

## Our Giving Framework


How we're stepping up to support our planet, people and communities.

Better  
Beyond   
Adventure

PEOPLE | PLACES | WELLBEING





A photograph of two young women with braided hair, seen from behind, standing on a wooden walkway and looking down at a river. They are wearing backpacks; one is red and the other is purple. The background is a lush green forest with a river flowing through it. A thick, wavy purple line is drawn across the image, starting from the left and curving around the women and the text area.

As a group of educational travel brands, we recognise that the very nature of what we do has a significant social and environmental impact, and we take our responsibilities seriously.

We have a purpose that goes beyond profit, and we aim to create a positive difference and make a better world for our customers, colleagues and communities.





## Our mission:

to unlock potential in young people, through transformational experiences beyond the classroom, that have a long-lasting, positive impact on their lives.

Our mission keeps us focused on providing brilliant opportunities for young people and being a force for good in all areas of our operation.

PGL  
Beyond  
THE BREAKTHROUGH NETWORK



STUDYLINK TOURS



Our Better Beyond Adventure ESG strategy sets out our bold commitments and key workstreams that will help us achieve our goals.

# Better Beyond Adventure

PEOPLE | PLACES | WELLBEING



# Our Better Beyond Adventure pillars:



## Our places, our planet

Environmental responsibility is always central to our thinking. We're taking important steps to minimise our impact on the places in which we live and work, and on the precious planet we all share.



## Champions of Wellbeing

We're a people business and supporting the health and wellbeing of our colleagues and guests is at the heart of everything we do.



## Playing our part

We want to help make a better, fairer world. Through governing progressively and acting as a force for good, we're determined to play our part in society and the communities within which we operate.





## Our places, our planet

We're committed to delivering sustainable educational experiences, and we work collaboratively to **help reduce our environmental impact and that of our customers.**

### Reducing our footprint:

- Targeting our emissions
- Reducing our waste
- Recycling, reusing & repurposing
- Sourcing & supplying ethically and sustainably

### Caring and conserving:

- Conserving our buildings for the future
- Caring & advocating for nature
- Creating oxygen generative spaces
- Offsetting our carbon

*Environmental responsibility is always central to our thinking. We're taking important steps to minimise our impact on the places in which we live and work, and on the precious planet we all share.*



# Champions of wellbeing



Supporting our colleagues to turn a job they love, and make a career out of it, is something we take great pride in. We have a number of initiatives in place, to **help nurture the growth and wellbeing of everyone across our business.**

## Nurturing & protecting:

- Driving a responsible culture
- Ensuring better safeguarding
- Putting policies in place
- Helping everyone thrive
- Supporting financial wellness

## Flourishing & growing:

- Securing the best people
- Learning forever
- Rewarding our talent
- Improving by listening

*We're a people business and supporting the health and wellbeing of our colleagues and guests is at the heart of everything we do.*







## Playing our part

We're determined to be a **force for good**, not only by acting responsibly and progressively as a company, but also by supporting our education, industry and supply chain partners to achieve their own ESG ambitions.

