

WILLIAM GRANT FOUNDATION

Annual Review 2023



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Our grant to Unity Enterprise supports young carers in South Ayrshire. Photo courtesy Unity Enterprise.

Cover: Independence. Photo by Ian Watson

Chairman's message

IT IS my privilege to share our continued progress as we enter the Foundation's tenth year of operation.

Over the past year, we've witnessed the resilience of charities and community organisations in the face of immense challenges, including rising costs and shrinking fundraising opportunities. In response, we've maintained our commitment to providing financial support to organisations whose dedicated leaders, staff and volunteers are working tirelessly to meet increasing demand for their services.

Reflecting on our giving to date, three core concepts underpin our diverse interests:

- Opportunity and support: Empowering people and communities to direct their own futures and fulfil their potential.
- Community: Building connections and growing vibrant places.
- Environment and culture: Nurturing the things that contribute to quality of life and promoting sustainability and creativity.

This Annual Review illustrates each of these approaches through the work of the organisations we fund and our strategy to actively identify and select partners, leveraging our research and growing network.

Our fantastic staff team plays a crucial role in this, facilitating our internal learning and our external relationships and actively engaging the family of volunteers who govern and direct our work.

I also extend my sincere thanks to these volunteers who generously dedicate their time as members of our four thematic

“The Foundation's impact extends beyond our immediate grant-making... we're keen to spotlight and share more about our work and that of our partners.”

giving groups. For nearly a decade, they have thoughtfully managed the challenge of building on existing relationships while embracing opportunities to support new grantees.

We are, of course, privileged and grateful to be able to commit funds year after year thanks to the efforts of everyone at William Grant & Sons. It's fitting that through them our Foundation extends its reach globally by funding the Company's Employee-led Giving schemes, supporting the causes that matter to Company employees in their local communities worldwide.



Jon Cohen
Chairman

The Foundation's impact extends beyond our immediate grant-making. With a growing network and access to a wide range of data and insight, we're keen to spotlight and share more about the work of the Foundation and our partners. We're delighted to unveil our new website, which will act as a platform for more frequent updates about what we're doing, why we're doing it and what we're learning. You can read more in the following pages and I'd encourage you to follow our blogs, listen to our latest podcast and connect with us on social media.

Rockpooling with the Scottish Seabird Centre. Picture by Helen Pugh

CEO's summary

IN ANOTHER challenging year for charities and the communities they serve, we've strived to ensure our funding makes the biggest difference it can.

We know charities can make our money work more effectively when they can apply it freely in support of their missions. We made a conscious effort to build more flexibility into our grants when possible – even when a grant is made in response to a specific need or proposal. The proportion of our new grants in 2023 that could be used flexibly by recipients increased to 67% – up from 58% the year before.

Investing in long-term partnerships creates more potential for lasting change. While our annual funding cycle limits upfront multi-year commitments, we often renew grants for organisations with whom we want to keep working. By the end of 2023, more than a third of our funding relationships involved five or more years of consecutive support.

But long-term support brings a trade-off. Our focus on existing partners reduces opportunities for new relationships. Last year, only a fifth of grants went to organisations we hadn't funded before – the smallest proportion to date. As we enter another year in which – for many – our grant funding will be more

important than ever, we can expect difficult decisions about balancing the resilience of existing partners with responding to emerging needs.



“Investing in long-term partnerships creates more potential for lasting change.”

Having been in business for approaching a decade, we're now confident we can add value to our work – and that of the organisations we support and partner with – by sharing it more openly on our new website.

We also hope that by discussing our interests we can connect with others who share our goals, and by talking about the questions we're interested in, we may reach those who can help us answer them. It's an exciting step for us – do take a look and get in touch if your interests align with ours.

Nick Addington
Chief Executive



We've not included lists of grants awarded in this annual review, but we publish full details of all grants of more than £2,000 using the 360 Giving open data standard, so you can view them on the GrantNav website. View the [full list](#) for 2023 or click the links in the relevant sections of this report to see those relating to each theme.



