



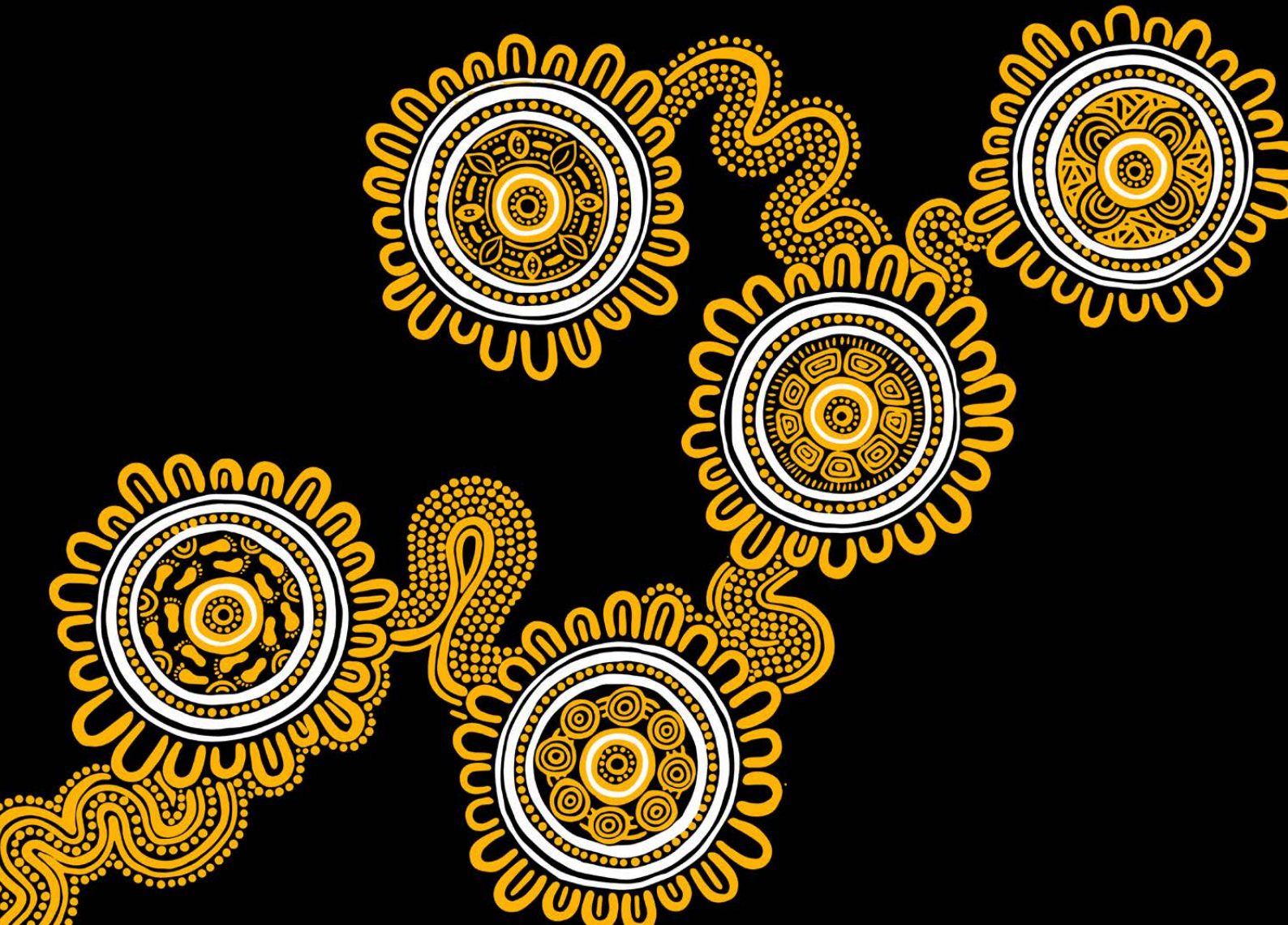
Foundation



2025

Annual Review

Acknowledgement of Indigenous Peoples



GHD Foundation acknowledges Indigenous Peoples as traditional custodians of the lands where we operate. We respect Elders of the past and present as they hold unique knowledge and connection to the lands.

GHD Foundation recognises the history of accomplishments of Indigenous Peoples, and we are committed to learning from them in the work that we carry out across the world.

We respect and value the knowledges and cultures that Indigenous Peoples contribute to creating strong communities. We recognise their strength, diversity, and resilience.

