

JUST. GIVING SOMETHING BACK

Giving something back is extremely important to our people and we are committed to supporting charities and our local community. This fits with our social purpose and it also forms part of our sustainability strategy key priority of creating a fairer world.



Hourglass

Safer ageing · Stopping abuse

Our charity partner from 2023 until the end of 2026 is Hourglass. 'The only UK-wide charity dedicated to calling time on the harm and abuse of older people'.

www.wearehourglass.org

In 2025 we raised an inspiring £73,394 to support the important work that Hourglass does to support older victims of abuse. Our teams from across the business competed to raise the most money and joined together in our flagship charity fundraising event, Just Oarsome, for the second year running. Teams from every part of the business and a team from Hourglass did battle with each other in an epic Dragon Boat Race in London. We were joined by family and friends for a brilliant day together united by a shared purpose!

Team volunteering

Its not just fundraising and donations that count, our teams give their time too. Teams are able to spend time volunteering at a local charity –here are some examples:

One of our teams spent time at London garden which provides a calming sensory retreat for local charities and residents. "Volunteering together gave us a chance to connect outside of work, contribute to a meaningful cause, and experience the power of teamwork in a completely different setting."

Another team headed to a wetland centre, where they spent the day clearing, chopping, and tidying the grounds to boost biodiversity and keeping the site welcoming for visitors.



Christmas time - Caring is sharing

We held a number of donation drives across our offices supporting various local charities and communities, with food donations, toothbrushes, winter coats and money donations.



Networks and Committees

Our Diversity, Equity, Inclusion and Belonging Networks and Charity Committee work hard throughout the year to raise awareness and funds for causes close to their hearts.

- Our Men's Health & Wellbeing Network raised £220 for Macmillan Cancer Support by running office golf in offices – many took part including our CEO David Richardson!
- In May, our Charity Committee collected six large bags of equipment for the Men's Shed plus donations of tea, coffee, hot chocolate, sugar and biscuits from our Facilities team.
- Our Women's Network hosted events and activities which raised nearly £1000 for Breast Cancer Awareness by running a raffle, a Wear It Pink Day and a bake sale.

MAKING A POSITIVE IMPACT

As well as our corporate charity, colleagues continue to raise funds for charities close to their hearts and Just provides support by matching a proportion of the funds raised.

In 2025 our colleagues raised over £15,000 for various charities. Here are a few examples:

- Braving the shave for [Macmillan Cancer](#).
- Running 10k for [I Choose Freedom](#), a charity that provides refuge and a path to freedom for survivors of domestic abuse.
- Running a half marathon for [Jimmys Cambridge](#), a community-based charity providing both support and housing to people who are rough sleeping.
- Cutting off long hair for the [Little Princess Trust](#), a charity funding childhood cancer research.
- Running the London Landmarks half marathon for the [North London Hospice](#), a charity which cares patients with a life-limiting illness.
- Running the Belfast Marathon for the [Friends of the Cancer Centre](#), dedicated to making a difference to cancer patients across Northern Ireland.
- Running the Madrid Marathon for the [Northern Ireland Chest, Heart and Stroke Association](#), dedicated to preventing chest, heart, and stroke illnesses.
- Hosting a quiz for a [local Scout Unit](#).
- Completing the Three Peaks Challenge for the [Firefighters Charity](#).
- Baking cakes and hosting a bake sale for the [British Heart Foundation](#).