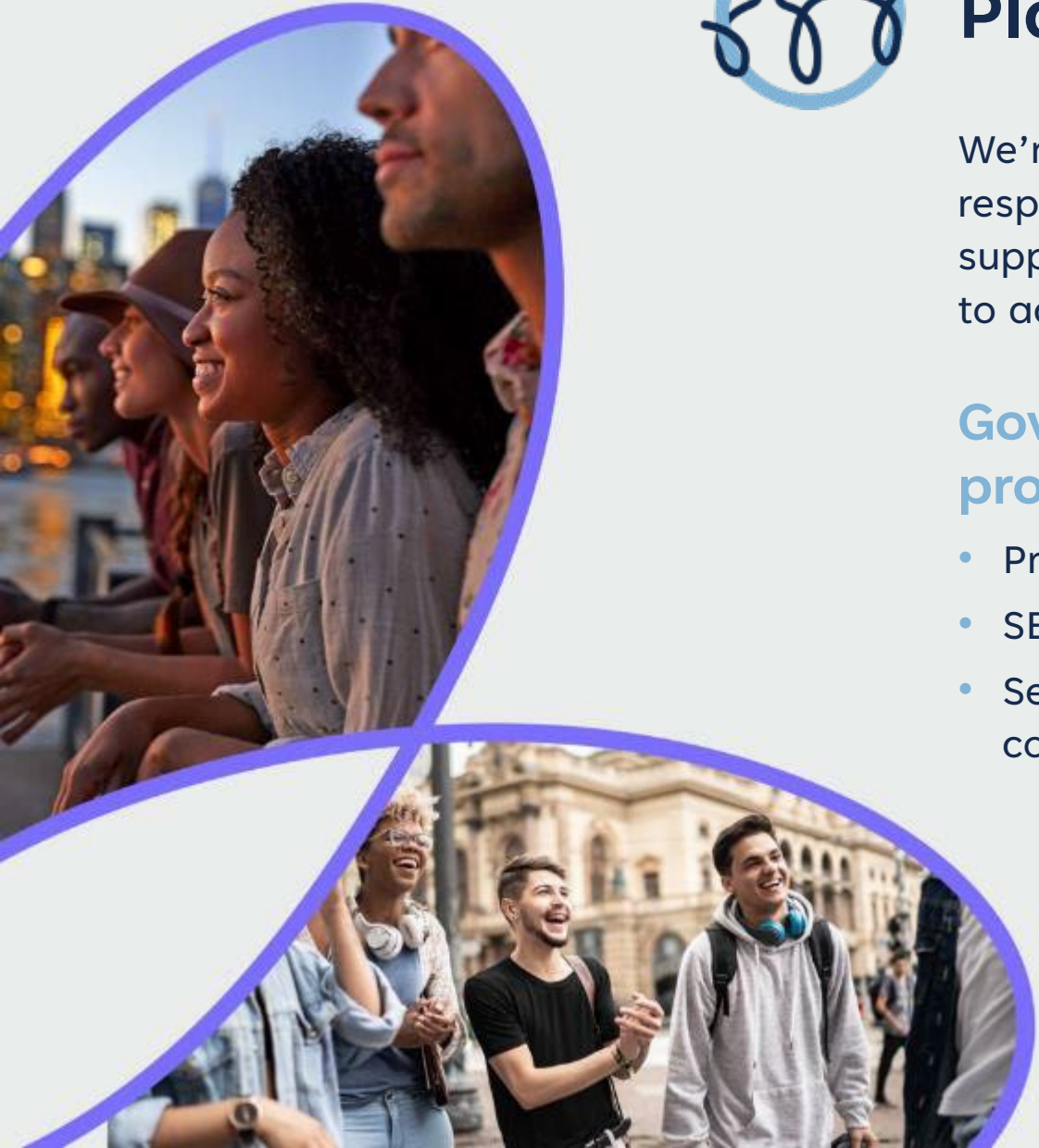
### Governing progressively:

- Promoting inclusivity
- SEND support & training
- Sector partnerships and collaborations

### A force for good:

- Sharing skills & experience
- Launching exciting careers
- Charitable giving
- Partnering for change
- Standing up for what's right

*We want to help make a better, fairer world. Through governing progressively and acting as a force for good, we're determined to play our part in society and the communities within which we operate.*







Playing our part

# Charitable Giving

## Reachout Framework

PGL  
Beyond  
THE BREAKTHROUGH NETWORK





# Our Reachout framework

We recognise the power we have to change and enrich young lives through the work we do every day. Through our Reachout giving framework, we're able to share our skills and resources to benefit our local communities.