Artwork Warruwi Burranbaa (New Path) by Merinda Walters, a proud Kamilaroi Yinarr (Aboriginal woman). Created for GHD's Stretch Reconciliation Action Plan, it reflects Merinda's journey at GHD, where she worked as an Environmental Scientist and Indigenous Stakeholder Engagement Consultant, and celebrates the diversity of people and projects within the organisation.

Contents

- 2 Acknowledgement of Indigenous Peoples**
- 4 Message from our Chair and Managing Director**
- 5 Our evolving leadership**
- 6 Our 2025 impact**
- 7 Our giving types**
- 8 Our giving spotlights**
 - 8** STEAM education
 - 11** Community relief
- 13 Financial snapshot**
- 14 Award Nomination and Grant Recipients**

GHD Foundation is constituted by charitable companies registered in:

USA
(EIN 86-1440814)

Australia
(ABN 12 645 424 862)

Canada
(Registration No. 796286144 RR 0001)

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Photo credits on the cover

Image on the left: The Smallpeice
Trust, UK

Image on the right: University of
Carleton, Canada

Message from our Chair and Managing Director

Financial Year 24/25* has been a defining year of growth, change and impact for GHD Foundation. Together with our community, partners, and team, we've taken meaningful strides to sharpen our focus, deepen our contribution, and build toward a future shaped by thoughtful giving, strategic collaboration, and inclusive opportunity.

Recently, the GHD Foundation initiated research and stakeholder consultation with Social Impact Hub resulting in a 'Theory of Change' supported by an impact strategy. This fresh approach and refined focus will take us further towards our program's goal of equitable access to STEAM education and employment for all young people. Our impact in strengthening pathways to a diverse STEAM workforce will enable communities to solve complex challenges to remain resilient for generations.

Our STEAM Education innovation-focused grants round achieved two firsts: it created opportunities for organisations to test and scale innovative ideas, and, for the first time, it was publicly accessible, expanding equitable access and inviting fresh voices into our network.

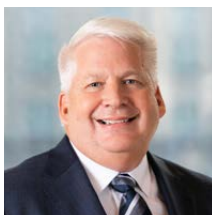
Our Community Relief impact theme also expanded globally, supported by strategic work to refine our focus areas. These are now defined as Youth Empowerment and Disaster Resilience, extending our commitment to youth-centred support through our STEAM education work, and deepening our care for communities affected by disasters.

We continued to explore our role as convener, bringing together partners in dedicated reflection and knowledge-sharing sessions. These conversations generated shared insights, strengthened collaboration, and are helping guide how we contribute more meaningfully to the broader system.

We disbursed \$2.9 million in funding, bringing our total philanthropic investment to date to \$6.8 million globally. This year's giving reached 60 organisations over 7 countries. Through this giving, we have not only expanded our reach but also strengthened our strategy, sharpened our impact, and forged deeper industry relationships that will carry us forward.

We were honoured to be nominated for the Corporate Philanthropist of the year award by Australian Communities Foundation as a part of the Queensland Philanthropy Awards, recognising the contribution of so many individuals and organisations alongside us.

As always, we are grateful for your support, partnership, and belief in the power of collective impact. We look forward to what we will achieve together in the year ahead."



Rob Knott
Chair, GHD Foundation



Jo Metcalfe
Outgoing - Managing Director,
GHD Foundation



Chris Stevenson
Incoming - Managing Director,
GHD Foundation

Our evolving leadership



Jo Metcalfe
Outgoing - Managing
Director, GHD
Foundation

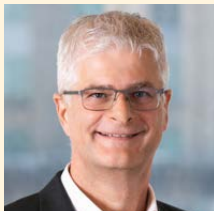
The end of this year also brought important leadership changes for the Foundation.

Jo Metcalfe is stepping down as Managing Director to take on the role of Deputy Chair. As our Founding Managing Director, Jo has been central to the Foundation's journey from the very beginning. Over the past five years, her pioneering leadership has shaped our purpose and expanded our global impact, leaving a legacy that will continue to guide us. We extend our deepest gratitude to Jo for her vision, commitment, and leadership, which have been instrumental in building the Foundation we have today.



