

Purpose Beyond Business

Our commitment to communities,
charities, and lasting impact



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A clear view of our purpose, priorities, and the actions that turn intent into impact.

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Responsibility beyond business

There are moments in life when the ground shifts beneath you.

Not in dramatic ways that announce themselves, but in quiet, devastating ones. A conversation that changes what tomorrow looks like. A decision forced by circumstance, with no safe or obvious outcome. A weight that builds slowly until it can no longer be carried alone.

These moments happen every day. Often out of sight. Often to people who never imagined they would find themselves there. And when they do, what matters is not sympathy or good intentions. What matters is whether someone is there to help.

Our belief in charity comes from this reality.

At Revolvex, we operate in the real world, not at a distance from it. We grow, we succeed, and we benefit from the communities that support and sustain us. Ignoring the responsibility that comes with that success would be a choice. It is not one we are willing to make.

As our business has grown, so has our understanding of what success demands. It is not only about what we build internally. It is about how we respond when we are in a position to help and whether we choose to step forward or stay silent.

We support charity with a clear understanding of the reality people are facing. These are complex situations that do not resolve quickly or neatly. Meaningful support takes time, consistency, and the willingness to stay involved when the work is difficult.

This commitment is sustained by our people. Not because it is expected, but because they recognise what is at stake. They understand that behind every cause is a person navigating one of the hardest periods of their life, and that presence and persistence matter.

We give forward because responsibility does not disappear with success. It grows with it.

Making it real

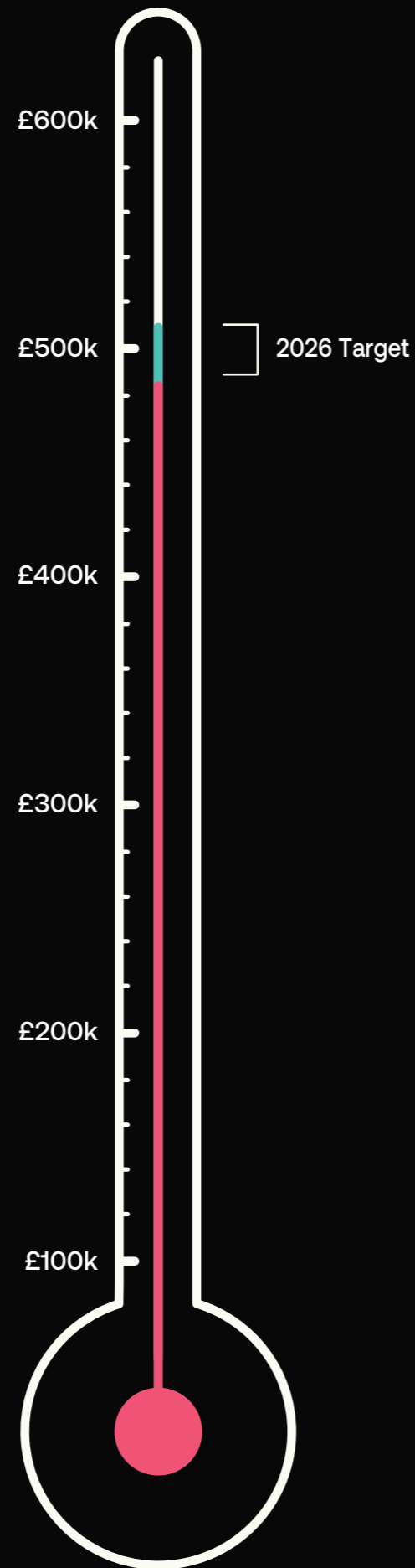
Our charity activity is not measured in good intentions. It is measured in action.

