



reece foundation

Social Impact Report FY25



Acknowledgement of Country

The Reece Foundation acknowledges the Traditional Custodians of Country throughout Australia. We acknowledge and honour their continuing connection to, and care for lands, waters, and communities. We pay our respect to their ancestors and the Elders of today and recognise Aboriginal and Torres Strait Islander peoples as having the oldest living cultures in the world. We specifically pay our respect to the Wurundjeri People of the Kulin Nation, as the Traditional Custodians of the lands on which our office is located. Sovereignty has never been ceded. It always was and always will be Aboriginal land.



Water Sources Life
(Ngubiti Sources Murrin) 2025

Artist: Alisha Fagan,
Wadawurrung



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Message from the Chair and Executive Director

Clean water creates ripples of change, improving health, opening doors to education, and unlocking opportunities for communities in need. Yet for many, access to safe water and sanitation remains out of reach.

The Reece Foundation began with a simple idea: what impact could we make if we connected the skills of the trade to communities in need? Today, that idea drives everything we do, mobilising plumbers and industry partners to deliver lasting water solutions where they're needed most.

This year, together with our partners, more than 44,000 people gained access to clean water and sanitation across five projects and nine grants. Behind those numbers are stories of collaboration. Tradespeople volunteering their time and expertise, communities welcoming us in, and apprentices learning side by side with seasoned professionals.

Working closely with First Nations communities reminded us that clean water is not guaranteed in Australia. The inequalities are evident, yet water remains a thread that connects us, carrying culture and sustaining thriving communities.

We're proud of what has been achieved this year through the dedication of our volunteers, partners, and the communities we've worked with. Looking ahead, we're inspired by the possibilities in the collective power of the trade, rippling outward to reach more people and create lasting impact.

“Trades are the busiest people you'll meet, yet our volunteers donated hundreds of hours to developing water solutions.”

Trades are some of the busiest people you'll meet, yet our volunteer network donated hundreds of hours to develop water solutions that last long after a project ends. This network continues to grow, with new faces joining each project and familiar ones returning, reflecting the generosity of our community partners in creating positive volunteer experiences.

Every project this year paired experienced volunteers with apprentice trades. It was our way of investing in the future of the trade and strengthening the industry that is the heartbeat of the Foundation. Side by side, they shared skills, solved challenges, and discovered new ways of working that will shape their careers.

Chris Pattenden,
Chair, Reece Foundation

Ipsita Wright,
Executive Director

Who we are

Water is a basic need, yet 2.2 billion people¹ around the world don't have access to clean water. We work with trades to change that.

Our Vision

A world where everyone has access to clean water and sanitation.

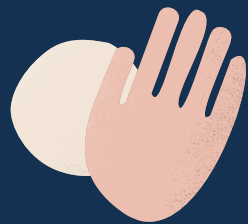
Our Purpose

Enable communities to thrive through access to clean water and sanitation by unlocking the power of trades.

Our Impact

Our goal is to contribute to the wellbeing of the communities we work with. Through our work, we want to place communities in the best position to thrive and live a life they value.

Guiding Principles



Meaningful connections



Do good that lasts



Down to earth

¹ UN SDG Goal 6: un.org/sustainabledevelopment/water-and-sanitation/

Our ways of working



Trades skills with purpose

Plumbers and trades play a vital role in supporting communities by providing access to clean water and sanitation. Since 2022, the Reece Foundation has connected skilled trades with communities most in need, delivering practical WASH and irrigation solutions that prevent disease, improve health, education, food security, and employment, both in Australia and overseas.



Connecting the trade

We harness the power of Reece and connect the trade industry to co-create sustainable water solutions.

Grants

We provide micro-grants for WASH initiatives designed and delivered by communities themselves, both in Australia and overseas.

Community-led partnership

Communities know their needs best, and we support local organisations to take the lead on implementing fit for purpose solutions.

Projects

We work with our partners and trade volunteers to co-create, fund and deliver WASH and irrigation solutions based on community need.

What is WASH?

Throughout this report we refer to WASH, a universally recognised public health term that stands for water, sanitation, and hygiene, and fundamental to human health and wellbeing.² People and communities cannot thrive without access to clean water, safe sanitation and systems that promote good hygiene, and this drives the work of Reece Foundation. See the World Health Organisation website for more information.

² World Health Organisation Health topics <https://www.who.int/health-topics/water-sanitation-and-hygiene-wash>

Governance

The Reece Foundation board, driven by purpose and passion, aims to build a responsible, sustainable, and innovative organisation. All board members are bound by the Reece Foundation Constitution and Code of Conduct.

The Reece Foundation Board



Chris Pattenden
Chair



Katie Wyatt
Director



Julia Shtepa
Director



Andrew Wilson
Director



Howard Silby
Director



Glenn Bines
Director



Ipsita Wright
Executive Director
and Company Secretary

We comply with relevant legislation and ACNC standards as a Public Benevolent Institution and registered charity with DGR1 status.

The independent auditors of the Reece Foundation are KPMG.



Message from Reece Group

Founding partner of the Reece Foundation

As Reece Foundation's founding partner, I am very proud of what has been achieved this year as the Foundation continues to grow its impact and deliver life changing projects to those who need it.



At Reece, we pride ourselves on backing the trade and understanding the fundamental role clean water and sanitation play in society, preventing disease and helping communities thrive. The Foundation is playing a critical role in these areas.

It's inspiring to see so many of our people and customers get involved in the Foundation's work, by volunteering their time on projects or pitching in to advise on the specialist products and approaches needed. We know that when our customers and teams work with the Foundation, they feel more connected to Reece and build stronger relationships with each other. This collective effort benefits communities both overseas and here in Australia.

This year, Reece refined and reaffirmed the sustainability priorities we want to stand for as a business: clean water, the future of the trade, and sustainable products. These are areas where we can make the greatest impact, and

through this report you'll see how our partnership with the Foundation is helping us accelerate this work - providing communities most in need with clean water, supporting apprentices to volunteer and feel proud of their skills, and using innovative products with suppliers to bring projects to life.

Looking ahead, we hope to keep bringing the full strength of Reece, our customers, our teams, and our product innovation to support the Foundation's work and grow its impact. I look forward to continuing this partnership and seeing the difference we can make together for years to come.



Peter Wilson
Reece Group CEO

A note from Huber Social

Impact Measurement Partner

Congratulations to Reece Foundation and their partners on this third Impact Report – an annual marker of the breadth, depth, and quality of the Foundation’s work.

From inception, Reece Foundation has shown a clear commitment to understanding the effectiveness of its work and remaining accountable to its partners and communities. Social impact measurement findings feed directly into strategy and decision making. We are proud to have partnered with the Foundation from the beginning to support this endeavour.

This report showcases a range of case studies from the Foundation’s expansive work, including projects where social impact measurement was completed and others where it was deemed impractical or unethical to undertake. Where measurement has taken place, it is encouraging to see progress being made towards target outcomes as well as positive shifts in overall wellbeing.

The scope of the Impact Report covers the Foundation’s work in Australia and overseas and, of course, the power of the trade, where the wellbeing of volunteers is explored. In this way, social impact measurement allows for a portfolio view of the Reece Foundation’s impact. Measurement in FY25 reached across five communities, and kindled genuine connection and engagement with partners.

This period also made clear that the process of measurement would need to evolve to ensure it continues to be fit for purpose for the Foundation’s partners of all sizes. Activities in FY26 will see these changes implemented and we look forward to reflecting on their effectiveness

in next year’s report. We applaud the Foundation’s ongoing commitment to ensuring their work is as effective as possible and demonstrating that beyond outputs being delivered, outcomes are being achieved.



Michelle Macaskill,
Huber Social CEO

Huber Social, an independent social impact measurement agency, have partnered with Reece Foundation to create a system to measure and maximise the value and impact of their work in the most efficient way, informed by the voices of impacted communities.

Huber Social provides third-party assurance and technical expertise, including configuration and management of custom survey tools; analysis and storytelling of the data; and third-party impact reporting. Huber Social is a co-author of this report.

You can find out more information about Huber Social’s approach to social impact measurement at hubersocial.com.au. See Appendix, pages 50 - 57, for Reece Foundation’s measurement approach.



Our Social Impact Model

Our ultimate goal is to contribute to the wellbeing of the communities we work with. Through our work, we want to place communities in the best position to live a life they value.