## Our charitable giving includes:

- Fundraising – causes chosen by colleagues and form a longstanding commitment
- Volunteering – through our relationship with Neighbourly
- Match funding up to £1000 for chosen charity fundraising (UK) Match funding up to £1000 for chosen charity fundraising (UK) / \$2000 (Aus)
- PGL Breakthrough Fund – provision of FOC or discounted spaces to enable access (UK)

## Our charitable giving will:

- Enrich young lives (stay true to our purpose)
- Benefit our immediate communities





# Our Reachout framework

## Our work focuses on:



Working with food banks that support families with children.



Helping causes that support learning or education.



Supporting social mobility through our Breakthrough Fund.

## With the aims of

- Creating safe spaces and places for children and young people to learn and grow
- Making available tools and resources for children to experience learning outside of the classroom
- Breaking down barriers, providing access to what otherwise might be unachievable

## Our FY25 targets

- 21 fundraisers that enable adopted charities to support young people through provision of services, activities or materials
- 21 volunteer events that support good causes to deliver in their communities eg support with gardening to make outdoor play spaces
- Support 100 schools in UK to access FOC or discounted Activity breaks through our Breakthrough Fund



# Our Reachout framework

## How this works:

- All PGL Beyond locations, nominate a chosen good cause or voluntary organisation each year that meets above guidelines
- As minimum all locations must commit to at least one fundraising activity each year
- Our global PGL Beyond volunteering has an annual 10% of colleagues' participation target
- Participation in fundraising or volunteering by our colleagues is completely optional for our teams





## The PGL Breakthrough Fund

Giving young people the life-enriching opportunities they deserve is a shared goal of all brands within PGL Beyond. For PGL, we began our charitable giving journey with the Breakthrough Fund – providing outdoor adventure experiences to children and families who are most in need.

Teachers can apply for funding for pupils in receipt of Free School Meals, to experience a PGL adventure residential in the UK. Funding is limited, so we ask that schools apply at least 16 weeks before travel.

**Number of schools benefitted in 2024: 93**

**Total donated 2024: £266,298.70**

the  
**BREAK  
THROUGH  
FUND**



Unlocking potential for

**EVERY** young person



wednesday 5<sup>th</sup> July

Dear Mr Jones,

I Adrian, would like to express my gratitude for funding the Residential trip for St Martin Froebisher Academy. As Year 6 - used this opportunity to the best we can.

This trip was very advantageous to all of year 6 and it enabled us to have fun and at the same time destroy the barrier that stops us from facing our fears.

So we have to say a massive, extremely big THANKS You for sponsoring and funding this event

Yours significantly,  
Adrian

Dear Mr Jones,

I am writing to say thank you for every single activity we did. I'm so happy we went onto the Bawdsey Manor trip and the food was amazing. Thank you so much all of my classmates are so happy about going on this trip and it meant a lot to them. My favourite activity was Jacobs ladder because I overcome my fear of heights and I love climbing, so thank you so much and we really enjoyed our stay.

Yours Sincerely Maddie

Dear Mr Jones,

Yr 6 enjoyed Bawdsey Manor alot. I hope I get to do things like it again. The residential helped me conquer my fears, it was super fun! I loved getting the free teddy. Our experience was amazing, suprisingly the food was amazing (even the food I normally don't like.) I would definitely go again.

Many thanks,

Harmony





# Reachout

fundraising

Beyond

## Reachout Fundraising UK

During the summer of 2023 we invited all colleagues to vote for charities that met the criteria of local, and supporting young people. After the voting period completed, we committed to support 19 charities in 2024. For every fundraising milestone of £1000, PGL Beyond gives a £500 pot boost to the nominated cause.

## Other beneficiaries

Outside of nominated charities, we supported additional causes local to our support centres, where PGL Beyond provides regular giving to foster community relations.

**Total beneficiaries in 2024: 19**  
**Total fundraising amount 2024 : £18,636.02**  
**Total PGL Pot Boosts paid : 4, totaling £2,000**

In our first year we did not set KPIs for fundraising but encouraged participation and shared information about our framework and PGL Beyond's £500 post boost on reaching £1000 of fundraising.



