

IMPACT REPORT 2024



CONTENTS

INTRODUCTION
FROM THE CHAIR



ENGINEERING BRIGHT
FUTURES: STATISTICS



ENGINEERING BRIGHT
FUTURES: STATISTICS



STEM GRANTS



STEM GRANTS:
HIGHLIGHTS



EMPLOYEE NOMINATED
GRANTS: 2024



VOLUNTEERING AND
ENGAGEMENT



INTRODUCTION FROM THE CHAIR



ANDREW HEATH
CHAIR, THE SPECTRIS FOUNDATION

Since inception, the Spectris Foundation has been dedicated to advancing equal access to STEM education. To date, we have committed to donating £1,855,299, working closely with our valued charity partners who share our vision of empowering the next generation of innovators, particularly underrepresented groups.

It is with great pride, that I reflect on a year filled with building meaningful connections with our charity partners, including having the opportunity to witness firsthand the incredible impact they are having.

One highlight, among many for the Foundation, was experiencing teacher training delivered by the Royal Society of Chemistry and Enthuse Charitable Trust. Their efforts enable teachers to deliver high-quality Science education, that inspires their students to consider pursuing a STEM pathway.

Additionally, through visits and Spectris employee engagement, we had the pleasure of seeing, and giving feedback, on innovative prototypes, designed by students supported by EESW, SAE Foundation, Technovation, Motivez and Apps for Good.

I had the pleasure of attending, and being a panelist, at the Climate Change and Digital Innovation Summit hosted by Apps for Good. Alongside six of my colleagues, I witnessed the remarkable app ideas developed by students. It was so encouraging to see how they grasped the importance of caring for our planet and how they had harnessed the power of tech, to create innovative climate change solutions.

I want to extend my sincere gratitude to our charity partners for their exceptional work in advancing quality STEM education for all. Your dedication and innovation are shaping a brighter future for so many young minds.

I am also delighted that our employee nominated grant scheme continues to grow. In 2024, we supported a diverse range of local charities that are meaningful to Spectris employees, from those helping people affected by cancer, to those promoting environmental care, to organizations providing mental health support and comfort to those bereaved by suicide.

I would like to extend my heartfelt thanks to Derek Harding, who served as Chair of the Spectris Foundation from its inception until December 2024. Derek was pivotal in identifying the opportunity to establish the Foundation. His passion and commitment to making an impact on young people, from all walks of life, was evident from the start, and he has played a vital role in driving the Spectris Foundation to where it is today.

The Foundation is deeply grateful for the partnership and for the additional funding provided by Spectris plc in 2024, whose commitment has enabled us to deliver further meaningful outcomes and amplify our impact.

As we continue to build and nurture our charitable partnerships, I am filled with both a recognition of the importance and significant need of their work, but also optimism about the future. The passion of our charity partners and volunteers is driving positive change, and together, we are making a lasting difference in our communities.

Andrew Heath
Chair, The Spectris Foundation

ENGINEERING BRIGHT FUTURES: STATISTICS

We believe that every person should have an equal right to quality Science, Technology, Engineering and Mathematics (STEM) education. Our mission is to support charitable initiatives through grant-making, with a particular focus on enhancing and improving access to quality STEM education to empower students from all backgrounds.