In partnership with Huber Social, we’ve developed a Social Impact Model (see below) and measurement system to track the progress and impact of our work.³ We aim to move the needle on the conditions, or outcomes, necessary for community wellbeing to thrive.



³ Refer to Impact Measurement Approach and full Social Impact Model in appendices pages 50 - 57.

How our work aligns to the SDGs

The Sustainable Development Goals (SDGs) are a set of global goals that are a shared blueprint for peace and prosperity for people and planet.

Aligned to our social impact model and verified by Huber Social, the work of the Reece Foundation directly contributes to seven of the 17 SDGs as illustrated. Our principle focus is on SDG 6 – Clean Water and Sanitation.

See Appendix 2, pages 54 - 56, for details on how our work aligns with SDG indicators.

 Look for this symbol throughout the report to read how our work supports the SDG indicators.

SUSTAINABLE DEVELOPMENT GOALS

6

CLEAN WATER AND SANITATION



Target 6.1

By 2030, achieve universal and equitable access to safe and affordable drinking water for all.

1

NO POVERTY



2

ZERO HUNGER



3

GOOD HEALTH AND WELL-BEING



4

QUALITY EDUCATION




8

DECENT WORK AND ECONOMIC GROWTH



11

SUSTAINABLE CITIES AND COMMUNITIES



A guide to this report

The results in this report capture outcomes and impact for projects and grants completed from 1 July 2024 to 30 June 2025.

Measuring wellbeing helps us to understand how our work is shifting community wellbeing, and the ways we can be better aligned with community needs.

Throughout this report, we share the shifts in overall wellbeing and the outcomes contributing to wellbeing in communities involved in Reece Foundation initiatives.

Below is a summary of the program factors that contribute to this, and an explanation of terms used throughout this report.

Key terms

Wellbeing

Wellbeing considers how a person is doing overall in their life. A person achieves wellbeing when they are in the best position to fulfill their potential and live a life they value.


Huber Social measures subjective wellbeing where people can express the quality of their own lives, reflecting on their own histories, cultures, personalities, and preferences. This reflects the subjective nature of what different individuals identify as important and desirable, rather than what experts or governments think should define a good life.

Huber Social measures this using a globally recognised ‘satisfaction with life’ scale to give a wellbeing score.⁴ This score is measured on a scale from being strongly dissatisfied to highly satisfied with life. Scales of 1-7 or 1-5 were used depending on contextual and literacy factors. The scale being utilised is made clear throughout the report.

Capabilities and opportunities: Outcomes and factors

Reece Foundation aims to strengthen the capabilities and access to opportunities (outcomes) necessary for participants to achieve wellbeing. Each outcome in the Social Impact Model may be made up of multiple factors e.g., ‘hope for the future’ includes factors such as levels of anxiety and self-belief. Huber Social uses survey questions to measure changes across all relevant factors that make up each of Reece Foundation’s target outcomes.

When reading this report you will see results presented in this format:



The average percentage difference ‘shift’ between scores from two measurement points: prior to the project and after the project. Factors are scored on scales of 1-5 ranging from strongly disagree to strongly agree.

+35%

Availability of sanitation

Access to hand washing when needed.

Title of factor measured.

Description of factor measured.

Shift score

Baseline and shift survey scores are compared to create a before and after comparison. The difference between scores is represented as an average percentage difference for all participants included in measurement.

Statistical significance

Statistical significance refers to how sure we can be that a finding is not due to chance. Where possible, throughout this report we aim for 95% confidence and any finding with no annotation meets this mark. Due to data limitations in some projects, there is a slightly lower level of confidence in certain findings. Findings that are confident to a 90% level are marked with an asterisk (*).

⁴Diener, E., Emmons, R. A., Larsen, R. J., & Griffin, S. (1985). ‘The Satisfaction With Life Scale’. *Journal of Personality Assessment*, 49(1), 71–75. https://doi.org/10.1207/s15327752jpa4901_13



Our impact in FY25

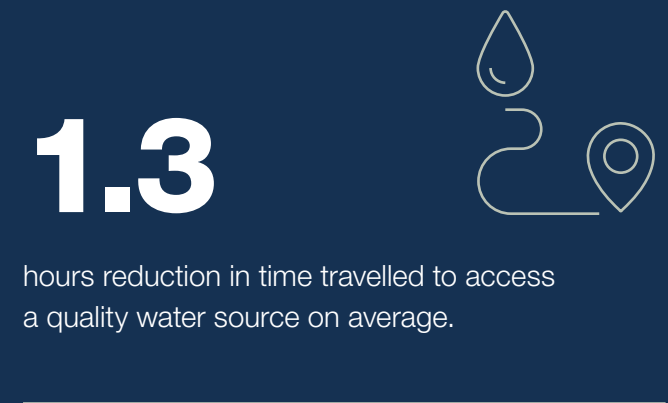
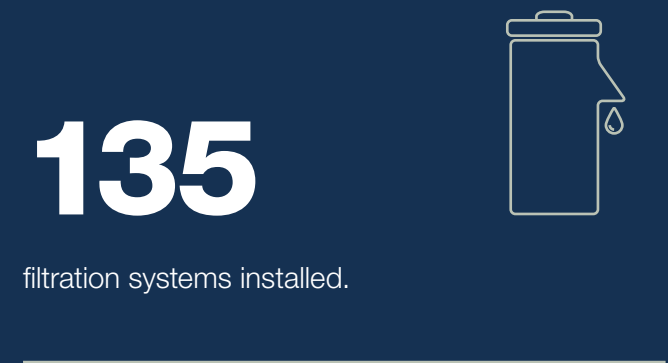
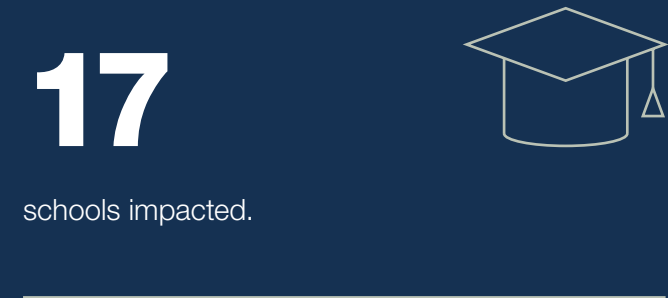
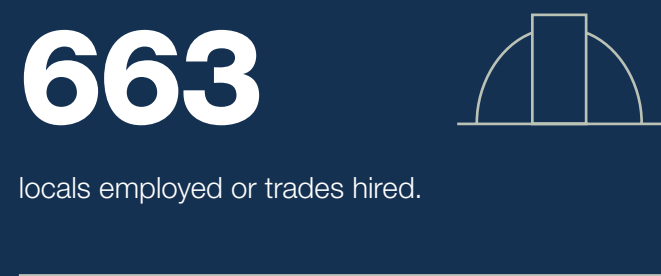
Our progress towards creating a world where everyone has access to clean water and sanitation.

Supporting our communities to be in the best position to thrive with a

+4%

wellbeing improvement*

across impacted communities in FY25.



* Wellbeing shift in FY25 is not considered statistically significant, meaning we cannot rule out chance from affecting the result.

Where we've worked

- 1 Uganda
 - Awake
 - Olilim
 - Bugogo, Kyaka II Refugee Settlement
 - Kampala
- 2 Kenya
 - Gathigiriri
- 3 India
 - Andhra Pradesh
- 4 Nepal
 - Humla
- 5 Cambodia
 - Siem Reap
- 6 Vietnam
 - Ha Giang Province
- 7 Philippines
 - Bohol
- 8 Australia
 - East Arnhem Land, NT
 - Central Arnhem Land, NT
 - Lismore, NSW
 - Dingley, VIC
 - Logan, QLD



Power of the trade

Our network of trade volunteers lend their skills and expertise and come together to create positive change through access to water.

They are the heartbeat of the Reece Foundation and are supported by our team from start to finish, building long lasting relationships with each other and communities.



Reece Foundation volunteers with local trades on the Cambodia washroom toilets project.

Power of the trade

The Ripple Effect

At Reece Foundation, we believe trades open doors to possibility.

It's more than cleaning out pipes or fixing a leaking tap. Trades strengthen and connect communities by providing the tools for disease prevention, food security, and access to education.

It starts with understanding

We work with communities to co-create water and sanitation solutions that are sustainable.

