed after consultation with an independent safeguarding consultant and a number of charity experts, and will be reviewed on an annual basis to ensure that the latest guidance is included. Every DHL colleague engaged in supporting Foundation programs must sign the Safeguarding code of conduct before taking part in any activity and on an annual basis. In addition, in November 2021, the Foundation launched a mandatory online safeguarding course, which was also developed in consultation with the safeguarding consultant with input from the Foundation's charity partners. All colleagues involved in Go Teach activities must complete the mandatory safeguarding course on an annual basis. All Foundation team members and trustees complete an enhanced DBS (Disclosure and Barring Service) check on a bi-annual basis, as do all DHL colleagues involved in long term activities with the same pupils, such as mentoring, or in delivering the Trucks and Child Safety program. The Foundation's trustee Safeguarding sub-committee is led by Neha Mahendru, the trustee lead for Safeguarding, and also includes Foundation trustees Neil Calvert and Christoph Selig, together with the Foundation team CEO Sonia Chhatwal, and Foundation team members Harry Wade, Nicky Donovan and Emma Stratford.

### ***Financial sustainability***

The key elements in managing the financial sustainability of the DHL UK Foundation are a regular review of available funds with which to meet current and future grant commitments, regular liaison with investment managers and monthly reporting of performance against budget for income and expenditure to the Foundation's Operations Committee, which was led by Lindsay Bridges (DHL business representative and trustee) before her resignation in June 2022, and then by Duncan Butler, DHL Senior Business Advisor. In addition, financial risk is mitigated by processes which ensure that all major financial instructions are approved by the Board of trustees.

***Investment management***

The key elements in effective investment management are a trustee body with a skill set appropriate to evaluating investment performance, the engagement of professional investment managers with a significant and successful track record, frequent reviews of investment performance, and regular meetings with investment managers. All these activities are managed for the DHL UK Foundation by the Investment Committee, which includes four trustees, a senior advisor from the DHL business, an independent investment adviser, the Foundation Chief Executive and the Foundation Senior Programme Manager. The Investment Committee meets quarterly and is accountable to the Board of trustees.

***Investment policy***

In addition to the cash balances referred to under "Financial Position", the charity has a portfolio of investments with a market value as at 31 March 2023 of £31,609,200 (2022 - £33,320,645). Of this value £1.5m is held as short-term investments.

There are no restrictions on the charity's power to invest. The investment strategy is set by the trustees and takes into account income requirements, the risk profile and the investment manager's view of the market prospects in the medium term. The overall investment policy is to maximise total return through a diversified portfolio, aiming to provide the level of income advised by the trustees and, at the same time, with a view to ensuring that capital appreciation of the fund exceeds inflation over any five-year period.

The Foundation currently hold enough liquidity to fund outgoings for the next quarter and one year's operating spend which is including the Aviva fund. We can liquidate funds from the Aviva "cash plus" product with immediate effect (notice is 2 days) which will serve to fund the Foundation through the 2023/24 financial year and reviewed on a quarterly basis.

The trustees meet with the investment managers annually to review the performance of the portfolio and the investment strategy. The trustees are satisfied that their investment policy is being achieved.

***Volunteers***

The trustees are very grateful to the many volunteers who have given their time to the charity over the past year and who have provided invaluable assistance.

Approved by the trustees and signed on their behalf by:



Susan Robinson, Chair of the Trustee Board

Date: 29/08/2023

## **Independent auditor's report to the members of The DHL UK Foundation**

### **Opinion**

We have audited the financial statements of The DHL UK Foundation for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; 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 under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating 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 a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (which incorporates the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable company; or
- the charitable company 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
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

**Responsibilities of trustees for the financial statements**

As explained more fully in the trustees' responsibilities statement set out on page 7, 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, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for 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 the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

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 an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related and we considered

the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011 and consider other factors such as payroll taxes.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and we determined that the principal risks were related to the completeness and cut-off of voluntary income. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates, in particular the recognition of grant commitments and the valuation of gifts in kind.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

#### **Use of our report**

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 the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Vikram Sandhu (Senior Statutory Auditor)  
For and on behalf of Haysmacintyre LLP, Statutory Auditor  
Date: 30/08/2023

10 Queen Street Place  
London  
EC4R 1AG

**Statement of financial activities** Year to 31 March 2023  
(Including income and expenditure account)

	Notes	Unrestricted funds £	Expendable Endowment funds £	Restricted funds £	2023 Total funds £	Unrestricted funds £	Expendable Endowment funds £	Restricted funds £	2022 Total funds £
<b>Income from:</b>									
Donations	1	554,440	—	—	554,440	435,627	—	—	435,627
Investments	2	14,310	92,631	—	106,941	7,881	205,318	—	213,199
Other income		52	—	—	52	—	—	—	—
<b>Total income</b>		<b>568,802</b>	<b>92,631</b>	<b>—</b>	<b>661,433</b>	<b>443,508</b>	<b>205,318</b>	<b>—</b>	<b>648,826</b>
<b>Expenditure on:</b>									
Raising funds	6	—	—	—	—	—	—	—	—
Charitable expenditure	3	2,496,455	—	—	2,496,455	2,196,451	—	—	2,196,451
<b>Total expenditure</b>		<b>2,496,455</b>	<b>—</b>	<b>—</b>	<b>2,496,455</b>	<b>2,196,451</b>	<b>—</b>	<b>—</b>	<b>2,196,451</b>
<b>Net expenditure before investment gains</b>		<b>(1,927,653)</b>	<b>92,631</b>	<b>—</b>	<b>(1,835,022)</b>	<b>(1,752,943)</b>	<b>205,318</b>	<b>—</b>	<b>(1,547,625)</b>
<b>Net gains and losses on investments</b>									
Realised gains on investments	11	—	(80,860)	—	(80,860)	—	(155,156)	—	(155,156)
Unrealised gains (losses) on investments	11	—	(1,723,216)	—	(1,723,216)	—	(391,252)	—	(391,252)
		—	(1,804,076)	—	(1,804,076)	—	(546,408)	—	(546,408)
<b>Net income/(expenditure)</b>	8	<b>(1,927,653)</b>	<b>(1,711,445)</b>	<b>—</b>	<b>(3,639,098)</b>	<b>(1,752,943)</b>	<b>(341,090)</b>	<b>—</b>	<b>(2,094,033)</b>
<b>Transfers between funds</b>		<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>500,000</b>	<b>(500,000)</b>	<b>—</b>	<b>—</b>
<b>Net movement in funds</b>		<b>(1,927,653)</b>	<b>(1,711,445)</b>	<b>—</b>	<b>(3,639,098)</b>	<b>(1,252,943)</b>	<b>(841,090)</b>	<b>—</b>	<b>(2,094,033)</b>
<b>Fund balances brought forward at 1 April 2022</b>		<b>2,484,826</b>	<b>33,320,645</b>	<b>—</b>	<b>35,805,471</b>	<b>3,737,769</b>	<b>34,161,735</b>	<b>—</b>	<b>37,899,504</b>
<b>Fund balances carried forward at 31 March 2023</b>		<b>557,173</b>	<b>31,609,200</b>	<b>—</b>	<b>32,166,373</b>	<b>2,484,826</b>	<b>33,320,645</b>	<b>—</b>	<b>35,805,471</b>

All income and expenditure derives from continuing activities.

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

**Balance sheet 31 March 2022**

	Notes	2023 £	2023 £	2022 £	2022 £
<b>Fixed assets</b>					
Investments	11		<b>30,075,778</b>		31,819,015
<b>Current assets</b>					
Debtors	12	<b>93,359</b>		70,846	
Short term investments	11	<b>1,533,422</b>		1,501,630	
Cash at bank and in hand		<b>601,700</b>		2,540,938	
		<b>2,228,481</b>		4,113,414	
<b>Liabilities</b>					
Creditors: amounts falling due within one year	13	<b>(137,886)</b>		(126,958)	
<b>Net current assets</b>			<b>2,090,595</b>		3,986,456
<b>Total net assets</b>			<b>32,166,373</b>		<b>35,805,471</b>
<b>The funds of the charity</b>					
<b>Capital funds:</b>					
Endowment funds	14		<b>31,609,200</b>		33,320,645
<b>Income funds:</b>					
Unrestricted funds			<b>557,173</b>		2,484,826
			<b>32,166,373</b>		<b>35,805,471</b>

Signed on behalf of the trustees by:

*Susan Robinson*

Susan Robinson, Chair of the Trustee Board

Date: 29/08/2023

The DHL UK Foundation, Company Limited by Guarantee  
Registration Number 2223373

## Statement of cash flows 31 March 2022

	Notes	2023 £	2022 £
<b>Cash flows from operating activities:</b>			
Net cash used in operating activities	A	<b>(1,953,548)</b>	(1,772,490)
<b>Cash flows from investing activities:</b>			
Investment income		106,941	213,199
Proceeds from the disposal of investments		2,000,000	2,000,000
Purchase of investments		(2,092,631)	(1,705,318)
<b>Net cash provided by investing activities</b>		<b>14,310</b>	507,881
<b>Change in cash and cash equivalents in the year</b>		<b>(1,939,238)</b>	(1,264,609)
<b>Cash and cash equivalents at 1 April 2022</b>	B	<b>2,540,938</b>	3,805,547
<b>Cash and cash equivalents at 31 March 2023</b>	B	<b>601,700</b>	2,540,938

### Notes to the statement of cash flows for the year to 31 March 2023.

#### A Reconciliation of net movement in funds to net cash used in operating activities

	2023 £	2022 £
<b>Net movement in funds (as per the statement of financial activities)</b>	<b>(3,639,098)</b>	(2,094,033)
<b>Adjustments for:</b>		
(Gains)/Losses on investments	1,804,076	546,408
Investment income	(106,941)	(213,199)
Decrease/(increase) in debtors	(22,513)	(28,613)
(Decrease)/increase in creditors	10,928	16,947
<b>Net cash used in operating activities</b>	<b>(1,953,548)</b>	(1,772,490)

#### B Analysis of cash and cash equivalents

	2022 £	Cashflows £	2023 £
Cash at bank and in hand	2,540,938	(1,939,238)	601,700
<b>Total cash and cash equivalents</b>	<b>2,540,938</b>	<b>(1,939,238)</b>	<b>601,700</b>

## Principal accounting policies 31 March 2023

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are laid out below.

### **Basis of preparation**

These financial statements have been prepared for the year to 31 March 2023.

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 United Kingdom and Republic of Ireland (FRS 102) (Charities SORP FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011. The financial statements have been prepared under the historical cost convention except for the modification to a fair value basis as specified in the accounting policies below.

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

All financial information is presented in British Pounds Sterling (£), the charity's functional currency, and has been rounded to the nearest pound (£).

### **Critical accounting estimates and areas of judgement**

The preparation of financial statements requires the use of certain critical accounting estimates and judgements. It also requires the trustees to exercise judgement in the process of applying accounting policies. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including an expectation of future events that are believed to be reasonable under the circumstances. Although these estimates are based on the trustees' best knowledge of the amount, event or actions, actual results may differ from those estimates.

Areas requiring the use of estimates and critical judgements that may impact on the charity's financial activities and financial position include multi-year grant commitment, where judgements are made for recognising grants payable where the payment is not due until future periods. In accordance with the charity's accounting policy for expenditure recognition, multi-year grant commitments are only recognised when approved and all conditions have been satisfied.

### **Assessment of going concern**

The trustees of the charity have not identified any material uncertainties relating to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern.

The trustees have considered the economic climate and have concluded that it is appropriate for the Foundation to continue to prepare its accounts on the going concern basis, not least because the Foundation's cash reserves have been managed to ensure they are sufficient to meet the anticipated grant commitments for the ensuing years.

### **Income**

Income from donations is recognised in the period in which the charity becomes entitled to the donation and where receipt is probable and its amount can be measured reliably.

Investment income comprises interest on the charity's cash balances and is recognised when receipt is probable and the amount can be measured reliably using the effective interest method.

### **Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. It includes VAT which cannot be recovered.

Expenditure on charitable activities comprises grants payable and related support and governance costs.

#### *Grants payable*

Grants payable are recognised when approved and when the intended recipient has either received the funds or been informed of the decision to make the donation and has satisfied all related conditions.

Grants are not accrued, but are noted as financial commitments in the notes to the financial statements, under the following circumstances:

- Where the beneficiary has not been informed; or
- Where the beneficiary has to meet certain explicit conditions before the grant is released; or
- Where the amount and timing of matched funding payments is uncertain.

#### *Support and governance costs*

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include administration, personnel and governance costs. Governance costs include audit costs and legal costs relating to the charity's compliance with regulation and good practice.

### **Fixed asset investments**

The charity's investment in quoted shares and similar investments are initially measured at cost and subsequently at market value. Investment gains and losses, whether realised or unrealised, are recognised in the statement of financial activities in the period in which they arise.

### **Financial instruments**

The charity only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the charity and their measurement basis are as follows:

*Financial assets* – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 12. Prepayments are not financial instruments.

*Cash at bank* – is classified as a basic financial instrument and is measured at face value.

*Financial liabilities* –accruals and other creditors are financial instruments and are measured at amortised cost as detailed in note 13. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

### **Debtors**

Trade and other debtors are initially recognised at their settlement amount and subsequently at amortised cost or their recoverable amount. Impairment provisions are recognised when there is objective evidence, such as significant financial difficulties on the part of the counterparty or default or a significant delay in payment, that the charity will be unable to collect all of the amounts due.

Prepayments are valued at the amount prepaid.

### **Cash at bank and in hand**

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year have been disclosed as short-term deposits.

### **Creditors and provisions**

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be measured or estimated reliably.

Creditors and provisions are initially recognised at fair value, being the amount the charity anticipates it will pay to settle the debt, and subsequently at amortised cost.

## **Principal accounting policies 31 March 2023**

### **Funds**

The expendable endowment fund represents the market value of the charity's investment portfolio and comprises of monies set aside out of general funds in pursuit of the objectives of the charity.

General funds represent those monies which are freely available for application towards achieving any charitable purpose that falls within the charity's charitable objects.

### **Pension costs**

Employer's contributions in respect of defined contribution pension schemes are charged to the statement of financial activities in the year in which they are payable to the scheme.

## Notes to the financial statements 31 March 2023

### 1 Donations

	Unrestricted 2023 £	Restricted 2023 £	<b>2023 Total funds £</b>	Unrestricted 2022 Total funds £
Donation from DHL	393,929	-	<b>393,929</b>	393,929
Gift in kind from DHL	160,511	-	<b>160,511</b>	41,698
<b>Total funds</b>	<b>554,440</b>	<b>-</b>	<b>554,440</b>	<b>435,627</b>

Gifts in kind represent the donation of DHL employee time spent on Foundation activities in the year. It represents approximately 4,097 hours of volunteer time (2022 –1,042 hours).

No restricted income was received in 2023.

### 2 Investments

	<b>2023 Total funds £</b>	2022 Total funds £
Interest receivable	<b>14,310</b>	7,881
Investment income	<b>92,631</b>	205,318
<b>Total funds</b>	<b>106,941</b>	<b>213,199</b>

### 3 Charitable expenditure

	Unrestricted 2023 £	Restricted 2023 £	<b>2023 Total funds £</b>	Unrestricted 2022 Total funds £
Grants payable (note 4)	2,227,287	-	<b>2,227,287</b>	2,042,291
Other activities (note 5)	182,106	-	<b>182,106</b>	67,062
Governance costs (note 7)	87,062	-	<b>87,062</b>	87,098
<b>Total funds</b>	<b>2,496,455</b>	<b>-</b>	<b>2,496,455</b>	<b>2,196,451</b>

## Notes to the financial statements 31 March 2023

### 4 Grants payable

Grants payable analysed between activities and projects with the main recipients were as follows:

	Unrestricted 2023 £	Restricted 2023 £	<b>2023 Total funds £</b>	Unrestricted 2022 Total funds £
<b>Engagement:</b>				
. Match it!	106,485	-	<b>106,485</b>	105,270
. Helping Hands Scheme	135,365	-	<b>135,365</b>	88,621
<b>Education &amp; Employability</b>				
. Outward Bound Trust	125,791	-	<b>125,791</b>	131,891
. Teach First	250,000	-	<b>250,000</b>	250,000
. Go Teach	5,866	-	<b>5,866</b>	1,535
. Coram Beanstalk	40,000	-	<b>40,000</b>	75,000
. Street League	336,427	-	<b>336,427</b>	325,841
. City Year UK	185,000	-	<b>185,000</b>	135,000
. Think Forward	170,000	-	<b>170,000</b>	120,000
. Place2Be	100,000	-	<b>100,000</b>	100,000
. The Difference	100,000	-	<b>100,000</b>	100,000
. Other: Trustee donations	7,900	-	<b>7,900</b>	7,900
. Other: International disasters	5,000	-	<b>5,000</b>	15,000
	1,567,834	-	<b>1,567,834</b>	1,456,058
Allocation of 3s (note 6)	659,453	-	<b>659,453</b>	586,233
<b>Total funds</b>	<b>2,227,287</b>	<b>-</b>	<b>2,227,287</b>	<b>2,042,291</b>

A reconciliation of grants paid and grant commitments is as follows:

	<b>2023 Total funds £</b>	2022 Total funds £
Grant commitments at 1 April 2022	<b>17,846</b>	15,892
Grants made in the year	1,567,834	1,456,058
Grants paid in the year	(1,560,931)	(1,454,104)
<b>Grant commitments at 31 March 2023</b>	<b>24,749</b>	17,846

## 5 Other charitable activities

	Unrestricted	
	2023 Total funds £	2022 Total funds £
Direct costs		
. Trucks and Child Safety	4,459	11,326
. Gifts in kind – DHL employee services	141,011	23,168
	<b>145,470</b>	<b>34,494</b>
Allocation of support costs (note 6)	36,636	32,568
<b>Total funds</b>	<b>182,106</b>	<b>67,062</b>

## 6 Support costs

The support costs incurred during the year to 31 March 2023 and the bases of their allocation were as follows:

	Cost of raising funds £	Grants payable £	Other charitable activities £	Governance £	2023 Total £
Staff costs	—	396,136	22,007	22,007	440,150
Consultancy	—	35,125	1,951	1,951	39,027
Irrecoverable VAT	—	109,742	6,097	6,097	121,936
Marketing and promotions	—	18,906	1,050	1,050	21,006
Office costs	—	25,759	1,431	1,431	28,621
Accommodation and travel	—	16,354	909	909	18,172
Car expenses	—	33,063	1,837	1,837	36,737
Sundry expenses	—	24,368	1,354	1,354	27,076
	—	<b>659,453</b>	<b>36,636</b>	<b>36,636</b>	<b>732,725</b>

	Cost of raising funds £	Grants payable £	Other charitable activities £	Governance £	2022 Total £
Staff costs	—	354,840	19,713	19,713	394,266
Consultancy	—	49,383	2,743	2,743	54,869
Irrecoverable VAT	—	90,565	5,031	5,031	100,627
Marketing and promotions	—	6,026	335	335	6,696
Office costs	—	30,986	1,722	1,722	34,430
Accommodation and travel	—	6,699	372	372	7,443
Car expenses	—	24,888	1,383	1,383	27,654
Sundry expenses	—	22,849	1,269	1,269	25,387
	—	<b>586,236</b>	<b>32,568</b>	<b>32,568</b>	<b>651,372</b>

Support costs are allocated using estimates of the proportion of staff time spent on each activity and were revised in the current financial year to reflect the activities absorbing staff time (see note 9).