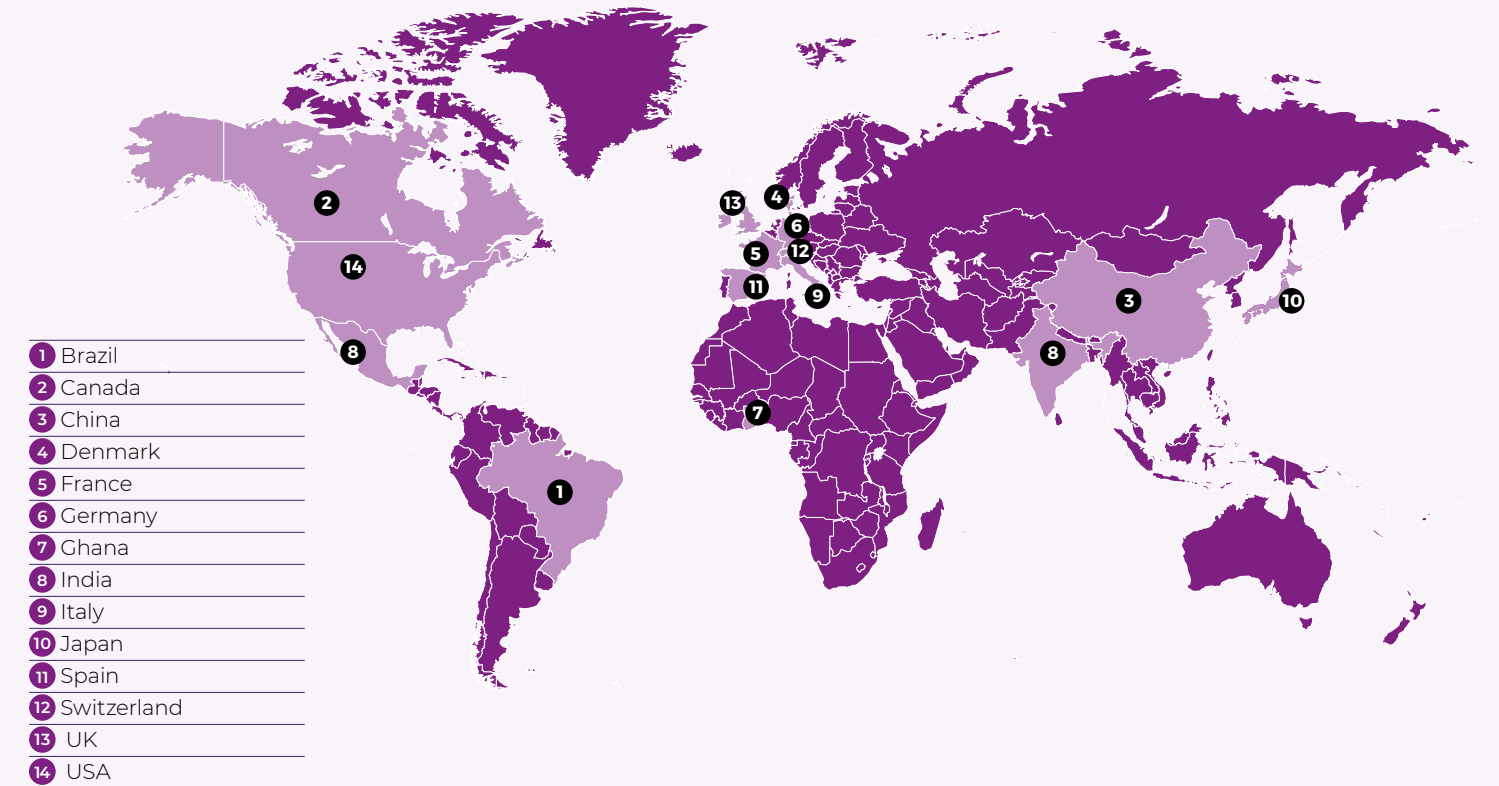
Our secondary purpose is to support meaningful causes around the world, nominated by Spectris employees.

We aim to engineer bright futures.

[Read more about us here:
https://spectrisfoundation.com/about-us/](https://spectrisfoundation.com/about-us/)



LOCATIONS OF STEM AND EMPLOYEE NOMINATED GRANTS



TOTAL NUMBER OF GRANTS AWARDED IN 2024

35

TOTAL AMOUNT AWARDED IN 2024

£814,000

TOTAL COUNTRIES REACHED

14

TOTAL NUMBER OF GRANTS AWARDED SINCE INCEPTION (2021-2024)

104

TOTAL AMOUNT AWARDED SINCE INCEPTION (2021-2024)

£2,179,799

Total grants means all grants donated by the Spectris Foundation. These include STEM grants and employee nominated grants.

STEM GRANTS 2024

Our STEM grants support charitable organisations dedicated to the advancement of STEM education and/or the enhancement of teacher training in STEM fields.

We provide one-year and multi-year funding and focus on work that is supporting underrepresented groups to build STEM knowledge and skills.

The Spectris Foundation is proud to be working with 11 partners who are making a difference in inspiring young people from a range of backgrounds to get involved in STEM and think about it as a future career opportunity.

- African Gifted Foundation
- Apps for Good
- Engineering Education Scheme Wales (EESW)
- ENTHUSE Charitable Trust
- India STEM Foundation
- Lightyear Foundation
- Motivez
- Royal Society of Chemistry
- SAE Foundation
- Technovation
- World Association of Girl Guides and Girl Scouts

STEM GRANTS: STATISTICS

In 2024:

6

Number of STEM grants

54,498

Total beneficiaries

52,904

Total students

£694,000

Total new STEM grants awarded

558

Total teachers

1,036

Total alumni

Since inception
(2021-2024):

22

Number of STEM grants

£1,855,299

Total STEM grants awarded



STEM GRANTS: HIGHLIGHTS

We are very proud of our charitable partnerships which are advancing our mission to improve access to quality STEM education for students from all backgrounds, particularly those that are currently underrepresented in STEM.