Discover our new website

AS WELL as explaining more about the causes we give to and our approach to grant-making, our new website, williamgrantfoundation.org.uk, shines a spotlight on some of the work we're privileged to support and includes regular updates on new developments in our work or that of the organisations we fund and partner with.

We'll be posting blogs on what we're observing, the questions we're wrestling with and what we're learning as we go.

You can also sign up to our newsletter to keep up to date.

We're calling this commitment to more open and agile communications 'learning out loud'.

Why do we want to 'learn out loud'?

Because learning drives our work and is essential if we are to progress towards being a more effective funder. Sharing what we're seeking to learn, what we are noticing and what we will do as a result means that:

- More people and organisations benefit from the insights and evidence we have access to.
- Others understand our interests better and can help us learn by sharing their own insights and evidence with us.

We also hope it will lead to new opportunities to collaborate and add more value to the fields we work in.

Listen to our podcast

We spoke to two friends of the Foundation about their own experience of working in the open for the latest episode of our podcast. Stream it from our [website](https://williamgrantfoundation.org.uk) or find it and subscribe on Spotify or Apple podcasts.

Find us on social media

You can now connect with the Foundation on [LinkedIn](https://www.linkedin.com/company/williamgrantfoundation) and [X \(formerly Twitter\)](https://twitter.com/williamgrantfoundation), too!

2023: Year in Numbers

VALUE OF NEW GRANTS AWARDED:

£4,715,781

Including payments committed in future years
(2022: £4,563,281)

Grant payments made this year:

£4,615,693

(2022: £4,605,246)



(2022: 97 grants to 92 organisations) excluding donations <£2K and Employee-led Giving



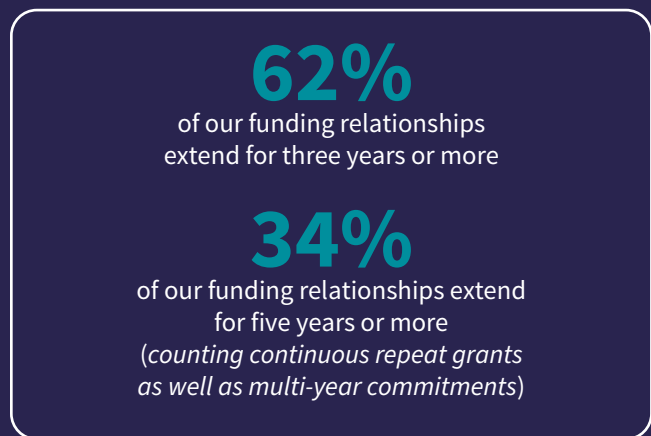
THE MEDIAN ANNUAL GRANT SIZE WAS:

£24,300/year

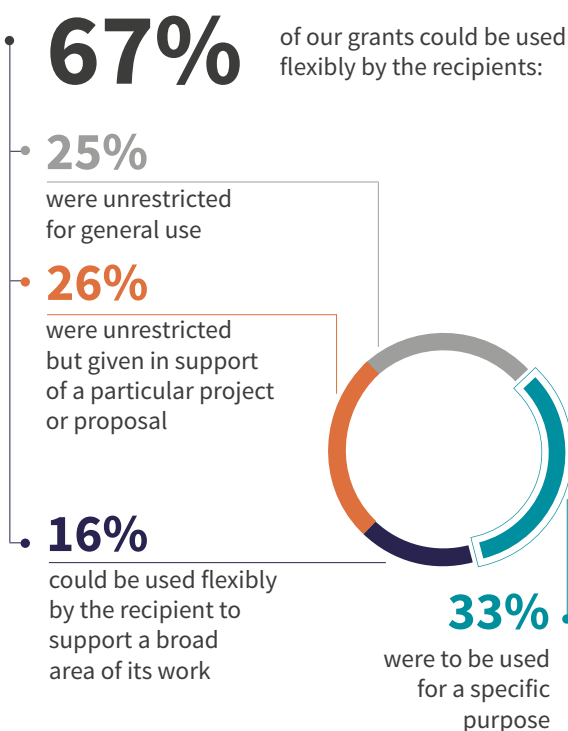
(2022: £25,000)



