

The Artemis Charitable Foundation

2023
Annual review



ARTEMIS
CHARITABLE FOUNDATION



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Introduction



Welcome to our Foundation review for 2023. It is often difficult when presented by a continuous flow of negative headlines to believe there is any good happening in the world. Whilst we do not have solutions to the many problems and crises, we do have the opportunity to view things through a different lens. We partner with a number of extraordinary organisations that are helping and supporting people across the globe in many different ways. We see how the efforts of our colleagues both in terms of volunteering and fundraising help support these organisations. One of the many statistics you will see in this review is the level of participation amongst our colleagues at Artemis in those things. The level of support in terms of fundraising and volunteering is the statistic we should all be proud of. It demonstrates the core culture of our organisation.

And what should give us all heart is the quality of organisations that we have long term relationships with. We have now worked with Mary's Meals for 13 years and have seen how Magnus and team have increased their feeding programme from 400,000 children a day to 2.5m today. Feed a child at school and they will come and learn. The simple ideas are the most effective. We have partnered with Shivia for the same number of years. They started supplying their poultry toolkits in West Bengal and have developed several new initiatives to deliver positive outcomes for some of the poorest people on earth. What does a lot of the money generated from these toolkits get used for? The education of children. Education is the long-term driver of prosperity. We are fortunate that over the years many colleagues have visited both the operations of Mary's Meals and Shivia and seen the impact first hand.

Simplicity of idea is also key to an organisation closer to home. City Harvest collects unused food that would typically head to landfill, and it redistributes this to the people in most need across London. This leads to less harmful gases and more nutritional support for malnourished people. Many colleagues continue to volunteer throughout the year at City Harvest. What about solutions to future problems? The Social Enterprise Academy works with school pupils to develop entrepreneurial solutions to effect social change in their communities. The range of solutions is inspiring especially as these students will be the changemakers of the future.

We were blessed again with some amazing weather in Edinburgh for our Pentland Peaks Challenge. 161 competitors took to the glorious landscape of the Pentland Hills and walked and ran for up to 26 miles. Of those 53 were from Artemis. In the process we raised over £67,000 for Mary's Meals and John Muir Trust. What a great day out. For those who prefer brain power to leg power, we organised our first two quiz nights in Edinburgh and London. The competition was intense, the quizmasters excellent and we raised money for a number of charities.

We face an environment where the number of natural and human disasters is increasing. The short-term funding of these events unfortunately impacts the funding of our long-term partners. We are very keen to focus on our long-term partners to ensure they are adequately resourced to deliver the essential services they currently supply. We have prioritised the funding of these partners over immediate funding of crises this year and expect this to be a feature going forward.

There have been some changes in the Foundation during the year. Foundation manager Marisa Charosky left us after 7 years to spend more time with her family. We thank her for her enormous contribution to the Foundation over that time. However, we were very lucky to have Emma Maher, who was a Trustee, apply for the job and this has provided a seamless transition for the role. Given Emma's move, we welcome Julian Rodriguez as a new Trustee, and we are sure he will bring further energy to the Trustee group. Thank you to all our colleagues who applied for the position. The level of interest demonstrates how important the Foundation is in the firm.

I would like to wrap up by thanking my fellow Trustees and Foundation Manager for their hard work over the year. Choosing and assessing which organisations to support is not an easy task as every application we receive has a particular story. Our job is to assess how effectively each provides its service or solution. I would also like to thank all our colleagues who took part in whatever way supporting the Foundation and our partners. Neither works without your participation.

I look forward to seeing you across the various fundraising activities again in 2024.

Derek Stuart – Chairman



*How
we made a
difference*

IN 2023



70 ARTEMIS COLLEAGUES
VOLUNTEERED
WITH **PARTNER**
ORGANISATIONS



OVER **£200,000***
RAISED BY COLLEAGUES THROUGH
FUNDRAISING
CHALLENGES



OVER **£890,000**
DONATED TO
130 CHARITIES



171 ARTEMIS
COLLEAGUES
TOOK PART IN **CHARITY**
CHALLENGES



OVER **£88,000**
GIVEN BY STAFF VIA
GIVE AS YOU EARN

*Figure includes donations from the Artemis Charitable Foundation donations in support of colleagues fundraising efforts throughout the year.