A selection of case studies have been highlighted to showcase the difference our charitable partnerships are making around the world.

African Gifted Foundation Creating STEM pathways for talented young women



The Spectris Foundation has been partnering with the African Gifted Foundation since 2022, providing funding towards its acclaimed African Science Academy. The Academy is an Advanced Level school for young women with outstanding STEM potential from disadvantaged African backgrounds. They also provide the students with robotics and computer science programs alongside their A-Levels to prepare them for careers in Engineering, Science, Computing and more. Means-tested scholarships and bursaries are provided for all students.

In June 2024, their cohort of 42 students graduated with outstanding results. 100% of the young women achieved A*-C in Mathematics, Further Mathematics and Physics. This achievement is heightened by the fact that they completed the A-Level program in just 11 months!

Kerina Ayona and Praise Kudzai Machengere completed their studies at the African Science Academy and are now at university, thanks to scholarships from the African Gifted Foundation.

Kerina says:

“I have reached a significant milestone: I’ve gained a clear vision of my future career path. I’m excited to pursue a career in Data Science, and to that end, I’ve enrolled in the Data Science course at ALX Africa. This aligns perfectly with my academic studies and will provide me with the practical skills needed to thrive in this field. I’m also actively engaged in personal projects to further develop proficiency in Python, SQL, R, and Power BI.

This hands-on experience complements my university coursework and reinforces the skills necessary to compete effectively in the job market.

My dream is to become a leading expert in Data Science and contribute significantly by using my skills to solve real-world problems. I aspire to leverage data-driven insights to address challenges in economic development. The combination of formal education in Economics and Statistics, coupled with the focused Data Science training I’m pursuing through ALX and my projects, is providing me with a robust foundation to achieve these ambitions.

I’m committed to making the most of this opportunity and contributing positively to the field of Data Science and the broader community in the future. Thank you for believing in me!”

Praise is pursuing a Bachelor of Science Degree in Biomedical Sciences at the University of Zimbabwe. She says,

“At the African Science Academy, there was never a day I went without food, as all my needs were well taken care of. I never had to worry about electricity, thanks to the 24-hour power supply in the on-campus accommodation. I also had access to the school’s well-furnished library, which greatly supported my studies. All of this has been possible because of your unwavering support in my academic journey. Your support has truly made a difference in my life.”



STEM GRANTS: HIGHLIGHTS

Technovation Inspiring girls to be tech innovators



Girls aged 8-18 years old around the world take part in Technovation's annual free tech entrepreneurship competition where they work with mentors to create technology solutions aligned with the UN Sustainable Development Goals.

Many of the girls are so inspired and motivated by their experience that they continue to be part of the Technovation network through the alumnae programs.

Aruzhan Nurmanova participated in Technovation as a high school student in Kazakhstan but struggled to find mentorship to support her drive to learn to code and develop applications. Now, as a Research Assistant in the field of Machine Learning at the Institute of Smart Systems and Artificial Intelligence (ISSAI) at Nazarbayev University, she has the skills and knowledge to provide mentorship to other young girls, acting as the mentor she never had.

In 2024, she mentored two young girls to develop an AI-powered application to support children with hearing loss who have cochlear implants develop speaking skills and understanding. The application was inspired by the girls' seeing the impact of hearing loss on their friend and her persisting struggles after cochlear implants. The girls went on to win the [2025 Beginner Division Technology Award](#) at Technovation's World Summit in the USA.

Read more about the girls' inspiring Ihear app here: [Training app for kids with cochlear Implants by DigiDaisies · Technovation Girls](#)

India Stem Foundation Increasing access to STEM education for all



During 2024, 610 students were reached through the innovative STEM activities delivered at the Tinkering Lab based at Bharat English School and College in Pune. Pre- and post-session surveys showed a significant improvement in STEM knowledge among the students following the first-level sessions. Before the sessions, only 25% of the students demonstrated a strong level of knowledge which increased to 74% by the end.

