



2024

Annual Review

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Photo credits on the cover

Left image: Schools Plus, Australia.
Brookman students and GHD

Right image: Children's Environmental
Literacy Foundation (CELF), USA

**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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Message from our Chair and Managing Director

At GHD Foundation, we are committed to real, tangible change.

As we reflect on the past year, we are filled with a sense of pride and excitement for what the GHD Foundation has accomplished. Established in 2020, the GHD Foundation is committed to building resilient communities globally. In addition to our community relief donations, we continued to build out our primary focus to widen access to Science, Technology, Engineering, Arts and Mathematics (STEAM) education and careers for underrepresented groups, recognising that these disciplines are essential for improving resilience around the world. We also fund organisations and activities that provide community relief and foster support.

This year, we've deepened our commitment to this mission by developing more integrated and meaningful relationships with existing partners. We piloted our first major in-house grants round, which enriched our relational understanding and engagement with our partners. This experience has allowed us to forge stronger connections and make more impactful decisions.

Our link with our founding partner GHD, a global professional services company, has been instrumental in our journey. The company's commitment to donate 1% of net profits has significantly bolstered our efforts. Additionally, our programs also increasingly benefit from non-financial support of GHD and the volunteer efforts of GHD employees around the world. These contributions have been crucial in supporting community resilience, particularly through initiatives like Habitat for Humanity build days in Canada and the US, and STEAM engagement activities with organisations such as Smallpeice Trust, SolarBuddy, and Ardoch.

Our efforts to enable wider access to STEAM education and careers take into account all dimensions of equity, including geography, gender, race, culture, sexuality, socio-economic status, disability and neurodiversity. By recognising and harnessing the strengths of diverse groups, we facilitate equitable access to education and employment for a more inclusive workforce of the future that can solve big global challenges.

We are particularly proud of the expansion of our scholarships program, which now spans the US, Canada, UK, NZ and Australia, providing life-changing support to students from underrepresented backgrounds.

Looking to the future, we are inspired by the potential to further our impact. We have begun strategic work to roadmap our impact, refining our giving and partnering strategy to better support our focus on equitable access to STEAM education and employment. This approach will leverage the strengths within underrepresented communities, ensuring our resources are used even more effectively to create lasting opportunities.

Our focus on outcome-driven STEAM programs is only possible thanks to an ecosystem of like-minded and experienced partner organisations. We extend our deepest gratitude to our grant partners (including Australian Community Foundation and Tides Foundation are both the Australian and US strategic intermediary partners and FY25 will see us expanding to bring on MakeWay to help support the acceleration of our granting and partnerships in Canada), whose subject matter expertise and dedication to their communities have been invaluable in guiding our work. Together, we continue to build trust and strengthen our operations, enabling us to better serve the communities we care deeply about.

Thank you for being a part of our journey. We look forward to continuing this important work together, as we build a more skilled, equitable world.