A SPECIAL MILESTONE

In 2023, the Artemis Charitable Foundation celebrated a very special milestone.

Since 2007, the Foundation has raised over **£13 million** for a wide range of charities both in the UK and Internationally. This is a fantastic achievement, one which each member of staff can be very proud of.

Thank you to everyone who has contributed to the Foundation's activities over the years, you have all made this possible.



£13 MILLION

DONATED TO
OUR CHARITIES SINCE 2007



Core charities

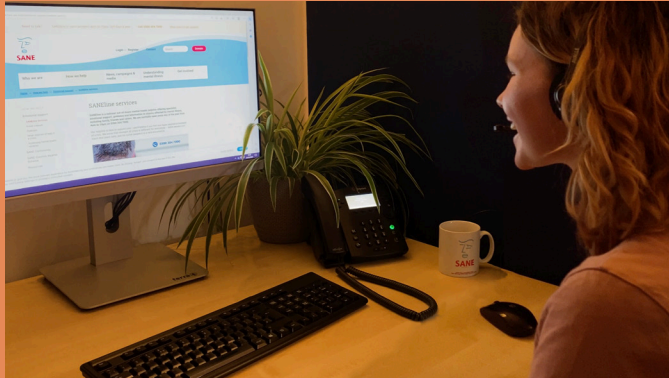
The Artemis Charitable Foundation supports a number of 'core' charities in the areas of Health, Education, Poverty and the Environment. The Foundation works closely with these charities, usually on a multi-year basis, to enable greater impact and a deeper understanding of their work.

With staff engagement at the heart of the Foundation's work, colleagues are given the opportunity to take part in volunteering days, charity trips, fundraising events, and workshops with our partner charities throughout the year.

Health

SANEline Support Officer answering a call on SANEline. SANEline offers emotional support and guidance to anyone affected by mental health problems.

Photo credit: SANE



SANE

SANE was established in 1986 to improve the quality of life for people affected by mental illness. The charity's vision is to help create a world in which there is no shame or blame surrounding mental illness which should be treated with the same seriousness as physical health conditions.

"Mental health is now more important than ever. Artemis has helped SANE to raise awareness, grow and develop its programmes to reach thousands of more people in dire need. In addition, the support and encouragement of the Charity Committee and staff has been invaluable along the way."

Joanna Christophi, Chief Operations Officer at SANE

SANE is committed to fulfilling and developing three main aims:

- Raising awareness to combat the stigma surrounding mental ill-health and fighting to improve mental health services.
- Providing emotional support and specialist services through its helpline, SANEline, by email as well as through ongoing Support Services, Textcare and an Online Forum.
- Promoting and hosting research into the causes of mental ill-health and the effectiveness of treatments and therapies.

SANEline is a national out-of-hours specialist helpline offering emotional support and guidance to anyone affected by mental health problems. In 2023, SANE maintained the SANEline call-back service during the day, and its traditional out-of-hours helpline was open 365 days a year from 4pm to 10pm.

Funds donated by the Artemis Charitable Foundation helped to support thousands of people impacted by mental illness: individuals, families and carers. The funds gave SANE the means to support people through SANEline's Call-Back service, by email and by text (through Textcare). In total, SANE had over 13,350 touch points over the past year with people impacted by mental illness.

In October, Artemis colleagues visited the SANE office where they had the opportunity to listen in on the helpline. This experience enabled staff to learn more about the charity's day-to-day operations, and the type of support SANE provides to those in need.

"It was great to visit the Sane offices and hear more about the fantastic work they do. I was really impressed by the volunteers and those that train them – it is a huge undertaking and the services offered have a real impact for those that use the line. It was great to hear that the support Artemis provides helps them continue their important work."