(2022: 42% were for more than one year)



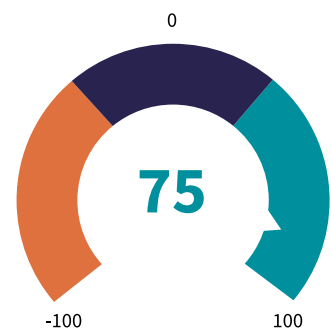
FLEXIBLE FUNDING



FEEDBACK RATING

Our grantees completed **87 feedback surveys**

When asked to rate the Foundation against a range of positive indicators, our average net promoter score was **75** (2022: 74)



FUNDING PARTNERSHIPS

Across all of our giving themes we have developed partnerships with other funders who share our interests. In some cases, we provide them with funds to distribute through their own grant-making programmes.

In 2023, a total of **£785,200** was awarded to seven organisations to be re-granted by them to other organisations or individuals.

This included our continuing partnership with the Architectural Heritage Fund, which uses our funds to support community-led historic building projects, and a repeat donation to Aberlour Children's Charity for its Urgent Assistance Fund that makes cash grants to families in crisis.

Our grant-making 2023



Tinderbox Orchestra performing at Edinburgh Central Library as part of the Edinburgh Fringe Festival 2023. Photo courtesy Tinderbox Collective

OPERATIONALLY, we divide our grant-making into several strands. Four of these reflect different aspects of our broad mission and are focused exclusively in Scotland:

- **Scottish Culture and Heritage**
- **Youth Opportunities**
- **Health and Social Causes**
- **Natural and Built Environment**

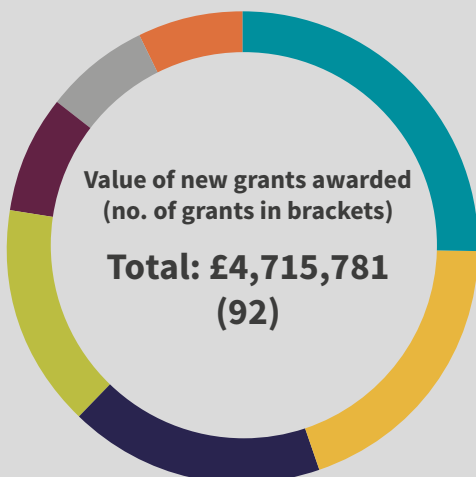
Although these general themes represent our long-term scope, we have developed specific areas of interest within them to give more focus to our work. These continue to evolve as we learn more about how and where we can make the biggest difference.

A further strand, **Employee-led Giving**, is delivered in partnership with William Grant & Sons and supports causes chosen by the Company's employees in the UK and around the world.

Each year, we also make a small number of **strategic grants** to initiatives that cut across our themes, respond to current events, or which promote a stronger civil society and voluntary sector.

You can learn more about our grant-making under each of these strands in 2023 on pages 10-15. The value of new grants awarded in the year is shown in the table below.

OUR GRANT-MAKING BY THEME – 2023



■ Natural and Built Environment	£1,178,946 (19)
■ Scottish Culture and Heritage	£903,348 (30)
■ Youth Opportunities	£814,027 (20)
■ Health and Social Causes	£720,000 (11)
■ Employee-led Giving	£409,456
■ Strategic grants	£356,349 (8)
■ Other donations	£333,655 (4)

Playing our role and making a difference

DURING the past year we spent time thinking about our role as a funder of good causes and how best to describe our contribution and the difference we make. This involved thinking about our assets and resources, how we work and the changes we want to help bring about.

Refining this – into what is sometimes called a ‘theory of change’ – has given us a stronger basis for thinking about our strategy, how to evaluate how we’re performing and how we talk about our work. We want to play to our strengths as an independent,

family-led funder, while acknowledging our wide-ranging interests and the capacity of our small staff team. Our ambition is to practise and demonstrate thoughtful philanthropy and to be valued as a partner enabling change across the diverse themes that we’re passionate about.

We’ve identified **three levels** at which we can contribute to positive change: for the organisations we fund and partner with, for the various fields in which we work, and for the field of grant-making and philanthropy.