**7 Governance costs**

	Unrestricted	
	2023 Total funds £	2022 Total funds £
Direct costs:		
. Audit fees	16,200	14,250
. Meeting expenses	145	175
. Bank charges	491	483
. Legal and professional	14,090	21,092
. Gifts in kind – DHL employee services	19,500	18,530
	<b>50,426</b>	<b>54,530</b>
Allocation of support costs (note 6)	36,636	32,568
<b>Total funds</b>	<b>87,062</b>	<b>87,098</b>

**8 Net (expenditure)/income**

This is stated after charging:

	Unrestricted	
	2023 Total funds £	2022 Total funds £
Staff costs (note 9)	440,150	394,266
Auditor's remuneration for statutory audit services	16,200	14,250

**9 Staff costs including key management personnel and trustees remuneration**

Staff costs during the year were as follows:

	2023 £	2022 £
Wages and salaries	345,704	319,505
Social security costs	45,413	34,665
Other pension costs	49,033	40,096
	<b>440,150</b>	<b>394,266</b>

One employee earned over £60,000 (including taxable benefits but excluding employer pension contributions) during the year (2022 - one).

The average number of employees during the year was eight (2022 – seven). The employees were all engaged in support activities on the following estimated proportions: 95% on charitable activities and 5% on governance.

The Foundation's staff have employment contracts with DHL and staff costs are invoiced to the Foundation (see note 18).

**9 Staff costs including key management personnel and trustees remuneration**  
(continued)

***Key management personnel***

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charity and are represented by the trustees, the Chief Executive, Programme Directors and the Foundation Manager.

The number of key management personnel was 10 (2022: 10).

The total emoluments received by the key management personnel was £442,693 (2022: £410,484).

***Trustees' remuneration***

None of the trustees received any remuneration in respect of their services during the year (2022 - none).

During the year out of pocket travelling expenses amounting to £1,362 (2022 - £403) were reimbursed to three trustees (2022 – one).

**10 Taxation**

The DHL UK Foundation is a registered charity and therefore is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

**11 Investments**

	2023 £	2022 £
<b>Listed investments</b>		
Market value at 1 April 2022	33,320,645	34,161,735
Additions at cost	2,092,631	1,705,318
Disposals (proceeds: £2m; loss: £80,860)	(2,080,860)	(2,155,156)
Movement in investment market value	(1,723,216)	(391,252)
Market value at 31 March 2023	<u>31,609,200</u>	<u>33,320,645</u>
Cost of listed investments at 31 March 2023	<u>24,651,502</u>	<u>21,644,565</u>

Investments held at 31 March 2023 comprised the following:

	2023 £	2022 £
OEIC Funds	<u>31,609,200</u>	<u>33,320,645</u>
	<u>31,609,200</u>	<u>33,320,645</u>

## Notes to the financial statements 31 March 2023

### 11 Investments (continued)

At 31 March 2023 the following individual investment holdings are deemed material when compared to the overall investment values:

Holding	2023		2022	
	Market value of holding £	Percentage of total portfolio %	Market value of holding £	Percentage of total portfolio %
Return Plus Fund S (held as short term investments)	1,533,422	5%	1,501,630	5%
LPI Global Equity Fund	8,032,136	25%	7,981,829	24%
LTGG Fund B	7,958,620	25%	9,122,633	27%
Dynamic Real Return S Accumulation	6,158,288	20%	7,472,384	22%
BNY Mellon Real Return Fund Newton	5,946,293	19%	7,242,169	22%
TM Fulcrum Diversified Liquid Alt F ACC	1,980,441	6%	-	-
	<b>31,609,200</b>	<b>100%</b>	<b>33,320,645</b>	<b>100%</b>

### 12 Debtors

	2023 £	2022 £
Trade debtors	30,279	9,762
Other debtors	10,072	525
Prepayments and accrued income	53,008	60,559
	<b>93,359</b>	<b>70,846</b>

### 13 Creditors: amounts falling due within one year

	2023 £	2022 £
Trade creditors	74,718	14,075
Grants payable	24,749	17,846
Accruals	38,419	95,037
	<b>137,886</b>	<b>126,958</b>

### 14 Endowment funds

Movements on the expendable endowment fund during the year can be summarised as follows:

	At 1 April 2022 £	Incoming resources £	Transfers Gains and losses £	At 31 March 2023 £
Endowment fund	33,320,645	92,631	(1,804,076)	31,609,200

	At 1 April 2021 £	Incoming resources £	Transfers Gains and losses £	At 31 March 2022 £
Endowment fund	34,161,735	205,318	(1,046,408)	33,320,645

The endowment funds are represented in full by the investment portfolio.

## 15 Analysis of net assets between funds

	General fund £	Endowment funds £	Total 2023 £
<b>Fund balances at 31 March 2023 are represented by:</b>			
Investments	—	30,075,778	30,075,778
Current assets	695,059	1,533,422	2,228,481
Creditors: amounts falling due within one year	(137,886)	—	(137,886)
<b>Total net assets</b>	<b>557,173</b>	<b>31,609,200</b>	<b>32,166,373</b>
	General fund £	Endowment funds £	Total 2022 £
<b>Fund balances at 31 March 2022 are represented by:</b>			
Investments	—	31,819,015	31,819,015
Current assets	2,611,784	1,501,630	4,113,414
Creditors: amounts falling due within one year	(126,958)	—	(126,958)
<b>Total net assets</b>	<b>2,484,826</b>	<b>33,320,645</b>	<b>35,805,471</b>

## 16 Capital commitments

The company had no capital commitments as at 31 March 2023 (2022 – none).

## 17 Liability of members

The DHL UK Foundation is a company limited by guarantee. In the event of winding up, the maximum amount guaranteed to be contributed by each member is £1.

## 18 Related Parties

The Foundation is independent of any other body. However, it was endowed by the National Freight Consortium (NFC) plc. In May 2000, NFC plc merged with Exel plc and on 12 December 2005, Deutsche Post DHL (previously called Deutsche Post World Net) acquired Exel plc, which was renamed DHL.

The DHL UK Foundation had the following transactions with DHL:

- Donations of £393,929 (2022 - £393,929) were received from DHL in the year ended 31 March 2023
- Service costs of £622,551 (2022 - £511,977) were paid by the Foundation to DHL for staff costs and infrastructure expenses
- DHL employees provided unpaid volunteer hours with an estimated value of £160,511 (2022 - £41,698)
- As at year-end, the DHL UK Foundation had an outstanding balance of £57,189.12 (2022: £111,311) with DHL which has been recognised as an outstanding payment reducing the cash and bank balance held at the year-end.

**THE DHL UK FOUNDATION**

England & Wales - Charity number 327880

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# Accounts

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**AMENDED**

**The DHL UK  
Foundation**

**Annual Report and Financial  
Statements**

31 March 2022

Company Limited by Guarantee  
Registration Number  
2223373 (England and Wales)

Charity Registration Number  
327880

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## Legal and administrative information

<b>Trustees (as at date of signing)</b>	P K Butchart N Calvert H Copinger-Symes (appointed 26.07.22) P Fuller N Mahendru J Nestor C Selig B Storch P Watts (Chairman) I Wilson M Young
<b>Registered office</b>	Eastworth House Eastworth Road Chertsey KT16 8SH
<b>Company registration number</b>	2223373 (England and Wales)
<b>Charity registration number</b>	327880
<b>Auditor</b>	Haysmacintyre LLP 10 Queen Street Palace London EC4R 1AG
<b>Bankers</b>	National Westminster Bank plc 81 High Street Bedford MK40 1YN  Santander UK plc Business Banking Centre Santander House 301 St Vincent Street Glasgow G2 5NT

## Legal and administrative information

### Investment managers

Baillie Gifford & Co  
Calton Square  
1 Greenside Row  
Edinburgh  
EH1 3AN

Longview Partners LLP  
Thames Court  
1 Queenhithe  
London  
EC4V 3RL

Threadneedle Investment Services Limited  
Cannon Place  
78 Cannon Street  
London  
EC4N 6AG

BNY Mellon Fund Managers Limited  
(Newton Fund)  
BNY Mellon Centre  
160 Queen Victoria Street  
London  
EC4V 4LA

Alliance Bernstein Investor Services  
2-4 Rue Eugene Ruppert  
L-2453  
Luxembourg

Aviva Investors Global Services Limited  
(AIGSL)  
St Helens  
1 Undershaft  
London  
EC3P 3DQ

### Solicitor

Stone King  
Boundary House  
91 Charterhouse Street  
London  
EC1M 6HR

## **Trustees' report** Year to 31 March 2022

The trustees present their annual report together with the financial statements of The DHL UK Foundation for the year ended 31 March 2022.

The report has been prepared in accordance with Part 8 of the Charities Act 2011 and constitutes a directors' report for the purpose of company legislation.

The financial statements have been prepared in accordance with the accounting policies set out on pages 26 to 29 of the attached financial statements and comply with the charitable company's memorandum and articles of association, applicable laws and 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 United Kingdom and Republic of Ireland (FRS 102).

### **Principal aims and objects**

The Vision and Mission of the Foundation approved by the Board in November 2020 are as follows:

#### ***DHL UK Foundation Vision:***

An end to youth unemployment

#### ***DHL UK Foundation Mission:***

For the Foundation, and DHL colleagues across the UK, to work together to help our charity and school partners ensure that disadvantaged young people aged 5 to 25 years have access to the best possible education, develop essential life skills and the opportunity to secure meaningful and sustainable employment.

The trustees have agreed that the Foundation's support should be focussed on three key areas:

#### **Education**

Partnering with charities and schools that help struggling students to get the most out of their education during important stages of their time in primary and secondary school, college and university – helping them to become ready for employment and to develop life and citizenship skills.

#### **Employability**

Partnering with charities that help young people from disadvantaged backgrounds learn about the world of work, the logistics industry and DHL.

#### **Engagement**

Encouraging colleagues across DHL to use their passion and skills to help support their local communities and young people in need.

The Foundation's support of the above themes is achieved by:

- ◆ Providing funding and leveraging DHL employee support for highly impactful projects with national charity partners working with children and young people;
- ◆ Providing structured programmes and encouragement for DHL employees to volunteer, fundraise and use their skills in community activity; and

## **Trustees' report** Year to 31 March 2022

- ◆ Maximising the impact of our funds through the structure with a small central team with external 'in kind' support and regular evaluation of all projects supported.

The principal objects of the Foundation as laid out in the Memorandum and Articles of Association are:

- the advancement of education, training and employment support to young people aged between 5 and 25 years, in particular, but without limitation, those who the trustees, in their discretion, determine to be disadvantaged;
- the relief of need by reason of financial hardship, for current and former employees of the DHL Group (or predecessors of any of the DHL Group entities or their business activities) and their families, at the discretion of the trustees; and
- the advancement of general purposes which are exclusively charitable under the law of England and Wales.

### **Structure, Governance and Management**

The DHL UK Foundation is a charitable company limited by guarantee with no share capital, governed by its Memorandum and Articles of Association. The Foundation was registered with the Charity Commission on 22 July 1988. The Articles were amended to allow for current governance arrangements on 28 July 2006, 8 December 2006, 19 January 2012, and 26<sup>th</sup> April 2022.

### ***Appointment, induction and training of trustees***

As set out in the Articles of Association in effect from 28 July 2006, the directors of the Foundation are the trustees and trustees are appointed by the Board. The trustees are normally appointed to serve for a period of two or three years and are eligible for re-appointment for a further two consecutive terms up to a maximum term of 9 years.

The trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role. For new trustees there is an induction process which includes a brief on the trustee obligations under charity and company law, the content of the Memorandum and Articles of Association, the governance structure of the Foundation, the programmes run by the Foundation and the recent financial performance of the charity.

## Trustees' report Year to 31 March 2022

The following trustees served throughout the financial year to 31 March 2022, except where shown:

<b>Trustees</b>	<b>Appointed/Resigned</b>
Lindsay Bridges	
Patricia Katherine Butchart	
Neil Calvert	
Peter Fuller	
Neha Mahendru	
John Nestor	
Christoph Selig	
Barbara Storch	
Perry Watts (Chairman)	
Ian Wilson	
Michael Young	

### **Organisational Structure**

The DHL UK Foundation has a board of trustees who meet quarterly. Their key responsibilities are:

- i. To set the strategic aims of the Foundation;
- ii. To ensure sound financial management (including investment management);
- iii. To ensure compliance with charity and company law; and
- iv. To ensure the bodies to which responsibility has been delegated are performing their duties in a proper manner.

Sonia Chhatwal is the DHL UK Foundation Chief Executive.

The Chairmanship of the Operations Committee is undertaken by Lindsay Bridges (DHL business representative and trustee). The Operations Committee consists of Sonia Chhatwal (DHL UK Foundation Chief Executive), Lindsay Bridges (DHL business representative and trustee), Duncan Butler (DHL business representative), Nicky Donovan (DHL UK Foundation representative), Jen Simkin (DHL UK Foundation representative), Karen Tatham (DHL UK Foundation representative), Harry Wade (DHL UK Foundation representative), Emma Stratford (DHL UK Foundation representative), Erica Young (DHL UK Foundation representative) and Jessica McKenna (DHL UK Foundation representative).

The Operations Committee normally meets a minimum of seven times each year and is responsible for:

- ◆ Approving requests in respect of the Helping Hands programme;
- ◆ Reviewing financial statements and agreeing any necessary actions; and
- ◆ Identifying and resolving any operational issues.

## **Trustees' report** Year to 31 March 2022

The Chairmanship of the Investment Committee is undertaken by John Nestor (trustee). The Investment Committee consists of Sonia Chhatwal (DHL UK Foundation Chief Executive), John Nestor (trustee), Perry Watts (Chairman of trustees), Neil Calvert (trustee), Helen Copinger-Symes (independent advisor) Graham Jung (independent advisor), Duncan Butler (DHL business representative), and Harry Wade (DHL UK Foundation representative).

The Investment Committee normally meets a minimum of four times a year. The role of the Investment Committee is to:

- ◆ Advise the trustees in taking decisions in all investment related areas;
- ◆ Monitor progress towards the achievement of the trustees' investment goals
- ◆ Manage the trustees' investment managers and any other provider of investment services
- ◆ Monitor the investment managers and, if necessary, advise the trustees of a need for change.

### ***Trustees***

The trustees constitute directors of the Foundation for the purpose of the Companies Act 2006.

Constant regard is given to the skills mix of the trustees to ensure that the Board of trustees has all the necessary skills required to contribute fully to the Foundation's development.

No trustee received any remuneration from the charity during the year (2021 - none). Out of pocket travelling expenses totalling £402.82 (2021 - £245.21) were reimbursed to one trustee during the year.

No trustee had any beneficial interest in any contract with the Foundation during the year.

