Company registration number 09296817 (England and Wales)

Charity registration number 1161462 (England and Wales)

OCS FOUNDATION

ANNUAL REPORT AND UNAUDITED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2025

OCS FOUNDATION

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	D Dickson R Legge D Legge L O'Brien D Barber	 (Appointed 30 April 2025)
Charity number (England and Wales)	1161462	
Company number	09296817	
Registered office	Second Floor 81 Gracechurch Street London EC3V 0AU	
Independent examiner	Helen Rumsey FCA Azets Audit Services Connexions 159 Princes Street Ipswich Suffolk United Kingdom IP1 1QJ	
Bankers	HSBC Bank plc 60 Queen Victoria Street London EC4N 4TZ	

OCS FOUNDATION

CONTENTS

	Page
Trustees' report	1 - 4
Independent examiner's report	5
Statement of financial activities	6
Balance sheet	7
Notes to the financial statements	8 - 13

OCS FOUNDATION

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT)

FOR THE YEAR ENDED 31 DECEMBER 2025

The trustees present their annual report and financial statements for the year ended 31 December 2025.

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the Foundation's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

The objectives of the charity are, for the public benefit, anywhere in the world, with a strategic focus on the UK and Ireland:

- To help young people, especially but not exclusively through leisure time activities, so as to develop their capabilities that they may grow to full maturity as individuals and members of society.
- To develop the capacity and skills of the members of socially and economically disadvantaged communities in the UK and overseas in such a way that they are better able to identify, and help meet, their needs and to participate more fully in society.
- To prevent or relieve poverty and financial hardship
- Any other purposes recognised as charitable under the laws of England and Wales, for the time being.

Currently, the trustees have decided to focus primarily on the first charitable objective and to confine activities to the UK.

The Memorandum and Articles of Association were amended on 1 May 2026 for the change in objectives.

Strategy

The OCS Foundation shares the same family and corporate values as the OCS Group. The Foundation's work complements but is not a substitute for OCS Group's own Social Value activities.

The Foundation partners with organisations which focus on the following areas:

- Wellbeing & Inclusion
- Education & Skills Development
- Community Support

The Foundation seeks to work collaboratively with other foundations and relevant organisations. It currently works in the UK and will engage further internationally in the future should this be a strategic focus for the OCS Foundation.

Public benefit

The trustees have paid due regard to guidance issued by the Charity Commission in deciding what activities the Foundation should undertake.

Achievements and performance

During 2025 the Foundation focused on embedding the OCS Foundation with colleagues, customers, and suppliers across the OCS business. In May, we relaunched the Foundation to the business which included a review of our objectives, and choosing charity partners who we could support in 2025. This process was undertaken by the trustees.

Our first fundraising event was the OCS 125 Challenge, which was a virtual group event where colleagues walked, ran, cycled, and moved as a team to cover 125 miles from London to Ipswich. They raised more than £40,000 through this activity.

We have successfully recruited 62 volunteer champions to advocate and promote the charity as well as establish relationships with some key suppliers to help further the work of the Foundation. Crucially we have designed a programme of events and activity which will encourage participation in fundraising activity across the organisation.

Alongside this we have worked with our partner charities to establish the areas of their work we wish to support with the budgeted donations.

Financial review

The Foundation received £107,710 from general donations during the year (2024: £12,037). Donations from OCS Group companies amounted to £100,000 (2024: £Nil)

The accounts reflect a surplus of £92,523 for the year ended 31 December 2025 compared to a surplus of £6,297 for the previous year.

As at 31 December 2025, unrestricted funds amounted to £146,567 compared to £54,044 at 31 December 2024.

The Foundation was able to provide grants totalling £21,000 during the year ended 31 December 2025 (2024: £1,000).

Where OCS Group companies have covered operational costs of the Foundation these have been recharged to the charity and recognised in this financial year's accounts. These amounted to £72,576 (2025: £Nil)

Going concern

Having assessed the charity's financial position and its plans for the forseeable future, the trustees are satisfied that the going concern assumption is an appropriate basis on which to base the financial statements. The charity has sufficient cash to cover expected costs, but much of the cost base is uncommitted and could be reduced if necessary.

Reserves policy

The trustees have not deemed it necessary to set a minimum level of free reserves beyond existing funds as the Foundation will not commit to expenditure beyond its existing level of reserves. The free reserves are regularly reviewed and will be utilised if the trustees consider that there is a worthy project to support. The primary focus is on the first charitable objective and in particular on activities within the UK.

Investment policy

The Foundation has no investments at present. The charity's funds may be deposited or invested in any manner (but to invest only after obtaining such advice from a financial expert as the trustees consider necessary and having regard for the suitability of investments and the need for diversification) provided the charity should have power to retain any investment donated to it. The investment policy is reviewed on a yearly basis.

Risk management

The trustees have considered the major risks to which the charity is exposed, and systems have been established to mitigate those risks. The implementation of these procedures minimises those risks. These procedures are regularly reviewed to ensure they still meet the needs of the charity. In particular, to minimise any financial risks the trustees would seek reputable banks and investment providers into which they could place funds. The performance of their investment would then be reviewed.

