



# OUR IMPACT



PAVERS FOUNDATION

HOPING TO MAKE A DIFFERENCE WITH EVERY PAIR

# OUR CHAIRMAN

Welcome to the Pavers Foundation, dedicated to improving lives across the UK and beyond and supported by Pavers Ltd. Our aim is to make a difference with every pair sold. The Foundation receives a percentage of the profit generated on every sale the operating business makes.

Our Foundation is completely employee-led, ensuring that each cause supported is close to the hearts of our colleagues. We are proud to support causes in the genres of health, education and community with a real focus on people from disadvantaged backgrounds. To date, we have supported hundreds of local communities and impacted thousands of people through donations amounting to over £1.7 million. We are committed to ensuring that we have the biggest impact possible by helping the maximum number of people we can. Our forward strategy and plan have created the framework for us to achieve these objectives.

We are also focused on running our operations with sustainable principles and are delighted that working with partners such as One Carbon world, we have achieved carbon neutrality for 3 consecutive years so far.

Having a positive impact on our colleagues, the environment and the lives of others is what drives us.

You can find out more about the Pavers Foundation at  
[pavers.co.uk/foundation](https://pavers.co.uk/foundation)

*Mark Granger*

Mark Granger, Chairman of the Pavers Foundation



## OUR PURPOSE

To improve lives across the UK & beyond by supporting the causes important to our colleagues. We focus on donations to tangible and measurable programmes in the areas of education, health, community and the environment. We aim for all our operations and business activities to be aligned in sustainable principles.



# OUR APPROACH

## MAKING A DIFFERENCE

The Pavers Foundation is an independent grant making charity, supported by Pavers Ltd, their customers nationwide and their colleagues.

Working with local and national charities, causes and organisations, making an impact in our communities.

We lead the carbon neutrality for the business, making sure our decisions are aligned in sustainable principles.

We look to support disadvantaged communities where possible.

### OUR GRANT INITIATIVE

We encourage grant applications from colleagues. All our colleagues can apply on behalf of charities and local good causes close to their hearts, that make a difference in areas of health, education and community.

## OUR PEOPLE

**OUR COMMITTEE** changes every 2 years and is made up of a representative mix of colleagues from the business and members of the Paver family second and third generation.

We try to represent our colleague demographic fairly and have an elected retail representative who remains on the committee to provide a link between the office and retail-based teams.

We have 4 family members on the committee who represent the views of the wider Paver family.

**OUR TRUSTEES** are the 4 of the Paver family members who all have a vested interest in the work of the Foundation and are actively involved in grant-making throughout the year.

**OUR ADVOCATES** are an intrinsic part of our engagement with Pavers as a business. We have an elected advocate for each regional area of our business, including our Head Office and Distribution Centre. Our advocates are ambassadors for the Foundation and help us to spread news and messages throughout the business. Our advocates are also at the heart of our 2-way communication, allowing us to implement ideas and suggestions brought to the fore by our 1700 colleagues.



## WHO WE HAVE PARTNERED WITH...

### White Rose Forest & The Conservation Volunteers

We partnered with White Rose Forest and TCV to plant our very first Pavers Foundation Forest in 2022. The land, south of York was kindly donated by a Trustee of the Foundation, and with the help of both charities we were able to plant a variety of native woodland species to establish a legacy for the Foundation for years to come. We also invited the local Primary School to be involved in the project, designing and planting a wild flower meadow for the centre of the forest.



### Fawcett Society

We partnered with the Fawcett Society through a donation which allowed us to sponsor a special research report into the standards of UK childcare and early education systems. Alongside PACEY, the report we sponsored has allowed the charity to highlight key features of the current systems which create barriers to women's equality and employment opportunities.



### ONE CARBON WORLD

Our partnership with One Carbon world has allowed us to lead Pavers to be the first major footwear retailer in the UK to achieve the carbon neutral international standard. We have invested our carbon credits into a development project in the Guanaré rainforest, restoring the land and improving soil quality for sustainable growth.



## GRANTEE PERCEPTION REVIEW



Prince's Trust

"Pavers Foundation's incredible support of Shout throughout our Charity of the Year partnership has been crucial as our service has expanded across the UK, providing vital in the moment mental health support to hundreds of thousands of children, young people and adults. Every day, Shout Volunteers take thousands of conversations with people facing issues such as depression, anxiety, suicidal thoughts and ideation, relationship issues, grief and more. We couldn't have done this without the funds and awareness raised by the Pavers Foundation during this partnership and we're so grateful for this support of our work."

Victoria Hornby – CEO, Shout

"Pavers Foundation have been generous supporters of our work with young people since 2020 and have been key supporters of our Big Give Christmas Challenge campaign ever since. In donating via our Christmas Challenge, the Pavers Foundation enable us to draw down match funding, thus doubling the impact of their generous gift. We are so grateful to the Pavers Foundation for supporting us in this way. Working with the Pavers Foundation is a joy! We are so grateful to all at the Foundation for their incredible commitment to improving the lives of young people."

Lisa Thomas, Philanthropy Manager – The Prince's Trust



"We are delighted to have the support of the Pavers Foundation this year to fund crucial work into understanding the biology of a medulloblastoma tumours, the second most common brain tumours in children. Your support is enabling us to fully fund a Doctoral Studentship to tackle research to help us develop new treatments for this devastating disease. It was wonderful to meet Beth and Mark, representing the Foundation and local store when they visited the Children's Brain Tumour Research Centre. We're hugely grateful to the Foundation and all the staff at Pavers who have made this gift possible."

Dr Beth Coyle – CBTRC



bhf.org.uk

"The Pavers Foundation have been supporting the British Heart Foundation since April 2021 by donating amazing quality shoes, which are sold on our eBay shop and a number of our stores. Our customers love snapping up a bargain and we have sold over 1,100 products to date. We're delighted and grateful that the partnership has raised over £33,000 and all the money raised helps the British Heart Foundation fund life saving research into congenital heart and circulatory disease."

Katie Miller, Senior Retail Partnerships Manager – British Heart Foundation



# PAVERS FOUNDATION

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