Chris Stevenson
Incoming - Managing Director,
GHD Foundation

We welcome Chris Stevenson as our new Managing Director. Chris joins the Foundation from GHD's innovation and transformation practice and brings over 15 years' not-for-profit experience, including roles with Mission Australia and the education-focused charity The Smith Family. He has a strong track record in growth and innovation, stakeholder engagement and strategic delivery. Chris is committed to advancing equitable access to STEAM education and employment, bringing the vision, energy, and experience to help the Foundation expand its impact globally.



Ashley Wright
Outgoing - GHD
Foundation Director

We also extend our deepest gratitude to Ashley Wright, one of the two founding Directors of the GHD Foundation and a longtime guiding force on our board, as he steps down. His visionary leadership, trust in management and unwavering commitment have been crucial in shaping the Foundation's mission and impact from the very beginning. As former CEO of GHD, Ashley has brought invaluable experience and insight that have helped establish the Foundation's strong roots.



Ian Fraser
Incoming - GHD
Foundation Director

We welcome Ian Fraser as a Director of the GHD Foundation. Ian brings more than 30 years of consulting experience across New Zealand, Asia, and the United States, including his current role as Chair, GHD. A past President of the Association of Consulting and Engineering New Zealand (ACE), Ian is passionate about education and its role in building thriving communities. Through his work in South-East Asia, New Zealand and the Pacific he has witnessed the transformative power of STEAM education, and he is well placed to lead on our board in expanding opportunities for underrepresented groups and supporting resilient communities.

Our 2025 *impact*

57

**Scholarships and
bursaries**

AUD

2.9^M

Amount granted
equivalent

7 **Countries
supported**

USA + Australia
+ Canada + UK
+ New Zealand +
Philippines + Fiji

91

Grants issued

AUD

1.9^M

Donations
received
equivalent

Since our inception in 2020, GHD Foundation has received donations totaling AUD 7.2M and issued AUD 6.8M in grants (including scholarships and bursaries). For additional information please visit our website ghdfoundation.org

Our *giving types*

Key global focus areas



Teacher capacity

**In-school STEAM Programs
ages 8-13**

**Tertiary undergrad
scholarships/ bursaries**



Focus areas

**Disaster
resilience/
long term
relief**

**Youth
empowerment**

1. **Teacher capacity**

development – Empowering educators to inspire curiosity, critical thinking, and a love of learning in thousands of students.

2. **In-school programs**

(ages 8-13) – Sparking curiosity and building essential STEAM skills during the formative years.

3. **Tertiary scholarships and**

bursaries – Enabling students to bridge from education to employment in STEAM careers.

Our *giving* spotlights

→ STEAM education

USA

Buffalo BEAM Internship Program

The GHD Foundation supported the Buffalo-area Engineering Awareness for Minorities (BEAM) and GHD collaboration program, creating opportunities for 11 students from Hutchinson Central Technical High School, City Honors High School, and Frederick Law Olmstead School to participate in a six-week summer internship. To help set them up for success, the Foundation contributed laptops for students to use during and beyond the program.

The internship introduced students to a broad range of technical and professional experiences within Science, Technology, Engineering and Mathematics (STEM) disciplines. Interns participated in guided, hands-on instruction with fifteen technical projects facilitated by GHD professionals across environmental, civil, mechanical, and electrical engineering fields. The program culminated in a final project to construct a miniature water pumping station complete with electrical controls, pumps, piping, filtration, and testing, providing students with a tangible outcome that brought their learning to life.

In addition to technical knowledge, students developed professional skills such as business etiquette, networking, LinkedIn profiles, and presentation techniques. Importantly, they also formed meaningful connections with engineers who shared not only their expertise but also valuable life skills to help them navigate the next steps in their careers.



Canada

Inspiring Black and Underserved Youth in STEM

Carleton University's Virtual Ventures initiative, supported by the GHD Foundation, delivers two innovative programs that expand access to Science, Technology, Engineering and Mathematics (STEM) for equity-deserving youth in Ottawa. With the Foundation's support, these programs are set to reach more than 2,100 youth in 2025, providing early opportunities, mentorship, and inspiration that prepare the next generation of STEM leaders.

The Black Youth in STEM program supports around 136 high school students each year through monthly after-school clubs, campus field trips, and a Summer STEM Camp Day. Led by Black university students pursuing STEM degrees, the program provides role models while helping participants build skills, confidence, and pathways toward post-secondary education.

The Go Where Kids Are program engages approximately 2,000 younger youth annually through weekly after-school clubs at four Boys and Girls Clubhouses, complemented by summer camp experiences at Carleton University. Activities range from robotics and coding to circuitry and hands-on design challenges, all offered free of charge to participants.