Clean water

These systems provide people with safe drinking water, or sanitation systems, that aim to reduce water-borne diseases.

Dignity

Access to safe, private and respectful sanitation can support children to access education and promote safety for women.

Food equity

We implement irrigation systems that aim to promote sustainable and thriving food sources in communities.

Building capacity

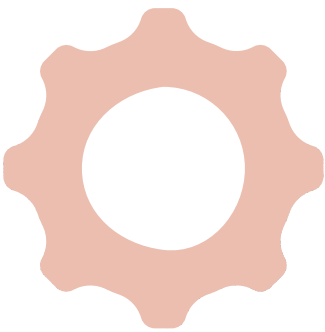
Our projects include volunteer apprentices to promote a highly skilled and strong future trade workforce. We also provide employment opportunities to local trades and training to support ongoing maintenance.

Economic opportunity

Through disease prevention and food sources, we support community members to be well for work, and young people to be well and engaged in school.

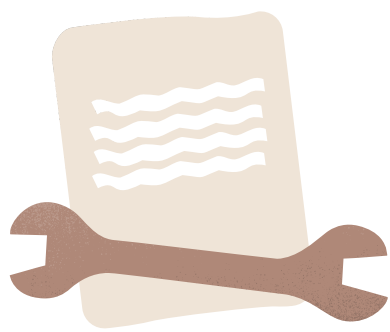
The wellbeing of our volunteers

Trades can volunteer with the Foundation in a number of ways.



An expert guide

Support Reece Foundation to develop the best systems and solutions to meet community need.



Project management & delivery

Work with us on the tools in communities in Australia and abroad and deliver water, irrigation, and sanitation needs, working with a collective of trades and partners.



Maintenance & sustainability

Continue the great work we started by maintaining systems or identifying what's next to support continued wellbeing of a community through water.



“Volunteering was an experience that really opened my perspective on my current working life. Not only were we helping out in local villages and helping change their lives for the better, but mine too.”

REECE FOUNDATION VOLUNTEER

Impact on our volunteers

+5% volunteer wellbeing
after their time volunteering with Reece Foundation⁵



Net Promoter Score outcome. Considered world class.⁶



volunteer hours given across three partnership projects in FY25.

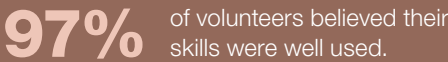


volunteer opportunities in FY25.

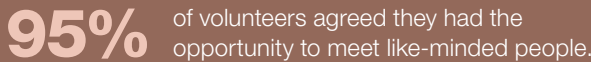
Reece Foundation ensures that the volunteers we recruit are in a strong position themselves to support communities. On average, volunteers come to us with a wellbeing score 13% higher than the Australian average.⁷

It's inspiring to see that after volunteering with the Reece Foundation, volunteers report a 5% boost in wellbeing. That's no small shift, especially when you consider that our wellbeing measure, overall life satisfaction, is a steady benchmark that doesn't change day to day. For an already high-scoring group to improve even further speaks volumes about the impact and quality of the volunteering opportunities Reece Foundation creates in partnership with communities.

High confidence in skills



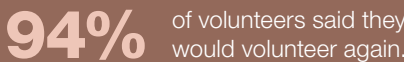
Access to community



Cultural awareness



Desire to do more



Purposeful work



Giving back



⁵ Measurement sample: Due to the relatively small sample size of volunteers each year, Huber Social stacks the social impact measurement data year on year to create a more robust sample for analysis. Shift analysis is based on paired responses from 31 volunteers. Total sample is 39 baseline and 44 shift surveys.

⁶ Bain and Company, creators of NPS, via Qualtrics.com

⁷ Reference for National Average is: Frykberg, G., Capic, T., Khor, S., Fuller-Tyszkiewicz, M., Olsson, C.A., Hutchinson, D., Lycett, K. (2025). Survey 42: Australians' Subjective Wellbeing Across Federal Electorates in 2025. Geelong: Australian Centre on Quality of Life, School of Psychology, Deakin University. <https://auwi.deakin.edu.au/>

Plumbing with pride

East Plumbing Co. aims to set a new standard in plumbing solutions, placing the wellbeing of its people and communities at the core of its business.

Through its partnership with Reece Foundation, East Plumbing Co. continues to build a strong work culture built on the belief that true success lies in uplifting people and places for the benefit of all.

The entire East Plumbing Co. team have rolled up their sleeves in support of the Reece Foundation, from helping establish an urban farm to grow food that will provide thousands of meals to people in need with FareShare in Dingley, Victoria (see page 34), to scoping and delivering clean water systems on the Dampier Peninsula through Project Oolah in October 2025.

This partnership goes beyond getting on the tools. East Plumbing Co. has brought deep expertise, helping design water solutions alongside communities and connecting the Reece Foundation with the right industry partners to make it happen.



FareShare CEO, Daniel Moorfield, and Co-Founder of East Plumbing Co. Danny Pittman.

The team at East Plumbing Co. on site at the FareShare project.



Bonnie Smith Anderson, volunteer and apprentice plumber at East Plumbing Co.



For founders Danny Pittman and Nathan Brodie, the impact of giving back is felt both ways.

“When we started East, we wanted to grow a culture that was giving back not only to the community, but our staff as well. We try to nurture that into something that blossoms with our apprentices and plumbers,” said Danny.

“We supported our team to get involved in (the FareShare project) and they loved it and put a lot of their own time into it as well. They worked so hard on something that was effectively voluntary. It was really beautiful to see, especially the apprentices, getting involved and getting a taste for different types of plumbing.”

“...it was nice to take the team away from the day-to-day, to experience that, and see their growth, it definitely brings our group closer together.”

NATHAN BRODIE – EAST PLUMBING CO.



For Nathan, volunteering has strengthened their team in ways that go beyond the job site.

“It’s special working as a team on a project. They work so hard for our company, and it was nice to take the team away from the day-to-day, to experience that, and see their growth, it definitely brings our group closer together.

“It fills, especially the young ones, with a lot of purpose and pride, which they probably didn’t come into the trade thinking that’s what they will gain out of it. So, if you can come into being a plumber and come out with pride or purpose at the end of it, that’s pretty special.”

Nathan Brodie, Co-Founder, East Plumbing Co.

Our work in Australia

Floods. Drought. Remote locations. Across Australia, communities face water challenges.

Working hand-in-hand with trades, we're working to make clean water accessible to all.



Aerial shot of the Mimal Ranger Base.

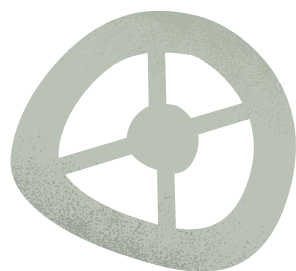
Our work in Australia

02

Our work in Australia

Water poverty is a daily reality for many Australians. An estimated 200,000 people lack access to safe, healthy and affordable drinking water, with remote, First Nations communities, impacted most.⁸

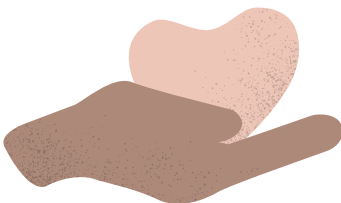
As a proudly Australian-founded organisation and driven by the skills and passion of our volunteers, we're committed to increasing access to clean water across Australia with a focus on two areas of greatest need:



Closing the gap through water access

Early in our journey, a First Nations organisation shared: "If the water is healthy, Country is healthy. If Country is healthy, then the People and Culture will be healthy." This continues to guide our work as we collaborate with First Nations

communities and Reece to improve access to clean water and sanitation. Safe, reliable drinking water is a basic right for all peoples living in Australia, and a pathway to greater self-determination, better health outcomes, and economic opportunity.



Disaster recovery

Natural disasters have become part of life in Australia. Floods, droughts and bushfires disrupt access to water and sanitation, putting health, wellbeing, and safety at risk. Supporting people to return home with dignity through access to plumbing is a vital part of recovery, and it takes time. This year, we completed our work with Resilient

Lismore in NSW, following the devastating floods of 2022 that left many people without homes. We empower organisations at the heart of impacted communities to access essential trade skills and products to rebuild at a time that is right for them.