Kids Operating Room

Globally, 1.75 billion children live in countries without access to safe or timely surgery. Kids Operating Room (KidsOR) is focused on changing this harsh reality in global health by providing more children with access to safe surgery. Without that access, minor accidents can cause life-long disabilities and easily treatable illnesses become fatal. KidsOR provide specialised training to build local surgical capacity and installs state-of-the-art operating rooms dedicated to children's surgery.

In 2023, the Artemis Charitable Foundation continued their support of KidsOR as a core health charity. With an average cost of £75 per operation, funds donated by the Artemis Charitable Foundation provided capacity for over 300 children to access surgery in a KidsOR facility.

KidsOR continues to transform paediatric surgery in low and middle-income countries. In May 2023, the charity reached an incredible milestone, having provided capacity for 100,000 children to access life-saving operations.



Dr. Alliance Niyukuri – Scholarship Update

In 2021, the Artemis Charitable Foundation helped fund Dr Alliance Niyukuri's scholarship in paediatric care. This year, Dr Niyukuri is nearing the end of his studies at Malawi's Mercy James Centre for Paediatric Surgery and Intensive Care, and we are delighted to report that he recently passed his theory exams and will go on to sit his final practical assessments at the end of 2023.

"My training has gone very well. I feel that I'm more able and capable of doing what I want to do with children's surgery in Burundi now that I'm graduating; and I'm so thankful for both my trainers and, of course, my sponsors."

Dr Alliance Niyukuri

Upon successful completion of these exams and once graduated, Dr Niyukuri will move back to his home country of Burundi where he will become one of the country's first dedicated paediatric surgeons. We are proud to have supported Dr Niyukuri through his studies and wish him well with his graduation.

"Kids Operating Room would not be where we are today without the generosity of our supporters. The team are delighted to have a friend and funding partner in the Artemis Charitable Foundation, whose support over the past few years has been hugely impactful"

Tommy McGlynn, Head of Trusts & Foundations

The Artemis Charitable Foundation recently supported Dr. Alliance Niyukuri with a scholarship in paediatric care.

Photo credit: Kids Operating Room



Poverty/Community UK



Craig Stevenson, David Wansboro, Dylan Watts, Nosheen Malik, Matthew Kitchen and Alisa Denman attend a staff volunteering day at City Harvest's Acton Depot. Spot the Artemis food recovery van!

Photo credit: City Harvest

City Harvest

City Harvest take surplus food that would otherwise end up in landfill and redistributes this food to people facing food poverty. It has more than 375 partners across London, including food banks, schools, and community groups. In the last 12 months alone, City Harvest has delivered 5,576 tonnes of food to charity partners feeding people in need – the equivalent of 13.3 million meals. Its food reaches an estimated 84,000 people each week.

Over the last 12 months, the Artemis Charitable Foundation-sponsored food rescue van (pictured) has:

- Delivered 842,155 meals to charities across London.
- Provided food worth £1,263,232 to those charities, allowing them to direct more of their funds to the vital services they offer.
- Prevented 976 tonnes of greenhouse gas emissions.

"The Artemis Charitable Foundation has sponsored a Food Rescue Van for three years. With malnutrition on the rise and families struggling to feed their children due to the cost-of-living crisis, this van is on the road seven days a week, delivering food to London's most vulnerable people. Thank you so much."

Sarah Calcutt, Chief Executive Officer, City Harvest

Staff Volunteering

City Harvest

In the last year, Artemis volunteers spent 105 combined hours packing and sorting food and loading and unloading vans making a huge impact at the warehouse. Volunteers ensure that City Harvest can continue their mission and save costs in staff time.

In the last 12 months, the number of hours provided to City Harvest by Artemis volunteers equated to 23 tonnes of food rescued, 55,600 meals delivered, and 57 tonnes of greenhouse gas emissions prevented.