### ***Key management personnel***

The trustees consider that the Foundation Chief Executive, Foundation Senior Programme Manager, two Foundation Programme Managers, two part-time Foundation Managers (job share - responsible for Finance and Administration) and two Foundation Programme Coordinators (increased from one in August 2021) comprise the key management personnel in charge of directing, running and operating the DHL UK Foundation on a day-to-day basis.

The pay and performance of the Foundation Team is reviewed annually by the Remuneration Committee, which was established in February 2021. The Remuneration Committee is Chaired by Neil Calvert (Foundation trustee), with Perry Watts, (Chair of the Foundation Board of trustees), and Lindsay Bridges, (Foundation trustee) as committee members. Foundation Team salaries are benchmarked against similar roles in other charities and where possible also against similar posts in the DHL business. The trustees give their time freely.

***Statement of trustees' responsibilities***

The trustees (who are also directors of the DHL UK Foundation for the purposes of company law) are responsible for preparing the trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year that give a true and fair view of the state of affairs of the charitable company and of the income and expenditure of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- ◆ Select suitable accounting policies and then apply them consistently;
- ◆ Observe the methods and principles in 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);
- ◆ Make judgements and estimates that are reasonable and prudent;
- ◆ State whether applicable United Kingdom accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- ◆ Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that 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 also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Each of the trustees confirms that:

- ◆ So far as the trustee is aware, there is no relevant audit information of which the charity's auditor is unaware; and
- ◆ Each trustee has taken all the steps that he/she ought to have taken as a trustee in order to make himself/herself aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

The trustees are responsible for the maintenance and integrity of the charity and financial information included on the Charity Commission's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

***Related Parties***

The Foundation is independent of any other body. However, it was originally endowed by the National Freight Consortium (NFC) plc and in May 2000, NFC plc merged with Exel plc and on 12 December 2005, Deutsche Post DHL (previously called Deutsche Post World Net) acquired Exel plc, which was renamed DHL.

The DHL UK Foundation and the DHL business signed a Framework Agreement in June 2022. This formalises arrangements that have been in place since the original endowment by NFC plc for the services provided to the Foundation by DHL, including salary costs, office space and infrastructure costs.

The DHL UK Foundation runs specific programmes that are linked to DHL employees, with a focus on the UK, and these are highlighted in the trustees' report.

In the period covered by this report a donation of £393,929 (2021 - £347,720) was received from DHL and service costs of £511,977 (2021 - £465,643) were paid to DHL to cover certain running costs of the Foundation.

In addition, DHL also donates staff time to the Foundation which is recognised as a gift in kind. The estimated value of donated services in this period was £41,698 (2021 - £71,228). The significant reduction in DHL staff time donated to the Foundation was due to the impact of COVID 19, which significantly reduced the amount and type of support that DHL staff were able to provide to the Foundation's charity and school partnerships.

## **Activities and achievements**

### **Grant Making**

The Foundation provides grants to organisations that work with disadvantaged young people to achieve their full potential despite experiencing social and economic challenges.

### ***Teach First***

The DHL UK Foundation continued its partnership with Teach First in 2021/22. The unrestricted donation of £250,000 enabled Teach First to recruit, train and support newly qualified teachers into schools across the UK and to continue to tackle educational inequality.

### **2021/22 Partnership Highlights – The DHL UK Foundation and Teach First:**

- 42 colleagues were trained to coach a newly qualified teacher.
- 4 senior DHL colleagues coached a new Head Teacher.
- 25 colleagues helped create a suite of pre-recorded virtual careers activities for students, including careers talks, employability skills videos and CV & Interview guidance. These activities were designed to inspire students about the world of work, give an insight into the logistics industry, and help students to develop transferable skills.
- 30 classroom activities were delivered across a number of school partners (mix of virtual and in-person activities) from Sep 2021-April 2022.

### ***Outward Bound***

The Outward Bound Trust programme provides bursary support for young people from disadvantaged backgrounds to take part in outdoor learning and personal development activities. The DHL UK Foundation funded programme includes an employability skills theme to empower students to become well-rounded individuals ready to enter the workplace. The Trust also trains DHL employees as mentors to support the students funded by the Foundation that are taking part in the outdoor residential.

In 2021/22 The Outward Bound Trust was finally able to re-open it's centres after they were closed due to Covid in 2020. The trustees of the Foundation agreed to provide a donation of £131,891 of restricted funding to run Outward Bound residential courses for 180 students from across the UK taking part in the DHL UK Foundation funded programme.

### ***Street League***

The DHL UK Foundation further developed its partnership with Street League in 2021/22 with the move to a 3-year funding commitment. The £325,841 donation supported Street League academies in key locations across the UK and enabled DHL colleagues to engage with each of these academies.

Despite continuing COVID 19 restrictions, this employability programme was delivered at 5 locations during 2021/22, providing Street League beneficiaries with 100 hours paid work experience (wages funded by the DHL business) across 8 DHL sites. Aftercare support from the charity (funded by the Foundation) was provided to ensure that the young people had the best chance of succeeding in the work placement.

### **2021/22 Partnership Highlights**

- Academies funded in 5 city locations.
- 8 DHL sites partnered with the above Street League academies.
- 19 young people took part in paid work experience and training with DHL.
- 13 young people gained permanent employment with DHL.
- 45 DHL colleagues supported through hosting work placements, leading site visits and delivering virtual classroom sessions.

The work placements were preceded by a sport session, site visit and DHL presentation. These activities inspired Street League young people about the world of work, gave an insight into the logistics industry, helped Street League clients develop transferable employability skills and practice interview techniques and showcased DHL and career opportunities in the logistics industry.

### ***ThinkForward***

ThinkForward specialise in working with some of the most disadvantaged young people in the country, who have been identified by their school as likely to leave education without a job or any further training. Their work focusses on providing specially trained coaches in secondary schools working directly with these targeted students over a 5-year period.

The Foundation's donation of £120,000 contributed to core costs with a particular focus on supporting the running of the programme in ThinkForward partner schools in Maidstone, Dover and Nottingham, providing students with a dedicated coach and ready-for-work activities. The donation also provided support to ThinkForward to continue to deliver and further develop their FutureMe and MoveForward programmes.

### **2021/22 Partnership Highlights**

- DHL colleagues were recruited to provide mentoring support for up to 15 students in Year 10 at the Dover Christchurch Academy, Dover.
- A GoTeach Champion has also begun working with one of Think Forward's partner schools, New Line Learning Academy (Maidstone,) to deliver classroom sessions to students.

### **City Year**

The DHL UK Foundation continued its partnership with City Year in 2021/22. The £135,000 donation was split into a £125,000 unrestricted donation to help City Year to recruit and support 150 Volunteer Mentors, who worked in 25 schools across London, the West Midlands and Greater Manchester, and a £10,000 restricted donation for City Year Volunteer Mentors to complete a CMI (Chartered Management Institute) introduction to management qualification. The City Year Volunteer Mentors support students to improve their attendance, behaviour and curriculum attainment in school.

In addition, 48 DHL employees have supported with mentoring of the City Year volunteers and a further 22 also engaged in virtual classroom activities with City Year partner schools and students.

### **2021/22 Partnership Highlights**

- 48 DHL colleagues signed up to mentor City Year Volunteer Mentors.
- Employability skills sessions delivered to CY volunteer mentors in each region.
- CMI Award in Leadership & Management rolled out to 62 City Year Volunteer Mentors supported by Foundation funding.

### **The Difference**

The Difference exists to change the story on school exclusion and to improve the life-outcomes of the most vulnerable children by raising the status and expertise of those who educate them. The DHL UK Foundation partnered with the Difference in spring 2021 with a 3-year strategic funding commitment donating £100,000 per annum. This unrestricted donation supports The Difference to deliver its core vision and mission.

The Difference creates specialist senior school leaders, with the expertise to lead whole-school and multi-agency approaches to meet the learning, wellbeing and safeguarding needs of all children, and most crucially those with high levels of need and vulnerability.

Through its programmes, research and partnerships, The Difference learns what works to improve outcomes for vulnerable children and shares this best practice across its network and the sector.

Due to the specialist needs of the young people, opportunities to engage DHL colleagues in support activities are very limited. However, there are plans for a site visit with a small group of students in 2022.

### **Place2Be**

Place2Be is a children's mental health charity that has been running for 25 years providing specialist mental health support to children in primary schools across the UK. The DHL UK Foundation began its partnership with Place2Be in 2021/22 with an unrestricted donation of £100,000.

Place2Be have also run two webinars to help DHL colleagues support the mental health of young people in their families. The first webinar in November 2021 was entitled '*Supporting young people and listening with empathy*'. Then in March 2022, the second webinar was linked to children's mental health week and the subject was '*Living with Teenagers*'. The Foundation will be engaging DHL colleagues to provide career support activities with 3 Place2Be partner schools in Durham, Manchester and Glasgow from Autumn 2022.

***Coram Beanstalk***

In 2021/22 the DHL UK Foundation continued its partnership with Coram Beanstalk, a national children's literacy charity that provides one-to-one reading support to disadvantaged children at risk of falling behind with their reading. Coram Beanstalk recruit, train and support volunteer reading helpers, who work with children in schools for a minimum of one year, building a reading bond that allows every child to grow in confidence and develop a passion and love of reading.

The DHL UK Foundation made an unrestricted donation of £75,000 to Coram Beanstalk in 2021/22. The donation supported Coram Beanstalk to reach over 450 children with regular one-to-one reading support from a trained volunteer reading helper.

**2021/22 Partnership Highlights**

- Delivered a webinar to DHL colleagues around reading strategies and encouraging sign-up to their Reading Helper programme
- Trained 6 DHL colleagues to be Reading Helpers

After a presentation to the trustee Board in Jan 2022, a decision was made to not continue the partnership with Coram Beanstalk beyond April 2023. The Foundation will give a final unrestricted donation of £40,000 to Coram Beanstalk in October 2022.

***Greenwood Academies Trust (GAT)***

The DHL UK Foundation has a long-standing partnership with the Greenwood Academies Trust to support the careers education of their students. The partnership enables GAT academies to fulfil their careers strategy and to meet the requirements of the Gatsby Good Career Guidance Benchmarks. The DHL UK Foundation does not make any direct financial donation to GAT.

**2021/22 Partnership Highlights**

- 6 GAT academies are involved in the Outward Bound program funded by the Foundation. Each of the 6 schools received 2 preparatory sessions delivered by DHL colleagues along with a 5-day residential
- 14 DHL colleagues have been involved in delivering these activities with GAT supporting over 200 students.

## Engagement programmes

### ***Trucks and Child Safety (TACS)***

The TACS programme promotes the importance of road safety around large vehicles to primary school aged children in England. Specially trained DHL employees provide interactive awareness sessions to schools and local community organisations. The Foundation funds the cost of TACS resources and materials and the recruitment and training of DHL colleagues to become TACS Demonstrators. Total funding for the programme in 2021/22 was £11,326 (£23,637 in 2020/21).

An impact project, in partnership with Staffordshire University, is now fully underway and the results should be received by December 2023. Uptake of the downloadable materials for schools unable to house a large vehicle has been slow due to the challenges within schools following Covid19.

DHL were able to once again offer face-to-face TACS demonstrations from February 2022, but schools were not able to take up visits due to continued staff shortages and the impact of Covid19.

### ***Match It!***

Match It! (MI!) aims to support and encourage current and retired DHL employees to take part in fundraising and volunteering activities by matching up to a certain limit, the funds they raise for their chosen charities.

In 2021/22, 329 MI! applicants received funding for their chosen charity or community organisation as a result of taking part in fundraising (298 applications) and volunteering (31 applications). This was an increase from 2020/21 in the overall number of applications received (249 applications) with an increase in fundraising applications (217 applications).

MI! expenditure was £105,270 for the year ending 31 March 2022, (a slight decrease from 2020/21 £106,547).

### ***Helping Hands***

Helping Hands is a benevolent fund that provides grants to current and retired DHL UK employees who are in financial hardship. Types of support include contributing towards the cost of funerals, providing supermarket vouchers, help with bills and donating essential white goods such as washing machines and furniture as well as signposting applicants to other support organisations. Members of the Operations Committee are responsible for approving the applications on a regular basis. The budget for 2021/22 was £80,000.

During 2021/22, 140 applications were made to the Helping Hands programme, 101 were awarded grants and the total Helping Hands budget spend was £88,622. There remains a significant increase in Helping Hands applications compared to pre-Covid years.

Recommendation criteria for both general and funeral cost grants was used throughout 2021/22 to ensure recommendations are consistent and fair. The online application form was reviewed and updated to make processing applications easier.

***Grant making policy***

For the programmes described above which include grant giving, the Foundation assesses applications through structured procedures.

For grants made via Match It! applicants are required to complete an online form and provide information including proof of their fundraising or volunteering activity. The DHL UK Foundation Chief Executive then approves those applications which have met the programme criteria, and this decision is then ratified by the trustees.

***Public Benefit***

When setting the objectives and planning the work of the Foundation for the year, the trustees have given careful consideration to the Charity Commission's general guidance on public benefit and, where relevant, its supplementary guidance. The Foundation's public benefit is focussed on supporting young people.

The DHL UK Foundation is an independent registered charity that helps disadvantaged children and young people aged 5 to 25 years in the UK.

Young people from disadvantaged backgrounds have struggled to do well in school and at work for decades and research tells us that in 2020/21, and with the impact of COVID19 only just beginning to be felt, the need for increased support for young people from low-income families has never been greater. This is highlighted by respected research bodies including the Education Endowment Fund and Impetus who confirm that:

- Over 2 million young people live in poverty in Britain today.
- Only 40% of young people on free school meals pass English and Maths GCSEs and a majority have still not achieved a good standard in English and Maths by age 19.
- Young people under the age of 25 were already four times as likely to be unemployed than the rest of the working age population, even before the pandemic.
- Youth unemployment could potentially rise to 2 million in the near future.

The DHL UK Foundation wants to play a part in helping young people from poorer communities have the same chances in life as their wealthier peers. Through making donations to charities that run successful education and employability programs and by harnessing the skills and enthusiasm of DHL colleagues to inspire students about the world of work, the Foundation aims to help disadvantaged young people access the successful futures they deserve.

**The Foundation's Mission will be delivered through the following Strategic Plans:**

***Grant Making Strategy:***

- Making grants to charity partners that are focussed on the education and employability of disadvantaged young people, and where possible, work where DHL operates in the UK.
- 80% of the Foundation's annual budget is allocated to delivering the Grant Making Strategy.

***DHL Colleague Engagement Strategy.***

- Partnering with DHL and engaging colleagues in the Foundation's national programmes.
- 20% of the Foundation's annual budget is allocated to supporting DHL colleague fundraising through the Match It programme and DHL colleague benevolence through the Helping Hands programme.

***GoTeach***

The DPDHL GoTeach programme, encourages employees around the world to inspire disadvantaged young people about their future careers and help them prepare to enter the workplace. In the UK, the Foundation partners with GoTeach by providing meaningful opportunities for DHL staff to use their skills and experience to add value to the work of our school and charity partners.

***Foundation Strategy 2021 – 2024***

The Foundation's 2021-2024 Strategy was approved by the Foundation Board in November 2020. There are no major changes to the previous Strategic Plan and the Foundation will continue to focus on the themes of Education and Employability, to ensure that disadvantaged children and young people in the UK get the most out of their time in school and college and are well prepared for the world of work. It is also expected that in the period 2021-2024, the Foundation will significantly increase engagement with DHL colleagues, including recruiting more employees to deliver expertly developed career support activities to the Foundation's beneficiaries.

***Financial report.***

Income for the year was £566,800 (2021 - £440,877). The Foundation's two main sources of funding are donations of £435,627 (2021 - £428,563) and investment income of £131,173 (2021 - £12,314).

Total charitable expenditure on activities in furtherance of the Foundation's objectives was £2,196,451 (2021 - £2,113,381) of which £2,042,291 (2020: £1,931,190) related to charitable grants and donations and £67,062 of charitable expenditure incurred on the Trucks and Child Safety programme (2021 - £106,458). The costs of governance of the charity amounted to £87,098 (2021 - £66,118).

This resulted in net expenditure of £1,629,651 (2021 - £1,672,504) before investment gains and losses. The Foundation generated realised and unrealised investment losses of £464,382 (2021 – realised and unrealised investment gains of £10,711,978) on its investment portfolio, which contributed to a total decrease in funds of £2,095,033 (2020 – total increase in funds of £9,039,474).

***Reserves policy***

As detailed above, the charity carries out a diverse range of activities, the trustees have examined the requirement for free reserves i.e. those unrestricted funds not invested in fixed assets, designated for specific purposes or otherwise committed.

The unrestricted fund represents the cumulative surplus arising from investment income exceeding charitable expenditure over the past few years. The trustees consider that, given the nature of the charity's work, the level of free reserves should be approximately two year's

## **Trustees' report** Year to 31 March 2022

annual expenditure on unrestricted funds to ensure that assets are available to provide the liquidity needed to allow the Foundation to be in a position to meet its commitments

The Foundation prepares budgets with an anticipated annual grant expenditure of approximately £2.1m with a deficit of £1.9m forecast for 2021/22 against which the Foundation's unrestricted fund balance at the year-end was £2.5m.