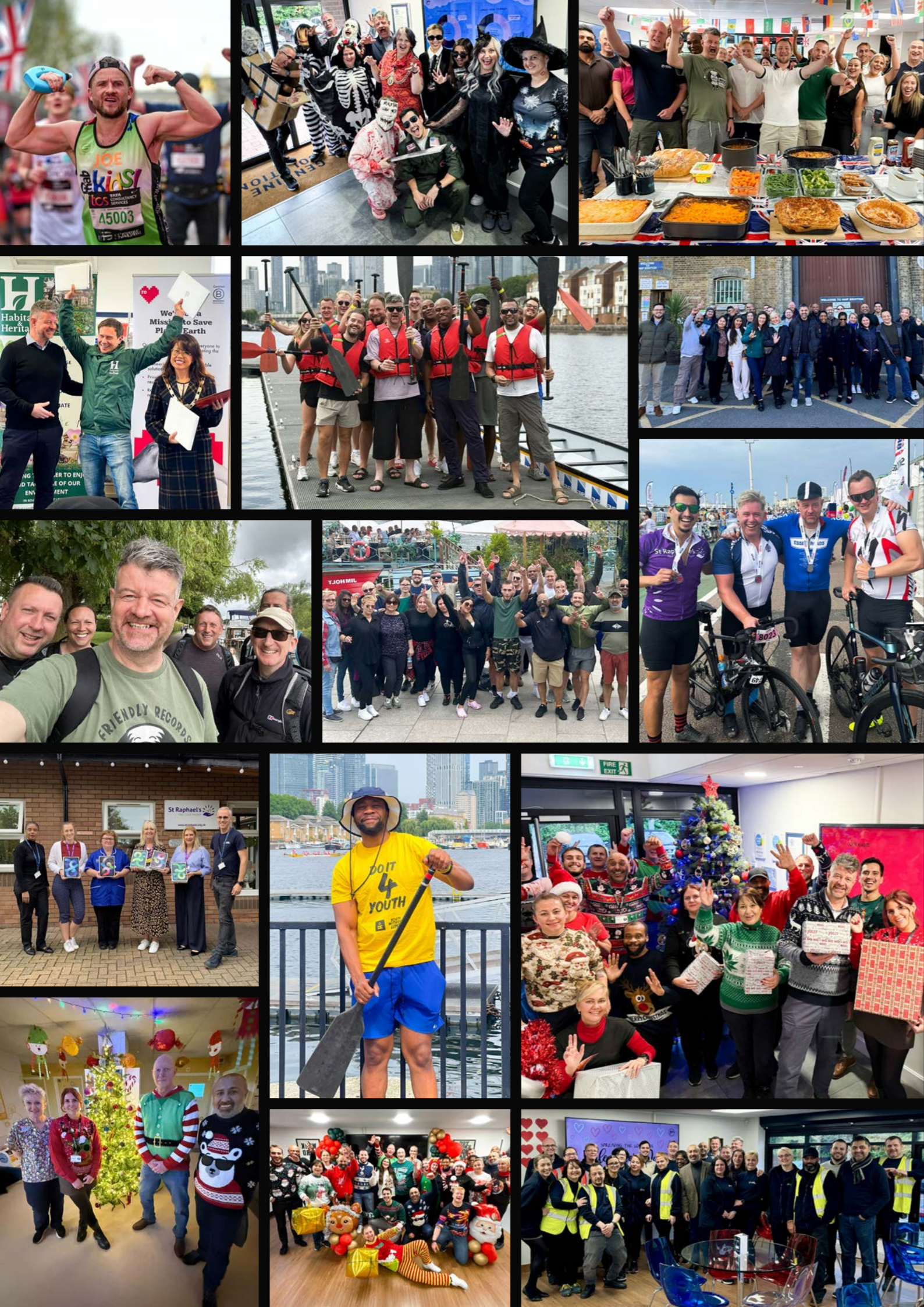
Over time, sustained effort across the business has resulted in close to £500,000 raised for local, national, and international causes. That total reflects years of commitment, consistency, and people choosing to get involved rather than stand back.

We do not treat this as a milestone to admire. It is a reference point.

Each year, we reset our focus and set clear expectations for what comes next. For the current year, our fundraising target is £10,000, supported through planned activity, structured initiatives, and direct involvement across the business.

What matters is how it is achieved. Through planned activity, structured initiatives, and direct involvement across the business, deliberately and collectively, with the same level of intent that defines everything else we do.





A strategy shaped by experience

Charity has never been a bolt-on at Revolvex. It has been part of how the business operates from the start.

Over the years, our approach has evolved, not because our commitment changed, but because our understanding of impact deepened. We have tried different ways of supporting causes, learning what genuinely makes a difference and what simply creates noise. That learning has shaped how we think about charity today.

Our people have always been central to this work. They help choose the charities we support and the projects we get behind. They lead fundraising activity, take part, and bring the energy that turns good intentions into real outcomes. This has never been a top-down exercise. It works because it is shared.

