

GIVE BACK GROUP

Annual Report 2025



Introduction and welcome message

As we reflect on 2025, the Give Back Group (GBG) is proud to share another year of meaningful progress, strengthened partnerships, and growing community impact. Our activities this year continued to support Castlefield's commitment to being a thoughtful, responsible business strongly rooted in Greater Manchester.

Building on the direction established in previous years, the group has continued to strengthen engagement, demonstrate clearer impact, and adopt increasingly sustainable ways of giving back.

In 2025, co-owners contributed their time, creativity and enthusiasm through a wide range of initiatives, from charity events and educational outreach to volunteering and awareness raising activities. This year also marked significant organisational progress, including the continued rollout of the Volunteering Policy and improved collaboration with internal teams to ensure the Castlefield Charitable Fund (CCF) delivers targeted and effective impact.

With gratitude and pride, we share this report celebrating the work done by all co-owners who ran, baked, quizzed, volunteered, fundraised, mentored, and supported our charitable efforts throughout the year.

Message from the Employee Ownership Committee Chair
Ewelina Niziolek-Wilson

Castlefield Charitable Fund (CCF): Purpose and Impact

The Castlefield Charitable Fund (CCF) was established to enable Castlefield to support meaningful projects that deliver positive social and environmental impact within the local community. It provides small grants to registered charities, that work across priority areas including homelessness prevention, support for vulnerable families and children, health and wellbeing, and environmental sustainability.

By focusing on organisations that are embedded in their communities, encourage participation, involve volunteers, and have a proven track record, the CCF ensures donations create tangible benefit. Alongside grant-giving, the Fund amplifies co-owner engagement through a matched funding scheme, helping to boost individual and group fundraising efforts.

In doing so, the CCF strengthens Castlefield's role as a values driven, community-rooted organisation.

2025 in Focus - Continued Partnership with The Booth Centre

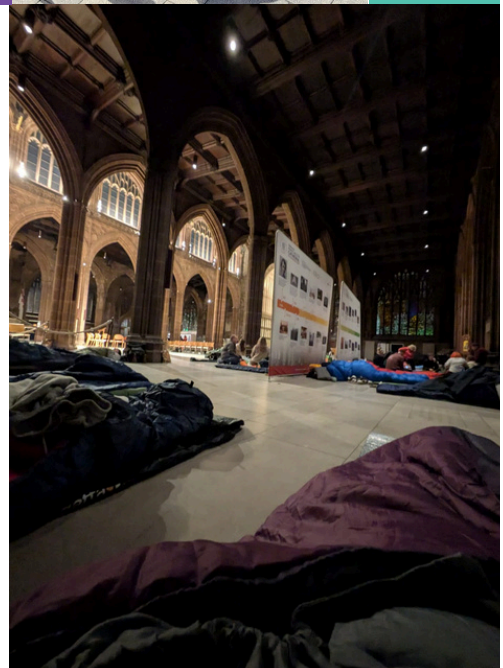
Our ongoing collaboration with The Booth Centre remained a cornerstone of GBG's work throughout the year. The partnership aligns with our goals of supporting homelessness prevention, providing meaningful volunteering opportunities, and building long-term relationships with local community groups.

Highlights from 2025:

- sponsorship of the 2025 Booth Centre Sleep Out in November, contributing £5,000 towards homelessness awareness and support
- ongoing volunteering by coowners and increased engagement thanks to the new Volunteering Policy
- participation in collaborative events designed to deepen the understanding of homelessness challenges

This continued partnership provides not only financial support but also enables Castlefield co-owners to contribute through hands on engagement - one of the core principles behind our refreshed community outreach focus.

Overall, in 2025 Castlefield fundraised and donated **£6,421** to the Booth Centre.



Give Back Group Events and Activities in 2025

Throughout 2025, GBG delivered a balanced programme of fundraising, social events, and educational outreach while responding to feedback about the sustainability of fundraising expectations.



Easter Quiz

Popular social event helping to maintain community spirit and visibility of GBG



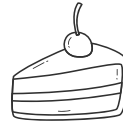
Engagement with schools

continued participation in the State Talking programme, local university and college



Litter Pick

Cleaning the area around the office



Bake Off

Very Popular initiative with lots of bakers displaying their skills



Cheshire Three Peak Walk

for Francis House Children's Hospice



Darts Tournament

Light-hearted, well - attended social event that encouraged friendly competition



Sleep Out - 14 Nov 2025

taking place Manchester Cathedral, the event on 14 November brought together Castlefield co-owners and community participants to spend a night in solidarity, raising vital funds and awareness for people experiencing homelessness

Donations and Funds Raised

This year, the group balanced fundraising with outreach, and through combined efforts donated £6,421 to the Booth Centre, including matched donations and cash contributions. CCF was also able to match two co-owners individual fundraising efforts for their local causes – Scouts group and PTA of the local primary school (2 x£250).