The endowment funds represent the Foundation's investment portfolio. In recent years, the Foundation adopted a policy of profit taking on the investment portfolio in accordance with its investment policy. The DHL UK Foundation has chosen to adopt a total return approach to investment, thus the year end reserve balance is deemed to be prudent given the change to be less dependent on income generating investments and to avoid liquidating investments as a forced seller in a depressed market.

The reserves policy is reviewed annually to reassess the risks and reflect changes to the Foundation's income, capital, financial obligations and long-term plans for charitable expenditure.

### ***Financial position***

The balance sheet shows total funds of £35,805,471 (2021 - £37,899,504).

These funds include the expendable endowment fund of £33,320,645 (2020 - £34,161,735). The endowment, whilst expendable, is represented by investments, the income from which supports charitable activities of the Foundation.

General funds of the charity at 31 March 2022 total £2,484,826 (2021 - £3,737,769) and equate to free reserves and the trustees consider that the level of free reserves falls within the reserves policy stated above.

### ***Risk management***

The trustees have established a risk management process comprising:

- ◆ An annual review of the risks the charity may face summarised in a 'Risk Register';
- ◆ A safeguarding policy relating to DHL colleague engagement with the beneficiaries of the Foundation's school and charity partners
- ◆ The establishment of systems and procedures to mitigate those risks identified; and
- ◆ The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The principal risks faced by the DHL UK Foundation have been identified as follows:

- ◆ Safeguarding
- ◆ Financial sustainability
- ◆ Investment management

### ***Risk Register***

The Risk Register, referred to above, details other potential risks that the Foundation may face in its day-to-day operations and is created by the Foundation team with the support of the Operations Committee. The Register is reviewed by the Board of trustees on an annual basis.

### ***Safeguarding***

The Foundation has introduced a Safeguarding Policy and Code of Conduct that relate to the behaviours expected of all DHL colleagues involved in working with the beneficiaries of the Foundation's school and charity partners, and how any breach of these safeguarding principles will be dealt with. This Safeguarding Policy was developed after consultation with an independent safeguarding consultant and a number of charity experts, and will be reviewed on an annual basis to ensure that the latest guidance is included. Every DHL colleague engaged in supporting Foundation programs must sign the Safeguarding code of conduct before taking part in any activity and on an annual basis. In addition, in November 2021, the Foundation launched a mandatory online safeguarding course, which was also developed in consultation with the safeguarding consultant with input from the Foundation's charity partners. All colleagues involved in Go Teach activities must complete the mandatory safeguarding course on an annual basis. All Foundation team members and trustees complete an enhanced DBS (Disclosure and Barring Service) check on a bi-annual basis, as do all DHL colleagues involved in long term activities with the same pupils, such as mentoring, or in delivering the Trucks and Child Safety program. The Foundation's trustee Safeguarding sub-committee is led by Neha Mahendru, the trustee lead for Safeguarding, and also includes Foundation trustees Neil Calvert, Christoph Selig and Lindsay Bridges, together with the Foundation team CEO Sonia Chhatwal, and Foundation team members Harry Wade, Nicky Donovan and Emma Stratford.

### ***Financial sustainability***

The key elements in managing the financial sustainability of the DHL UK Foundation are a regular review of available funds with which to meet current and future grant commitments, regular liaison with investment managers and monthly reporting of performance against budget for income and expenditure to the Foundation's Operations Committee, which is led by Lindsay Bridges (DHL business representative and trustee). In addition, financial risk is mitigated by processes which ensure that all major financial instructions are approved by the Board of trustees.

### ***Investment management***

The key elements in effective investment management are a trustee body with a skill set appropriate to evaluating investment performance, the engagement of professional investment managers with a significant and successful track record, frequent reviews of investment performance, and regular meetings with investment managers. All these activities are managed for the DHL UK Foundation by the Investment Committee, which includes three trustees, a senior advisor from the DHL business, two independent investment advisers, the Foundation Chief Executive and the Foundation Senior Programme Manager. The Investment Committee meets quarterly and is accountable to the Board of trustees.

***Investment policy***

In addition to the cash balances referred to under "Financial Position", the charity has a portfolio of investments with a market value as at 31 March 2022 of £33,320,645 (2021 - £34,161,735).

There are no restrictions on the charity's power to invest. The investment strategy is set by the trustees and takes into account income requirements, the risk profile and the investment manager's view of the market prospects in the medium term. The overall investment policy is to maximise total return through a diversified portfolio, aiming to provide the level of income advised by the trustees and, at the same time, with a view to ensuring that capital appreciation of the fund exceeds inflation over any five-year period.

The investment policy is to provide 2 years of future funding in cash to guarantee short term funding commitments. The year-end balance was £2.5m.

The trustees meet with the investment managers annually to review the performance of the portfolio and the investment strategy. The trustees are satisfied that their investment policy is being achieved.

***Volunteers***

The trustees are very grateful to the many volunteers who have given their time to the charity over the past year and who have provided invaluable assistance.

### Impact of COVID 19 on DHL UK Foundation Activities

The Operations Committee and the Investment Committee have no concerns regarding the Foundation's financial standing in light of the pandemic. The decision to liquidate some of the investment returns in previous financial years has enabled a cash reserve of £2.5m, which is sufficient to continue to fund the Foundation's current activities for approximately 2 years.

In terms of Foundation programme delivery involving schools and charity partners, the continued impact of COVID 19 throughout 2021/22 has been that many face-to-face activities have been cancelled or postponed.

The upside of the change in programme delivery has been for the Foundation team to continue to work closely with school and charity partners to deliver 'virtual' activities, including mentoring, employability skills, and CV and interview preparation sessions facilitated via Zoom.

The impact of the pandemic on the Foundation's Engagement programmes involving DHL colleagues continued in 2021/22. Applications to the Match It programme have remained significantly less than pre Covid times, as there were still only limited fundraising events taking place for colleagues to participate in to support their chosen charities. There are many more DHL colleagues and pensioners in financial need than ever before and, as a result, the Foundation Board agreed a budget of £80,000 for the Helping Hands programme in 2021/22 (£40,000 in 2020/21). This is twice the allocated budget in pre-Covid years.

The Foundation Chief Executive remained in regular contact with the CEO's of each of the Foundation's charity partners throughout 2021/22 to understand how their work was impacted by COVID 19. A detailed partner report is provided to the trustees each quarter, and it has been reassuring to hear that the vast majority of charities the Foundation works with are returning to normal face-to-face service delivery, whilst also continuing to offer virtual support where necessary.

Approved by the trustees and signed on their behalf by:

 (Perry Watts, Sep 15, 2022 17:04 GMT+1)

Perry Watts, Chairman of the Trustee Board

Date: 15-Sep-2022

## **Independent auditor's report to the members of The DHL UK Foundation**

### **Opinion**

We have audited the financial statements of The DHL UK Foundation for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Statement of Cash Flows and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of the charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; 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 under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating 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 a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

### **Other information**

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' Report has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (which incorporates the directors' report).

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the charitable company; or
- the charitable company 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
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

**Responsibilities of trustees for the financial statements**

As explained more fully in the trustees' responsibilities statement set out on page 7, 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, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for 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 the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

**Auditor's responsibilities for the audit of the financial statements**

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 an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

Based on our understanding of the charitable company and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related and we considered

the extent to which non-compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011 and consider other factors such as payroll taxes.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and we determined that the principal risks were related to the completeness and cut-off of voluntary income. Audit procedures performed by the engagement team included:

- Inspecting correspondence with regulators and tax authorities;
- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and
- Challenging assumptions and judgements made by management in their critical accounting estimates, in particular the recognition of grant commitments and the valuation of gifts in kind.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

#### **Use of our report**

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 the charitable company's members, as a body, for our audit work, for this report, or for the opinions we have formed.



Vikram Sandhu (Senior Statutory Auditor)  
For and on behalf of Haysmacintyre LLP, Statutory Auditor  
Date:

**16-Sep-2022**

10 Queen Street Place  
London  
EC4R 1AG

**Statement of financial activities** Year to 31 March 2022  
(Including income and expenditure account)

	Notes	Unrestricted funds £	Expendable Endowment funds £	Restricted funds £	2022 Total funds £	Unrestricted funds £	Expendable Endowment funds £	Restricted funds £	2021 Total funds £
<b>Income from:</b>									
Donations	1	435,627	—	—	<b>435,627</b>	418,948	—	9,615	428,563
Investments	2	7,881	123,292	—	<b>131,173</b>	12,314	—	—	12,314
<b>Total income</b>		<u>443,508</u>	<u>123,292</u>	<u>—</u>	<u><b>566,800</b></u>	<u>431,262</u>	<u>—</u>	<u>9,615</u>	<u>440,877</u>
<b>Expenditure on:</b>									
Raising funds	6	—	—	—	—	—	—	—	—
Charitable expenditure	3	2,196,451	—	—	<b>2,196,451</b>	2,103,766	—	9,615	2,113,381
<b>Total expenditure</b>		<u>2,196,451</u>	<u>—</u>	<u>—</u>	<u><b>2,196,451</b></u>	<u>2,103,766</u>	<u>—</u>	<u>9,615</u>	<u>2,113,381</u>
<b>Net expenditure before investment gains</b>		(1,752,943)	123,292	—	<b>(1,629,651)</b>	(1,672,504)	—	—	(1,672,504)
<b>Net gains and losses on investments</b>									
Realised gains on investments	11	—	(155,156)	—	<b>(155,156)</b>	—	565,439	—	565,439
Unrealised gains (losses) on investments	11	—	(309,226)	—	<b>(309,226)</b>	—	10,146,539	—	10,146,539
		<u>—</u>	<u>(464,382)</u>	<u>—</u>	<u><b>(464,382)</b></u>	<u>—</u>	<u>10,711,978</u>	<u>—</u>	<u>10,711,978</u>
<b>Net income/(expenditure)</b>	8	(1,752,943)	(341,090)	—	<b>(2,094,033)</b>	(1,672,504)	10,711,978	—	9,039,474
<b>Transfers between funds</b>		<u>500,000</u>	<u>(500,000)</u>	<u>—</u>	<u>—</u>	<u>1,500,000</u>	<u>(1,500,000)</u>	<u>—</u>	<u>—</u>
<b>Net movement in funds</b>		(1,252,943)	(841,090)	—	<b>(2,094,033)</b>	(172,504)	9,211,978	—	9,039,474
<b>Fund balances brought forward at 1 April 2021</b>		<u>3,737,769</u>	<u>34,161,735</u>	<u>—</u>	<u>37,899,504</u>	<u>3,910,273</u>	<u>24,949,757</u>	<u>—</u>	<u>28,860,030</u>
<b>Fund balances carried forward at 31 March 2022</b>		<u>2,484,826</u>	<u>33,320,645</u>	<u>—</u>	<u><b>35,805,471</b></u>	<u>3,737,769</u>	<u>34,161,735</u>	<u>—</u>	<u>37,899,504</u>

All income and expenditure derives from continuing activities.

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

## Balance sheet 31 March 2022

	Notes	2022 £	2022 £	2021 £	2021 £
<b>Fixed assets</b>					
Investments	11		<b>33,320,645</b>		34,161,735
<b>Current assets</b>					
Debtors	12	<b>70,846</b>		42,233	
Cash at bank and in hand		<b>2,540,938</b>		<u>3,805,547</u>	
		<b>2,611,784</b>		<u>3,847,780</u>	
<b>Liabilities</b>					
Creditors: amounts falling due within one year	13	<b>(126,958)</b>		<u>(110,011)</u>	
<b>Net current assets</b>			<b>2,484,826</b>		3,737,769
<b>Total net assets</b>			<b><u>35,805,471</u></b>		<u>37,899,504</u>
<b>The funds of the charity</b>					
<b>Capital funds:</b>					
Endowment funds	14		<b>33,320,645</b>		34,161,735
<b>Income funds:</b>					
Unrestricted funds			<b>2,484,826</b>		<u>3,737,769</u>
			<b><u>35,805,471</u></b>		<u>37,899,504</u>

Signed on behalf of the trustees by:

 (Perry Watts, Sep 15, 2022 17:04 GMT+1)

Perry Watts, Chairman of the Trustee Board

Date: **15-Sep-2022**

The DHL UK Foundation, Company Limited by Guarantee  
Registration Number 2223373

## Statement of cash flows 31 March 2022

	Notes	2022 £	2021 £
<b>Cash flows from operating activities:</b>			
Net cash used in operating activities	A	<b>(1,772,490)</b>	(1,957,360)
<b>Cash flows from investing activities:</b>			
Investment income		131,173	12,314
Proceeds from the disposal of investments		2,000,000	1,500,000
Purchase of investments		(1,623,292)	—
<b>Net cash provided by investing activities</b>		<b>507,881</b>	1,512,314
<b>Change in cash and cash equivalents in the year</b>		<b>(1,264,609)</b>	(445,046)
<b>Cash and cash equivalents at 1 April 2021</b>	B	3,805,547	4,250,593
<b>Cash and cash equivalents at 31 March 2022</b>	B	<b>2,540,938</b>	3,805,547

### Notes to the statement of cash flows for the year to 31 March 2022.

#### A Reconciliation of net movement in funds to net cash used in operating activities

	2022 £	2021 £
<b>Net movement in funds (as per the statement of financial activities)</b>	<b>(2,095,033)</b>	9,039,474
<b>Adjustments for:</b>		
(Gains) Losses on investments	465,382	(10,711,978)
Investment income	(131,173)	(12,314)
Decrease (increase) in debtors	(28,613)	142,121
(Decrease) increase in creditors	16,947	(414,663)
<b>Net cash used in operating activities</b>	<b>(1,772,490)</b>	(1,957,360)

#### B Analysis of cash and cash equivalents

	2021 £	Cashflows £	2022 £
Cash at bank and in hand	3,805,547	(1,264,609)	2,540,938
<b>Total cash and cash equivalents</b>	<b>3,805,547</b>	<b>(1,264,609)</b>	<b>2,540,938</b>

## Principal accounting policies 31 March 2022

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are laid out below.

### **Basis of preparation**

These financial statements have been prepared for the year to 31 March 2022.

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 United Kingdom and Republic of Ireland (FRS 102) (Charities SORP FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011. The financial statements have been prepared under the historical cost convention except for the modification to a fair value basis as specified in the accounting policies below.

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

All financial information is presented in British Pounds Sterling (£), the charity's functional currency, and has been rounded to the nearest pound (£).

### **Critical accounting estimates and areas of judgement**

The preparation of financial statements requires the use of certain critical accounting estimates and judgements. It also requires the trustees' to exercise judgement in the process of applying accounting policies. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including an expectation of future events that are believed to be reasonable under the circumstances. Although these estimates are based on the trustees' best knowledge of the amount, event or actions, actual results may differ from those estimates.

Areas requiring the use of estimates and critical judgements that may impact on the charity's financial activities and financial position include multi-year grant commitment, where judgements are made for recognising grants payable where the payment is not due until future periods. In accordance with the charity's accounting policy for expenditure recognition, multi-year grant commitments are only recognised when approved and all conditions have been satisfied.

### **Assessment of going concern**

The trustees of the charity have not identified any material uncertainties relating to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern.

The trustees have considered the economic climate and have concluded that it is appropriate for the Foundation to continue to prepare its accounts on the going concern basis, not least because the Foundation's cash reserves have been managed to ensure they are sufficient to meet the anticipated grant commitments for the ensuing years.

### **Income**

Income from donations is recognised in the period in which the charity becomes entitled to the donation and where receipt is probable and its amount can be measured reliably.

Investment income comprises interest on the charity's cash balances and is recognised when receipt is probable and the amount can be measured reliably using the effective interest method.

### **Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. It includes VAT which cannot be recovered.

Expenditure on charitable activities comprises grants payable and related support and governance costs.

#### *Grants payable*

Grants payable are recognised when approved and when the intended recipient has either received the funds or been informed of the decision to make the donation and has satisfied all related conditions.

Grants are not accrued, but are noted as financial commitments in the notes to the financial statements, under the following circumstances:

- Where the beneficiary has not been informed; or
- Where the beneficiary has to meet certain explicit conditions before the grant is released; or
- Where the amount and timing of matched funding payments is uncertain.

#### *Support and governance costs*

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include administration, personnel and governance costs. Governance costs include audit costs and legal costs relating to the charity's compliance with regulation and good practice.

### **Fixed asset investments**

The charity's investment in quoted shares and similar investments are initially measured at cost and subsequently at market value. Investment gains and losses, whether realised or unrealised, are recognised in the statement of financial activities in the period in which they arise.

### **Financial instruments**

The charity only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the charity and their measurement basis are as follows:

*Financial assets* – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 12. Prepayments are not financial instruments.

*Cash at bank* – is classified as a basic financial instrument and is measured at face value.

*Financial liabilities* –accruals and other creditors are financial instruments and are measured at amortised cost as detailed in note 13. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

### **Debtors**

Trade and other debtors are initially recognised at their settlement amount and subsequently at amortised cost or their recoverable amount. Impairment provisions are recognised when there is objective evidence, such as significant financial difficulties on the part of the counterparty or default or a significant delay in payment, that the charity will be unable to collect all of the amounts due.

Prepayments are valued at the amount prepaid.

### **Cash at bank and in hand**

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year have been disclosed as short-term deposits.

### **Creditors and provisions**

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be measured or estimated reliably.