Emerging focus: food security

This year, our work with FareShare highlighted the urgent need for sustainable food sources. An estimated 3.4 million Australian households experience food insecurity, and organisations such as FareShare and Second Bite are working to provide regular, nutritious meals to those in need.⁹ FareShare believes that growing their own

produce is key to expanding their reach and impact across Australia. We partnered with them to develop water irrigation solutions for an urban farm in Victoria and, outside of this partnership, continue to support initiatives where water can drive sustainable agriculture in communities.

We're committed to increasing access to clean water across Australia.



Our work in Australia

Corey Kingdon, AquaPro Irrigation, with Isabel Menssink from the FareShare Garden Program.

⁸ ABC News, 'Aboriginal communities in remote NT sent bottled water after new research into fluoride exposure', 1 November 2024, <https://www.abc.net.au/news/2024-11-01/fluoride-drinking-water-issues-nt-communities/104538948>

⁹ Foodbank, Foodbank Hunger Report 2024, <https://reports.foodbank.org.au/foodbank-hunger-report-2024/>

Mimal Water and Sanitation Project

Partners: Mimal Land Management Aboriginal Corporation and IWSH

Carried out on: Dalabon, Rembarrnga and Mayili Country

Water first: Building the Base for the future

Mimal Land Management Aboriginal Corporation (Mimal) is an independent, Indigenous run, not-for-profit that employs Indigenous rangers to preserve 20,000 square kilometres of diverse land systems in south-central Arnhem Land in the Northern Territory, through traditional practices such as controlled burning. Through this work, they enable people to live on country and provide meaningful employment that utilises and builds the unique skills of the community.

To grow and improve their activities, Mimal developed a plan to expand their base of operations, the Mimal Ranger Base, and improving water infrastructure was a key first step to enable the broader expansion. The base lacked space for essential facilities and the bore water was heavily calcified, destroying equipment and reducing the effectiveness of weed-spraying and other activities key to Mimal's work.

Introduced by our mutual partner, The International Water, Sanitation and Hygiene Foundation (IWSH), it became clear that the three organisations could bring together local and cultural knowledge, trade skills, product expertise and technical capability to upgrade the base's water infrastructure, setting Mimal up to expand the base and the impact of their work.

In July and August of 2024, alongside Mimal and IWSH, we installed a new water main, a treatment system to improve bore water quality, five new rainwater tanks, and a bespoke quick-fill tank to support ranger operations. Impact measurement of the project confirmed that the work completed was highly valued by the community and will have a longstanding impact on the growth of the Mimal Ranger Base.



Reece Foundation volunteers with the Mimal Rangers and community.

Project snapshot

Water quality

+22%

Access to clean and safe drinking water.

Water availability

+21%

Ease of access to water when needed.

Sanitation availability

+28%

Ease of access to hand washing facilities when needed.

1,575

volunteer trade hours.

13

Reece Foundation trade volunteers.

60

people directly impacted.

1

water treatment plan installed.

1.5

km poly pipe installed.

5

water tanks installed.

Impact

Improved access to water and sanitation

Findings from a rangers' yarning circle and a broader staff survey showed clearly that access to water and sanitation has improved at the base.



Grant Stewart, IWSH, working alongside Reece Foundation volunteer, Beau Abnett.

Mimal Water and Sanitation Project cont.

Making life easier and more comfortable

In addition to rangers, a number of staff work at the base filling key roles across the organisation. Insights from ranger yarning circles and a broader staff survey showed the upgraded water infrastructure significantly improved both work and daily life for all at the base.



Access to a secure place

+31% Accommodation at the Mimal Ranger Base is safe and secure.

Housing hygiene

+22% Accommodation at the Mimal Ranger Base is hygienic.

Accommodation quality

+20% Accommodation at the Mimal Ranger Base meets all of one's needs.

“The new system has been a game-changer for equipment maintenance. I know our equipment will last longer, reducing maintenance demands and freeing up time for more impactful work.”

MIMAL STAFF MEMBER

Resources directed to support Goal 6: While not introducing clean water or sanitation facilities, this project seeks to expand and improve water, sanitation and waste infrastructure within remote communities.

Quality that builds trust. Connection through culture.

The Mimal Ranger Base team praised not only the quality of work delivered, but also the respectful, community-minded approach of Reece Foundation volunteers. Dominic Nicholls, CEO of Mimal Land Management, shared that this level of care is rare in trade-based projects visiting Arnhem Land.

“A lot of the unfortunate historical structures have resulted in a fairly mercenary approach to remote communities, which is you make a whole lot of money, doesn't matter if you leave a few screws out here and there, you just get in and get out, with no real accountability for the work. If something fails in a remote community, you're pretty hard pressed to hold a tradie to account, especially if they're interstate.”

In contrast, Nicholls described Reece Foundation volunteers as deeply committed, going beyond the project scope to support the community.

“People were surprised not only that there was this great group of tradies, but they were also super friendly, they were super keen to come and help fix things for people. A number of the crew went out and helped people fix things in their houses, they solved people's real problems.”

For apprentice plumber Sam, the experience was equally rewarding. Supported by his employer, he worked alongside qualified tradespeople, gaining hands-on experience across a range of plumbing tasks.

“Living in a city, you sort of lose sight of how much you have, and then you travel to the middle of Arnhem Land and realise how much people don't have. Everyone is living the same life, just in different circumstances. It was super special to live on base for two weeks and get involved in their culture and help at the same time.

“I went fishing with one of the Rangers at the base. We walked down the river a bit and he asked if he could give me a water blessing, I said yes. He said the Elders will protect you, and I also wish you luck in catching your first barra. The first line I put in the water, I caught a barra. It was pretty special.”

Reflecting on his time volunteering, Sam said: “I think it's so important (to volunteer) as an apprentice. It's easy to get caught up in your day-to-day and in certain roles of plumbing. It's easy to not realise the significance of the work, just put one foot in front of the other. Being able to use my skill in this way put it all in perspective.”

Reece Foundation volunteers
Sam Lloyd, Jake Hammond
and Mick Spencer.



FareShare Urban Farm

Partners: FareShare, KS Environmental, East Plumbing Co., AquaPro Irrigation

Carried out on: Bunurong Country



Bonnie Smith Anderson, volunteer apprentice, East Plumbing Co.

Food security is a serious issue in Australia, with one in five Australians classed as severely food insecure, meaning they are skipping meals or even a whole day of eating each week.¹⁰ FareShare is a charity that believes every Australian deserves a nutritious meal, regardless of their circumstances or location, and has been cooking free, nutritious meals for people doing it tough since 2001.

While donated products are key to operations, FareShare also grows their own food to ensure their kitchens are always well stocked with quality ingredients. Thanks to a generous donation by KS Environmental of a greenfield site in Dingley, FareShare had a chance to establish another urban farm in Melbourne. When Reece Foundation joined the project, the possibilities greatly expanded, as FareShare's



Fresh produce that will go to feed the many people FareShare support across Victoria.



Corey Kingdon, owner of AquaPro Irrigation.

“It’s phenomenal how many people Reece Foundation have been able to reach in their network who are willing to support setting up a farm in suburbia.”

ISABEL MENSSINK, FARESHARE GARDEN PROGRAM MANAGER

Garden Program Manager Isabel Menssink explains: “They came on when we were in early stages of planning, and flipped things on its head, asking ‘What do you actually need to be successful?’ rather than just getting by.”

This collaborative approach led to the scoping and installation of a comprehensive irrigation system, as well as all the plumbing infrastructure for a large shed that will house machinery, vegetable washing facilities and provide a comfortable operations base for FareShare volunteers. There were a lot of moving parts, requiring a variety of tradespeople that Reece Foundation was able to connect into the project. Menssink was shocked by the breadth of skill, saying, “It’s phenomenal how many people Reece Foundation has been able to reach in their trade network who are just so willing to help out and support a charity in what might seem like a crazy endeavour of setting up a farm in suburbia in Melbourne.”

The result is a new urban farm that is going to be transformational for FareShare, their volunteers and the people they serve. The biggest difference will be in the amount of food produced, with Daniel Moorfield, CEO of FareShare, explaining, “We can triple the volume for the same amount of resource.” The change will be just as dramatic for staff, with the elimination of time-consuming manual systems such as a sprinkler setup. “That saves someone eight hours in 40-degree heat walking around, turning things on and off manually,” Menssink explains. Put together, this means more fresh food for people who need it.

Menssink couldn’t be happier with the partnership, saying simply, “We told them what our dreams were, and they essentially made them come true.”