Student, Nagesh said:

“One of the things I enjoy most is the freedom to explore and make mistakes while receiving guidance from knowledgeable mentors who are always supportive and encouraging. They not only teach us technical skills but also help us think critically and approach problems creatively. Every project feels like a new adventure, and I've gained a deeper understanding of robotics, coding, and engineering concepts.

The lab has also taught me valuable life skills like teamwork, communication, and time management. Collaborating with my peers on projects has been a rewarding experience, and it's amazing to see how our combined efforts bring our ideas to life. Being part of the Robotics Lab has boosted my confidence and inspired me to pursue a future in STEM. It's a place where I truly feel like I'm building the future, one project at a time.”

STEM GRANTS: HIGHLIGHTS

**Enthuse Charitable Trust
Empowering and equipping
teachers**



Between 2022-2024, the Spectris Foundation, in partnership with STEM Learning, supported five ENTHUSE Partnerships across the UK in Bradford, Solihull, Dundee, Ringmer and Royston.

The ENTHUSE partnerships enabled schools and colleges to collaborate, share best practice and address underachievement in STEM subjects. Continued Professional Development (CPD) played an important role, equipping teachers to deliver inspiring lessons to raise students' aspirations for STEM careers.

As a result of the partnerships, 26,900 students were reached with improved STEM education.

The partnership in Bradford significantly impacted 42 teachers across primary and secondary schools, delivering 89 days of CPD. Teachers reported increased knowledge, skills and confidence, positively influencing students' engagement and learning outcomes in STEM subjects.

One teacher said:
"From attending the 'STEM that Sticks' day we booked the 'STEM theatre in a box' about Engineering which the children loved, and it was a great opportunity for the children to learn about Engineering!"

The partnership in Dundee has brought 15 schools together to focus on teaching quality, digital skills and technology in the classroom. This has led to changes in the way STEM is being delivered, as one teacher explained:

"Because of the partnership we have built our confidence delivering a wide variety of STEM subjects. We have created a STEM station within the school, and we are now thinking about how we expand this to a whole-school approach in the future."

As a result of all five partnerships, 83% of students developed better skills for employability, 79% showed improved STEM progression and 86% teachers gained confidence in teaching STEM subjects.

26,900
students were reached
with improved STEM
education



EMPLOYEE NOMINATED GRANTS: 2024



EMPLOYEE NOMINATION GRANTS: STATISTICS

The Spectris Foundation dedicates a portion of our annual grantmaking to support local charities and projects championed by Spectris Group employees globally. Employees can nominate a charitable cause that is meaningful to them for a grant of up to £5,000, specifying its potential impact.

The employee nominated grant program amplifies the impact the Foundation has globally, and we are delighted to have supported local charitable cause in 12 countries in 2024:

Causes donated to in 2024:

1. Health and wellbeing
2. Children and young people
3. Special education needs
4. Economic empowerment for disadvantaged women
5. Environment conservation and protection
6. Alleviation of poverty
7. Support for refugees
8. STEM clubs and projects
9. Sport
10. Music

In 2024:

29

Number of charitable causes donated to

£120,000

Amount donated

12

Total countries reached

- | | |
|---------|-------------|
| Brazil | Italy |
| Canada | Japan |
| China | Spain |
| Denmark | Switzerland |
| France | UK |
| Germany | USA |

Since inception (2021-2024):

82

Causes donated to

£324,500

Amount donated



EMPLOYEE NOMINATED GRANTS: HIGHLIGHTS

Dress for Success Denver USA

Dress for Success Denver empowers at-risk women who are at, or below, the poverty line to achieve economic independence. They provide a network of support, professional clothing, job readiness training and the career development tools to help them thrive in work and in life.

Their work enables their clients to become and remain employed, achieve promotions and raises, participate in networking and leadership opportunities and embrace life-long learning and self-sufficiency.

Adrienne, the employee who nominated Dress for Success Denver, explains that: **“While volunteering with this organization, I saw firsthand the struggles so many women in poverty face – an uncertain future and a desperate need for help. But more importantly, I witnessed hope in action. Meeting these women and giving them the tools to improve their situation was profoundly moving. This charity doesn’t just offer temporary relief, it transforms lives by providing lasting solutions. I’ve seen women regain their independence, their confidence, and their future, creating a ripple effect that strengthens our entire community.”**

Dress for Success Denver used our grant of £5,000 to support delivery of their workforce development programming. In 2024, 463 women received individual and group interview preparation, job retention counselling and continued education. In addition, 1,532 women received a head-to-toe makeover for a professional look, promoting confidence to enter or return to the workforce.