Photo: University of
Carleton, Canada



Australia

Teach for Australia

The GHD Foundation continued its third year of support for Teach For Australia (TFA), contributing to the development of 48 female STEM specialist teachers in schools with limited socio-economic advantages in regional, rural and remote Australia, benefiting around 8,000 students. Through TFA's Leadership Development Program, teachers received training, mentoring, and coaching, strengthening classroom impact and fostering leadership within their communities.

This support helps address the ongoing shortage of STEM-qualified educators in high-need areas and promotes gender equity by encouraging girls to pursue STEM pathways. By equipping teachers with skills, confidence, and leadership capacity, the program contributes to improved educational outcomes for students and long-term community impact. Watch an impact share from Ikran, one of the female STEM teacher cohort of 2025 [here](#).

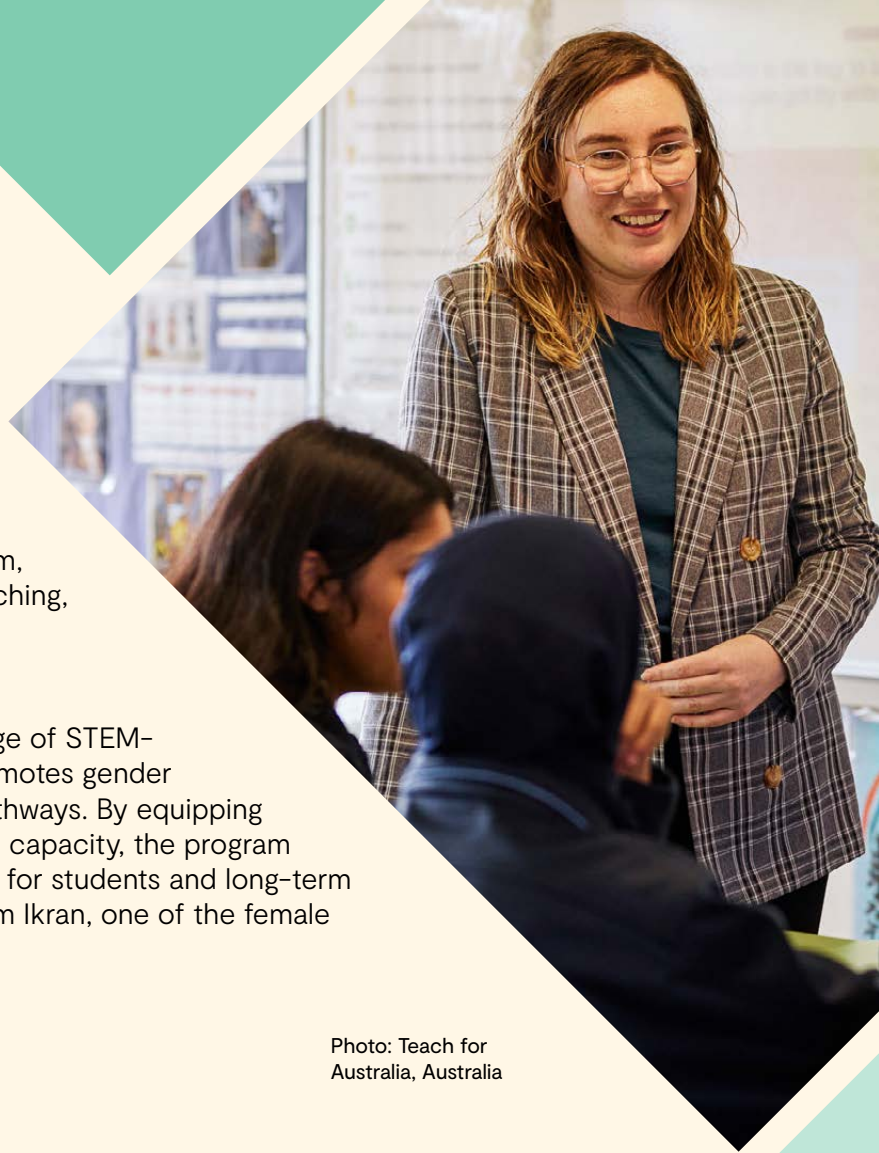


Photo: Teach for Australia, Australia

New Zealand

IPENZ Foundation (Wonder Project)

The Foundation's grant to support The Wonder Project's Water Challenge will enable 38 schools across New Zealand in 2025, providing classroom experiences to schools facing limited socio-economic advantage. The program delivers hands-on STEM learning to students aged 11–13, where ākonga (students) construct and test a mini model of Aotearoa New Zealand's wai (water) network, exploring how water is collected, cleaned, and cared for as one of Earth's most precious taonga. Kaiako are supported with kits, learning materials, and a detailed challenge guide, with many classes paired with trained STEM industry volunteers. Insights from the program will be captured in an impact report to track student engagement, confidence and interest in STEM careers, while informing future program delivery.