# Reachout - our FY24 UK beneficiaries

fundraising



Location	Charity	Online fundraising	Offline fundraising	Donations in kind
PGL Beyond - Alton Court	Hope Support	£45	£1,492.44	Easter Eggs- estimated value - £150
PGL Barton Hall	Torbay Youth Trust*	£67	£0	
PGL Barton Hall	The Children's Society	£2,950	£0	
PGL Bawdsey Manor	Student Life	£0	£0	
PGL Beam House	Bounce	£0	£0	
PGL Boreatton Park	Childhood Tumour Trust	£261	£0	
PGL Caythorpe Court	Rainbow Stars	£558	£0	Day camp - £1000
PGL Dalguise	Scotty's Little Soldiers	£66	£414	
PGL Beyond - Discovery House	Blackpool FC Community Trust	£632	£215.73	68 Easter Eggs - estimated value £68
PGL Beyond - Discovery House	Blackpool Food Bank	£0	£0	£70 - estimated value of food donation
PGL Ford Castle	Berwick Youth Project	£70	£0	
PGL Liddington	Brighter Futures: Great Western Hospital Children's Ward	£18	£0	
PGL Little Canada	Ryde Sea Cadets	£117	£758.50	
PGL Marchants Hill	Challengers	£772	£0	
PGL Newby Wiske Hall	Scotty's Little Soldiers	£64	£0	
PGL Osmington Bay	Teenage Cancer Trust	£7,779	£0	
PGL Tregoyd House	Place to Be	£0	£0	
PGL Windmill Hill	Chestnut Tree House Hospice	£0	£0	
PGL Winmarleigh Hall	Alderhey Children's Hospice	£0	1,133.35	
		<b>13,335</b>	<b>£4,014.02</b>	<b>£1,287</b>

**Grand total  
£18,636.02**

\*Barton changed charities as the Torbay Youth Trust folded early 2024



# Our partnerships in action

## Caythorpe Court & Rainbow Stars

Rainbow Stars based in Sleaford are an inclusive community group providing support for parents, carers, siblings, and individuals with disabilities or those seeking a diagnosis. Their local hub offers events for all ages and abilities.

The team at Caythorpe elected Rainbow Stars as their chosen charity for the second year at the start of 2025. Our Fundraising ambassadors work closely with the charity hosting a range of fundraising events from auctions to cake sales to generate much needed funds.

They are also in regular contact, visiting their Sleaford hub to gain a better understanding of the work they do in the community and how they can best support through activities and fundraising.

This also extended to hosting a FOC activity day in August 2024 for some of their regular service users. The team spent time adapting activities to user needs and ensuring all abilities were catered for.

*"Our team are passionate about working with young people. Working with Rainbow Stars means that they can use their skills to make a difference in our local community and that means a lot".*

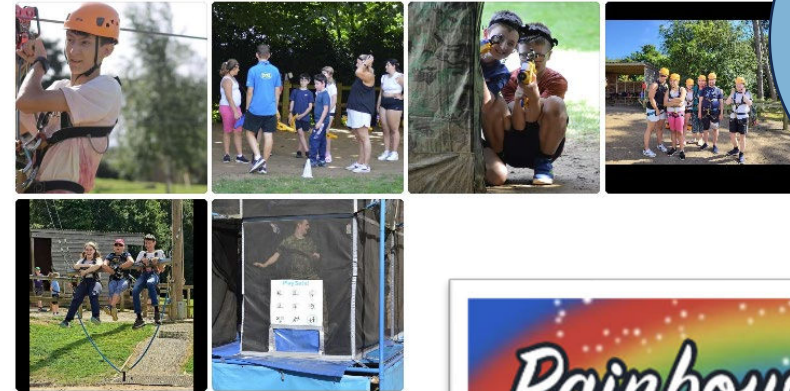
**Anouska Alton - P&C Officer, Caythorpe**

Beyond

 **Deniz Okyay**  
Aug 20, 2024

Some photos from the Rainbow Stars PGL trip!