Reece Foundation, East Plumbing Co. volunteers and the KS Environmental team on site at the Urban Farm.



This project contributes to SDG 2 – Zero Hunger. For more detail on Reece Foundation’s contribution to the SDGs see Appendix 2.

¹⁰ Foodbank, Foodbank Hunger Report 2024, <https://reports.foodbank.org.au/foodbank-hunger-report-2024/>

CASE STUDY

World Skills Community Project



The new bathroom facilities at ADRA.

Partners: IWSH, Reece, The ADRA Community Care Centre

Carried out on: Yugambeh and Yuggera Country

Skills in service, community impact

Reece Australia and IWSH are long-term partners of WorldSkills Australia, a social enterprise that believes trade skills shape the future of young people. Each year, WorldSkills hosts a National Championship to showcase excellence in the trades. With a shared commitment to enabling access to clean water in vulnerable communities, Reece Foundation collaborated with Reece and IWSH to deliver the WorldSkills Community Project as an extension of the event, in support of The ADRA Community Care Centre in Logan, Queensland.

Led by Pastor Sam, the ADRA Centre is a vital hub, providing emergency relief and assistance to people in need including those impacted by domestic violence. It offers employment and health services and distributes hundreds of food parcels each week. To continue this essential work the centre required plumbing upgrades to improve facilities for service clients, staff and visitors.



Volunteer Tegan Craig, Pastor Sam of ADRA, Volunteer Chris Craig

Tegan Craig (volunteer) demolishing the old bathroom.



Reece Foundation volunteers and father-daughter duo, Tegan and Chris Craig, teamed up with apprentice students from the Plumbing Industry Climate Action Centre to refurbish the bathrooms and complete plumbing upgrades.

For Tegan and Chris, spending time with Pastor Sam and the ADRA team, who ensure everyone is cared for with dignity, was deeply rewarding.

"I didn't realise the services they provided and I came home and spoke to my wife about it, and there were times when our children were little and we were raising our family and we could have done with the support of Sam and the community down there. To see the difference they make in the community and for me to be involved, I was proud to help them out," said Chris, a qualified carpenter.

The new bathrooms now have the right facilities to support the team, with Pastor Sam inspired to bike to work, shower, and start the day. While the upgrades will make a lasting difference for the centre, for Tegan the most memorable part was sharing the experience with her dad.

"Being able to bring Dad into such a cool opportunity was my favourite part. He seemed so proud of me when I went to Cambodia to help you (the Foundation) out. When I heard they wanted a carpenter for this project I couldn't have thought of a better person to work with. I see the way he works, and he chills me out when I'm running too many ideas in my head. It was the best bit of working on this project."

Project snapshot

42

staff and volunteers supported with access to bathroom facilities.

11k

community members indirectly impacted who access ADRA services annually.

Our work overseas

Together with our Aussie volunteers, we work alongside trades worldwide to support water solutions shaped and owned by local communities.

Reece Foundation volunteers, Drew Murfit and Zac Baker with Mr Thorn, leading hand, on the Cambodia Washroom and Toilet Project.



Volunteers Richard Key and Glenn Baker digging in septic tanks.



CASE STUDY

Cambodia Washroom Toilets Project

Partners: Rotary Foundation, Cambodia Clean Water and Toilet Project, Build Your Future Today
Carried out in: Siem Reap

Northern Siem Reap spans more than 400 square kilometres and is home to the World Heritage-listed Angkor Wat complex, one of south-east Asia's most significant archaeological sites. While millions of tourists visit each year, many local communities remain excluded from the benefits of this economy. Access to clean water and sanitation is limited, leaving families vulnerable to diarrheal diseases, typhoid fever, and other water-borne illnesses. In rural areas, women and children often lack secure bathing spaces, forced to wash in public or behind makeshift screens, in conditions that compromise both safety and dignity.

In partnership with Rotary Foundation and local project leads Cambodia Clean Water and Toilet Project, and Build Your Future Today, nine Reece Foundation volunteers travelled to the villages of Trapeang Svay and Tapour. Over two weeks, they worked alongside local tradespeople constructing washroom toilets. Their efforts led to 2,000 people now having access to sanitation and bathing facilities, and for women and children especially, these washrooms provide privacy, supporting health and wellbeing.

For volunteer plumber Eilish, the project's success was made possible by the collaboration of the local community and tradespeople, who welcomed the team as family and worked alongside them to get the job done.

"We went to the first community where it was almost like one street so that you could easily converse with other people. They pretty much absorbed us straight away like we were part of the family. Whatever house you were in, they would wrap their arms around you.

"On the last day, I got to handover the washroom to the young lady who was living there with her kids. Her husband worked away, so it was just her. We were translating, and I was saying 'this is your washroom'. She asked the translator if she could hug me. Just asking to give me a hug, I don't know, it hit me for some reason really, really hard. They are very stoic people, they've been through a lot in their country and I hadn't seen them hugging each other much like Australians, and I took that it was quite a big deal to want to express physical touch... that meant a lot."

"You just saw so much growth process (in the young crew) and within myself as well."

EILISH GRUNDON, FOUNDATION VOLUNTEER

Eilish shared that the project strengthened her leadership and inspired her to encourage apprentices to experience the value of volunteering.

"You just saw so much growth process (in the young crew) and within myself as well. Wanting somebody else to feel how good it is to volunteer, it's almost like a Christmas present you want to give someone, like go and feel how good it is to volunteer in Cambodia. I left wanting all my apprentices to feel that."

The Reece Foundation will return to Cambodia in January 2026 to install more washroom facilities in remote communities, continuing its commitment to improving health, safety, and dignity through access to sanitation.



Volunteer Eilish Grundon hands over a washroom to the community.

Project snapshot

112

direct beneficiaries.

19

washrooms installed.

13

loyal crew and community members employed.



This project contributes to SDG 6 - Clean Water and Sanitation. For more detail on Reece Foundation's contribution to the SDGs see Appendix 2.

CASE STUDY

Let's get Tanked

Partners: **Community Against Poverty Association**

Carried out in: **Hà Giang Province, Vietnam**

Hà Giang Province in remote North Vietnam is among the poorest regions in the country, with many families living without reliable access to clean water. During the dry season, villagers often walk up to five kilometres each day to collect water from contaminated rock pools and seasonal wells, leaving communities vulnerable to cholera, typhoid and dysentery.

Through a Reece Foundation grant, the Tasmanian-based charity Community Against Poverty Association (CAP) delivered a practical solution. As part of its annual Let's Get Tanked! campaign, CAP provided 55 stainless steel water tanks, each with a 1,500-litre capacity, to families in Lueng Ho and Sung Trai villages. Manufactured locally, the tanks were installed at homes and connected with bamboo piping to make water easily accessible, while fine mesh grate lids help minimise contamination.

CAP worked closely with its project partner and local government leaders to identify families most in need, ensuring fair distribution and long-term impact. With a permanent source of clean drinking water, women and children report being able to focus more on work and education and improved handwashing is slowly reducing visits to local health clinics. Reliable water supply has also created new opportunities, with some families investing in small-scale livestock farming for food and income.



Khanh Vu, CAP project partner in Vietnam, reflected, "beyond the physical need for water, these tanks bring something even more valuable – hope, care and connection between remote communities and kind-hearted people from far away. They inspire people to stay, overcome challenges and build a better life."

Project snapshot

55

water tanks installed.

2

villages impacted.

330

people enabled access to clean water.



This project contributes to SDG 6 - Clean Water and Sanitation. For more detail on Reece Foundation's contribution to the SDGs see Appendix 2.

CASE STUDY

Gershibon Clean Water Project

Partners: **McComb Plumbing and Gas**

Carried out in: **Kampala, Uganda**

Located in Kasubi Zone 3, one of Kampala's most disadvantaged areas, Gershibon Christian School supports 464 students and has plans to double enrolments over the next five years. Located in a parish of more than 100,000 children but only four government schools, access to education is severely limited. The community also faces serious public health challenges with limited access to clean water and sanitation contributing to high rates of typhoid, cholera, and malaria.

John McComb, founder of McComb Plumbing and Gas, longtime Reece customer and one of the first Reece Grant recipients, has a long history of using his skills in Uganda to provide communities with clean water. With the support of a Reece Foundation grant, John and a local team installed a UV water filtration system, solar power, and new toilet facilities at the school.