For the organisations we fund and partner with:

We provide flexible funding and work with them in an open, trusting and regenerative way – to help them become more resilient, adaptable and effective.

Spotlight: More Home-Starts helping families to thrive

We’ve partnered with regional **Home-Start** charities to help establish new branches where they didn’t exist and ensure they are set up for a sustainable future.

Home-Starts are independent local charities that provide compassionate, non-judgmental support to families with young children facing challenges, through the companionship and support of trained volunteers.

We worked with Home-Start Glasgow North to establish a satellite in neighbouring North Lanarkshire in 2017 and still provide core funding for its service there, although we’re now just one of several funders supporting it.

More recently, we made a multi-year commitment to Home-Start Wigtownshire to help set up a new branch in Dumfries, which in 2023 spun out as its own standalone charity.



For the various fields in which we work:

We are outward-looking and networked. We are open-minded and willing to take risks, we collaborate, seek to add value and aim to share what we learn – to contribute to improvements in practice, knowledge and systems.

Discussing energy efficiency with Loco Home Retrofit.
Photo by Tom Nockolds



Spotlight: Tracking the third sector – evidence for action

Recognising the need for regular and robust intelligence on how Scotland’s charities, social enterprises and community groups were faring during the Covid pandemic, we joined with the Scottish Government and the National Lottery Community Fund to create the **Scottish Third Sector Tracker**.

Managed by SCVO (Scottish Council for Voluntary Organisations), this longitudinal survey is completed by more than 500 Scottish third-sector organisations every few months to provide not only an up-to-date snapshot of their finances, personnel and operating situation, but insights into trends and changes over time.

With more than two years’ worth of data to draw on, the Tracker is increasingly being used by SCVO, sector leaders and academics to provide evidence of how challenging the current environment is, and the effects of this on organisations and the people and communities they serve. This, in turn, is helping to inform decision-making and responses by government, funders and others.



For grant-making and philanthropy:

We share our approach to grant-making alongside others, with a focus on continuous learning and improvement – so that funders operate in more open and trusting ways and philanthropy is more effective.

Spotlight: Open and Trusting – making funding work better

We are active members of IVAR’s (Institute for Voluntary Action Research) initiative to promote **open and trusting** relationships between funders and charities. Our own flexible and light touch way of working aligns well with their goals. We’ve contributed by sharing our approach and describing our practice in their reports, blogs and case studies.

This collaboration isn’t just about showcasing our methods, it’s been a valuable learning exchange. By interacting with other funders and charities in the movement, we’ve discovered new ways to support grantees and further refine our own practices.

Ultimately, we believe IVAR’s campaign is making a difference and our participation is helping to strengthen a wider movement for more effective funding. We believe collaboration such as this fosters a more supportive ecosystem for the not-for-profit sector, and we’re excited to continue contributing.



Oyster restoration in Scotland’s lochs with Seawilding.
Photo courtesy of the charity



Scottish Culture and Heritage

Performance by Drake Music Scotland. Photos by Sandy Butler

ONE OF our interests under this theme is to preserve, research and showcase Scotland's heritage, including aspects that might be lost or over-looked.

Grants in relation to this in 2023 included support for artist-led charity Strange Field. They have commissioned photographer Chris Leslie in a creative exploration of the legacy of the 2014 Commonwealth Games on their local community of Dalmarnock, in Glasgow's East End. We also contributed development funding for arts collective Aproxima to create a multi-faceted programme, Glasgow Requiem, connecting people to the stories entwined with the institutions and landscape of the city's Cathedral district.

Nurturing creativity, innovation and skill to sustain a thriving cultural scene in Scotland is another key aim. An example is our support over several years of the Scottish Arts Trust as it has expanded its work celebrating Scottish talent, often through open competitions. The Trust's latest initiative, the Scottish Landscape Awards, mounted its inaugural exhibition at Edinburgh's City Art Centre in November, featuring a hugely diverse range of works in all media that pushed the boundaries of contemporary landscape art.