Plans for future periods

The charity has secured on-going funding from the OCS Group of companies. Going forward the focus will continue to be on further fundraising and looking to support third party organisations, rather than undertaking direct work.

Structure, governance and management

The Foundation, a company limited by guarantee, was incorporated in the United Kingdom on 5 November 2014 and was registered as a charity on 28 April 2015. It is governed in accordance with its Memorandum and Articles of Association.

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

R Taylor	(Resigned 17 March 2025)
D Dickson	
R Legge	
D Legge	
L O'Brien	
D Barber	(Appointed 30 April 2025)

Recruitment and appointment of trustees

The trustees are responsible for determining the overall strategy of the Foundation.

The Articles of Association state there shall be at least three trustees but (unless otherwise determined by ordinary resolution) there is no maximum number of trustees that may be appointed. Following the sale of the OCS Facilities Services business which completed in November 2022 the Articles were amended to allow OCS Group UK Limited the power to appoint future trustees provided that at least two trustees are not appointed by OCS but are appointed by the trustees of the Foundation.

New trustees are recruited based on their knowledge and interest in the charity sector and their existing involvement with OCS and are provided with the Charity Commission's guidance on being a trustee and the Foundation's Memorandum and Articles of Association.

Trustees give their time voluntarily and receive no remuneration or other benefits. They are required to disclose all relevant interests and withdraw from decisions where a conflict of interest arises.

None of the trustees has any beneficial interest in the company, which is limited by guarantee.

Key Management Remuneration

The trustees are the key management of the charity but are not remunerated. However, the administration services are carried out by the Head of Foundation (an employee of OCS Group UK Limited) and are recharged to the charity.

Grant making policy

The charity seeks nominations from the OCS Group of companies staff to identify up to four 'core' charity partners per annum. They aim to build significant relationship with these partners. The trustees then allocate the funding between those charities.

The trustees' report was approved by the Board of Trustees.

.....

L O'Brien

Trustee

Date: 9/9/26

OCS FOUNDATION

INDEPENDENT EXAMINER'S REPORT
TO THE TRUSTEES OF OCS FOUNDATION

I report to the trustees on my examination of the financial statements of OCS Foundation (the Foundation) for the year ended 31 December 2025.

Responsibilities and basis of report

As the trustees of the Foundation (and also its directors for the purposes of company law), you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006.

Having satisfied myself that the financial statements of the Foundation are not required to be audited under Part 16 of the Companies Act 2006 and are eligible for independent examination, I report in respect of my examination of the Foundation's financial statements carried out under section 145 of the Charities Act 2011. In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the Charities Act 2011.

Independent examiner's statement

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

1 accounting records were not kept in respect of the Foundation as required by section 386 of the Companies Act 2006.

2 the financial statements do not accord with those records; or

3 the financial statements do not comply with the accounting requirements of section 396 of the Companies Act 2006 other than any requirement that the financial statements give a true and fair view, which is not a matter considered as part of an independent examination; or

4 the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the financial statements to be reached.

Helen Rumsey FCA



Azets Audit Services
Connexions
159 Princes Street
Ipswich
Suffolk
IP1 1QJ
United Kingdom

Dated: 14 September 2026

OCS FOUNDATION

STATEMENT OF FINANCIAL ACTIVITIES
(INCLUDING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 31 DECEMBER 2025

	Notes	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Income from:			
Donations and legacies	3	207,710	12,037
Total income		207,710	12,037
Expenditure on:			
Raising funds	4	16,557	-
Charitable activities	5	98,630	5,740
Total expenditure		115,187	5,740
Net income and movement in funds		92,523	6,297
Reconciliation of funds:			
Fund balances at 1 January 2025		54,044	47,747
Fund balances at 31 December 2025		146,567	54,044

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

OCS FOUNDATION

BALANCE SHEET

AS AT 31 DECEMBER 2025

	Notes	2025 £	£	2024 £	£
Current assets					
Debtors	10	88,310		-	
Cash at bank and in hand		135,273		58,333	
		223,583		58,333	
Creditors: amounts falling due within one year	11	(77,016)		(4,289)	
Net current assets			146,567		54,044
The funds of the Foundation					
Unrestricted funds	12		146,567		54,044
			146,567		54,044

The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2025.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the trustees on 9/9/26

.....

L O'Brien
Trustee

1 Accounting policies

Charity information

OCS Foundation is a private company limited by guarantee incorporated in England and Wales and a registered charity. The registered office is Second Floor, 81 Gracechurch Street, London, EC3V 0AU.

1.1 Basis of preparation

The financial statements have been prepared in accordance with the Foundation's governing document, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019). The Foundation is a Public Benefit Entity as defined by FRS 102.

The Foundation has taken advantage of the provisions in the SORP for charities not to prepare a Statement of Cash Flows.