24 Artemis staff took part in volunteering days with City Harvest in 2023 (see page 27).



Michael Browning, Paras Anand and Matthew Kitchen volunteer at City Harvest's Acton Depot.

Alexandra Rose

The Artemis Charitable Foundation has been supporting the incredible work of **Alexandra Rose** since 2016.

Alexandra Rose works with children's centres across the UK to help disadvantaged families with young children to access healthy food and form healthy eating habits. They do this by providing 'Rose Vouchers' which can be spent on fruit and vegetables at local markets.

In the last 12 months, the cost of living crisis has framed the charity's work as they have responded to the fierce pressures facing the families they support. In the face of these challenges, they boosted weekly Rose Vouchers for children under five from £3 to £4. By making this change, they were able to support more families than ever before and helped them through an incredibly difficult time. Initially, the team committed to implement this change until the end of March 2023, but successful fundraising and the generosity of funding partners (including the Artemis Charitable Foundation) means they have been able to turn this short-term uplift into a permanent change.

Exciting Milestone

In May, the charity celebrated issuing their two millionth Rose Voucher. It took seven years to reach the milestone of one million vouchers but only 18 months to reach their second million.



Alexandra Rose provides 'Rose Vouchers' to families in need which can be spent on fruit and vegetables at local markets.

Photo credit: Alexandra Rose

This shows how quickly the project has grown to meet rising demand while also being evidence of the impact that the cost-of-living crisis has had on families across the UK.

In October 2023, Alexandra Rose won the **Food Innovation Award** at the **BBC Food & Farming Awards**. This award celebrates the businesses, organisations and people that are changing the future of food.

A recent evaluation of the charity's largest project in Southwark confirmed that regular and affordable access to fresh fruit and veg through Rose Vouchers led to the following health and dietary impacts:

- Fruit and veg intake improve by an average of three portions a day.
- 64% of children now eat at least five portions a day, up from 7% baseline.
- 55% of parents now eat at least five portions a day, up from 15%.
- Children cultivate a lasting preference for fruit and veg and resistance to unhealthy options.
- Improvements in energy levels, sleep, concentration, digestion, weight loss and physical activity levels.

8 Artemis staff took part in volunteering days with Alexandra Rose in 2023 (see page 34).

Shivia

Shivia aims to empower people living below the poverty line in rural West Bengal in India to earn an income from home. It provides the tools and training that those most in need, particularly women, require to work their way out of poverty and build a brighter future.

Having served the very poorest communities at Babnan in West Bengal over the last 10 years and witnessed remarkable results, Shivia closed that operation in early 2023. They opened new locations at Prantik in West Bengal and partnered with 'SATHEE', an NGO, in the state of Jharkhand to offer poultry development services to extremely poor families in need of their service.

In March 2023, Shivia launched a two-year fish farming pilot programme at Sundia in West Bengal, where there is huge potential for fish farming to support livelihoods. The 'Fish Toolkit' provided by Shivia in the initial pilot programme offers 50 marginalised farmers a package of services including: pond cleaning, fertilized fish eggs, pond preparation materials, disinfectant, pond manure, fish feed, antibiotics and vitamins, water purification and ongoing training.

Elsewhere, Shivia continues to distribute poultry toolkits. It recently reported that, out of 10,104 farmers that it has worked with in West Bengal:

- 8,462 are now operating independently of Shivia; and
- 2,418 have started a second enterprise on top of earning additional income from their new, sustainable farming techniques.

"Artemis is key to all work given you donate so generously each year to our General Fund. We are deeply grateful for your loyalty and support with your annual donation but also the generosity of the staff on an individual basis. Your moral support is extremely important to us – by coming out to India in person, attending our virtual field trips, organising Lunch and Learns at Artemis and for attending our House of Lords annual dinner. We were also grateful to our Artemis runners who completed the Royal Parks Half Marathon in October, raising £3,900 for Shivia through their fundraising efforts."