Charitable support is embedded in our culture, not just through what we fund, but through how we engage. The initiatives we support are meaningful, practical, and often bring people together in ways that feel human rather than corporate.

Like any business, we have been through periods of change. Recent organisational shifts meant our charity activity continued, but without a formal structure. Rather than rush something into place, we chose to step back, take stock, and reset properly.

The result is a refreshed charity strategy. One that reflects who we are now, builds on what we have learned, and focuses our effort where it can have the greatest impact.

A structured approach to impact

The three-tier structure defines how our charitable activity operates, setting out clear lines of focus and responsibility across the year.

It sets clear priorities across international strategic projects, community support, and high-engagement local and national partnerships, keeping effort focused and activity moving with purpose throughout the year.





Our charity partners

These are the charity partners we have chosen to stand alongside. They operate at the frontline of real need, providing practical support and long-term care where it makes the greatest difference.

These organisations provide support where it is most needed, often at moments when people have nowhere else to turn. Our partnerships are focused, deliberate, and built on trust. They represent causes we are committed to supporting properly, not temporarily.



The Children's Trust

The Children's Trust provides specialist care and rehabilitation for children living with brain injury and neurodisability. Their support helps children rebuild independence while giving families stability through life-changing circumstances.



Refuge

When safety is at risk, Refuge offers protection, specialist services, and advocacy for women and children affected by domestic abuse. Their support helps families escape harm and begin rebuilding their lives with dignity and care.



Mind

When life feels overwhelming, Mind offers advice, services, and local support to people facing mental health challenges. Their work helps individuals feel heard, understood, and better equipped to navigate difficult moments.

The Children's Trust

The Children's Trust is the UK's leading charity supporting children with brain injury and neurodisability. Through specialist rehabilitation, education, and community services, their skilled teams work closely with children, young people, and families at some of the most critical moments in their lives.

Support is long-term and personal. It goes beyond treatment, helping children rebuild skills, confidence, and independence while giving families the stability they need to move forward.

At the heart of The Children's Trust is a clear set of values, known as their Promises. These guide how they care, how they work, and how they continue to improve, ensuring better outcomes for children and families now and in the future.

How our support makes a difference

Our partnership with The Children's Trust is built on shared values and practical action.

- **Raising awareness:** Helping extend the charity's reach and improve understanding of the challenges faced by children with brain injury and neurodisability.
- **Employee involvement:** Involving our people in fundraising, volunteering, and challenges that directly support children and families.
- **Sustainable fundraising:** Supporting events and initiatives that fund long-term care, specialist services, and future development.

Planned events and campaigns for 2026

- Comedy Night – 24 February 2026
- Spring Golf Day - 22 May 2026
- 40 Miles in May Challenge – Throughout 2026
- Annual Golf Day – 8 September 2026
- Skydive Challenge - Throughout 2026


The Children's Trust
For children with brain injury





Refuge

Refuge is the UK's leading specialist charity supporting women and children affected by domestic abuse. Their support is life-saving, delivered at moments when safety, protection, and urgent action are critical.

They provide front-line services including safe refuge accommodation, community-based support, and specialist help for children affected by abuse. Refuge works directly with those at risk, supporting families to move out of harm and rebuild their lives safely.

Alongside immediate support, Refuge plays a vital role in driving long-term change. Their work challenges the systems and behaviours that allow abuse to continue, ensuring survivors are not only protected in the moment, but supported to recover and move forward.

How our support makes a difference

Our partnership with Refuge focuses on action that protects, supports, and strengthens lives.

- **Direct support:** Helping fund safe refuge spaces and specialist services for women and children escaping abuse.
- **Raising awareness:** Using fundraising activity to increase understanding of domestic abuse and show visible solidarity with survivors.
- **Employee involvement:** Encouraging participation in Refuge challenges that build teamwork, purpose, and meaningful engagement.

Planned events and campaigns for 2026

- Easter Egg Hunt – 1 April 2026
- London Landmarks Half Marathon – 12 April 2026
- Lake District Ultra Challenge – 6 June 2026
- Thames Path Challenge- 12 September 2026
- Ultra Challenge treks and walks – Throughout 2026



Mind

Mind is one of the UK's leading mental health charities, supporting people when life feels overwhelming and help is needed most. Their focus is practical, immediate, and rooted in an understanding of the real challenges people face.

Through information, advice, local services, and national campaigns, Mind helps people navigate mental health difficulties with greater confidence and clarity. Their support reduces isolation, improves understanding, and ensures people are not left to manage complex challenges on their own.