The Cheshire Peak Walk completed by 9 co-owners fundraised £515 for The Francis House.

This reflects a sustainable level of fundraising activity that avoids coowner fatigue while maintaining meaningful support for our partners.

THE BOOTH CENTRE

£6,421

CO-OWNER MATCHING

£500

CHESHIRE THREE
PEAKS HIKE

£515

Community Outreach

As part of the refreshed strategy outlined by the Employee Ownership Committee, GBG expanded its focus on community outreach beyond fundraising.

Loreto College Partnership

- Delivered masterclasses on integrity and ethics
- Attended the November careers fair
- Supported Alevel students undertaking Level 2 Fundamentals of Financial Services
- Hosted the first Loreto alumni candidate interview at Castlefield in December 2025

Broader Outreach and Engagement

- Strengthened relationships with educational providers across the North West
- Increased visibility of Castlefield as a values driven employer in financial services
- Worked with CISI to position Manchester as a place to build purposeful careers

These initiatives help ensure Castlefield is playing an active role in supporting social mobility, financial education, and community development.



Other Key Areas

The Committee's work in 2025 has delivered measurable progress aligned to Castlefield's CORE values.

Key Milestones

- Increased uptake and awareness of the Volunteering Policy, enabling co-owners to take paid time away from work to support local causes
- Growth in internal communication channels including SharePoint News and improved visibility of charitable opportunities
- Early stage planning for a new sports funding programme to widen the CCF's community impact.



Volunteering facts

15 hours - litter pick

14 hours - at the Booth Centre

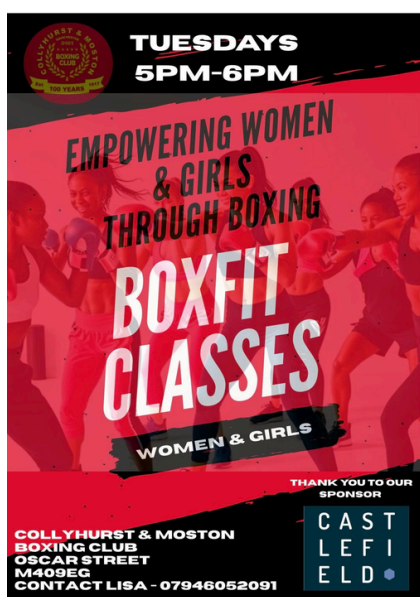
7 hours - attending AGMs and trustee meetings



Our Priorities for 2026

- expand volunteering opportunities through fully leveraging the Volunteering Policy
- identify and onboard a new strategic charity partner
- enhance financial literacy outreach with local colleges and universities
- launch the sports funding programme to widen community impact
- continue balancing fundraising with social events to support engagement and wellbeing

With the ongoing support of co-owners and the wider organisation, GBG will continue to be a driving force behind Castlefield's commitment to thoughtful, community rooted action.



New Partnership for 2026

Collyhurst & Moston Boxing Club

Founded in 1917 and deeply rooted in North Manchester, Collyhurst & Moston Boxing Club is a long-established amateur boxing and community organisation known for using sport as a positive force for personal development, confidence and discipline—not just competition. The club provides accessible, affordable training for children, young people and adults of all abilities, delivered by qualified, DBS-checked coaches who prioritise respect, teamwork and self-belief alongside fitness and technique.

Beyond the gym, the club plays a significant role in local outreach through non-contact boxing programmes, school-based interventions and targeted support for young people at risk of exclusion. It also contributes to wider community initiatives such as The 0161 Project, which blends sport, education and mentoring to help guide young people into positive pathways.

For 2026, Castlefield has awarded the club a £5,000 grant to deliver weekly Women and Girls Boxing sessions over a six-month period, creating accessible and supportive opportunities for participants across North Manchester. Progress will be monitored through a standardised evaluation framework, tracking confidence, wellbeing, fitness improvements, attendance and demographic data at three- and six-month review points. This partnership also provides a platform for exploring further community initiatives with the club in the future.



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