Drake Music Scotland removes barriers for disabled musicians and composers to showcase their talents. Read more on [our website](#)

We also aim to support people to be active participants in activities inspired by Scotland's cultural heritage. As well as once again supporting their increasingly popular Scottish Schools Pipe Band Championships, we made a further multi-year commitment to the Scottish Schools Pipes and Drums Trust to co-fund programmes of piping and drumming tuition in selected state schools where this would not otherwise be available.

Some of those young people taking up the pipes may aspire to compete in future at the Glenfiddich Piping Championships – globally acclaimed as the top accolade for a solo piper. In 2023, we were proud to support the National Piping Centre to deliver the 50th edition of this elite event, representing a remarkable half-century of continuous support by William Grant & Sons.

Other grants included further core funding for inclusive arts companies Independence and Drake Music Scotland, both of which continue challenging preconceptions and spreading joy and opportunities for self-expression.

We increasingly see the environment emerging as a key theme for the creative work we are supporting and continue to partner with Creative Carbon Scotland to support their work with – and beyond – the cultural sector, as well as to better understand how we and other funders can play our role in creating transformative change for a sustainable future.

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WE PUBLISH OPEN GRANTS DATA

Find full details of all 30 grants made under this theme in 2023 on the [GrantNav website](#)

Youth Opportunities



Aberlour's Youthpoint Moray gives young people a safe place to turn to. Read more on [our website](#). Photo of AbJam activities day, courtesy of Aberlour Children's Charity

OUR GRANT-MAKING under this theme focuses on **Moray, Lanarkshire, and Girvan and Carrick** in South Ayrshire. These areas are home to William Grant & Sons company locations in Scotland and our funding prioritises children and young people living in those communities.

We take a broad approach, recognising the need for support across all ages, from early childhood to young adulthood. In all three areas, we fund programmes that help young people to overcome challenges they face while growing up. We also believe in the importance of prevention: providing early intervention so that more children have a strong foundation for success and brighter opportunities in the future.

A significant portion of our funding this year was already committed to existing multi-year grants, reflecting our interest in building long-term relationships in these communities.

Among the new grants, a notable theme is mental health support in schools. Our partnerships with Action for Children (Moray) and Place2Be (Girvan and Carrick) are helping to embed multi-layered mental health support within schools. This includes early identification of issues, tailored support for those with more complex needs, and whole-school approaches that build capacity and confidence among teachers and parents. The goal is to create a proactive environment that fosters positive mental health, rather than reacting to crises.

Our grant to Place2Be extends beyond the school gates of Girvan and Carrick Academies, reaching out to students who have stopped attending school. Early signs show this is making a positive impact on re-engagement, school return rates and transitions to the workplace or college.

In all three communities, a key strength lies in the collaborative ecosystem we support. Children, young people and their families often connect with multiple grant-holders at different times for varying needs. Strong referral pathways ensure smooth transitions between organisations, building confidence and facilitating progress for young people as they navigate towards a positive start to their adult lives.

Find full details of all 20 grants made under this theme in 2023 on the [GrantNav website](#)

Number 30. The Square is a new community asset for the town of Huntly. Read more on [our website](#). Photo courtesy of Huntly Development Trust

Natural and Built Environment

OUR BROAD environmental funding agenda encompasses several sub-themes but all our grants demonstrate the power of flexible funding. This allows us to support current needs while securing long-term impact.

Our **warm homes** sub-theme focuses on fuel poverty, warm and healthy homes and reducing the carbon footprint of Scotland's housing. We continued our partnership with Changeworks, enabling them to embed a new service model that helps social housing tenants manage their home energy systems. Our 2023 grant is funding the testing and refining of this model for future large-scale rollout through a new Housing Association Energy Support Service.

In relation to **marine and freshwater**, we recognise that the scale of funding needed for widescale nature restoration is beyond what we can contribute alone, so we seek opportunities where our flexibility and agility can make a meaningful contribution. In 2023, we awarded a grant to the Atlantic Salmon Trust for Project Deveron, a 10-year river restoration project. Our funding helped meet their upfront costs by providing immediate resources, supporting the early recruitment of a project manager, a lynchpin for the project's success.