Olly Donnelly, CEO, Shivia



Olly Belcher, CEO & Founder of Shivia in Ganjam District, Odisha with three farmer beneficiaries.

Photo credit: Victoria Denison, UK Operations Manager, Shivia

Poverty/Community international

Brass for Africa

Brass for Africa delivers music education integrated with life-skills training to disadvantaged children and young people in Uganda, Liberia, and Rwanda. They work in partnership with community-based organisations, and local teams of teachers, all of whom are African and alumni of the Brass for Africa programmes.

The charity's vision is that all young people and their communities should have the opportunity to fulfil their potential and thrive. It seeks to empower thousands of marginalised children and young people in Africa to positively transform their lives driving social impact and social justice through music.

Music is an incredibly powerful tool to engage and transform, and Brass for Africa uses it to champion its five strategic goals: Gender Equality, Disability inclusion, Community empowerment, Workforce readiness, Fulfilment of musical potential.

Brass for Africa – eight key attributes



In April 2023, six Brass for Africa musicians travelled to Spain for the premiere of *Kisoboka* (Everything is Possible), a full orchestra piece composed by the charity's Patron Guy Barker MBE and their Composer in Residence Alan Fernie. They performed to audiences of over 10,000 in five concerts across three different cities and featured in over 15 newspaper articles in Spain.

"Your support has been at the core of everything we do. Many funders shy away from supporting core costs like rent, utilities, core staff salaries etc. but the Artemis Foundation has been different, walking the journey with us and responding to where the need is greatest. On behalf of everyone at Brass for Africa, I would like to extend our sincere gratitude for the trust you have put in our people and the love you have shown everyone touched by your support."

Andrew Agassi, Chief Operating Officer at Brass for Africa.

In March 2023, 37 Artemis staff took part in Brass for Africa's "Race for Equality" challenge cycling, running, and walking over 10,000 km to raise funds for Brass for Africa. See page 47.

In October 2023, two of the Artemis Charitable Foundation's Trustees – Yemi Emiola and Derek Stuart – visited Brass for Africa's programmes in Uganda. See page 39.



Sisters Barbra and Evelyn graduated from the Gloneva to the All-Star Band in 2023. Photographed with Yemi Emiola during his visit to Uganda in October 2023.

Education



Tie It Up Theatre cast perform 'I Love You Mum – I Promise I Won't Die' at Glasgow drug education showcase event, February 2023.

Photo credit: DSM Foundation

Daniel Spargo-Mabbs Foundation

The Daniel Spargo-Mabbs (DSM) Foundation is a drug and alcohol education charity. It was founded in 2014 by Tim and Fiona Spargo-Mabbs in response to the death of their son Daniel aged just 16 after taking ecstasy. Dan was bright, funny, kind, and popular, and his parents felt that if this could happen to him it could happen to anyone. They were determined to do all they could to prevent any harm happening to other families through drugs.

In 2022-23, the foundation delivered 344 drug and alcohol education workshops to 40,238 children and young people (a 27% increase in workshops and a 20% increase in students from 2021-22). Their drug education lesson programme was used by 316 schools, more than double the previous year, downloading a total of 1,737 packs.

In Scotland, drug-related deaths have fallen to the lowest level since 2017 but are still significantly higher than anywhere else in Europe. The foundation's focus is on prevention through educating the next generation. Strong partnerships and collaborative working with Police Scotland have seen high-level support, including a series of five highly successful drug education showcase events across Scotland (Edinburgh, Glasgow, Dundee, Aberdeen and Tulliallan Police College) between September 2022 and May 2023.

In March 2023 DSM were awarded one of five government grants under the NIHR Innovation Fund to Reduce Demand for Illicit Substances: Phase 1 (NIHR205266 – Developing and refining a universal, multi-component drug education programme for 13-15-year-olds).

"We remain incredibly grateful for funding from the Artemis Charitable Foundation, which for another year has enabled us to respond to evolving and expanding need, demand, and opportunities in innovative and creative ways."