Creditors and provisions are initially recognised at fair value, being the amount the charity anticipates it will pay to settle the debt, and subsequently at amortised cost.

## **Principal accounting policies 31 March 2022**

### **Funds**

The expendable endowment fund represents the market value of the charity's investment portfolio and comprises of monies set aside out of general funds in pursuit of the objectives of the charity.

General funds represent those monies which are freely available for application towards achieving any charitable purpose that falls within the charity's charitable objects.

### **Pension costs**

Employer's contributions in respect of defined contribution pension schemes are charged to the statement of financial activities in the year in which they are payable to the scheme.

## Notes to the financial statements 31 March 2022

### 1 Donations

	Unrestricted 2022 £	Restricted 2022 £	<b>2022 Total funds £</b>	Unrestricted 2021 Total funds £
Donation from DHL	393,929	-	<b>393,929</b>	347,720
Other donations – Just Giving	-	-	-	9,615
Gift in kind from DHL	41,698	-	<b>41,698</b>	71,228
<b>Total funds</b>	<b>435,627</b>	-	<b>435,627</b>	<b>428,563</b>

Gifts in kind represent the donation of DHL employee time spent on Foundation activities in the year. It represents approximately 1,042 hours of volunteer time (2021 –2,900 hours), the reduction in volunteer time being due to activities not taking place as a result of coronavirus restrictions.

No restricted income was received in 2022.

### 2 Investments

	<b>2022 Total funds £</b>	2021 Total funds £
Interest receivable	<b>7,881</b>	12,314
Investment income	<b>123,292</b>	-
<b>Total funds</b>	<b>131,173</b>	<b>12,314</b>

### 3 Charitable expenditure

	Unrestricted 2022 £	Restricted 2022 £	<b>2022 Total funds £</b>	Unrestricted 2021 Total funds £
Grants payable (note 4)	2,042,291	—	<b>2,042,291</b>	1,940,805
Other activities (note 5)	67,062	—	<b>67,062</b>	106,458
Governance costs (note 7)	87,098	—	<b>87,098</b>	66,118
<b>Total funds</b>	<b>2,196,451</b>	—	<b>2,196,451</b>	<b>2,113,381</b>

#### 4 Grants payable

Grants payable analysed between activities and projects with the main recipients were as follows:

	Unrestricted 2022 £	Restricted 2022 £	2022 Total funds £	Unrestricted 2021 Total funds £
<b>Engagement:</b>				
. Match it!	105,270	—	105,270	106,547
. Helping Hands Scheme	88,621	—	88,621	110,047
<b>Education &amp; Employability</b>				
. Outward Bound Trust	131,891	—	131,891	75,000
. Teach First*	250,000	—	250,000	480,268
. Go Teach	1,535	—	1,535	954
. Coram Beanstalk	75,000	—	75,000	75,000
. Street League	325,841	—	325,841	291,831
. City Year UK	135,000	—	135,000	135,000
. Think Forward	120,000	—	120,000	75,000
. Place2Be	100,000	—	100,000	—
. The Difference	100,000	—	100,000	—
. Other: Trustee donations	7,900	—	7,900	7,400
. Other: International disasters	15,000	—	15,000	30,030
	<b>1,456,058</b>	<b>—</b>	<b>1,456,058</b>	<b>1,387,077</b>
Allocation of support costs (note 6)	586,233	—	586,233	553,728
<b>Total funds</b>	<b>2,042,291</b>	<b>—</b>	<b>2,042,291</b>	<b>1,940,805</b>

\*Teach First: Two separate grants were made in the prior year, a £250,000 grant in respect of the Foundation's continuing partnership arrangements and a further £230,268 of grants towards Teach First's "Digital Divide" campaign.

A reconciliation of grants paid and grant commitments is as follows:

	2022 Total funds £	2021 Total funds £
Grant commitments at 1 April 2021	15,892	81,292
Grants made in the year	1,456,058	1,387,077
Grants paid in the year	(1,454,104)	(1,452,477)
<b>Grant commitments at 31 March 2022</b>	<b>17,846</b>	<b>15,892</b>

**5 Other charitable activities**

	Unrestricted	
	2022 Total funds £	2021 Total funds £
Direct costs		
. Trucks and Child Safety	11,326	23,637
. Gifts in kind – DHL employee services	23,168	52,058
	<b>34,494</b>	<b>75,695</b>
Allocation of support costs (note 6)	32,568	30,763
<b>Total funds</b>	<b>67,062</b>	<b>106,458</b>

**6 Support costs**

The support costs incurred during the year to 31 March 2022 and the bases of their allocation were as follows:

	Cost of raising funds £	Grants payable £	Other charitable activities £	Governance £	2022 Total £
Staff costs	—	354,840	19,713	19,713	394,266
Consultancy	—	49,383	2,743	2,743	54,869
Irrecoverable VAT	—	90,565	5,031	5,031	100,627
Accommodation and travel	—	84,532	4,696	4,696	93,924
Sundry expenses	—	6,916	385	385	7,686
	—	<b>586,236</b>	<b>32,568</b>	<b>32,568</b>	<b>651,372</b>

	Cost of raising funds £	Grants payable £	Other charitable activities £	Governance £	2021 Total £
Staff costs	—	333,994	18,555	18,555	371,104
Consultancy	—	34,621	1,923	1,923	38,467
Irrecoverable VAT	—	83,525	4,640	4,641	92,806
Accommodation and travel	—	91,384	5,077	5,077	101,538
Sundry expenses	—	10,204	568	567	11,339
	—	<b>553,728</b>	<b>30,763</b>	<b>30,763</b>	<b>615,254</b>

Support costs are allocated using estimates of the proportion of staff time spent on each activity and were revised in the current financial year to reflect the activities absorbing staff time (see note 9).

**7 Governance costs**

	Unrestricted	
	2022 Total funds £	2021 Total funds £
Direct costs:		
. Audit fees	14,850	10,020
. Meeting expenses	175	246
. Bank charges	483	631
. Legal and professional	20,492	5,288
. Gifts in kind – DHL employee services	18,530	19,170
	<b>54,530</b>	<b>35,355</b>
Allocation of support costs (note 6)	32,568	30,763
<b>Total funds</b>	<b>87,098</b>	<b>66,118</b>

**8 Net (expenditure)/income**

This is stated after charging:

	Unrestricted	
	2022 Total funds £	2021 Total funds £
Staff costs (note 9)	349,266	371,104
Auditor's remuneration for statutory audit services	14,850	10,020

**9 Staff costs including key management personnel and trustees remuneration**

Staff costs during the year were as follows:

	2022 £	2021 £
Wages and salaries	319,505	307,785
Social security costs	34,665	35,569
Other pension costs	40,096	35,943
	<b>394,266</b>	<b>379,297</b>
Less: Furlough Scheme	-	(8,193)
	<b>394,266</b>	<b>371,104</b>

One employee earned over £60,000 (including taxable benefits but excluding employer pension contributions) during the year (2021 - one).

The average number of employees during the year was seven (2021 – seven). The employees were all engaged in support activities on the following estimated proportions: 95% on charitable activities and 5% on governance.

The Foundation's staff have employment contracts with DHL and staff costs are invoiced to the Foundation (see note 16).

**9 Staff costs including key management personnel and trustees remuneration**  
(continued)

***Key management personnel***

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charity and are represented by the trustees, the Chief Executive, Programme Directors and the Foundation Manager.

The number of key management personnel was 10 (2021: 7).

The total emoluments received by the key management personnel was £410,484 (2021: £376,872).

***Trustees' remuneration***

None of the trustees received any remuneration in respect of their services during the year (2021 - none).

During the year out of pocket travelling expenses amounting to £403 (2021 - £245) were reimbursed to one trustee (2021 – one).

**10 Taxation**

The DHL UK Foundation is a registered charity and therefore is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

**11 Investments**

	2022 £	2021 £
<b>Listed investments</b>		
Market value at 1 April 2021	34,161,735	24,949,757
Additions at cost	<b>123,292</b>	—
Disposals (proceeds: £2m; loss: £155,156)	<b>(2,155,156)</b>	(934,561)
Movement in investment market value	<b>(310,226)</b>	10,146,539
Market value at 31 March 2022	<b>33,320,645</b>	34,161,735
Cost of listed investments at 31 March 2022	<b>21,644,565</b>	20,723,274

Investments held at 31 March 2022 comprised the following:

	2022 £	2021 £
OEIC Funds	<b>33,320,645</b>	34,161,735
	<b>33,320,645</b>	34,161,735

## Notes to the financial statements 31 March 2022

### 11 Investments (continued)

At 31 March 2022 the following individual investment holdings are deemed material when compared to the overall investment values:

Holding	2022		2021	
	Market value of holding £	Percentage of total portfolio %	Market value of holding £	Percentage of total portfolio %
Return Plus Fund S	1,501,631	5%	—	—
LPI Global Equity Fund	7,981,829	24%	7,518,858	22%
LTGG Fund B	9,122,633	27%	12,251,248	36%
Dynamic Real Return S Accumulation	7,472,384	22%	7,237,498	22%
BNY Mellon Real Return Fund Newton	7,242,169	22%	7,154,131	20%

### 12 Debtors

	2022 £	2021 £
Trade debtors	9,762	—
Other debtors	525	31,706
Prepayments and accrued income	60,559	10,527
	<b>70,846</b>	<b>42,233</b>

### 13 Creditors: amounts falling due within one year

	2022 £	2021 £
Trade creditors	14,075	44,879
Grants payable	17,846	15,892
Accruals	95,037	49,240
Deferred income	—	—
	<b>126,958</b>	<b>110,011</b>

### 14 Endowment funds

Movements on the expendable endowment fund during the year can be summarised as follows:

	At 1 April 2021 £	Incoming resources £	Transfers Gains and losses £	At 31 March 2022 £
Endowment fund	34,161,735	123,292	(964,382)	33,320,645

	At 1 April 2019 £	Incoming resources £	Transfers Gains and losses £	At 31 March 2021 £
Endowment fund	24,949,757	—	9,211,978	34,161,735

The endowment funds are represented in full by the investment portfolio.

## 15 Analysis of net assets between funds

	General fund £	Endowment funds £	Total 2022 £
<b>Fund balances at 31 March 2022 are represented by:</b>			
Investments	—	33,320,645	33,320,645
Current assets	2,611,784	—	2,611,784
Creditors: amounts falling due within one year	(126,958)	—	(126,958)
<b>Total net assets</b>	<b>2,484,826</b>	<b>33,320,645</b>	<b>35,805,471</b>
	General fund £	Endowment funds £	Total 2021 £
<b>Fund balances at 31 March 2021 are represented by:</b>			
Investments	—	34,161,735	34,161,735
Current assets	3,847,780	—	3,847,780
Creditors: amounts falling due within one year	(110,011)	—	(110,011)
<b>Total net assets</b>	<b>3,737,769</b>	<b>34,161,735</b>	<b>37,899,504</b>

## 16 Capital commitments

The company had no capital commitments as at 31 March 2022 (2021 – none).

## 17 Liability of members

The DHL UK Foundation is a company limited by guarantee. In the event of winding up, the maximum amount guaranteed to be contributed by each member is £1.

## 18 Related Parties

The Foundation is independent of any other body. However, it was endowed by the National Freight Consortium (NFC) plc. In May 2000, NFC plc merged with Exel plc and on 12 December 2005, Deutsche Post DHL (previously called Deutsche Post World Net) acquired Exel plc, which was renamed DHL.

The DHL UK Foundation had the following transactions with DHL:

- Donations of £393,929 (2021 - £347,720) were received from DHL in the year ended 31 March 2022
- Service costs of £511,977 (2021 - £465,643) were paid by the Foundation to DHL for staff costs and infrastructure expenses
- DHL employees provided unpaid volunteer hours with an estimated value of £41,698 (2021 - £71,228)
- As at year-end, the DHL UK Foundation had an outstanding balance of £111,311 (2021: £44,878.62) with DHL which has been recognised as an outstanding payment reducing the cash and bank balance held at the year-end.

**THE DHL UK FOUNDATION**

England & Wales - Charity number 327880

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# Accounts

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# **The DHL UK Foundation**

## **Annual Report and Financial Statements**

31 March 2021

Company Limited by Guarantee  
Registration Number  
2223373 (England and Wales)

Charity Registration Number  
327880

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## Legal and administrative information

**Trustees**

L Bridges  
P K Butchart  
N Calvert  
P Fuller  
N Mahendru  
J Nestor  
C Selig  
B Storch  
P Watts (Chairman)  
I Wilson  
M Young

**Registered office**

Ocean House  
The Ring  
Bracknell  
RG12 1AN

**Company registration number** 2223373 (England and Wales)

**Charity registration number** 327880

**Auditor**

Buzzacott LLP  
130 Wood Street  
London  
EC2V 6DL

**Bankers**

National Westminster Bank plc  
81 High Street  
Bedford  
MK40 1YN

Santander UK plc  
Business Banking Centre  
Santander House  
301 St Vincent Street  
Glasgow  
G2 5NT

Nationwide Bank plc  
Nationwide House  
Pipers Way  
Swindon  
SN38 1NW

## Legal and administrative information

### Investment managers

Baillie Gifford & Co  
Calton Square  
1 Greenside Row  
Edinburgh  
EH1 3AN

Longview Partners LLP  
Thames Court  
1 Queenhithe  
London  
EC4V 3RL

Threadneedle Investment Services Limited  
Cannon Place  
78 Cannon Street  
London  
EC4N 6AG

BNY Mellon Fund Managers Limited  
(Newton Fund)  
BNY Mellon Centre  
160 Queen Victoria Street  
London  
EC4V 4LA

Alliance Bernstein Investor Services  
2-4 Rue Eugene Ruppert  
L-2453  
Luxembourg

Aviva Investors Global Services Limited  
(AIGSL)  
St Helens  
1 Undershaft  
London  
EC3P 3DQ

### Solicitor

Stone King  
Boundary House  
91 Charterhouse Street  
London  
EC1M 6HR

## **Trustees' report** Year to 31 March 2021

The trustees present their annual report together with the financial statements of The DHL UK Foundation for the year ended 31 March 2021.

The report has been prepared in accordance with Part 8 of the Charities Act 2011 and constitutes a directors' report for the purpose of company legislation.

The financial statements have been prepared in accordance with the accounting policies set out on pages 27 to 30 of the attached financial statements and comply with the charitable company's memorandum and articles of association, applicable laws and 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 United Kingdom and Republic of Ireland (FRS 102).

### **Principal aims and objects**

The revised Vision and Mission of the Foundation approved by the Board in November 2020 are as follows:

#### ***DHL UK Foundation Vision:***

An end to youth unemployment

#### **DHL UK Foundation Mission:**

For the Foundation, and DHL colleagues across the UK, to work together to help our charity and school partners ensure that disadvantaged young people aged 5 to 25 years have access to the best possible education, develop essential life skills and the opportunity to secure meaningful and sustainable employment.

The trustees have agreed that the Foundation's support should be focussed on three key areas of:

#### **Education**

Partnering with charities and schools that help struggling students to get the most out of their education during important stages of their time in primary and secondary school, college and university – helping them to become ready for employment and to develop life and citizenship skills.

#### **Employability**

Partnering with charities that help young people from disadvantaged backgrounds learn about the world of work, the logistics industry and DHL.

#### **Engagement**

Encouraging colleagues across DHL to use their passion and skills to help support their local communities and young people in need.

The Foundation's support of the above themes is achieved by:

- ◆ Providing funding and leveraging DHL employee support for highly impactful projects with national charity partners working with children and young people;
- ◆ Providing structured programmes and encouragement for DHL employees to volunteer, fundraise and use their skills in community activity; and

## **Trustees' report** Year to 31 March 2021

- ◆ Maximising the impact of our funds through the structure with a small central team with external 'in kind' support and regular evaluation of all projects supported.

The principal objects of the Foundation as laid out in the Memorandum and Articles of Association are:

- ◆ The relief of poverty among employees or former employees of DHL UK & Ireland (previously Exel plc and Ocean Group) or its subsidiaries and their families;
- ◆ To assist in the provision of facilities to improve the conditions of life for deserving persons;
- ◆ To advance the education and training of people at educational establishments; and
- ◆ To make contributions to other charities, which fall within the approved categories.

### **Structure, Governance and Management**

The DHL UK Foundation is a charitable company limited by guarantee with no share capital, governed by its Memorandum and Articles of Association. The Foundation was registered with the Charity Commission on 22 July 1988. The articles were amended to allow for current governance arrangements on 28 July 2006, 8 December 2006 and 19 January 2012. The trustees passed a special resolution on 2 March 2018 to increase the maximum number of trustees on the board from 9 to 11 which has been amended in the Articles of Association.

### ***Appointment, induction and training of trustees***

As set out in the Articles of Association in effect from 28 July 2006, the directors of the Foundation are the trustees and trustees are appointed by the Board. The trustees are normally appointed to serve for a period of two or three years and are eligible for re-appointment for a further one consecutive term up to a maximum term of 6 years. A trustee who has served in office for the maximum two consecutive terms may be reappointed for a further term by unanimous resolution of the trustees.