Our **environmental infrastructure** sub-theme focuses on strengthening Scotland's environmental sector. We continued our relationship with the Environmental Funders Network. Our funding helps them maintain a dedicated presence in Scotland, including galvanising other donors and funders.

This is helping ramp up and underpin the scale and consistency of environmental funding, now and for the future.

Our **community assets** grant-making prioritises the rescue and transformation of heritage buildings for communities. Grants at various stages of the restoration process illustrate how our funding secures buildings for long-term use: In Dufftown, our grant supported design and planning for the redevelopment of the town's Clock Tower. This will help the Dufftown & District Community Association secure its future as a holiday let. While in Dunbar, our 'last brick' grant to the Ridge for Black Bull Close aided the final phase of transforming a set of 18th-century buildings into a local support hub.



Find full details of all 19 grants made under this theme in 2023 on the [GrantNav website](#)

Springburn Park Men's Shed.
Read more about our support for the
Scottish Men's Sheds Association on
[our website](#). Photo by Scott Richmond

Health and Social Causes

OUR WORK under this theme continues to focus on two topics:

Living well with long-term or life-limiting health conditions

For us, this means enabling people to live well on their own terms. Fostering communities of mutual support through a shared interest or activity is often important for building resilience and combatting social isolation. In Kilmarnock, for example, our grant to Centrestage is helping them use the arts to bring people together.

Because of the isolation and other stresses that ill health can bring, promoting mental wellbeing is often a dimension of the support we're funding. For instance, Maggie's Centres offer psychological support and advice on relaxation and stress relief for cancer patients and their families. We were pleased to continue our support for their eight Scottish centres this year.

We also recognise the need for wider support around a person with a long-term condition – including from unpaid carers, who carry huge responsibility but are not always well supported themselves. In 2023, we extended our funding for the Carers Trust's work strengthening local carers' charities working on the ground in Scotland.

Looking ahead, we've been learning about the compounding effect other forms of disadvantage can have for people with long-term conditions. So we'll be considering how we can target support to people facing additional challenges such as poverty, trauma or discrimination.

Supporting families in the early years

The earliest moments of life, even before birth, leave a lasting impact. Strong relationships, especially from conception

to age two, lay the groundwork for a happy, secure and healthy future. However, these formative years can be difficult, especially for families facing challenges such as poverty, trauma or mental health issues.

In 2023, we continued to fund a selection of community-based charities, such as 3D Drumchapel and Stepping Stones for Families, that provide holistic, relationship-based support to any family that needs this, tailored to their unique needs, goals and context.

We are also interested in preventative and early intervention support to families who need specialist support for their situation – whether that's families affected by imprisonment, the asylum system or when there's care experience, for example.

We also commissioned research along with another funder, Cattanach, to help us better understand the features of good holistic family support and how we can better play our role as funders to promote it. This will inform our grant-making in the year ahead.



Find full details of all
11 grants made under
this theme in 2023 on
the [GrantNav website](#)

Employee-led Giving

IN ADDITION to our grant-making in Scotland, the Foundation makes funds available to support the charitable activities of William Grant & Sons employees wherever they are in the world. The Company operates two main schemes which are supported by the Foundation:

Local Giving: William Grant & Sons locations are allocated a budget for making donations to local charities.

A committee of employees at each site decides which causes to support.

Matched Giving: A matching donation is made to double the money raised or donated by individual employees for their own chosen charities. We also make a donation to match every hour an employee volunteers in their own time.

Pole position

Global Brand Director Ifan Jenkins completed a remarkable triple challenge during 2023 to raise money for Bowel Cancer UK in memory of his late wife. You can read how Matched Giving boosted his efforts on [our website](#).



Ifan's South Pole challenge.
Photos courtesy Ifan Jenkins

DONATIONS

Local Giving

£267,735

(2022: £219,036)

In 2023, Local Giving donations increased by 22%, reflecting William Grant & Sons' reach as a global business. Donations went to charities in 20 global locations and regions including the UK, Ireland, France, Germany, US, Australia, Colombia, India, Singapore, Taiwan and Korea.