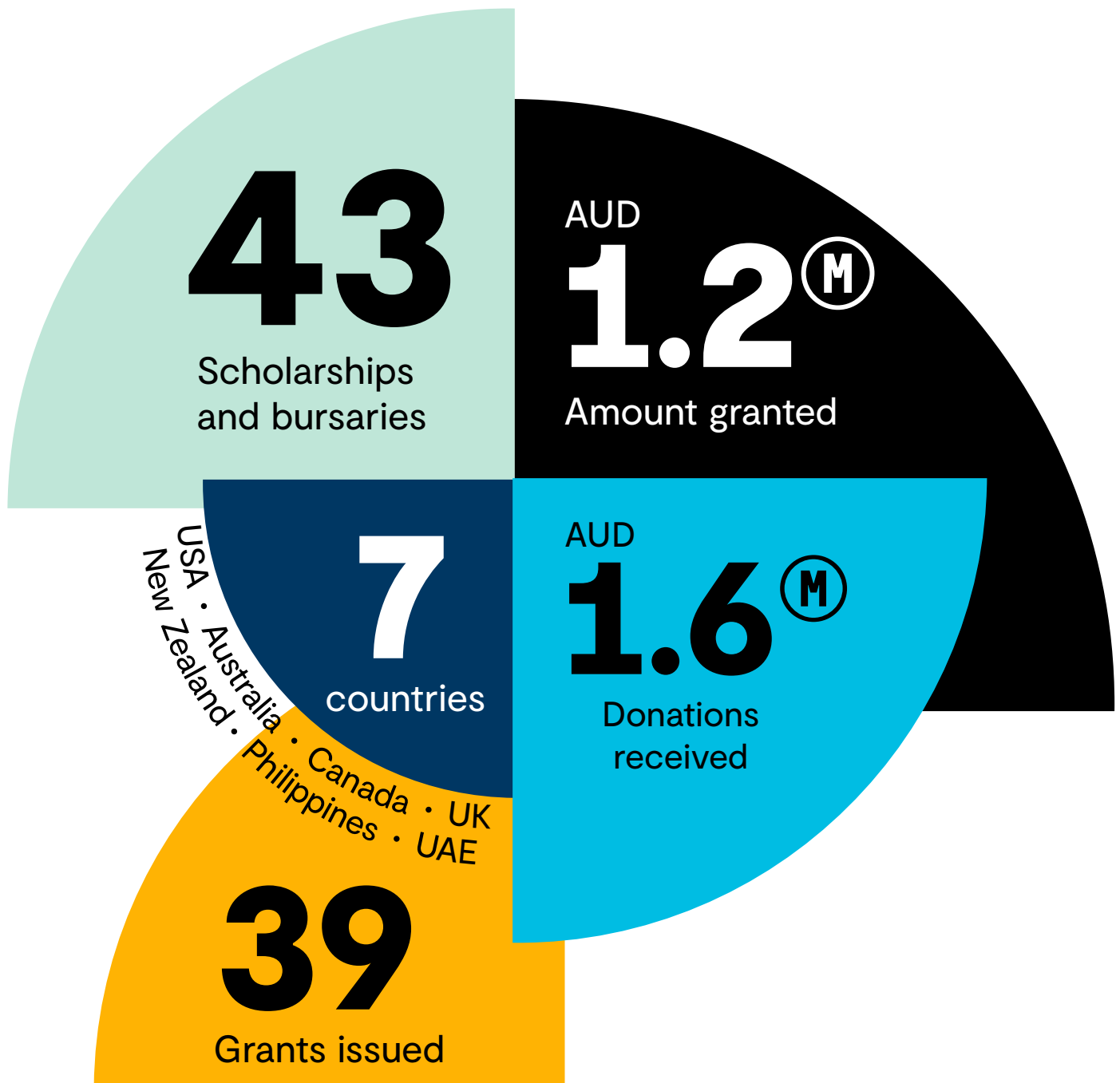


Rob Knott
Chair, GHD Foundation



Jo Metcalfe
Managing Director,
GHD Foundation

Our 2024 *impact*



Since our inception in 2020, GHD Foundation has received donations totaling AUD5.3M and issued AUD4.4M in grants. For additional information please visit our website ghdfoundation.org

Our *giving types*

1 **STEAM
education &
employment**

2 **STEAM
scholarships &
bursaries**

3 **Community
relief &
support**

Our *“lenses”*

The issues we are focusing on



Science, Technology,
Engineering, the Arts and
Mathematics (STEAM)



Energy



Water



Food and
housing



Women and
children



Scholarship
and bursary



Community



Remote and
rural



Cultural
diversity



First Nations
/ Indigenous



Social
enterprise



Disaster relief

Our grants and scholarships spotlight

1 STEAM education & employment



Photo: Courtesy of Linton-Poodry SACNAS Leadership Institute, USA



USA

Empowering Future Leaders: The Linton-Poodry Society for the Advancement of Chicanos/Hispanics and Native Americans in Science (SACNAS) Leadership Institute

The Linton-Poodry SACNAS Leadership Institute (LPSLI) flagship program equips scientists from underrepresented populations with leadership skills to drive systemic change and foster inclusive scientific environments. Participants create personalised Leadership Development Plans, network with distinguished leaders, and join a supportive alumni network. By supporting LPSLI, we nurture a culture of inclusivity that benefits the broad scientific community.



Australia

SolarBuddy – Illuminating young minds

The partnership with SolarBuddy brought the transformative power of STEAM education to life for students in 12 Australian schools with limited socio-educational advantage. Through four curriculum-aligned lessons, students engaged in hands-on learning, including assembling solar lights.