The trustees are encouraged to attend appropriate external training events where these will facilitate the undertaking of their role. For new trustees there is an induction process which includes a brief on the trustee obligations under charity and company law, the content of the Memorandum and Articles of Association, the governance structure of the Foundation, the programmes run by the Foundation and recent financial performance of the charity.

## Trustees' report Year to 31 March 2021

The following trustees served throughout the financial year and to the date of this report, except where shown:

Trustees	Appointed/Resigned
Lindsay Bridges	
Patricia Katherine Butchart	
Neil Calvert	
Ralf Dürrwang (DP DHL employee)	Resigned 4 November 2020
Peter Fuller	
Neha Mahendru	
John Nestor	
Christoph Selig (DP DHL employee)	Appointed 4 November 2020
Barbara Storch	
Perry Watts (Chairman)	
Ian Wilson	
Michael Young	

### Organisational Structure

The DHL UK Foundation has a board of trustees of up to 11 members who meet quarterly. Their key responsibilities are:

- i. To set the strategic aims of the Foundation;
- ii. To ensure sound financial management (including investment management);
- iii. To ensure compliance with charity and company law; and
- iv. To ensure the bodies to which responsibility has been delegated are performing their duties in a proper manner.

Sonia Chhatwal is the DHL UK Foundation Chief Executive.

The Chairmanship of the Operations Committee was undertaken by Lindsay Bridges (DHL business representative trustee). The Operations Committee consists of Sonia Chhatwal (DHL UK Foundation Chief Executive), Lindsay Bridges (DHL business representative and trustee), Duncan Butler (DHL business representative), Nicky Donovan (DHL UK Foundation representative), Andrew Button-Stephens (DHL UK Foundation representative), Jen Simkin (DHL UK Foundation representative), Karen Tatham (DHL UK Foundation representative) and Harry Wade (DHL UK Foundation representative).

The Operations Committee normally meets a minimum of seven times each year and is responsible for:

- ◆ Approving requests in respect of the Helping Hands programme;
- ◆ Reviewing financial statements and agreeing any necessary actions; and
- ◆ Identifying and resolving any operational issues.

## **Trustees' report** Year to 31 March 2021

The Chairmanship of the Investment Committee is undertaken by John Nestor (trustee). The Investment Committee consists of Sonia Chhatwal (DHL UK Foundation Chief Executive), John Nestor (trustee), Perry Watts (Chairman of trustees), Duncan Butler (DHL business representative), and Andrew Button-Stephens (DHL UK Foundation representative). Neil Calvert was appointed to the Investment Committee in April 2020 and two independent representatives also joined the Investment Committee - Helen Copinger-Symes was appointed in September 2020 and Graham Jung in January 2021.

The Investment Committee normally meets a minimum of four times a year. The role of the Investment Committee is to:

- ◆ Advise the trustees in taking decisions in all investment related areas;
- ◆ Monitor progress towards the achievement of the trustees' investment goals
- ◆ Manage the trustees' investment managers and any other provider of investment services; and
- ◆ Monitor the investment managers and, if necessary, advise the trustees of a need for change.

The Transform It! programme was established in 2011 to enable DHL employees working with local charities or community groups to apply for grants of up to £10,000 to help transform their facilities.

### ***Trustees***

The trustees constitute directors of the Foundation for the purpose of the Companies Act 2006.

Constant regard is given to the skills mix of the trustees to ensure that the Board of trustees has all the necessary skills required to contribute fully to the Foundation's development.

No trustee received any remuneration from the charity during the year (2019/20 - none). Out of pocket travelling expenses totalling £245.21 (2020 - £1,239) were reimbursed to one (2020 - two) trustees during the year.

No trustee had any beneficial interest in any contract with the Foundation during the year.

### ***Key management personnel***

The trustees consider that the Foundation Chief Executive, the three Foundation Programme Managers, the Foundation Manager (job share - responsible for Finance and Administration) and the Foundation Programme Coordinator comprise the key management personnel in charge of directing, running and operating the DHL UK Foundation on a day to day basis.

The pay and performance of the Foundation Team is reviewed annually by the Remuneration Committee, which was established in February 2021. The Remuneration Committee is Chaired by Neil Calvert, Foundation Trustee, with Perry Watts, Chair of the Foundation Board of Trustees, and Lindsay Bridges, Foundation Trustee as committee members. Foundation Team salaries are benchmarked against similar roles in other charities and where possible also against similar posts in the DHL business. The trustees give their time freely.

***Statement of trustees' responsibilities***

The trustees (who are also directors of the DHL UK Foundation for the purposes of company law) are responsible for preparing the trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the income and expenditure of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- ◆ Select suitable accounting policies and then apply them consistently;
- ◆ Observe the methods and principles in 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);
- ◆ Make judgements and estimates that are reasonable and prudent;
- ◆ State whether applicable United Kingdom accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- ◆ Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

The trustees are responsible for keeping proper accounting records that 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 also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Each of the trustees confirms that:

- ◆ So far as the trustee is aware, there is no relevant audit information of which the charity's auditor is unaware; and
- ◆ Each trustee has taken all the steps that he/she ought to have taken as a trustee in order to make himself/herself aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of s418 of the Companies Act 2006.

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

***Related Parties***

The Foundation is independent of any other body. However, it was originally endowed by the National Freight Consortium (NFC) plc and in May 2000, NFC plc merged with Exel plc and on 12 December 2005, Deutsche Post DHL (previously called Deutsche Post World Net) acquired Exel plc, which was renamed DHL.

The DHL UK Foundation is currently undertaking an exercise to draft a Framework Agreement to formalise arrangements that have been in place since the original endowment by NFC for the services provided to the Foundation by DHL, including salary costs, office space and Infrastructure costs. It is expected that the Framework Agreement will be in place during 2021/22.

The DHL UK Foundation runs specific programmes that are linked to DHL employees, with a focus on the UK, and these are highlighted in the trustees' report.

In the period covered by this report a donation of £347,720 (2020 - £347,720) was received from DHL and service costs of £465,643 (2020 - £487,609) were paid to DHL to cover certain running costs of the Foundation.

In addition, DHL also donates staff time to the Foundation which is recognised as a gift in kind. The estimated value of donated services in this period was £71,228. (2020: £179,778). The significant reduction in DHL staff time donated to the Foundation was due to COVID 19 significantly reducing the amount and type of support staff were able to provide to the Foundation's charity and school partnerships.

## Activities and achievements

### Education partners and programmes

#### ***Teach First***

The DHL UK Foundation continued its partnership with Teach First in 2020/21. The unrestricted donation of £250,000 donation enabled Teach First to recruit, train and support newly qualified teachers in schools across the UK and to continue to tackle educational inequality.

In response to COVID 19 and Teach First's '*Digital Divide*' campaign, the DHL UK Foundation made two additional restricted donations totalling over £230,000 to the charity to enable them to purchase 446 home learning kits. Each kit included a new laptop, an internet dongle and a year's supply of data and the 446 kits were distributed to 17 Teach First partner schools nationwide.

#### **2020/21 Partnership Highlights – The DHL UK Foundation and Teach First:**

- 58 colleagues signed up to coach a newly qualified teacher.
- 5 senior DHL colleagues signed up to support a new Head Teacher
- 25 colleagues helped create a suite of pre-recorded virtual careers activities for students, including careers talks, employability skills videos and CV & Interview guidance. These activities were designed to inspire students about the world of work, give an insight into the logistics industry, and help students develop transferable skills.
- Offering virtual careers activities to 25 established school partners.

#### ***Greenwood Academies Trust (GAT)***

The DHL UK Foundation works in partnership with the Greenwood Academies Trust to support the careers and employability education of their students. The partnership enables GAT academies to fulfil their careers strategy and to meet the requirements of the Gatsby Good Career Guidance Benchmarks. The DHL UK Foundation does not make any direct financial donation to GAT.

#### **2020/21 Partnership Highlights**

- Over 30 colleagues signed up to support a pilot pupil mentoring program with GAT secondary academies.
- Virtual careers activities were offered to 8 GAT secondary academies.

### ***Outward Bound***

The Outward Bound Trust programme provides bursary support for young people from disadvantaged backgrounds to take part in outdoor learning activities and personal development courses. The overall programme includes an employability skills theme to empower students to become well-rounded individuals ready to enter the workplace. The Trust also trains DHL employees as mentors to support the students taking part in the outdoor residential.

In 20/21, The Outward Bound Trust partnership programme was unable to run residential courses due to the COVID 19 lockdown and the restrictions placed on residential education. The trustees of the Foundation agreed to provide a donation of £75,000 of unrestricted funding for core costs to support the Outward Bound Trust. Outward Bound used some of these funds to provide 'In-school adventures', including a range of outdoor activities specially designed to take place in school play areas or local parks.

### ***Coram Beanstalk***

In 2020/21 the DHL UK Foundation continued its partnership with Coram Beanstalk, a national children's literacy charity that provides one-to-one reading support to disadvantaged children at risk of falling behind with their literacy skills. Coram Beanstalk recruit, train and support volunteer reading helpers, who work with children in schools for a minimum of one year, building a reading bond that allows every child to grow in confidence and develop a passion and love of reading.

### **Partnership**

The DHL UK Foundation made a donation of £75,000 to Coram Beanstalk in 2020/21. The donation enabled Coram Beanstalk to reach over 450 children with regular one-to-one reading support from a trained volunteer reading helper.

### ***Trucks and Child Safety (TACS)***

Total funding for the programme in 20/21 was £23,637 2020/21. (£9,424 in 2019/20). The TACS programme promotes the importance of road safety around large vehicles to primary school aged children in the UK. Specially trained DHL employees provide interactive awareness sessions to schools and local community organisations.

DHL employees who support the TACS programme undergo a DBS (police check) and a mandatory training day in order to deliver the programme. From June 2021 employees will also complete a mandatory safeguarding session online before attending their training.

The Foundation funds the costs of TACS materials (for school children, teachers and drivers). The increase in expenditure for TACS during lockdown is due to costs incurred for a research project on the impact of TACS in partnership with the Centre for Health and Development (CHAD) at Staffordshire University, this research was requested by the trustees of the Foundation to explore the amount of knowledge retained over a period of time by the school children receiving a TACS demonstration.

Funds have also been spent on developing an on online interactive road safety activity. The online activity will be available to all primary schools and community groups who express an interest, and will enable TACS to be shared across the UK, including with schools unable to host the large vehicle necessary to deliver a live TACS demonstration.

The TACS programme has not been able to deliver any demonstrations since March 2020 due to the pandemic.

### **Employability partners and programmes**

#### ***Street League***

The DHL UK Foundation continued its partnership with Street League in 2020/21. The £291,831 donation supported Street League academies in key locations across the UK and enabled DHL colleagues to engage with each of these academies.

Despite COVID 19 restrictions, the employability programme was delivered at 4 locations, providing Street League beneficiaries with 100 hours paid work experience (wages funded by the DHL business) across 8 DHL sites, along with aftercare support from the charity (funded by the Foundation) to ensure that the young people had the best chance to succeed in the work placement.

45 DHL colleagues took part in the employability programme, hosting work placements, leading site visits and delivering virtual classroom sessions.

#### **2020/21 Partnership Highlights**

- Academies funded in 4 City locations.
- 8 DHL sites partnered with the above Street League academies.
- 19 young people took part in paid work experience and training with DHL.
- 13 young people gained permanent employment with DHL

These activities inspired Street League students about the world of work, gave an insight into the logistics industry, helped students develop transferable employability skills and practice interview techniques and showcased DHL and career opportunities in the logistics industry.

#### ***ThinkForward***

ThinkForward specialise in working with some of the most disadvantaged young people in the country, who have been identified by their school as likely to leave education without a job or any further training. Their work focusses on providing specially trained coaches in secondary schools working directly with these targeted students over a 5-year period.

The Foundation's donation of £75,000 contributed to core costs with a particular focus on supporting the running of the programme in ThinkForward partner schools in Maidstone, Dover and Nottingham, providing students with a dedicated Coach and ready for work activities.

In the 2020/21 academic year, DHL colleagues were recruited to provide mentoring support to up to 25 students in Year 10 and to deliver virtual career activities in targeted schools. The unrestricted donation also provided support to ThinkForward to continue to develop and refine their programme.

#### **2020/21 Partnership Highlights**

- The donation enabled ThinkForward to support the delivery of the programme.

## **Trustees' report** Year to 31 March 2021

- New DHL colleagues recruited to support the programme.
- Recruitment of new DHL colleagues to act as ThinkForward mentors.

### ***City Year***

The DHL UK Foundation continued its partnership with City Year in 2020/21. The £135,000 donation enabled City Year to recruit and support 123 Volunteer Mentors, who worked in 25 schools across London, the West Midlands and Greater Manchester. The City Year Volunteer Mentors support students to improve their attendance, behaviour and curriculum attainment in school.

In addition, 48 DHL employees have supported with Mentoring of the City Year volunteers and a further 22 also engaged in virtual classroom activities with City Year partner schools and students.

### **2020/21 Partnership Highlights**

- 48 DHL Colleagues signed up to mentor City Year Mentors.
- Employability skills sessions delivered to CY volunteer mentors in each region.
- CMI Award in Leadership & Management rolled out to 50 City Year Volunteer Mentors supported by Foundation funding.

### ***Match It!***

Match It (MI) aims to support and encourage current and retired DHL employees to take part in fundraising and volunteering activities by matching up to a certain limit, the funds they raise for their chosen charities.

The MI! programme was significantly affected by COVID due to employees having very limited opportunities to fundraise or volunteer. 249 MI! applicants received funding for their chosen charity or community organisation as a result of taking part in fundraising (217 applications) and volunteering (32 applications). This was a decrease from 2019/20 in the overall number of applications received of 63% (672 applications) with a decrease in fundraising applications of 65% (613 applications) and volunteering applications decreased by 46% (59 applications).

MI! expenditure was £106,547 for the year ending 31 March 2021, (a decrease from 2019/20 £295,094).

### ***Grant Making***

The Foundation provides grants to organisations that work with disadvantaged young people to achieve their full potential despite experiencing social and economic challenges.

### ***Helping Hands***

The Helping Hands programme provides grants to current and retired employees of DHL who are in financial hardship. Members of the Operations Committee are responsible for approving the applications on a regular basis. In April 2020/21, due to the onset of the pandemic and the expectation that many more DHL colleagues might be in need of help, the trustees agreed to increase the budget for the programme from £40,000 to £190,000. A further £9,615 was raised for the Helping Hands programme by DHL senior management through a DHL UK Foundation Just Giving page, with the funds raised focussed solely on supporting the programme.

## **Trustees' report** Year to 31 March 2021

During 2020/2021, 153 applications were made to the Helping Hands programme, 114 were awarded grants and the total Helping Hands budget spend was £110,047. This is a very significant increase on the 33 Helping Hands applications totalling £42,327 that were awarded in 2019/20, with the increase in applications and support due to the significant impact of COVID 19 on DHL colleagues.

To support with the significant increase in applications received in 2020/21, more Foundation staff members were trained in processing applications. Training was also provided to all Foundation staff involved in Helping Hands to help deal with complicated and emotional applications. The Foundation has also improved awareness of and access to the Helping Hands programme for DHL employees by increasing the frequency and extent of internal communications about the programme and by moving the application form online.

### ***Grant making policy***

For the programmes described above which include grant giving, the Foundation assesses applications through structured procedures.

For grants made via Match It! applicants are required to complete a form and provide information including proof of their fundraising or volunteering activity. The DHL UK Foundation Chief Executive then approves those applications which have met the programme criteria, and this decision is then ratified by the trustees.

### ***Public Benefit***

When setting the objectives and planning the work of the Foundation for the year, the trustees have given careful consideration to the Charity Commission's general guidance on public benefit and, where relevant, its supplementary guidance. The Foundation's public benefit is focussed on supporting young people.

The DHL UK Foundation is an independent registered charity that helps disadvantaged children and young people aged 5 to 25 years in the UK.

Young people from disadvantaged backgrounds have struggled to do well in school and at work for decades and research tells us that in 2020/21, and with the impact of COVID19 only just beginning to be felt, the need for increased support for young people from low income families has never been greater. This is highlighted by respected research bodies including the Education Endowment Fund and Impetus who confirm that:

- Over 2 million young people live in poverty in Britain today.
- Only 40% of young people on free school meals pass English and Math's GCSEs and a majority have still not achieved a good standard in English and Math's by age 19.
- Young people under the age of 25 were already four times as likely to be unemployed than the rest of the working age population, even before the pandemic.
- Youth unemployment could potentially rise to 2 million in the near future.

The DHL UK Foundation wants to play a part in helping young people from poorer communities have the same chances in life as their wealthier peers. Through making donations to charities that run successful education and employability programs and by harnessing the skills and enthusiasm of DHL colleagues to inspire students about the world

## **Trustees' report** Year to 31 March 2021

of work, the Foundation aims to help disadvantaged young people access the successful futures they deserve.

The Foundation's Vision and Mission are as follows:

### ***DHL UK Foundation Vision:***

'An end to youth unemployment'

### ***DHL UK Foundation Mission:***

For the Foundation, and DHL colleagues across the UK, to work together to help our charity and school partners ensure that disadvantaged young people aged 5 to 25 years have access to the best possible education, develop essential life skills and the opportunity to secure meaningful and sustainable employment.