Disaster Relief

£10,000

(Earthquakes in Turkey and Syria, Morocco and Libya)

Matched Giving

Total donated:

£131,721

(2022: £219,036)



242
employees

supported

176
charities

Health and wellbeing and children and young people are the most popular causes backed by employees. The year saw an increase in support for relief work following disasters in Turkey and Syria, Morocco and Libya. In 2023, donations to match volunteer time were up 12% from the previous year.

Strategic grants



Gardening with 3D Drumchapel.
Photo by Gordon Campbell

ALTHOUGH MOST of our grant-making is guided by our interests in the topics described in the preceding pages, we continue to support a limited number of other initiatives. Mostly, these reflect cross-cutting themes of strategic relevance to our vision and our interest in a thriving civil society.

Among these, in 2023, we committed funds to two collaborative initiatives:

Independent Human Rights Fund for Scotland

Our grant: £50,000 per year for three years

In Scotland, there is a growing focus on human rights as a basis for thinking about the conditions people need to thrive and how services are designed and delivered. While the Scottish Parliament has made significant commitments to promote human rights by incorporating UN treaties into Scots law, many people currently face hardship and discrimination due to their human rights not being realised. Civil society

needs support to address these current challenges and prepare for the opportunities legislation brings.

Hosted by Corra Foundation, [the Independent Human Rights Fund for Scotland](#) will make grants to organisations that help realise and defend rights and tackle issues affecting people's daily lives, with a focus on people whose rights are most at risk. The first grants were made in early 2024 and a call for further applications will open in the summer. We are one of six funders contributing at the outset and it's hoped more will join in future.

Everyone's Environment

Our grant: £37,500

For a second year, we've made a grant to NPC for their [Everyone's Environment project](#).

The environmental crises do not affect all people in the same way. Some of the most disadvantaged and marginalised people are at most risk and may be unfairly affected by policies that aim to ensure a sustainable future. Charities and funders have a critical role to play in supporting and empowering different social groups to be part of the solutions.

This initiative brings together more than 60 social and environmental charities to gather evidence of the impact the environmental crises will have on different social groups and engage people from those groups in developing and advocating for policies that will address them in an equitable way.

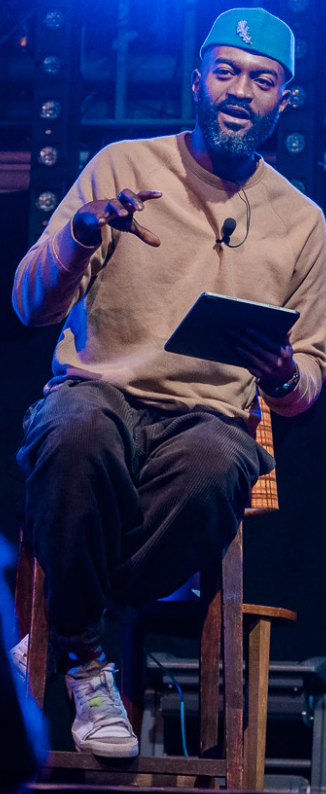
Alongside another Scottish funder, The Robertson Trust, our funding is helping ensure that people and charities in Scotland are involved in this UK-wide programme and that its outputs are relevant to Scottish politicians and decision-makers.

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WE PUBLISH OPEN
GRANTS DATA

Find full details of
all our 2023 strategic
grants and other
donations over
£2,000 on the
[GrantNav website](#)

Poetry and spoken word
at Edinburgh's Push
The Boat Out Festival.
Photo by Tiu Makkonen



Looking ahead

Unprecedented challenges

THE FINANCIAL context for third sector organisations in 2024 is tougher than in any year of our Foundation's existence. The additional money and support provided by Government and funders during the Covid crisis is now a memory, while the economic legacy of the pandemic and other domestic and global events is leading to a significant reduction in public sector investment in charities and broader public services and social infrastructure.

Combined funding from trusts, foundations and the National Lottery contributes only 9% of the Scottish third sector's income, so philanthropy can't mitigate the impact of cuts in public sector grants and contracts. For smaller charities though, grant funding from foundations such as ours can be a significant part of their turnover and this places a particular responsibility on us to be thoughtful about the impact our decisions have on the organisations we engage with.