Schools with limited socio-economic advantage may have fewer STEM resources, making initiatives like the Wonder Project vital for opening opportunities that build on students' creativity, curiosity, and future aspirations. By providing free, culturally relevant programs and pairing students with mentors, the Wonder Project builds confidence, fosters industry connections, and promotes diversity in STEM. The initiative also strengthens classroom learning and encourages diverse participation, helping bridge the gap between education and industry while building long-term pathways for students.



Photo: IPENZ Foundation, New Zealand

→ Community relief

Australia

Disaster Relief Australia - *Disaster resilience and Youth empowerment*

Disaster Relief Australia (DRA) will deliver a youth-focused disaster preparedness initiative in Kempsey Shire, using their interactive “Big Map” engagement tool. The project will engage local youth groups and schools to identify hazards, assess community vulnerabilities, and co-design practical resilience strategies. Insights from the session will be compiled into a youth informed report to support local disaster planning and strengthen partnerships between young people, schools, emergency services, council, and the broader community.

Kempsey has been identified as an area of high need due to its significant exposure to climate related disasters including floods and bushfires and its high proportion of vulnerable populations, including Aboriginal and Torres Strait Islander communities and diverse youth voices. Despite being disproportionately affected by disasters, young people are rarely included in formal planning. This initiative seeks to bridge that gap, empowering youth with leadership skills and disaster awareness while building long-term community resilience and informing DRA’s broader youth engagement approach.

Watch more about the impact and big map program [here](#).

Photo: Disaster Relief Australia, Australia



Fiji

Habitat for Humanity - *Disaster resilience and long-term relief*

The proposed project aims to strengthen the climate resilience of Serua Island, a low-lying coastal community in Fiji facing the escalating impacts of climate change, including sea-level rise, flooding, and saltwater intrusion. In partnership with the Serua Provincial Council, Habitat for Humanity Fiji will conduct a baseline assessment and deliver community-led training focused on climate awareness, gender inclusion, disaster-resilient construction, and basic plumbing. These efforts will inform the development of a Disaster Risk Reduction Master Plan, integrated with the village's development strategy. Work will also include the retrofitting of 1-3 homes and upgrades to critical infrastructure, helping the community better withstand cyclones and floods.

By equipping residents with practical skills, inclusive planning tools, and strengthened infrastructure, the project will enhance the capacity of 430 island residents to adapt to increasing climate shocks while preserving cultural ties to their land. Gender Equality, Disability, and Social Inclusion (GEDSI) will be a core focus throughout the project, ensuring diverse voices shape decision-making and that vulnerable groups are meaningfully included. In addition to immediate community benefits, project learnings will be shared across Fiji and the Pacific to inform broader efforts in climate-resilient settlement planning.



Photo: Habitat for Humanity, Australia

Philippines

Philippine Disaster Resilience Foundation (PDRF) Philippines - *Disaster resilience and long-term relief*

More than 500 people in the Bicol Region are expected to benefit from a livelihood restoration project led by the Philippine Disaster Resilience Foundation (PDRF) and funded by the GHD Foundation. The initiative will provide 20 disaster-resilient fishing and rescue boats, directly assisting over 120 households and reaching up to 500 individuals through training, capacity-building, and infrastructure development.

Building on previous successes, the project aims to equip fisherfolk with durable boats, practical skills, and employment opportunities while fostering community collaboration. Additional support in technology, financing, and marketing will help improve productivity, alleviate poverty, and strengthen local food security. The initiative also seeks to establish a model that can be replicated in other disaster-affected areas, supported through partnerships with local government and private stakeholders.