Our chosen charity enjoyed every second of their day. As quoted by one of the board members, Sam, she said 'they will remember this day for the rest of their lives. Thank you Caythorpe!'



2 replies • Last reply Aug 22, 2024

Fundraising total  
FY2024 = £558  
Donations in  
kind = £1000



 **Deniz Okyay**  
Feb 23, 2024

Fantastic day at Rainbow Stars today with Anouska Alton! Great to meet the volunteers and can't wait to kick start our fundraising events!



1 reply • Last reply Feb 23, 2024





# Our partnerships in action

Beyond

## Osmington Bay & Teenage Cancer Trust

The Teenage Cancer Trust (TCT) offers care and support, especially designed for young people. The charity funds specialised nurses, youth workers and NHS units. The only charity of its kind supporting young people.

Our Osmington Bay colleagues have supported TCT informally for a number of years. However, since the launch of the Reachout framework the team have elected TCT in 2024 and 2025.

A number of fundraising events are planned each year by the dedicated fundraising team led by Jonathan Neale. With the annual charity auction being the focal point of the year, that has run for a number of years and has raised in excess of £7,000 for the charity. Last year's total qualified Osmington for the company 'pot boost' of £500, further increasing PGL Beyond's contribution to this great charity.

The team also collaborate with the TCT fundraising team through selling pin badges and raising awareness of the brilliant work they do with young people every day. A mission we can all get behind!

*"Teenage Cancer Trust is a cause close to our hearts at Osmington Bay and it is a pleasure and privilege to fundraise for them – and we make sure that we have lots of fun doing it!"*

**Jonathan Neale – Field Studies Manager & Charity Ambassador, Osmington Bay**

Posted in Osmington Bay



**Jonathan Neale**

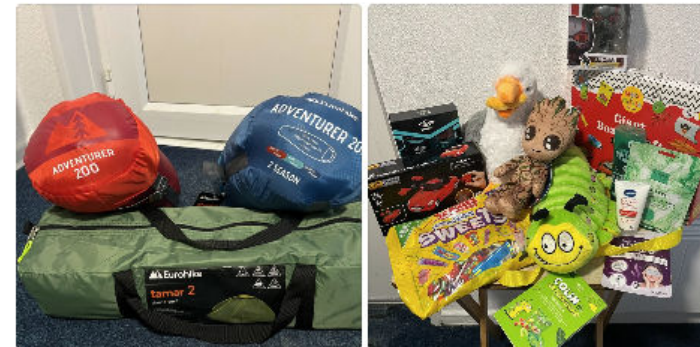
May 26, 2024



Osmington Bay's Charity Auction is being held THIS WEDNESDAY, raising money for **Teenage Cancer Trust!**

Loads of goodies to be won, including car washes, date nights and more! We've also got the big raffle. Prizes here include a £60 voucher to spend that the Southside Bar & Grill at Bowleaze Cove, Dream Car Rides and much much more!

You can pay for anything won in the auction after payday - Deadline for payments will be Monday 17 June, the only time we ask for payment up front is when you buy ... see more



**Fundraising  
total FY2024  
= £7,779**



# Our partnerships in action

## Discovery House – The Big Food Project: Blackpool Foodbank

The Blackpool Foodbank is committed to supporting families and communities across Blackpool and Fylde, so no one need face hunger alone. The team at our Discovery House support centre have always been keen fundraisers. So they jumped at the chance to partner with a ‘very’ local foodbank on the same business Park. This partnership has gone from strength to strength through 2024 and well into 2025.

The whole office regularly supports themed fundraising days including crazy games and raffles, bringing colleagues together for a common cause. Smaller groups also support our volunteering programme; collecting and packing parcels at the charity’s warehouse.