As a result, Gershibon now has a constant source of power and safe sanitation. Long drop toilets were replaced with squat flushing toilets with water traps, new soakage pits, and tiled bathrooms, reducing mosquito breeding and lowering the risk of malaria. The UV filtration system has transformed water access, producing 700 litres of clean drinking water per day to support students, teachers, and workers. John also trained local trades and community members to maintain the systems over the long term.

While the project presented challenges, John continues to use his skills to advance water equality and create opportunities for communities.

"It was a tough job trying to manage all the things that didn't go to plan, but it was worth it, because there is nothing as good as being able to help people, right?"

The Reece Foundation are continuing to support John, awarding him a grant in FY26 to extend his work in Uganda.



Local trade connecting pipes at the Gershibon Christian School.

Project snapshot

28

toilets installed.

2k

people impacted with access to clean water and sanitation.

700

litres of clean water provided per day to the school community.



This project contributes to SDG 6 - Clean Water and Sanitation. For more detail on Reece Foundation's contribution to the SDGs see Appendix 2.

CASE STUDY

Irrigation Plot and Rain Harvesting Project

Partners: Love Mercy

Carried out in: Northern Uganda

Building on earlier project success and strong impact measurement results, Reece Foundation continues to partner with Love Mercy Foundation, an organisation that seeks to increase access to food security, clean water, healthcare and income generation after decades of civil war in Northern Uganda. In FY24 we awarded Love Mercy two grants focused on increasing access to water and food security.



Group photo of the school community beneficiaries.

Irrigation Plot Project

Developed in response to four consecutive seasons of drought, Love Mercy's Irrigation Plot Project was designed to mitigate the risk of drought and famine, deliver hands on education around irrigation, and strengthen climate resilience for the village of Awake in Northern Uganda. Thanks to the grant funding from Reece Foundation, Love Mercy engaged a qualified irrigation technician to install the pumps, tanks and piping, setting up an irrigation plot that provides food and serves as a teaching example for others.

The completed plot is managed by local leaders with extensive knowledge on agronomic practices who are part of Love Mercy's ongoing programs. Additionally, Love Mercy has engaged horticultural staff to conduct educational workshops on site that teach how irrigation can be best utilised. Impact measurement results suggest the irrigation plot has been transformational, with participants experiencing a significant increase in their access to water to grow their own food and a positive increase in overall wellbeing.

+26% **Wellbeing**
Increase in overall wellbeing.

+93% **Resource to grow food**
Access to water to grow food.

Rain Harvesting Tank Project Phase Two

With the communities they support facing ongoing challenges with drought and access to clean water, Love Mercy works to ensure that every village they work with has access to a water solution. With twin goals of providing a secondary water supply during the rainy season for growing crops, and access to clean water for sanitation and hygiene, Reece Foundation awarded Love Mercy a grant to install a rain harvesting system at Ikwee School in Olilim, Uganda.

The system is already driving positive change. Impact measurement showed increased access to clean water and sanitation and a feeling of safety in the community.

+35% **Availability of sanitation**
Access to hand washing when needed.

+14% **Availability of water**
Access to water when needed.

+38% **Safe community**
Feeling safe in the community.

CASE STUDY

Syada School WASH Project

Partners: Adara Development

Carried out in: Nepal



The Syada School WASH project in construction.

The Syada School WASH Project set out to provide students and teachers in one of the most remote parts of Nepal with equitable access to clean drinking water, gender specific toilets, and handwashing stations, to improve health and education outcomes for the school community. Partnering with Adara Development, this work was delivered at the end of 2024 and has already delivered meaningful change. After the upgrades, students reported feeling less worried or sad and were feeling less sick.

Reduced feelings of worry

-9%

How often one feels worried.

Reduced feelings of sadness

-10%

How often one feels sad.

Physical health

-8%

Feeling sick often.

CASE STUDY

Bugogo Health Centre WASH Project

Partners: BridgIT Water Foundation

Carried out in: Uganda

Uganda is the biggest host of refugees in Africa, accommodating more than 2.5 million people displaced from conflicts in South Sudan, the Democratic Republic of Congo, Burundi, Somalia and Rwanda. Meeting the needs of such a large number of refugees is challenging, and significant gaps remain in refugee provisions, particularly in Kyaka II Refugee Settlement Camp.

To improve health services in this settlement camp and the surrounding host communities, the Ugandan government established Bugogo Health Centre in 2002. Unfortunately the facility lacked an adequate supply of safe water. BridgIT Water Foundation provides suitable, accessible and sustainable water solutions to the poorest and most marginalised people. Through a Reece Foundation grant, BridgIT supported a local partner to install a solar powered water system at the health centre. The system has led to the community experiencing significant increases in the availability and quality of water, and in turn, improvements in their physical health.

Water quality

+66%

Access to clean and safe drinking water.

Availability of water


+63%

Access to water when needed.

Physical health

+36%

Feeling one's health is good.

 Reece Foundation grants have contributed to SDG 2 - Zero Hunger, SDG 3 - Good Health and Wellbeing, SDG 4 - Quality Education, and SDG 6 - Clean Water and Sanitation. For more detail on Reece Foundation's contribution to the SDGs see Appendix 2.

Collaborating with Reece

Team First. Do the Right Thing. Be Your Best. Try. Try. Try.

These Reece values shine through when we collaborate on Foundation projects.

Our work is possible thanks to the support of our founding partner, Reece, and the many team members across Australia who share their expertise, unparalleled product knowledge, and strong customer relationships with us. Reece leverages its unique business model to give back, bringing the industry together to make clean water accessible to everyone.

Jacqui Connell, National Logistics Coordinator at Reece, plays a pivotal role in delivering Foundation projects, ensuring the right products reach volunteers in often challenging and remote locations. For Jacqui, working with the Foundation isn't just another task - it's something she is proud to be part of.

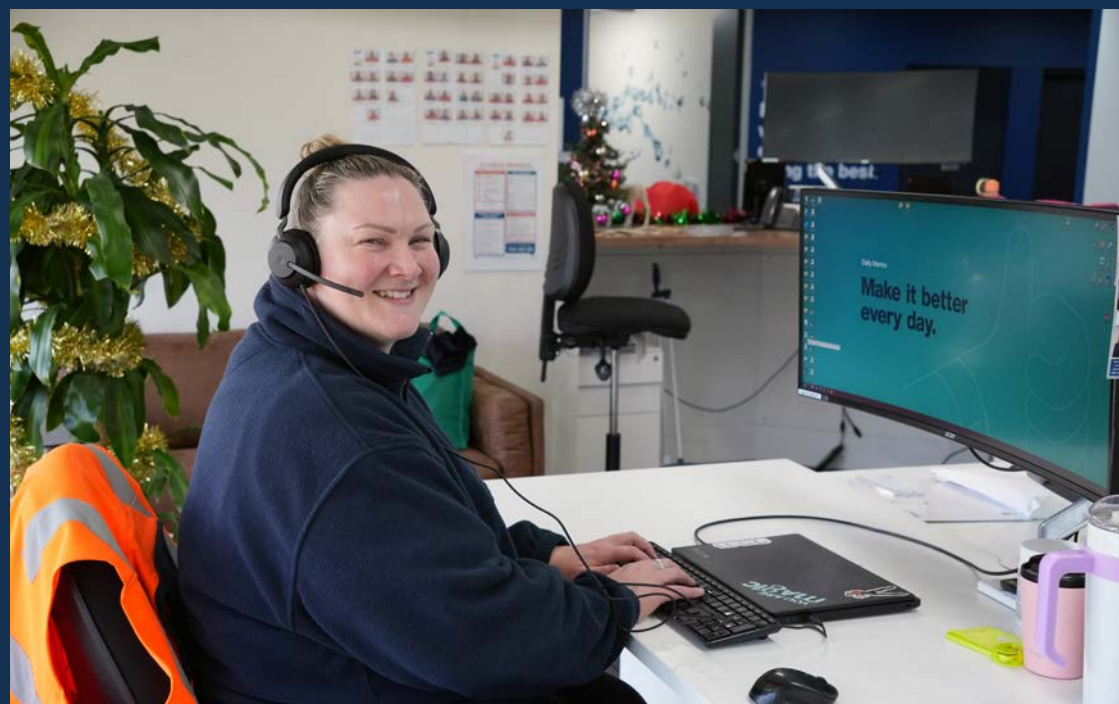
"Watching the Mimal project video was truly moving. It's easy to focus on the logistics of picking orders and getting trucks to the right locations, but seeing the real-life impact on communities is something else entirely. It reminds me why this work matters.