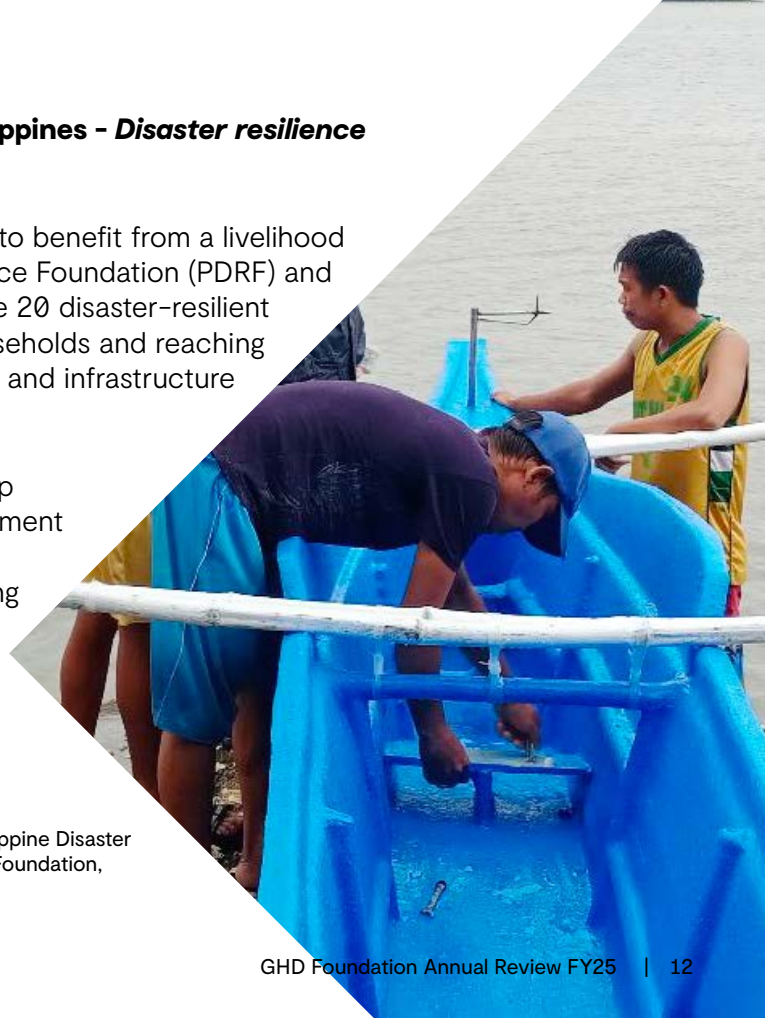
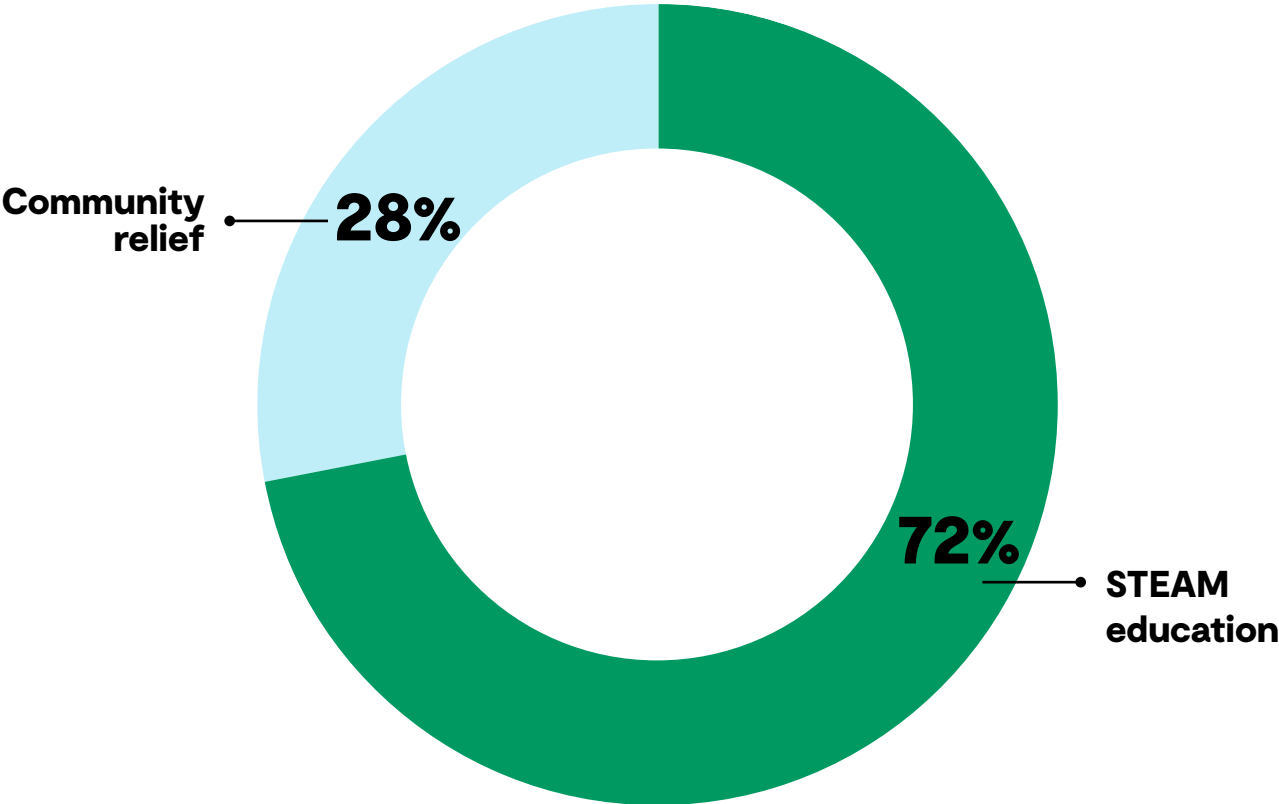