The financial statements are prepared in sterling, which is the functional currency of the Foundation. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the Foundation has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

The Charity has sufficient cash to cover costs expected to be incurred in the next 12 months, but much of the Charity's cost base is uncommitted and could be reduced if necessary.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

1.4 Income

Income is recognised when the Foundation is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash and general donations are recognised on receipt. Other donations are recognised once the Foundation has been notified of the donation, unless performance conditions require deferral of the amount.

Grants are recognised on an accruals basis.

1 Accounting policies **(Continued)**

1.5 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement, and the amount of the obligation can be measured reliably.

Expenditure is classified and recognised on an accruals basis under the following activities:

- Charitable activities which further the aims and objectives of the Foundation
- Raising funds which include costs incurred in generating fundraising income

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charity's activities.

Administration services provided by OCS Group companies staff are recharged to the Foundation and recognised on an accruals basis.

1.6 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.7 Financial instruments

The Foundation only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Derecognition of financial liabilities

Financial liabilities are derecognised when the Foundation's contractual obligations expire or are discharged or cancelled.

2 Critical accounting estimates and judgements

The trustees do not consider that there are any critical judgements or sources of estimation uncertainty requiring disclosure beyond the accounting polices described above.

3 Income from donations and legacies

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Donations and gifts	207,710	12,037
Donations and gifts		
Cash and general donations	107,710	12,037
From OCS Group Companies	100,000	-
	207,710	12,037

4 Expenditure on raising funds

	Unrestricted funds 2025 £	Unrestricted funds 2024 £
Fundraising and publicity		
Staging fundraising events	16,557	-

5 Expenditure on charitable activities

	Grant funding of activities 2025 £	Support costs 2025 £	Total 2025 £	Grant funding of activities 2024 £	Support costs 2024 £	Total 2024 £
Direct costs						
Subscriptions	-	216	216	-	216	216
Bank charges	-	159	159	-	121	121
Staff costs recharge	-	72,576	72,576	-	-	-
Travel and subsistence	-	239	239	-	203	203
Governance costs	-	4,440	4,440	-	4,200	4,200
	-	77,630	77,630	-	4,740	4,740
Grant funding of activities (see note 6)	21,000	-	21,000	1,000	-	1,000
	21,000	77,630	98,630	1,000	4,740	5,740
Analysis by fund						
Unrestricted funds	21,000	77,630	98,630	1,000	4,740	5,740

6 Grants payable

	Grant funding of activities 2025 £	Grant funding of activities 2024 £
Grants to institutions (2 grants):		
The Jumbo Ensemble	1,000	1,000
Young Enterprise	20,000	-
	21,000	1,000

7 Net movement in funds

	2025 £	2024 £
The net movement in funds is stated after charging/(crediting):		
Fees payable to the charity's independent examiner:		
- for the independent examination of the charity's financial statements	2,340	2,200
- for other financial services	2,100	2,000

8 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the Foundation during the year. (2024: Nil).

9 Taxation

The charity is exempt from taxation on its activities because all its income is applied for charitable purposes.

10 Debtors

	2025	2024
Amounts falling due within one year:	£	£
Other debtors	88,310	-

11 Creditors: amounts falling due within one year

	2025	2024
	£	£
Trade creditors	72,576	89
Accruals and deferred income	4,440	4,200
	77,016	4,289

12 Unrestricted funds

The unrestricted funds of the charity comprise the unexpended balances of donations and grants which are not subject to specific conditions by donors and grantors as to how they may be used.

	At 1 January 2025	Incoming resources	Resources expended	At 31 December 2025
	£	£	£	£
General funds	54,044	207,710	(115,187)	146,567

Previous year:	At 1 January 2024	Incoming resources	Resources expended	At 31 December 2024
	£	£	£	£
General funds	47,747	12,037	(5,740)	54,044

13 Related party transactions

13 Related party transactions **(Continued)**

No trustee received payment for professional or other services supplied to the charity.

L O'Brien (trustee/director) was reimbursed £239 for travel and other expenses incurred in her role as Chair of the charity (2024: £203). No other trustee received reimbursement of expenses from the charity during the year or the prior year.

Three of the current trustees are also employees of entities within the OCS Group of companies (2024: Four trustees).

No donations were received from the trustees during the year ended 31 December 2025 or the prior year.

In accordance with the Articles of Association, any trustee who becomes conflicted in relation to any matter is required to disclose the nature of the conflict and must withdraw from any discussion in relation to the matter. There have been no such instances during the current or preceding year.

Grants were made by OCS Group UK Limited and OCS Group Holdings Limited to the charity during the year totalling £100k (2024:Nil) . These included £40k due from OCS Group UK Limited at 31 December 2025 (£nil at 31 December 2024)

OCS Group UK Limited recharged £72,576 employee costs for adminstration services provided to the charity during the year ended 31 December 2025 (2024: £nil).

14 Members liability

In accordance with the constitution of the company every member undertakes to contribute such amount (not exceeding £1) to the company's assets should it be wound up.