However, most successfully the team lead by dedicated charity ambassador Jill Rutter, regularly engage with Foodbank colleagues to understand the greatest needed items at key points through the year. Successful campaigns include Christmas advent calendars; Easter Egg runs and half term parcels that support families who rely on free school meals.

*“Being able to make a big difference at such a local level is a real joy. The team here at Discovery House really get so much from this partnership and it’s a great way to give back to those in need.”*

**Jill Rutter - Education Travel Specialist & Charity Ambassador,  
Discovery House**

Beyond

Posted in Discovery House Support Centre

**Jill Rutter**  
May 22, 2024

NST sales team supporting **Tangerine Tuesday** 🍊❤️



**THE BIG FOOD PROJECT**

Blackpool Food Bank Charity Number 1153538

**Vicky Jackson**  
Aug 27, 2024

On Friday, **Maddie Ainsworth** and myself had a great day helping at **Blackpool Foodbank**. From travelling around **Blackpool** collecting from supermarkets, helping pack orders, sorting fresh food in the cold store and and general cleaning, it was a fabulous experience and we really enjoyed learning about how many people and good causes they support. I can recommend highly!



3 replies • Last reply Aug 28, 2024

**Fundraising  
total FY2024  
= £848.73  
Donations in kind  
= £138**



# Reachout

fundraising

Beyond

## Reachout Fundraising Australia

During the winter of 2023 we invited all colleagues to vote for charities that met the criteria of local, and supporting young people. After the voting period completed, we committed to support 4 charities in 2024.

## Other beneficiaries

Outside of nominated charities, we supported additional causes local to our centres, or close to staff hearts, where PGL Beyond provides giving opportunities to foster community relations.

**Total beneficiaries in 2024: 4**

**Total fundraising amount 2024: \$5,443**

**Total PGL Pot Boosts paid : 1, at \$1,000**

In our first year we set a target of \$2000 per centre, and \$500 for our Support Centre. If centres hit their \$2000 target, their charity received a \$1000 pot boost. If our Support Centre hit their \$500 target, their charity received a \$250 pot boost.





Location	Charity	Online Fundraising	Offline Fundraising	Donations in kind
PGL Campaspe Downs	The Kindness Collective	\$0	\$0	\$918 – donations of toys, toiletries and food as requested by charity
PGL Camp Rumbug	Backpacks4Kids	\$0	\$650	
PGL Kindilan*	Kids4Kids Foundation	\$600	\$3,114	
PGL Support Centre	Life4Life	\$410	\$51	
		<b>\$1,010</b>	<b>\$3,815</b>	<b>\$918</b>

\*PGL Kindilan exceeded their fundraising target of \$2000 and earned a pot boost of \$1000 for their chosen charity.



# Reachout

volunteering

Beyond

## UK Reachout Volunteering

PGL Beyond provides full time colleagues with 8 paid hours for volunteering every year (4 hours for part-time colleagues). We partner with Neighbourly, who help us match our colleagues with local causes that have specific volunteering needs aligned with our purpose.

## Other beneficiaries

On some occasions Neighbourly cannot always provide a direct match for all our locations, so some volunteering takes place off platform.

**Total beneficiaries in 2024: 12**

**Total volunteering hours 2024: 461**

**Total value of volunteering: £6,552.70**

based on average hourly wage of £17.71ph

**Total % per capita worker donated 0.0101**

In our first year we did not set KPIs for volunteering hours but encouraged participation and shared information about local opportunities with colleagues.



# Reachout

volunteering

Beyond

## Australia Reachout Volunteering

PGL Beyond provides full time colleagues with 8 paid hours for volunteering every year (4 hours for part-time colleagues).

Colleagues choose local causes that have specific volunteering needs aligned with our purpose. As Neighbourly does not exist in Australia, all volunteering takes place outside of this platform.