Alongside direct support, Mind works to change how mental health is understood and talked about. By challenging stigma and improving access to support, they help create conditions where people feel able to ask for help earlier and recover with the right support in place.

How our support makes a difference

Our partnership with Mind focuses on action that supports people, strengthens awareness, and drives meaningful engagement.

- **Supporting people when it matters:** Helping fund services and resources that people can turn to for guidance, reassurance, and practical help during difficult moments.
- **Changing understanding, not just conversation:** Using fundraising activity to improve understanding of mental health and encourage more open, informed discussion.
- **Engaging our people with purpose:** Encouraging participation in challenges and initiatives that build connection, shared responsibility, and meaningful involvement.

Planned events and campaigns for 2026

- Windsor 50 Challenge - 18 April 2026
- Tough Mudder London West - 9 May 2026
- Jurassic Coast Challenge - 16 May 2026
- Big Summer BBQ - 7 August 2026
- Halloween Spooktacular - 30 October 2026





How we'll raise funds

Our fundraising approach is designed to be inclusive, visible, and sustained across the year, giving everyone the opportunity to get involved.

- **Cultural lunches:** Bringing teams together through shared food from different cultures, with employees purchasing a £5 meal ticket, all proceeds going directly to charity.
- **Targeted fundraising campaigns:** Themed initiatives such as Wear Pink Day, where donations replace dress code and proceeds go directly to charity.
- **Seasonal events:** Shared moments such as a Halloween party, combining fancy dress, games, and fundraising stalls with entry donations.
- **Summer BBQ:** A ticketed event bringing together employees and local businesses on the estate to raise funds collectively.
- **Estate collaboration:** Working alongside neighbouring businesses on shared charity days, raffles, and competitions to increase reach and impact.
- **Sponsored challenges:** Colleagues taking on personal challenges including walks, marathons, and skydives, supported through sponsorship from the business and fellow employees.

How the business will support

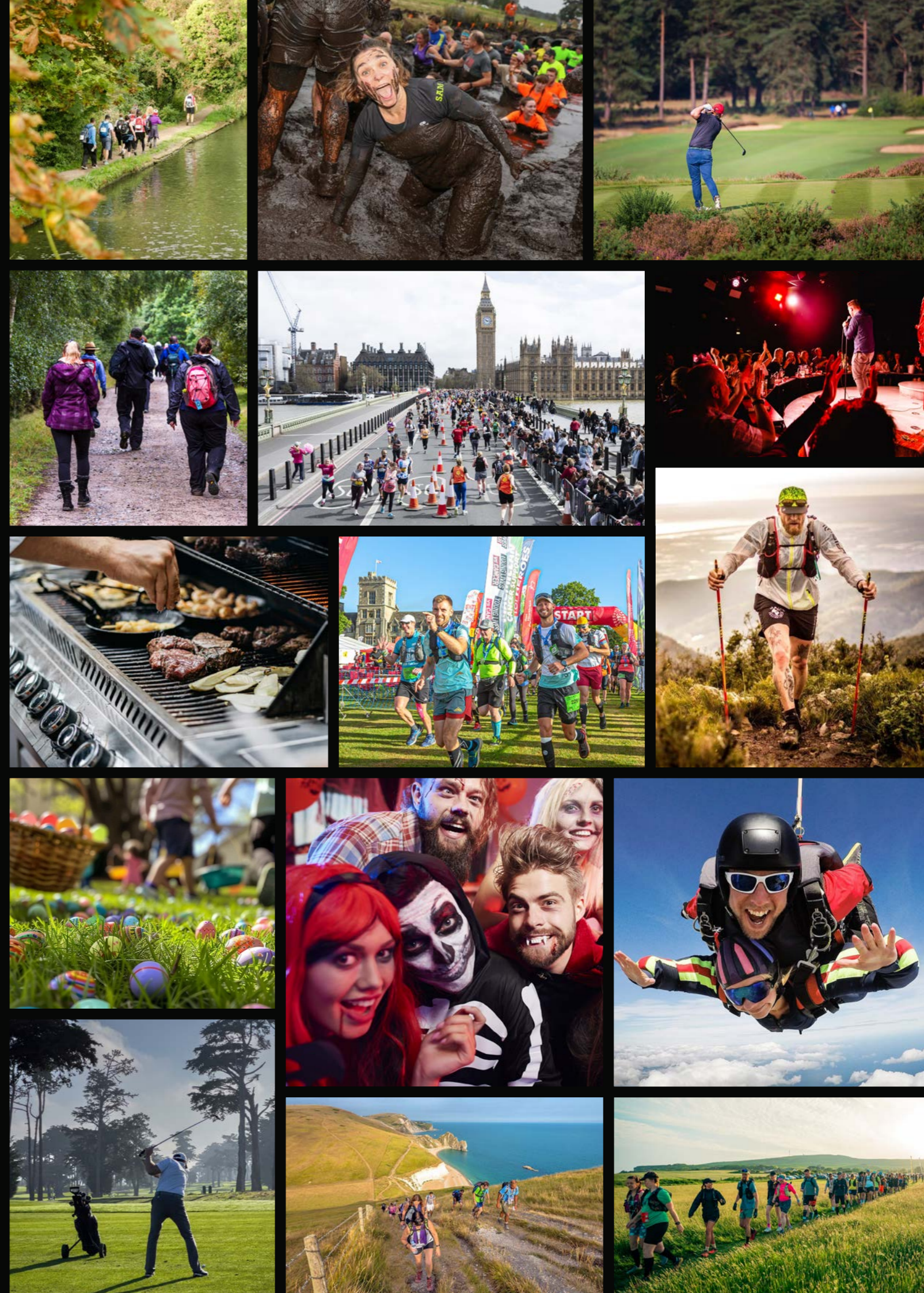
We back our fundraising activity with practical, people-first support. Colleagues taking part in charity challenges will be supported through flexible working arrangements or time off, recognising the commitment involved. Where possible, employee fundraising and event proceeds will be matched to increase overall impact.