Photo: Philippine Disaster Resilience Foundation, Philippines

Financial snapshot



⌵ Incoming (AUD)
1,987,000
Donations plus Interest

⌶ Outgoing (AUD)
2,854,000
Grants payment
115,000*
Administration costs (including professional fees)

*Note: Adminstration cost represents 4% of total FY25 outgoing payments

Award **Nomination** *and Grant* **Recipients**

Corporate Philanthropist of the Year Award Nomination

As part of Queensland Philanthropy Week, GHD Foundation this year was honoured to be nominated for the Queensland Gives Corporate Philanthropist of the Year Award through our long-standing relationship with Australian Communities Foundation. This nomination reflects our commitment to building resilient communities and advancing equity in STEAM (Science, Technology, Engineering, Arts, and Mathematics) education across Queensland, as part of our Australian giving portfolio, and recognises the impact we are making for communities across the state.

Photo: Queensland Gives, Australia



Grant Recipients for FY25

Celebrating our grant partners' incredible work in building resilient communities worldwide over the past year.

Australia

- Teach for Australia
- Australian Schools Plus
- The Smith Family*
- Australian Communities Foundation
- ATSIMA (Aboriginal and Torres Strait Islander Mathematics Alliance)
- Engineers Without Borders
- La Trobe University
- Australian National University*
- University of Newcastle*
- Habitat for Humanity
- Disaster Relief Australia
- RedR Australia
- GO Foundation*
- Indigenous Marathon Foundation

New Zealand

- Community Education Trust Auckland
- University of Canterbury*
- IPENZ Foundation

Philippines

- Philippine Disaster Resilience Foundation
- Queensland University of Technology*
- University of Sydney*

Fiji

- University of Sydney
- Habitat for Humanity

UK

- RedR UK
- Smallpeice Trust
- University of Salford*
- Railway Children

* **Note: Funding has included scholarships and bursaries**

Canada

- Indspire
- Prof Dino
- Jump Math
- Ethos Lab
- Actua
- Let's Talk Science
- Society for Canadian Women in Science and Technology (SCWIST)
- Youth Science Canada
- Connected North
- Habitat for Humanity International
- Makeway Canada
- La Fondation de L'Université Laval*
- First Nations University*
- Conestoga College*
- La Fondation de L'Université de Sherbrooke*
- University of Carleton*
- University of British Columbia*
- University of Guelph*
- University of Waterloo*
- University of New Brunswick*
- Kids Help Phone
- Markham Foodbank
- Foodbank Mississauga
- Foodbank Ottawa
- Foodbank Waterloo
- Feed the Need Durham
- Kawartha Food Share
- Seeds of Hope

USA

- Habitat for Humanity International
- Berry College
- NSBE (National Society of Black Engineers)*
- SHPE (Society of Hispanic Professional Engineers)*
- BEAM (Buffalo Engineering Awareness for Minorities)
- Techbridge Girls
- BAFTX (British American Foundation of Texas)*
- Trevor Project
- Foodbank



Photo: IPENZ
Foundation,
New Zealand

Thank you to all our partners

including donors and volunteers
for supporting our commitment
to building resilient communities
through STEAM Education equity and
Community Relief.