### **The Foundation's Mission will be delivered through the following Strategic Plans:**

#### ***Grant Making Strategy:***

- Making grants to charity partners that are focussed on the education and employability of disadvantaged young people, and where possible, work where DHL operates in the UK.
- 80% of the Foundation's annual budget is allocated to delivering the Grant Making Strategy.

#### ***DHL Colleague Engagement Strategy:***

- Partnering with DHL and engaging colleagues in the Foundation's national programmes.
- 20% of the Foundation's annual budget is allocated to supporting DHL colleague fundraising through the Match It programme and DHL colleague benevolence through the Helping Hands programme.

#### ***GoTeach***

The DPDHL GoTeach programme, encourages employees around the world to inspire disadvantaged young people about their future careers and help them prepare to enter the work place. In the UK, the Foundation partners with GoTeach by providing meaningful opportunities for DHL staff to use their skills and experience to add value to the work of our school and charity partners.

#### ***Trucks and Child Safety Programme***

The Trucks and Child Safety Programme (TACS) is a national road safety initiative that aims to help keep children safe around larger vehicles on the road and targets pupils aged 7 to 11 years, as they start to travel independently. The Foundation funds the cost of TACS materials and the recruitment and training of DHL colleagues to become TACS Demonstrators.

#### ***Match It!***

The Foundation's Match It! programme enables DHL colleagues to have their fundraising and volunteering activities matched to agreed levels, boosting staff support of schools and local and national charities.

### ***Helping Hands***

Helping Hands is a benevolent fund run by the DHL UK Foundation to help DHL colleagues and pensioners in need. Types of support include contributing towards the cost of funerals, providing supermarket vouchers, help with bills and donating essential white goods such as washing machines and furniture as well as signposting applicants to other support organisations.

### **Foundation Strategy 2021 – 2024**

The Foundation's 2021-2024 Strategy was approved by the Foundation Board in November 2020. There are no major changes to the previous Strategic Plan and the Foundation will continue to focus on the themes of Education and Employability, to ensure that disadvantaged children and young people in the UK get the most out of their time in school and college/university and are well prepared for the world of work. It is also expected that in the period 2021-2024, the Foundation will significantly increase Engagement with DHL colleagues, including recruiting more employees to deliver expertly developed career support activities to the Foundation's beneficiaries.

### ***Financial report.***

Income for the year was £440,877 (2020 - £596,260). The Foundation's two main sources of funding are donations of £428,563 (2020 - £527,496) and investment income, being interest on cash deposits, of £12,314 (2020 - £68,782).

Total charitable expenditure on activities in furtherance of the Foundation's objectives was £2,113,381 (2020 - £2,035,044) of which £1,931,190 related to charitable grants and donations (2020 - £1,685,859) and £106,458 of charitable expenditure incurred on the Truck and Child programme (2020 - £188,201). The costs of governance of the charity amounted to £66,118 (2020 - £129,753).

This resulted in net expenditure of £1,672,504 (2020 - £1,438,784) before investment gains and losses. The Foundation generated realised and unrealised investment gains of £10,711,978 (2020 – realised and unrealised investment losses of £517,003) on its investment portfolio, which contributed to a total increase in funds of £9,039,474 (2020 – total decrease in funds of £1,955,787).

### ***Reserves policy***

As detailed above the charity carries out a diverse range of activities, the trustees have examined the requirement for free reserves i.e. those unrestricted funds not invested in fixed assets, designated for specific purposes or otherwise committed.

The unrestricted fund represents the cumulative surplus arising from investment income exceeding charitable expenditure over the past few years. The trustees consider that, given the nature of the charity's work, the level of free reserves should be approximately two year's annual expenditure on unrestricted funds to ensure that assets are available to provide the liquidity needed to allow the Foundation be in a position to meet its commitments

The Foundation prepares budgets with an anticipated annual grant expenditure of approximately £2m with a deficit of £1.9m forecast for 2021/22 against which the Foundation's unrestricted fund balance at the year-end was £3.8m.

## **Trustees' report** Year to 31 March 2021

The endowment funds represent the Foundation's investment portfolio. In recent years, the Foundation adopted a policy of profit taking on the investment portfolio in accordance with its investment policy. The DHL UK Foundation has chosen to adopt a total return approach to investment, thus the year end reserve balance is deemed to be prudent given the change to be less dependent in income generating investments and to avoid liquidating investments as a forced seller in a depressed market.

The reserves policy is reviewed annually to reassess the risks and reflect changes to the Foundation's income, capital, financial obligations and long-term plans for charitable expenditure.

### ***Financial position***

The balance sheet shows total funds of £37,899,504 (2020 - £28,860,030).

These funds include the expendable endowment fund of £34,161,735 (2020 - £24,949,757). The endowment, whilst expendable, is represented by investments the income from which supports charitable activities of the Foundation.

General funds of the charity at 31 March 2021 total £3,737,769 (2020 - £3,910,273) and equate to free reserves and the trustees consider that the level of free reserves falls within the reserves policy stated above.

### **Risk management**

The trustees have established a risk management process comprising:

- ◆ An annual review of the risks the charity may face summarised in a 'Risk Register';
- ◆ A safeguarding policy relating to DHL colleague engagement with the beneficiaries of the Foundation's school and charity partners
- ◆ The establishment of systems and procedures to mitigate those risks identified; and
- ◆ The implementation of procedures designed to minimise any potential impact on the charity should those risks materialise.

The principal risks faced by the DHL UK Foundation have been identified as follows:

- ◆ Safeguarding
- ◆ Financial sustainability
- ◆ Investment management

### ***Safeguarding***

The Foundation has introduced a Safeguarding Policy and Code of Conduct that relates to the behaviours expected of all DHL colleagues involved in working with the beneficiaries of the Foundation's school and charity partners, and how any breach of these safeguarding principles will be dealt with. This Safeguarding Policy was developed after consultation with an independent safeguarding consultant, a number of charity experts and will be reviewed on an annual basis to ensure that the latest guidance is included. Neha Mahendru is the Trustee lead for Safeguarding.

### ***Financial sustainability***

The key elements in managing the financial sustainability of the DHL UK Foundation are a regular review of available funds with which to meet current and future grant commitments, regular liaison with investment managers and monthly reporting of performance against budget for income and expenditure to the Foundation's Operations Committee, which is led by Lindsay Bridges, Foundation Trustee. In addition, financial risk is mitigated by processes which ensure that all major financial instructions are approved by the Board of trustees.

### ***Investment management***

The key elements in effective investment management are a trustee body with a skill set appropriate to evaluating investment performance, the engagement of professional investment managers with a significant and successful track record, frequent reviews of investment performance, and regular meetings with investment managers. All of these activities are managed for the DHL UK Foundation by the Investment Committee, which includes three trustees, a senior advisor from the DHL business, two independent Investment advisers, the Foundation Chief Executive and a Foundation Programme Manager. The Investment Committee meets quarterly and is accountable to the Board of trustees.

### ***Risk Register***

The Risk Register, referred to above, details other potential risks that the Foundation may face in its day to day operations and is created by the Foundation team with the support of the Operations Committee. The Register is reviewed by the Board of trustees on an annual basis.

### ***Investment policy***

In addition to the cash balances referred to under "Financial Position", the charity has a portfolio of investments with a market value as at 31 March 2021 of £24,161,735 (2020 - £24,949,757).

There are no restrictions on the charity's power to invest. The investment strategy is set by the trustees and takes into account income requirements, the risk profile and the investment manager's view of the market prospects in the medium term. The overall investment policy is to maximise total return through a diversified portfolio, aiming to provide the level of income advised by the trustees and, at the same time, with a view to ensuring that capital appreciation of the fund exceeds inflation over any five year period.

The investment policy is to have 10% cash to secure 2 years of future funding. The year-end balance was £3.8m.

## **Trustees' report** Year to 31 March 2021

The trustees meet with the investment managers annually to review the performance of the portfolio and the investment strategy. The trustees are satisfied that their investment policy is being achieved.

### **Fundraising**

During 2020/21, the Foundation launched a Just Giving page to enable senior DHL staff to donate to the Foundation's Helping Hands programme to help DHL colleagues experiencing financial hardship. The Just Giving Page was closed at the end of 2021 and a total of £9,615 was raised. The funds raised were used solely to support the Helping Hands programme. The Foundation protected any personal data collected from the activity and would never sell data or swap data with other organisations.

### **Volunteers**

The trustees are very grateful to the many volunteers who have given their time to the charity over the past year and who have provided invaluable assistance.

### **Impact of COVID 19 on DHL UK Foundation Activities**

The Operations Committee and the Investment Committee have no concerns regarding the Foundation's financial standing in light of the pandemic. The decision to liquidate some of the investment returns in previous financial years has enabled a cash reserve of £3.8m, which is sufficient to continue to fund the Foundation's current activities for approximately 2 years.

In terms of Foundation programme delivery involving schools and charity partners, the impact of COVID 19 has been that all 'face to face' activities planned between March 2020 and March 2021 were cancelled. These events included Trucks and Child Safety Demonstrations and in school employability skills activities, which were due to be supported by DHL colleagues and facilitated by Foundation Team staff. This led to a reduction in workload for the Foundation team at the start of the pandemic, and resulted in two team members being furloughed during 2020. The upside of the change in programme delivery has been for the Foundation team to work closely with school and charity partners to develop a range of 'virtual' activities, including interview preparation sessions with City Year young volunteers facilitated via Zoom.

The pandemic has also led to changes in the Foundation's Engagement programmes involving DHL colleagues. Applications to the Match It programme have reduced significantly, as there are very few fundraising events taking place for colleagues to participate in to support their chosen charities. There are also many more DHL colleagues and pensioners in financial need than ever before, and as a result, the Foundation Board agreed to increase the Helping Hands budget significantly from £40k in 2019/20 to £110k in 2020/21.

Finally, the Foundation Chief Executive has been in regular contact with the CEO's of each of the Foundation's charity partners to understand how their work has been impacted by COVID 19. A detailed report is being provided to the Trustees each quarter, and it has been reassuring to hear that the vast majority of partners have been able to move much of their programme work online.

Approved by the trustees and signed on their behalf by:

Perry Watts – Chairman of the Trustee Board

Approved by the trustees on 20<sup>th</sup> July 2021

## **Independent auditor's report to the members of The DHL UK Foundation**

### **Opinion**

We have audited the financial statements of The DHL UK Foundation (the 'charitable company') for the year ended 31 March 2021 which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the notes to the financial statements. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- ◆ give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its income and expenditure for the year then ended;
- ◆ have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; 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 under those standards are further described in the auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### **Conclusions relating to going concern**

In auditing the financial statements, we have concluded that the trustees use of the going concern basis of accounting in the preparation of the accounts is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating 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 a period of at least twelve months from when the accounts are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

**Other information**

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

**Opinions on other matters prescribed by the Companies Act 2006**

In our opinion, based on the work undertaken in the course of the audit:

- ◆ the information given in the trustees' report, which is also the directors' report for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- ◆ the trustees' report, which is also the directors' report for the purposes of company law, has been prepared in accordance with applicable legal requirements.

**Matters on which we are required to report by exception**

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- ◆ adequate accounting records have not been kept, 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
- ◆ the trustees were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

### **Responsibilities of trustees**

As explained more fully in the trustees' responsibilities statement, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for 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 the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

### **Auditor's responsibilities for the audit of the financial statements**

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 an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance but is not a 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 the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

- We obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant are the Companies Act 2006, the Charities SORP FRS 102 and the Charities Act 2011.
- We understood how the charitable company is complying with those legal and regulatory frameworks by making inquiries to management and those responsible for legal, compliance and governance procedures. We corroborated our inquiries through our review of trustee meetings and papers provided to the trustees.
- We assessed the susceptibility of the charitable company's financial statements to material misstatements, including how fraud might occur. Audit procedures performed by the engagement team included:
  - Identifying and assessing the design and implementation of controls in place to prevent and detect fraud;
  - Challenging assumptions and judgments made by management and the trustees in its significant accounting estimates;
  - Identifying and testing journal entries, in particular adjustments made at the year-

end for financial statement preparation; and

- Assessing the extent of compliance with relevant laws and regulations by reviewing correspondence with regulators and legal advisors.

A further description of our responsibilities for the audit of the accounts is located on the Financial Reporting Council's website at [www.frc.org.uk/auditorsresponsibilities](http://www.frc.org.uk/auditorsresponsibilities). This description forms part of our auditor's report.

### **Use of this report**

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 the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Avnish Savjani (Senior Statutory Auditor)  
For and on behalf of Buzzacott LLP, Statutory Auditor  
130 Wood Street  
London  
EC2V 6DL

9 August 2021

**Statement of financial activities** Year to 31 March 2021  
(Including income and expenditure account)

	Notes	Unrestricted funds £	Expendable Endowment funds £	Restricted funds £	2021 Total funds £	Unrestricted funds £	Endowment funds £	2020 Total funds £
<b>Income from:</b>								
Donations	1	418,948	—	9,615	<b>428,563</b>	527,498	—	527,498
Investments	2	12,314	—	—	<b>12,314</b>	68,762	—	68,762
<b>Total income</b>		<b>431,262</b>	<b>—</b>	<b>9,615</b>	<b>440,877</b>	<b>596,260</b>	<b>—</b>	<b>596,260</b>
<b>Expenditure on:</b>								
Raising funds	6	—	—	—	—	31,231	—	31,231
Charitable expenditure	3	2,103,766	—	9,615	<b>2,113,381</b>	2,003,813	—	2,003,813
<b>Total expenditure</b>		<b>2,103,766</b>	<b>—</b>	<b>9,615</b>	<b>2,113,381</b>	<b>2,035,044</b>	<b>—</b>	<b>2,035,044</b>
<b>Net expenditure before investment gains</b>		<b>(1,672,504)</b>	<b>—</b>	<b>—</b>	<b>(1,672,504)</b>	<b>(1,438,784)</b>	<b>—</b>	<b>(1,438,784)</b>
<b>Net gains and losses on investments</b>								
Realised gains on investments	11	—	565,439	—	<b>565,439</b>	—	770	770
Unrealised gains (losses) on investments	11	—	10,146,539	—	<b>10,146,539</b>	—	(517,773)	(517,773)
		<b>—</b>	<b>10,711,978</b>	<b>—</b>	<b>10,711,978</b>	<b>—</b>	<b>(517,003)</b>	<b>(517,003)</b>
<b>Net income/(expenditure)</b>	8	<b>(1,672,504)</b>	<b>10,711,978</b>	<b>—</b>	<b>9,039,474</b>	<b>(1,438,784)</b>	<b>(517,003)</b>	<b>(1,955,787)</b>
<b>Transfers between funds</b>		<b>1,500,000</b>	<b>(1,500,000)</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>	<b>—</b>
<b>Net movement in funds</b>		<b>(172,504)</b>	<b>9,211,978</b>	<b>—</b>	<b>9,039,474</b>	<b>(1,438,784)</b>	<b>(517,003)</b>	<b>(1,955,787)</b>
<b>Fund balances brought forward at 1 April 2020</b>		<b>3,910,273</b>	<b>24,949,757</b>	<b>—</b>	<b>28,860,030</b>	<b>5,349,057</b>	<b>25,466,760</b>	<b>30,815,817</b>
<b>Fund balances carried forward at 31 March 2021</b>		<b>3,737,769</b>	<b>34,161,735</b>	<b>—</b>	<b>37,899,504</b>	<b>3,910,273</b>	<b>24,949,757</b>	<b>28,860,030</b>

All income and expenditure derives from continuing activities.

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

**Balance sheet 31 March 2021**

	Notes	2021 £	2021 £	2020 £	2020 £
<b>Fixed assets</b>					
Investments	11		<b>34,161,735</b>		24,949,757
<b>Current assets</b>					
Debtors	12	<b>42,233</b>		184,354	
Cash at bank and in hand		<b>3,805,547</b>		<u>4,250,593</u>	
		<b>3,847,780</b>		<u>4,434,947</u>	
<b>Liabilities</b>					
Creditors: amounts falling due within one year	13	<b>(110,011)</b>		<u>(524,674)</u>	
<b>Net current assets</b>			<b>3,737,769</b>		3,910,273
<b>Total net assets</b>			<b><u>37,899,504</u></b>		<u>28,860,030</u>
<b>The funds of the charity</b>					
<b>Capital funds:</b>					
Endowment funds	14		<b>34,161,735</b>		24,949,757
<b>Income funds:</b>					
Unrestricted funds			<b>3,737,769</b>		<u>3,910,273</u>
			<b><u>37,899,504</u></b>		<u>28,860,030</u>

Signed on behalf of the trustees by:

Perry Watts – Chairman of the Trustee Board 20 July 2021

The DHL UK Foundation, Company Limited by Guarantee  
Registration Number 2223373

## Statement of cash flows 31 March 2021

	Notes	2021 £	2020 £
<b>Cash flows from operating activities:</b>			
Net cash used in operating activities	A	<b>(1,957,360)</b>	(1,681,436)
<b>Cash flows from investing activities:</b>			
Investment income		<b>12,314</b>	25,003
Proceeds from the disposal of investments		<b>1,500,000</b>	13,000,000
Purchase of investments		—	(13,000,000)
<b>Net cash provided by investing activities</b>		<b>1,512,314</b>	25,003
<b>Change in cash and cash equivalents in the year</b>		<b>(445,046)</b>	(1,656,433)
<b>Cash and cash equivalents at 1 April 2020</b>	B	<b>4,250,593</b>	5,907,026
<b>Cash and cash equivalents at 31 March 2021</b>	B	<b>3,805,547</b>	4,250,593

### Notes to the statement of cash flows for the year to 31 March 2021.

#### A Reconciliation of net movement in funds to net cash used in operating activities

	2021 £	2020 £
<b>Net movement in funds (as per the statement of financial activities)</b>	<b>9,039,474</b>	(1,955,787)
<b>Adjustments for:</b>		
(Gains) Losses on investments	<b>(10,711,978)</b>	517,003
Investment income	<b>(12,314)</b>	(68,762)
Decrease (increase) in debtors	<b>142,121</b>	(33,280)
(Decrease) increase in creditors	<b>(414,663)</b>	(140,610)
<b>Net cash used in operating activities</b>	<b>(1,957,360)</b>	(1,681,436)

#### B Analysis of cash and cash equivalents

	2021 £	2020 £
Cash at bank and in hand	<b>3,805,547</b>	4,250,593
<b>Total cash and cash equivalents</b>	<b>3,805,547</b>	4,250,593

## Principal accounting policies 31 March 2021

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are laid out below.