This practical activity not only illuminated concepts of renewable energy and global energy insecurity but also deepened their understanding of these critical issues. Delivered with the passion of GHD volunteers, the lessons forged meaningful connections between students and the broader STEAM industry, inspiring the next generation of innovators. By lighting up both classrooms and minds, this initiative laid the foundation for a more sustainable future, empowering students with the knowledge and skills to tackle the challenges of tomorrow.



Photo: SolarBuddy – Woodridge North State School, Australia



UK

GHD Foundation and Smallpeice Trust unite to ignite STEAM dreams for UK youth

The GHD Foundation has launched its first UK partnership with The Smallpeice Trust, a charity dedicated to inspiring young people to pursue careers in science and engineering. Focused on equitable access to STEAM education, the partnership supports social mobility and gender diversity across two key programs. Through GHD Foundation's financial contribution, eight schools with limited socio-educational advantage will participate in STEAM "challenge days," while a three-day residential program offers lectures, career talks, and hands-on projects in energy, civil engineering, and robotics.

GHD volunteers are playing a vital role in amplifying the Foundation's impact by volunteering their time to aid with development, delivering, and engagement with the STEAM lessons, ensuring that these initiatives reach and inspire up to 500 young people across the UK.



Photos: The Smallpeice Trust, UK

2 STEAM scholarships & bursaries



Canada STEAM Scholarship

University of British Columbia (UBC) - Empowering diversity in engineering

The GHD Foundation proudly launched the inaugural Award for Diversity in Engineering at the University of British Columbia, supporting a third-year engineering student from an underrepresented community with demonstrated financial need. By broadening the scope to include first-generation students, we aim to deepen the scholarship's impact, ensuring that more aspiring engineers from diverse backgrounds have the opportunity to pursue higher education and achieve their full potential.

This scholarship not only alleviates financial burdens but also promotes diversity and inclusion within the engineering field. By supporting students from diverse backgrounds, we enrich the academic environment and foster a culture of innovation and collaboration.



New Zealand STEAM Scholarship

University of Canterbury - Te Kakau a Māui Scholarship: Empowering Indigenous STEAM leaders

In the spirit of Māui, a symbol of resilience and ingenuity in Māori culture, the GHD Foundation proudly introduces the Te Kakau a Māui Scholarship at the University of Canterbury. This scholarship is awarded to an Indigenous student of Ngāi Tahu descent pursuing a STEAM discipline. The name reflects the belief that education is the cornerstone for students to shape their own paths and achieve greatness.

Just as Māui overcame challenges and inspired change, recipients are encouraged to forge their own successes and make a lasting impact in their communities. The GHD Foundation's commitment to supporting Indigenous students aims to empower the next generation of leaders in science, technology, engineering, arts, and mathematics. By providing financial assistance and recognizing their potential, the Foundation hopes to inspire these students to reach new heights and contribute meaningfully to their fields and communities.



Photo: GHD team with inaugural scholarship recipient, Hannah Garampil



3 Community relief & support



USA and Canada

Nourishing Communities - Foodbanking

Over the past year, the GHD Foundation in Canada and the US has supported 10 food banks. This support has been crucial for their day-to-day operations, addressing the growing food insecurity challenges often faced by youth. By helping to reduce hunger and promoting community well-being, the Foundation is making a significant impact, fostering healthier and more resilient communities. Additionally, through community engagement, the Foundation provides role models, inspiring the next generation.



Photo: Waterloo Food Bank, Canada



Photo: GO Foundation, Australia



Australia

GO Foundation - First Nations educational empowerment

The Foundation is in its third year of connection with the GO Foundation to support First Nations youth through education, addressing barriers and fostering meaningful opportunities for growth. Our funding partnership supports the GO Foundation's organisational success and the GO program which creates opportunities for children and young people with a focus on culture and education.

This partnership invests in both students and the strength of the communities they serve, ensuring that academic achievement is coupled with cultural pride and positive social impact, creating a ripple effect of empowerment and inspiration for generations to come.