"After 15 years at Reece, it's rewarding to see how my skills now help deliver clean water and essential resources to people who need it most. We often take these things for granted, but knowing that what we do makes a genuine difference is incredible."

Reece branches located near Foundation projects often become hubs for volunteers. The Katherine Branch in the Northern Territory, led by Branch Manager Jayde Forscutt, played a pivotal role in the delivery of the Mimal water and sanitation project. Jayde has built long-term relationships with the volunteers and partner organisations involved.

"Everyone just wanted to be part of it and make it happen. It was ultimately for the betterment of the people's lives out there. It wasn't anything to do with sales, or money, we all focused on what could we do to improve these guys lives, which was really good.

"We've now had ongoing business with Mimal and they are now a customer. We will continue to support them and build that relationship up over the years. It was good to give back and be part of that project and now have a customer relationship for life."



Jacqui Connell,
National Logistics
Coordinator at Reece.



**"It was good to give back
...and now have a customer
relationship for life."**

JAYDE FORSCUTT, BRANCH MANAGER.

Thank you

Thank you

Hours of donated time, essential skills proudly shared, and friendships formed for life. Our volunteers' passion drives us forward and we are forever grateful to the trades who have generously collaborated with us this year.

A huge thank you to:

Alec McKenzie	Jacob Hammond
Andrew Whalan	Jamie Robinson
Anthony Dillon	John McComb
Beau Abnett	Josh Adams
Bonnie Smith Anderson	Justin Cooper
Bryce Chanter	Maddison Tuchin
Brydie Dillon	Michael Hammond
Carl Bushby	Michael Salderni
Chris Craig	Mick Spencer
Corey Kingdon	Nathan Brodie
Danny Pitman	Richard Key
David Tocci	Sam Lloyd
Drew Murfit	Tegan Craig
Eilish Grundon	Toby Bevis
Erin Flynn	Tom Wynne
Glenn Baker	Tyler Searle
Glenn Brasen	Zac Baker
Hugo Heeran	Zoe Kennedy



Many organisations have come together to support us in delivering clean water and sanitation projects, providing expertise and invaluable support. Thank you to our industry partners:

- Aurizon
- Brooks Hire
- Grundfos
- Huber Social
- KPMG
- Northline
- Pacific National
- Reece Australia
- Trout Creative Thinking
- Vinindex

Without the guidance and support of our community partners the work simply would not be possible. Thank you for sharing with us, for providing the opportunity to learn and grow alongside you and for making clean water a possibility for those who need it most.

- Abundant Water
- Adara Group
- BWT / AquaPearls Foundation
- BridgIT
- Build Your Future Today
- Cambodia Clean Water and Toilet Project
- Community Against Poverty
- CRYs
- FareShare Victoria
- FFUWD
- IWSH
- Karen Hilltribes
- Karrkad Kanjdji Trust
- Love Mercy
- Mimal Land Management Aboriginal Corporation
- Nova Peris Foundation
- Resilient Lismore
- Rotary Australia
- The ADRA Community Care Centre
- Warddeken Land Management

Appendix & supporting data



Our progress since inception

March 2022 to 30 June 2025.

Supporting our communities to be in the best position to thrive with a

+22% wellbeing improvement

across impacted communities since the start of the Foundation.

95,913

people impacted.



89

communities impacted across 14 countries.



8,819

hours from Reece Foundation volunteer tradespeople.



1.7

hours reduced travel time to access a quality water source, on average.



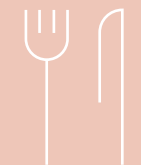
237

clean water solutions installed.¹¹



2,400

people with increased food security.



146

sanitation solutions installed.¹²



34

schools impacted.



832

locals employed or trades hired.



¹¹ Clean water solutions include borewells, water tanks and filtration systems. ¹² Sanitation solutions include toilets and handwashing stations.

Appendix 1




Grants awarded in FY25

Completed		
Abundant water <i>Philippines</i> <ul style="list-style-type: none">- 13,800 people impacted- 12 schools- 130 water filtration systems installed- 3 locals employed	BWT/AquaPearls Foundation <i>Kenya</i> <ul style="list-style-type: none">- 108 people impacted- 1 village- 1 water filtration system installed- 154 locals employed	McComb Plumbing and Gas <i>Uganda</i> <ul style="list-style-type: none">- 2,000 people impacted- 3 schools- 28 toilets installed- 2 handwashing stations- 2 water filtration systems installed- 3 water tanks installed- 30 locals employed
Adara Group <i>Nepal</i> <ul style="list-style-type: none">- 874 people impacted- 1 school- 6 toilets installed- 4 handwashing stations installed- 436 locals employed	Community Against Poverty <i>Ha' Giang Province, Vietnam</i> <ul style="list-style-type: none">- 330 people impacted- 2 villages- 55 households- 55 water tanks installed- 1.5 hours saved to get to a quality water source- 7 locals employed	Nova Peris Foundation <i>East Arnhem Land, Australia</i> <ul style="list-style-type: none">- 10 people impacted- 1 water filtration system installed- 1 local employed
BridgIT <i>Uganda</i> <ul style="list-style-type: none">- 24,600 people impacted- 15 villages- 1 borehole installed- 1.5 hours saved to get to a quality water source- 14 locals employed	FFUWD <i>Uganda</i> <ul style="list-style-type: none">- 2,650 people impacted- 1 school- 9 villages- 1 water tank installed- 5 locals employed- 1.3 hours saved to get to a quality water source	
In progress		
Abundant Water <i>Philippines</i>	Change the One <i>Vietnam</i>	Karen Hilltribes <i>Thailand</i>
Adara Group <i>Nepal</i>	CRYS <i>Andhra Pradesh, India</i>	KKT/Warddeken Land Management <i>Arnhem Land, Australia</i>

Appendix 2

SDG summary

The table below provides an overview of the UN SDG indicators the Reece Foundation's work contributes to, including, if relevant, a reference to the pages of the report where that work is discussed.

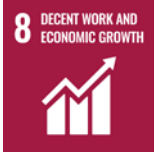
Reece Foundation's contribution to the SDGs		
	Goal 1: No poverty - End poverty in all its forms everywhere.	
	Target 1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.	
	Indicator 1.4.1 Proportion of population living in households with access to basic services.	Example of Reece Foundation's contribution - Resilient Lismore Repair to Return Collaboration. Two homes were completed in FY25 bringing the project to a close. Previous impact measurement showed residents reported +22% improvements in their housing quality meeting their needs.
	Goal 2: Zero hunger - End hunger, achieve food security and improved nutrition and promote sustainable agriculture.	
	Target 2.1 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.	
	Indicator 2.1.2 Prevalence of moderate or severe food insecurity in the population, based on the Food Insecurity Experience Scale (FIES).	Example of Reece Foundation's contribution - Grant Program, case studies shared on pages 42 - 45. Aggregated findings include: +32% increase in water to grow food and +18% improvements in feeling one has enough food across three of the communities surveyed about food security.
	Goal 3: Good health and wellbeing - Ensure healthy lives and promote well-being for all at all ages.	
	Target 3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.	
	Indicator 3.9.2 Mortality rate attributed to unsafe water, unsafe sanitation and lack of hygiene (exposure to unsafe Water, Sanitation and Hygiene for All (WASH) services).	Reece Foundation's contribution - Grant Program, case studies shared on pages 42 - 45. Aggregated findings include: +19% in access to handwashing and +10% improvements in physical health. Additionally, while there is no specific indicator that specifically references health facilities, achievement of the goal is reliant on people having access to quality health facilities. The grant to BridgIT (page 45) specifically supported installation of one solar powered water system at Bugogo Health Centre, which services 24,600 residents.



Goal 4: Quality education - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.	
Target 4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.	
Indicator 4.1.2 Completion rate (primary education, lower secondary education, upper secondary education).	Reece Foundation contribution - 17 schools impacted across all FY25 communities.
Target 4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations	
Indicator 4.5.1 Parity indices (female/male) for all education indicators on this list that can be disaggregated	Reece Foundation contribution - Adara Syada School WASH Project, page 45. Grant specifically supported improvement of facilities to ensure girls are able to attend school.