Charity events and initiatives will be actively promoted through company channels to encourage participation and maintain momentum. We will continue to work with other businesses across the estate to strengthen collaboration and extend our reach. Progress and outcomes will be shared and celebrated, helping maintain energy, accountability, and engagement throughout the year.

Putting purpose into action

Throughout 2026, we'll be taking part in a range of fundraising events in support of our chosen charities. From physical challenges to community fun days, each event offers a chance to get involved, support great causes, and make a real impact together.

Event	Date	Charity
Comedy Night	24 February 2026	The Children's Trust
Easter Egg Hunt	1 April 2026	Refuge
London Landmarks Half Marathon	12 April 2026	Refuge
Windsor 50 Challenge	18 April 2026	Mind
40 Miles in May Challenge	Throughout May 2026	The Children's Trust
Tough Mudder	9 May 2026	Mind
Jurassic Coast Challenge	16 May 2026	Mind
Spring Golf Day	22 May 2026	The Children's Trust
Lake District Ultra Challenge	6 June 2026	Refuge
Big Summer BBQ	7 August 2026	Mind
Annual Golf Day	8 September 2026	The Children's Trust
Thames Path Challenge	12 September 2026	Refuge
Halloween Spooktacular	30 October 2026	Mind
Christmas Jumper Day	11 December 2026	Save the Children
Skydive Challenge	Throughout 2026	The Children's Trust
Ultra Challenge treks and walks	Throughout 2026	Refuge





Community volunteer programme

The work we do at Revolvex extends beyond our business. We operate as part of wider communities and believe it is important to contribute positively to the people and places around us. Community involvement is approached with the same focus and care that we apply to our work.

The Community Volunteer Programme puts that responsibility into practice. It creates space for hands-on involvement in local communities, enabling our people to contribute time and effort in ways that make a clear and positive difference. The emphasis is on practical action and outcomes that matter. This programme sits alongside our wider charitable activity and reflects a deliberate approach to community responsibility.

How it works

The programme supports community volunteering activity throughout the year, with employees taking part in locally focused initiatives that provide direct support to individuals and communities. Activity is approached responsibly, with care taken to balance community contribution with the demands of the business.

Purpose and impact

Built on purpose and good intent, this programme exists to support and uplift our local communities. Through it, our people are encouraged to:

- Give time to support people and causes within their local communities
- Understand the challenges people face and what support truly helps
- Offer help in ways that genuinely meet real needs
- Focus their time and energy on actions that leave a positive and lasting difference

This approach ensures our community involvement is guided by purpose and measured by the difference it creates..

REVOLVEX GROUP