Flamingo Chicks UK

Flamingo Chicks is a charity that combines STEM Learning with dance and movement to engage disabled children and those with special educational needs.

In 2024, with our £5,000 grant, Flamingo Chicks was able to deliver their Robots and Inventions themed active learning dance sessions to 840 children, helping them explore the wonders of STEM in a way that was accessible, engaging, and fun.

The Robots and Inventions theme took children on a voyage of discovery, using dance and movement to explore robotics, engineering, and space science. These sessions reached children across schools, community groups and hospitals, ensuring that learning was inclusive and accessible to all.

One keen participant, Harry (aged 9) said: **“The robots taught me how not to be afraid if something unexpected happens. I was proud of myself for trying new, unfamiliar things.”**

78% of professionals in education, health, and social care reported learning new techniques from Flamingo Chicks and 95% went on to implement these in their own practice, ensuring a lasting legacy.

Katie Sparkes, Founder and CEO of Flamingo Chicks said:

“We are incredibly grateful to the Spectris Foundation for their generous support, which allowed us to bring the magic of STEM and movement to thousands of disabled children. The fact that this funding was unrestricted made it even more valuable, as it entrusted us to use it where it was needed most – helping children learn, grow, and thrive.”



VOLUNTEERING AND ENGAGEMENT

We aim to maximise support for our charity partners by combining strategic grant-making with volunteer engagement. We are immensely grateful for the dedication and time Spectris Group volunteers have given which has been instrumental in amplifying the impact of our grants.

We are particularly grateful to the 16 Foundation Ambassadors and 4 Advisors who have supported grant-making processes, provided professional expertise and championed the Foundation's work.

31%

In 2024, volunteering increased by 31% to 848 hours

Matchsticks NGO Supporting education through industry engagement

An employee nominated grant of £5,000 awarded to Matchsticks NGO enabled nine mathematics teachers, from rural schools in China, to participate in a summer camp program. This opportunity was particularly significant for these educators as they lack access to modern training resources. The camp focused on cutting-edge topics such as AI-generated content and its applications in education, and adolescent mental health, providing the teachers with invaluable skills and knowledge.

Matchsticks NGO also ran two camps for principals of rural schools.

Volunteers from Spectris businesses in Shanghai played a pivotal role in amplifying the impact of this grant. They not only supported camp activities but also organised an interactive laboratory visit for 30 school principals. This unique experience allowed the principals to explore modern laboratories firsthand, sparking lively discussions about the future of rural education in STEM fields with product experts. Key managers from the Spectris businesses shared insights on sustainability, business operations, and workplace culture, while two employees from rural backgrounds shared inspiring stories of their career journeys.

This volunteer engagement added value by fostering connections between educators and industry professionals, enhancing understanding of modern educational technologies and practices that provided inspiration for their teaching practice. This collaborative effort underscored the importance of community involvement in supporting educational initiatives beyond financial grants alone.

81

Number of volunteers in 2024

1873

Total number of volunteer hours since inception (2021-2024)



VOLUNTEERING AND ENGAGEMENT

Lightyear Foundation Work Inspiration Trip



In an exciting piece of collaborative work, thirteen young people aged 16-19, who study at a special education needs school, attended a Work Inspiration Trip arranged in partnership with Malvern Panalytical, the Spectris Foundation and the Lightyear Foundation.

Ten volunteers at Malvern Panalytical organised an immersive visit where the students, who are living with a range of learning differences and disabilities, engaged in hands-on activities that brought STEM concepts to life.

The students met employees and were shown the design production lab, engineering design spaces and manufacturing areas. They examined objects under powerful microscopes and participated in experiments using a laser machine controlled by a robotic arm.

They also met a software engineer who shared his experience of working in STEM as a person on the autism spectrum. His fantastic role modelling helped to bring to life the possibilities available to them to have successful STEM careers.

Jeff Banks, CEO of the Lightyear Foundation said:

“It was truly fantastic to see disabled young people learning about the world of STEM from industry colleagues who are so keen to reach out to and engage with their communities.”

Mary Goodwin-Trotman, Senior Project Manager at Malvern Panalytical said:

“I really felt we made a positive impact on the students throughout the morning.

It also had a positive impact on me. This was a great opportunity to step outside of our normal day jobs and share some of the fantastic things we do at Malvern Panalytical and maybe even inspire them to think about what a career in STEM could mean for them as individuals.”



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