Goal 6: Clean water and sanitation - Ensure availability and sustainable management of water and sanitation for all.	
Target 6.1 By 2030, achieve universal and equitable access to safe and affordable drinking water for all.	
Indicator 6.1.1 Proportion of population using safely managed drinking water services.	Reece Foundation's contribution 44,594 people gained access to clean water and sanitation across all FY25 communities. - Mimal Water and Sanitation Project, pages 30 - 33. +22% increase in water quality and +21% increased availability of water. - Grant Program, case studies shared on pages 42 - 45. Aggregated findings include: +19% increased availability of water and +18% enhanced safety when collecting water.
Target 6.2 By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations.	
Indicator 6.2.1 Proportion of population using (a) safely managed sanitation services and (b) a handwashing facility with soap and water.	Reece Foundation's contribution - Mimal Water and Sanitation Project, pages 30 - 33. +28% improved access to handwashing facilities and +22% improved accommodation hygiene at the Mimal Ranger Base. - Grant Program, case studies shared on pages 42 - 45. Aggregated findings include: +19% in access to handwashing and +14% improved quality and functionality of handwashing facilities.



Goal 8: Decent work and economic growth - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.		
Target 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.		
Indicator 8.3.1 Proportion of informal employment in total employment, by sector and sex.	Reece Foundation's contribution 663 local trades hired for partnership and grant projects.	



Goal 11: Sustainable cities and communities - Make cities and human settlements inclusive, safe, resilient and sustainable.		
Target 11.1 By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums.		
Indicator 11.1.1 Proportion of urban population living in slums, informal settlements or inadequate housing.	Reece Foundation's contribution - Resilient Lismore Repair to Return Collaboration. Two homes were completed in FY25 bringing the project to a close. Previous impact measurement showed residents reported +18% access to a safe and hygienic bathroom, +15% access to a safe and hygienic kitchen and +14% improvement in bathrooms meeting one's needs with dignity.	

Appendix 3

Measurement approach

Huber Social have been Reece Foundation’s measurement partner since the launch of the Foundation, and undertakes social impact measurement and reporting across three streams of our work:

Partnership projects	Grant funded initiatives	Trade volunteers
----------------------	--------------------------	------------------

Measurement design

Our measurement approach is rigorous but practical, with community needs being placed first. Measurement follows a singular, consistent process, and is co-designed for each of these streams with consideration of the outcomes, logistical and ethical concerns relevant to each cohort.

- For Partnership and Grant Projects: A base survey has been developed from the outcomes within the Partnership and Grant Communities Social Impact Model that could be easily adapted to multiple organisations. Additional customisation points include multiple question versions dependent on English literacy; an additional question set for factors beyond the project’s scope yet identified as important for the community; and collaborative survey testing for cultural appropriateness and translation.
- For Trade Volunteers, a single approach has been designed for consistent use across all projects where volunteers are deployed.

Survey tools were then developed based on the agreed scope of measurement and Social Impact Models. Most outcomes are measured on a Likert scale of agreement from 1 (strongly disagree) to 5 (strongly agree). To ensure the survey questions were culturally, linguistically and ethically appropriate, surveys were tested and validated with representatives from the relevant stream communities.

To determine the impact of each stream, overall wellbeing and key program outcomes among participants were measured before and after projects were completed. Statistical analysis was then used to identify any significant change in wellbeing and program outcomes, as well as which factors have a significant relationship with wellbeing and therefore represent the best opportunities for maximising impact.

The measurement system has ethical approval from Huber Social Ethical Review Board (Committee No. EC0047773).

Measurement timing

Measurement timings vary for each stream, with the different measurement points outlined in the following diagrams:

Partnership projects

Baseline survey Measurement to be conducted before Reece Foundation begins work within the community.	Shift survey Measurement to be conducted after completion of the project and a reasonable amount of time has passed i.e. the time impact is expected to take place.
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Grant funded initiatives

Baseline survey Within one month prior to implementation/construction of sanitation solution.	Shift survey Within one month after implementation/construction is complete and community has access to the sanitation solution.
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Trade volunteers

Baseline survey Part of the volunteer onboarding process, two weeks before volunteer training commences.	Shift survey Two weeks after completing the volunteer debrief once volunteers have settled back into everyday life. It should be considered the final part of the debrief process.
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Analysis and limitations

Aggregated analysis - where data from multiple projects is being analysed together, as is the case for the annual and ongoing overall wellbeing shift, and the aggregated grants findings, group comparison is utilised for analysis, with the average scores for all baseline responses being compared to the average scores for all shift responses.

Project specifical analysis - the analysis approach for each project is determined by the makeup of the sample for that project. For those present in this report, the Trades Volunteers measurement utilises paired analysis, where a person’s before and after scores are directly compared, which offers greater statistical power for small samples by eliminating individual variance. For the Mimal Water and Sanitation Project, due to a lack of paired responses due to staff turnover, group comparison was utilised.

It is important to note that not all grant and partnership communities have been involved in social impact measurement in FY25. This decision was guided by cultural-appropriateness and other ethical parameters as well as practical limitations. Projects included in measurement this year included:

- Partnerships:
- Mimal Water and Sanitation Project
 - Resilient Lismore (note: this was the final activity of a previously funded project and impact of the project was previously reported in FY24)

- Grants:
- Adara Development - Syada School WASH Project
 - BridgIT Water Foundation - Bugogo Health Centre WASH Project
 - Love Mercy - Irrigation Plot Project (note: this project was funded in FY24 but measurement was not completed until FY25)
 - Love Mercy - Rain Harvesting Tank Project Phase Two (note: this project was funded in FY24 but measurement was not completed until FY25)

If you would like to know more about Huber Social’s methodology, please contact us via info@hubersocial.com.au.

Appendix 4

Breaking down our social impact model

Partnership projects and grant-funded initiatives		
Outcomes	Reece Foundation achieves impact by building capabilities and providing opportunities across the following outcome areas:	Self-assessed level of capability and access to opportunity across the following Huber Social Wellbeing Measurement Framework factors.
	Access to clean water and sanitation Infrastructure and products to ensure communities have access to safe, clean water and adequate sanitation solutions.	<ul style="list-style-type: none">- Access to clean water (quality, distance, availability, attitudes, safety)- Access to sanitation (quality, distance, availability, attitudes, safety)
	Trade skills and knowledge Capability to sustain the water and sanitation resources delivered.	<ul style="list-style-type: none">- Opportunity for cognitive self-development- Personal development - the skills to sustain the resources- Problem solving
	Physical health Improved knowledge around clean water and hygiene alongside better health outcomes due to access to clean, safe water and adequate sanitation.	<ul style="list-style-type: none">- Health management skills around clean water- Health management skills around hygiene and sanitation- Perceived physical health and illness
	Hope for the future Have confidence and hope for a better future and reduced stresses due to the Reece Foundation scope of work.	<ul style="list-style-type: none">- Levels of anxiety and worry- Hope for the future- Ability to provide for family- Self-belief and self-acceptance (agency and confidence)
	Access to job opportunities Improved health outcomes and trades upskilling leads to an increase in job opportunities for local community members.	<ul style="list-style-type: none">- Access to jobs (availability, attitudes, safety)- New trades skills leading to employment opportunity
Trades volunteers		
	Sense of purpose Trades people feeling they are able to make a difference to the lives of others.	<ul style="list-style-type: none">- Purpose- Passion- Self-acceptance (self-love)- Opportunity to give back (acts of service)
	Leadership Skills and confidence in the ability to lead a team towards a goal.	<ul style="list-style-type: none">- Self-acceptance (confidence in leadership)- Self-belief- Communication skills (leadership)- Relationship skills (leadership)- Problem solving- Adaptability
	Skills development The opportunity to develop new trades skills that might otherwise be unavailable to them.	<ul style="list-style-type: none">- Personal development skills in trades- Opportunity for cognitive development
	Community connection A sense of belonging and connection to other trades people and their local community or completely new community in the case of partnership programs.	<ul style="list-style-type: none">- Community connection- Sense of belonging- Access to inclusive volunteer community- Access to local community (grants)
	Cultural and social awareness The opportunity to be exposed to and adapt to a different culture or group of vulnerable people with different needs.	<ul style="list-style-type: none">- Access to new communities- Opportunity for social self-development- Access to culture- Communication skills (cross-cultural)- Relationship skills (cross-cultural)

Notes



reece foundation



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