**Total beneficiaries in 2024: 5**

**Total volunteering hours 2024: 188.2**

**Total value of volunteering : \$9,076.88**

based on average hourly wage of \$48.23

**Total % per capita worker donated: 0.1%**

In our first year we did not set KPIs for volunteering hours but encouraged participation and shared information about local opportunities with colleagues.





# Reachout

volunteering

Beyond

## France Reachout Volunteering

PGL Beyond provides full time colleagues with 8 paid hours for volunteering every year (4 hours for part-time colleagues).

Colleagues choose local causes that have specific volunteering needs aligned with our purpose. As Neighbourly does not exist in France, all volunteering takes place outside of this platform.

**Total beneficiaries in 2024: 3**

**Total volunteering hours 2024: 132**

**Total value of volunteering : € 2,802.36**

based on average hourly wage of €21.23

**Total % per capita worker donated: 0.081**

In our first year we did not set KPIs for volunteering hours but encouraged participation and shared information about local opportunities with colleagues.

# Reachout Feedback FY24



**Massive thanks to the team from Marchants – we couldn't have done it without you!**

*Undershaw SEND school in response to Miya, Mikey, Etta and Charlotte for volunteering to run the school's silent disco, March 2024.*



**Thank you to the volunteers and we look forward to welcoming the next pair of hands from NST!**

*Blackpool Foodbank Warehouse Manager, in response to volunteer support from Heather and Gillan based at Discovery House Support Centre, April 2024.*



**Fabulous all-inclusive business on our doorstep, Wow, wow, wow! Thank you.**

*Rainbow Stars Charity, Sleaford in response to activity day camp held at Caythorpe Court, August 2024.*





# Total Giving FY24 as percentage of revenue

Type of giving	UK	France	Australia
Breakthrough Fund	£266,298.70	NA	Hardship Fund \$9,800 in funding provided equivalent to £4,903.92
Fundraising	£18,636.02	NA	\$5,443 equivalent to £2,723.68*
Volunteering	£6,552.70	€ 2,802.36 equivalent to £2,337.05**	\$9,076.88 equivalent to £4,542.07*
Totals	£291,486.72	£2,337.05	£12,169.67
Grand Total	£305,993.43		

With the estimated FY24 total revenue standing at = £175,349,416

**Our total Philanthropic donations in financial terms equate to 0.174% of revenue**

**Additionally total % per capita worker donated as volunteering time across UK, France and Australia for FY24 equates to 0.1911%.**

1 GBP = 1.1993 EUR	
<small>1 GBP = 1.1993 EUR (0.0005% difference)</small>	
From	To
GBP £ - United Kingdom P=	EUR € - Europe Euro
£ 2,337.0528	€ 2,802.3600
9,076.88 Australian Dollar =	
4,542.07 Pound Sterling	
<small>last updated: 1 January 2024 11:28 UTC</small>	
AUD \$ - Australian Dollar	GBP £ - Pound Sterling
9076.88	4,542.07



# Our Reachout targets for FY25

## PGL Breakthrough Fund (UK)

- Total schools benefitted FY24: 93
- FY25 target: 100

## Reachout Fundraising

- UK FY24 fundraising total: £18,636.02
  - AUS FY24 fundraising total: \$5,443
  - FRA – Not applicable for FY24
- UK FY25 fundraising target: £20,000  
AUS FY25 fundraising target: \$5,500  
FRA – FY25 fundraising target: €600

## Volunteering

- UK Total No. of volunteered hours in 2024: 370
- UK Total number of colleagues : 15
- AUS Total No. of volunteered hours in 2024: 118
- AUS Total number of colleagues : 23
- FRA Total No. of volunteered hours in 2024: 132
- Total number of colleagues : 8

FY24 total beneficiaries (fundraising and volunteering) – all locations : 43

2025 volunteering target: 10% of colleagues to volunteer across the group

# Better Beyond Adventure

PEOPLE | PLACES | WELLBEING

PGL  
Beyond  
THE BREAKTHROUGH NETWORK