### **Basis of preparation**

These financial statements have been prepared for the year to 31 March 2021.

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 United Kingdom and Republic of Ireland (FRS 102) (Charities SORP FRS 102, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011. The financial statements have been prepared under the historical cost convention except for the modification to a fair value basis as specified in the accounting policies below.

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

All financial information is presented in British Pounds Sterling (£), the charity's functional currency, and has been rounded to the nearest pound (£).

### **Critical accounting estimates and areas of judgement**

The preparation of financial statements requires the use of certain critical accounting estimates and judgements. It also requires the trustees' to exercise judgement in the process of applying accounting policies. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including an expectation of future events that are believed to be reasonable under the circumstances. Although these estimates are based on the trustees' best knowledge of the amount, event or actions, actual results may differ from those estimates.

Areas requiring the use of estimates and critical judgements that may impact on the charity's financial activities and financial position include multi-year grant commitment, where judgements are made for recognising grants payable where the payment is not due until future periods. In accordance with the charity's accounting policy for expenditure recognition, multi-year grant commitments are only recognised when approved and all conditions have been satisfied.

### **Assessment of going concern**

The trustees of the charity have not identified any material uncertainties relating to events or conditions that may cast significant doubt on the ability of the charity to continue as a going concern.

The trustees have considered the continuing impact of the Covid-19 pandemic on the Foundation and have concluded that it is appropriate for the Foundation to continue to prepare its accounts on the going concern basis, not least because the Foundation's cash reserves have been managed to ensure they are sufficient to meet the anticipated grant commitments for the ensuing years.

### **Income**

Income from donations is recognised in the period in which the charity becomes entitled to the donation and where receipt is probable and its amount can be measured reliably.

Investment income comprises interest on the charity's cash balances and is recognised when receipt is probable and the amount can be measured reliably using the effective interest method.

### **Expenditure**

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. It includes VAT which cannot be recovered.

Expenditure on charitable activities comprises grants payable and related support and governance costs.

#### *Grants payable*

Grants payable are recognised when approved and when the intended recipient has either received the funds or been informed of the decision to make the donation and has satisfied all related conditions.

Grants are not accrued, but are noted as financial commitments in the notes to the financial statements, under the following circumstances:

- Where the beneficiary has not been informed; or
- Where the beneficiary has to meet certain explicit conditions before the grant is released; or
- Where the amount and timing of matched funding payments is uncertain.

#### *Support and governance costs*

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include administration, personnel and governance costs. Governance costs include audit costs and legal costs relating to the charity's compliance with regulation and good practice.

### **Fixed asset investments**

The charity's investment in quoted shares and similar investments are initially measured at cost and subsequently at market value. Investment gains and losses, whether realised or unrealised, are recognised in the statement of financial activities in the period in which they arise.

### **Financial instruments**

The charity only holds basic financial instruments as defined in FRS 102. The financial assets and financial liabilities of the charity and their measurement basis are as follows:

*Financial assets* – trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost as detailed in note 12. Prepayments are not financial instruments.

*Cash at bank* – is classified as a basic financial instrument and is measured at face value.

*Financial liabilities* –accruals and other creditors are financial instruments, and are measured at amortised cost as detailed in note 13. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

### **Debtors**

Trade and other debtors are initially recognised at their settlement amount and subsequently at amortised cost or their recoverable amount. Impairment provisions are recognised when there is objective evidence, such as significant financial difficulties on the part of the counterparty or default or a significant delay in payment, that the charity will be unable to collect all of the amounts due.

Prepayments are valued at the amount prepaid.

### **Cash at bank and in hand**

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year have been disclosed as short term deposits.

### **Creditors and provisions**

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be measured or estimated reliably.

Creditors and provisions are initially recognised at fair value, being the amount the charity anticipates it will pay to settle the debt, and subsequently at amortised cost.

## **Principal accounting policies 31 March 2021**

### **Funds**

The expendable endowment fund represents the market value of the charity's investment portfolio and comprises of monies set aside out of general funds in pursuit of the objectives of the charity.

General funds represent those monies which are freely available for application towards achieving any charitable purpose that falls within the charity's charitable objects.

### **Pension costs**

Employer's contributions in respect of defined contribution pension schemes are charged to the statement of financial activities in the year in which they are payable to the scheme.

## 1 Donations

	Unrestricted 2021 £	Restricted 2021 £	<b>2021 Total funds £</b>	Unrestricted 2020 Total funds £
Donation from DHL	347,720	—	<b>347,720</b>	347,720
Other donations – Just Giving	—	9,615	<b>9,615</b>	—
Gift in kind from DHL	71,228	—	<b>71,228</b>	179,778
<b>Total funds</b>	<b>418,948</b>	<b>9,615</b>	<b>428,563</b>	<b>527,498</b>

Gifts in kind represent the donation of DHL employee time spent on Foundation activities in the year. It represents approximately 2,900 hours of volunteer time (2020 – 6,500 hours), the reduction in volunteer time being due to activities not taking place as a result of coronavirus restrictions.

Other donations represents donations made by individuals in order to support the Foundation's Helping Hands project. No restricted income was received in 2020.

## 2 Investments

	Unrestricted	
	<b>2021 Total funds £</b>	2020 Total funds £
Interest receivable	<b>12,314</b>	68,762
<b>Total funds</b>	<b>12,314</b>	<b>68,762</b>

## 3 Charitable expenditure

	Unrestricted 2021 £	Restricted 2021 £	<b>2021 Total funds £</b>	Unrestricted 2020 Total funds £
Grants payable (note 4)	1,931,190	9,615	<b>1,940,805</b>	1,685,859
Other activities (note 5)	106,458	—	<b>106,458</b>	188,201
Governance costs (note 7)	66,118	—	<b>66,118</b>	129,753
<b>Total funds</b>	<b>2,103,766</b>	<b>9,615</b>	<b>2,113,381</b>	<b>2,003,813</b>

#### 4 Grants payable

Grants payable analysed between activities and projects with the main recipients were as follows:

	Unrestricted 2021 £	Restricted 2021 £	2021 Total funds £	Unrestricted 2020 Total funds £
<b>Engagement:</b>				
. Match it!	106,547	—	<b>106,547</b>	295,094
. Transform It! *	—	—	<b>—</b>	(20,700)
. Helping Hands Scheme	100,432	9,615	<b>110,047</b>	42,327
<b>Education:</b>				
. Outward Bound Trust	75,000	—	<b>75,000</b>	116,395
. Teach First*	480,268	—	<b>480,268</b>	250,000
. Go Teach	954	—	<b>954</b>	(1,512)
. Coram Beanstalk	75,000	—	<b>75,000</b>	50,000
<b>Employability:</b>				
. Think Logistics	—	—	<b>—</b>	2,927
. Street League	291,831	—	<b>291,831</b>	274,140
. City Year UK	135,000	—	<b>135,000</b>	134,323
. Think Forward	75,000	—	<b>75,000</b>	50,000
. Other: Trustee donations	7,400	—	<b>7,400</b>	6,900
. Other: International disasters	30,030	—	<b>30,030</b>	5,000
	1,377,462	9,615	<b>1,387,077</b>	1,204,894
Allocation of support costs (note 6)	553,728	—	<b>553,728</b>	480,965
<b>Total funds</b>	<b>1,931,190</b>	<b>9,615</b>	<b>1,940,805</b>	<b>1,685,859</b>

\*Teach First: Two separate grants were made in the year, a £250,000 grant in respect of the Foundation's continuing partnership arrangements and a further £230,268 of grants towards Teach First's "Digital Divide" campaign.

A reconciliation of grants paid and grant commitments is as follows:

	2021 Total funds £	2020 Total funds £
Grant commitments at 1 April 2019	<b>81,292</b>	192,324
Grants made in the year	<b>1,387,077</b>	1,204,894
Grants paid in the year	<b>(1,452,477)</b>	(1,315,926)
<b>Grant commitments at 31 March 2021</b>	<b>15,892</b>	81,292

## 5 Other charitable activities

	Unrestricted	
	2021 Total funds £	2020 Total funds £
Direct costs		
. Trucks and Child Safety	23,637	9,424
. Gifts in kind – DHL employee services	52,058	160,038
	<b>75,695</b>	<b>169,462</b>
Allocation of support costs (note 6)	30,763	18,739
<b>Total funds</b>	<b>106,458</b>	<b>188,201</b>

## 6 Support costs

The support costs incurred during the year to 31 March 2021 and the bases of their allocation were as follows:

	Cost of raising funds £	Grants payable £	Other charitable activities £	Governance £	2021 Total £
Staff costs	—	333,994	18,555	18,555	371,104
Consultancy	—	34,621	1,923	1,923	38,467
Irrecoverable VAT	—	83,525	4,640	4,641	92,806
Accommodation and travel	—	91,384	5,077	5,077	101,538
Sundry expenses	—	10,204	568	567	11,339
	—	<b>553,728</b>	<b>30,763</b>	<b>30,763</b>	<b>615,254</b>

	Cost of raising funds £	Grants payable £	Other charitable activities £	Governance £	2020 Total £
Staff costs	18,119	279,035	10,871	54,357	362,382
Consultancy	1,660	25,569	996	4,981	33,206
Irrecoverable VAT	4,618	71,121	2,771	13,855	92,365
Accommodation and travel	6,288	96,834	3,773	18,864	125,759
Sundry expenses	546	8,406	328	1,637	10,917
	<b>31,231</b>	<b>480,965</b>	<b>18,739</b>	<b>93,694</b>	<b>624,629</b>

Support costs are allocated using estimates of the proportion of staff time spent on each activity and were revised in the current financial year to reflect the activities absorbing staff time (see note 9).

**7 Governance costs**

	Unrestricted	
	2021 Total funds £	2020 Total funds £
Direct costs:		
. Audit fees	10,020	10,619
. Meeting expenses	246	1,239
. Bank charges	631	637
. Legal, professional and subscriptions	5,288	3,824
. Gifts in kind – DHL employee services	19,170	19,740
	<b>35,355</b>	36,059
Allocation of support costs (note 6)	30,763	93,694
<b>Total funds</b>	<b>66,118</b>	129,753

**8 Net (expenditure)/income**

This is stated after charging:

	Unrestricted	
	2021 Total funds £	2020 Total funds £
Staff costs (note 9)	371,104	362,382
Auditor's remuneration for statutory audit services	10,020	10,619

**9 Staff costs including key management personnel and trustees remuneration**

Staff costs during the year were as follows:

	2021 £	2020 £
Wages and salaries	307,785	291,391
Social security costs	35,569	36,549
Other pension costs	35,943	34,442
	<b>379,297</b>	362,382
Less: Furlough Scheme	(8,193)	—
	<b>371,104</b>	362,382

One employee earned over £60,000 (including taxable benefits but excluding employer pension contributions) during the year (2020 - one).

The average number of employees during the year was seven (2020 – seven). The employees were all engaged in support activities on the following estimated proportions: 95% on charitable activities and 5% on governance. The estimates were revised for 2020/21 and the percentages previously applied were 80% on charitable activities, 18% on governance and 5% on generating funds.

The Foundation's staff have employment contracts with DHL and staff costs are invoiced to the Foundation (see note 16).

**9 Staff costs including key management personnel and trustees remuneration**  
(continued)

***Key management personnel***

Key management personnel are those persons having authority and responsibility for planning, directing and controlling the activities of the charity and are represented by the Trustees, the Chief Executive, Programme Directors and the Foundation Manager.

The number of key management personnel was seven (2020: 7).

The total emoluments received by the key management personnel was £379,297 (2020: £362,383).

***Trustees' remuneration***

None of the trustees received any remuneration in respect of their services during the year (2020 - none).

During the year out of pocket travelling expenses amounting to £245 (2020 - £1,239) were reimbursed to one trustees (2020 – two).

**10 Taxation**

The DHL UK Foundation is a registered charity and therefore is not liable to income tax or corporation tax on income derived from its charitable activities, as it falls within the various exemptions available to registered charities.

**11 Investments**

	2021 £	2020 £
<b>Listed investments</b>		
Market value at 1 April 2020	24,949,757	25,466,760
Additions at cost	—	13,000,000
Disposals (proceeds: £1.5m; gain: £565,439)	(934,561)	(12,999,239)
Movement in investment market value	10,146,539	(517,773)
Market value at 31 March 2021	<u>34,161,735</u>	<u>24,949,757</u>
Cost of listed investments at 31 March 2021	<u>20,723,274</u>	<u>21,657,835</u>

Investments held at 31 March 2021 comprised the following:

	2021 £	2020 £
OEIC Funds	<u>34,161,735</u>	<u>24,949,757</u>
	<u>34,161,735</u>	<u>24,949,757</u>

**11 Investments** (continued)

At 31 March 2021 the following individual investment holdings are deemed material when compared to the overall investment values:

Holding	2021		2020	
	Market value of holding £	Percentage of total portfolio %	Market value of holding £	Percentage of total portfolio %
LPI Global Equity Fund	7,518,858	22%	5,130,404	31%
LTGG Fund B	12,252,248	36%	7,805,780	21%
Dynamic Real Return S Accumulation	7,237,498	22%	6,011,303	24%
BNY Mellon Real Return Fund Newton	7,154,131	20%	6,002,270	24%

**12 Debtors**

	2021 £	2020 £
Trade debtors	—	40,000
Other debtors	31,706	100,595
Prepayments and accrued income	10,527	43,759
	<b>42,233</b>	<b>184,354</b>

**13 Creditors: amounts falling due within one year**

	2021 £	2020 £
Trade creditors	44,879	40,885
Grants payable	15,892	81,292
Accruals	49,240	54,777
Deferred income	—	347,720
	<b>110,011</b>	<b>524,674</b>

**14 Endowment funds**

Movements on the expendable endowment fund during the year can be summarised as follows:

	At 1 April 2020 £	Incoming resources £	Transfers Gains and losses £	At 31 March 2021 £
Endowment fund	24,949,757	—	9,211,978	34,161,735

	At 1 April 2019 £	Incoming resources £	Gains and losses £	At 31 March 2020 £
Endowment fund	25,466,760	—	(517,003)	24,949,757

The endowment funds are represented in full by the investment portfolio.

## 15 Analysis of net assets between funds

	General fund £	Endowment funds £	Total 2021 £
<b>Fund balances at 31 March 2021 are represented by:</b>			
Investments	—	34,161,735	34,161,735
Current assets	3,847,780	—	3,847,780
Creditors: amounts falling due within one year	(110,011)	—	(110,011)
<b>Total net assets</b>	<b>3,737,769</b>	<b>34,161,735</b>	<b>37,899,504</b>
	General fund £	Endowment funds £	Total 2020 £
<b>Fund balances at 31 March 2020 are represented by:</b>			
Investments	—	24,949,757	22,538,017
Current assets	4,434,947	—	4,434,947
Creditors: amounts falling due within one year	(524,674)	—	(534,674)
<b>Total net assets</b>	<b>3,910,273</b>	<b>24,949,757</b>	<b>28,860,030</b>

## 16 Capital commitments

The company had no capital commitments as at 31 March 2021 (2020 – none).

## 17 Liability of members

The DHL UK Foundation is a company limited by guarantee. In the event of winding up, the maximum amount guaranteed to be contributed by each member is £1.

## 18 Related Parties

The Foundation is independent of any other body. However it was endowed by the National Freight Consortium (NFC) plc. In May 2000, NFC plc merged with Exel plc and on 12 December 2005, Deutsche Post DHL (previously called Deutsche Post World Net) acquired Exel plc, which was renamed DHL.

The DHL UK Foundation had the following transactions with DHL:

- Donations of £347,720 (2020 - £347,720) were received from DHL in the year ended 31 March 2021;
- Service costs of £465,643 (2020 - £487,609) were paid by the Foundation to DHL for staff costs and infrastructure expenses; and
- DHL employees provided unpaid volunteer hours with an estimated value of £71,228 (2020 - £179,778).