Photo: Habitat Build Day, USA

Photo: Habitat Build Day, Ottawa, Canada



USA and Canada

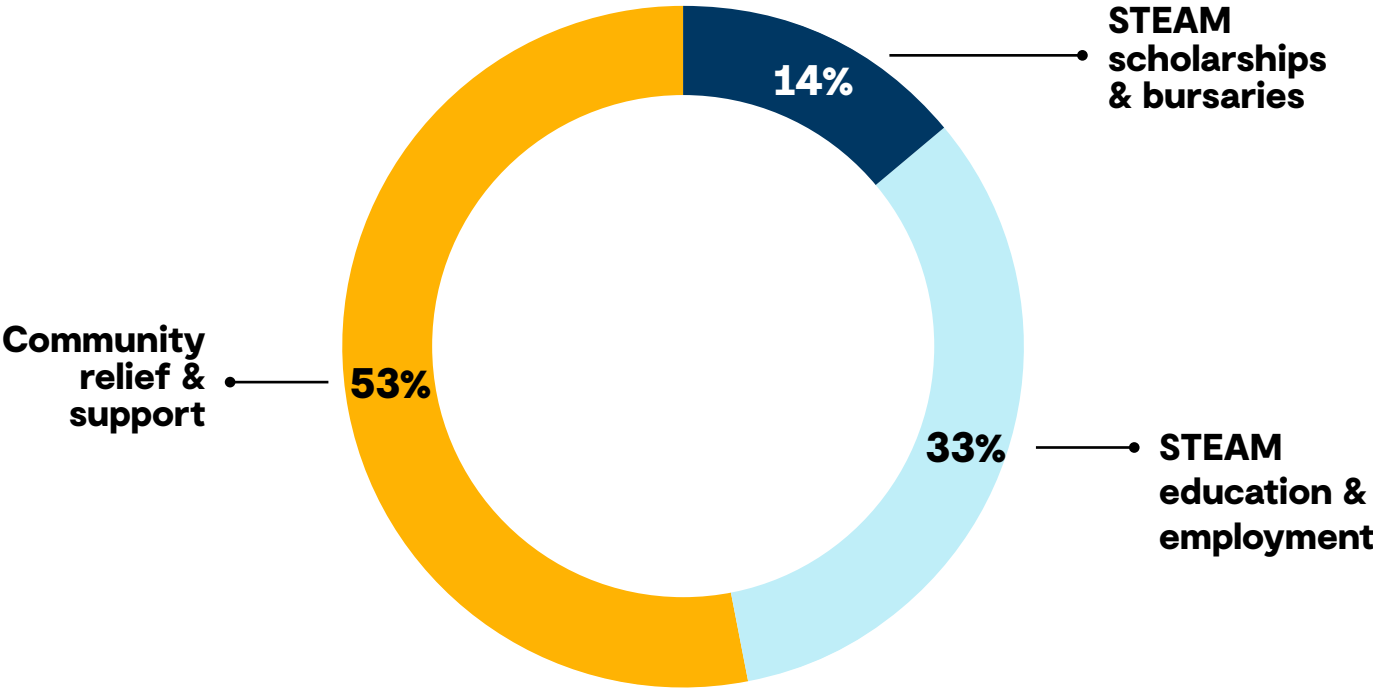
Habitat for Humanity – Building futures, one home at a time

The GHD Foundation is celebrating its second year of partnership with Habitat for Humanity in the US and Canada. This collaboration has been a cornerstone of the Foundation's commitment to community support and resilience. Over the past two years, dedicated GHD employees have actively participated in numerous build days across both countries, providing essential volunteer support to help uplift families experiencing housing insecurity.

Through this partnership, GHD people have contributed their time, skills, and energy to ensure stable housing for those in need. Their efforts have not only provided immediate relief to families but have also fostered a sense of community and solidarity.

As the GHD Foundation looks to the future, we remain committed to continuing support for Habitat for Humanity. The Foundation's ongoing efforts aim to address housing insecurity and promote community resilience, ensuring that more families can achieve stability and security.

Financial snapshot



**Incoming (AUD)**

1,602,699
Donations plus Interest

**Outgoing (AUD)**

1,247,197
Grants payment

97,971*
Administration costs
(including professional fees)

* Note: This represents 6% for FY24



Foundation



Photo: Habitat Build Day, USA

Photo: Smallpeice Trust, UK

Thank you to all our partners

including donors and volunteers for supporting
our commitment to expanding opportunities
within STEAM education and community relief

ghdfoundation.org