While the success of the William Grant & Sons business provides growing resources for our Foundation, we are conscious of rising costs and the difficulty our grantees may have in generating other funding. We're minded to make larger grants in the year ahead rather than allocate more grants to more organisations. With an existing portfolio of valued grantees across all our themes, this will lead to difficult

decisions when considering opportunities to develop new funding partnerships.

While our priority will be to support our partners and grantees to be resilient, we recognise that within the wider fields in which we work, some organisations or services will close. We are interested in the role funders can play in ensuring such endings happen in a thoughtful and managed way to minimise harm, support the people involved and maximise legacy, and we hope to work with others to explore this in the year ahead.

Our tenth year

Our Foundation was established in 2014 and we began grant-making in earnest in 2015.

Since then, we've committed almost £30 million in grants to more than 350 organisations.

As we approach the 10-year milestone, we will be reflecting on our progress to date and planning for the future.

We'll be marking our first decade with special content on our website and celebrating some of the people and organisations that have been part of our work over that time.

For updates, sign up to our newsletter via our website, williamgrantfoundation.org.uk

See With Me at
the Fruitmarket
Gallery, Edinburgh.
Photo by Chris Scott



Expenditure summary

Grants and donations paid

Natural and Built Environment	£1,080,993
Scottish Culture and Heritage	£989,122
Youth Opportunities	£978,949
Health and Social Causes	£794,484
Strategic grants	£266,450
Employee-led Giving	£321,040
Other donations	£184,655
TOTAL GRANTS AND DONATIONS	£4,615,693 (2022: £4,605,246)

Foundation running costs

Staffing and related expenses	£223,114
Charities Aid Foundation – payroll giving fees and donor services	£31,919
Giving groups expenses, training and governance costs	£14,826
IT and admin costs	£7,296
Communications	£6,943
Memberships and subscriptions	£6,162
Consultancy	£5,800
TOTAL RUNNING COSTS	£296,060 (2022: £243,808)
TOTAL EXPENDITURE	£4,911,753 (2022: £4,849,054)



The Foundation staff team. From left to right: Rowan Boase, Partnerships & Learning Manager; Nick Addington, CEO; Audrey McCracken, Foundation Assistant; Elaine Gibb, Partnerships & Learning Manager

About the William Grant Foundation

Our vision: A Scotland where everyone has the opportunity to thrive

ESTABLISHED IN 1887, William Grant & Sons is an independent, family-owned distiller with a global reach and deep Scottish roots.

The Company has committed to set aside at least 1% of pre-tax profits generated each year for donations to charitable causes. The William Grant families established the William Grant Foundation in 2014 to manage and direct these donations, since when it has donated almost £30 million.

The Foundation funds organisations and initiatives that remove barriers to opportunity and tackle disadvantage in Scotland. It also aims to nurture people's strengths and talents and to sustain and enhance Scotland's culture, heritage and environment.

Additionally, the Foundation provides funding to support causes chosen by William Grant & Sons employees in the UK

and around the world through the Company's Employee-led Giving schemes.

The Foundation's work is facilitated and supported by a small staff team based at William Grant & Sons' offices in Bellshill, Lanarkshire, in Scotland.

As a family-owned business, William Grant & Sons has always taken a long-term view to support its people, its communities and its business. The William Grant Foundation is building on a long history of philanthropy by the Company and reflects an enduring commitment to helping Scotland thrive.

You can contact the Foundation at foundation@wgrant.com

Our website is williamgrantfoundation.org.uk

The Foundation is *not* a registered charity. It is an unincorporated association providing governance and direction for the grant-making of William Grant & Sons Ltd, registered in Scotland with company number 131772. Registered office: The Glenfiddich Distillery, Dufftown, Banffshire AB55 4DH.

Picking home-grown fruit and veg with Saheliya.
Photo courtesy of the charity



Glasgow Print Studio.
Photo courtesy
of the charity

WILLIAM GRANT FOUNDATION

Annual Review 2023

William Grant Foundation
Phoenix Crescent
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