Fiona Spargo-Mabbs, Director and Founder, DSM Foundation

Environment

ClientEarth

ClientEarth is a charity with a unique approach – using the power of the law to create systemic change that protects life on Earth. Their work focuses on changing the system – informing, implementing, and enforcing the law, advising decision-makers on policy, and training legal and judicial professionals.

Funding from the Artemis Charitable Foundation has strengthened ClientEarth's operational capacity and enabled their teams to innovate, seek new opportunities, and launch effective legal interventions. It enabled the charity to fund the infrastructure that underpins its work and invest for the future in the following ways:

- Carrying out extensive research to develop effective new legal strategies.
- Scaling up tried-and-tested interventions, and scoping opportunities in new geographies.
- Investing in recruitment to support global development and collaborating with a range of international partners.

Charity of the Year 2023



Our 2023 Charity of the Year partnership with **Dementia UK** raised an incredible £42,835.50. This figure includes direct donations from the Artemis Charitable Foundation, our Do It Daily for Dementia UK staff fundraiser in February and various individual fundraising events throughout 2023.

101 Artemis staff took part in our 'Do It Daily' challenge in support of Dementia UK (see page 46)

"On behalf of Dementia UK, I would like to share a big thank you to every employee at Artemis Investment Management and the Artemis Charitable Foundation who have helped to raise an incredible £42,835.50 over the last year. Thanks to your support, we are able to provide a lifeline to more families affected by dementia when they need it most. For example, your fundraising could pay for 1,298 hours of help and advice through our specialist dementia nurses. We hope you will keep in touch and help to continue raising awareness of our vital services so that loved ones and colleagues know that our nurses are here to help."

Daisy Wilson – Corporate Partnerships Lead, Dementia UK.



Once again, this year we received an incredible response from staff to our request for nominations for the Cancer Charity of the Year.

As a result, the following ten cancer charities received donations from the Foundation:



Coming up this year...

Our 2024 Charity of the Year is **Kindred**.



Kindred supports parents of children with extra medical needs. Their vision is that parents of children with complex needs in Scotland will have early access to peer-led support and information. Volunteers and staff support parents while their children are in hospital by advocating for the parents and child, lending an ear, a shoulder to cry on, or an extra body to keep them or their child company so that they aren't alone. They help parents understand and complete financial aid applications to support the additional financial burden medical needs create. Finally, they provide opportunities for families to bond both in and out of hospital to help heal the family unit during and after difficult times.

Artemis staff will have plenty of opportunities to get involved with Kindred throughout 2024, taking part in various events and fundraising activities.



Yemi Emiola and Lawrence Gosling attend Social Enterprise Academy event at the House of Lords earlier this year.

Social Enterprise Academy – Schools visit

“Imagine a Dragon’s Den for children crossed with solutions to some of the key social and environmental problems. This is what you get when you have the privilege of meeting the 2023 Social Enterprise Schools superheroes. Yemi and I were lucky enough to meet some of the young people from schools who have developed wonderful business ideas and were brought together at the House of Lords by the Social Enterprise Academy, which is supported by the Artemis Charitable Foundation.

Yemi, who recently attended the Greenwich Dragon’s Den event, said: ‘The ingenuity of children and their work ethic to create the businesses is amazing. Probably the most inspirational part was witnessing the young people eloquently present their ideas using a mixture of PowerPoint, beautifully hand drawn material and original raps, which were engaging ways of getting over their well thought out concepts.’

Each year the Big Issue magazine gives over an issue to highlight the exploits of the young people who are from schools all around the UK and this year were tasked with creating social enterprises – so not-for-profit businesses – to find solutions to fast fashion waste, health issues for homeless people, sustainable food and creating fairer communities.

Take Southgate School in Enfield, North East London which created a little business to upcycle trainers to create unique, individual fashionable footwear or Burnbrae Primary School in Midlothian who created a garden at their school, making plant pots from upcycled plastic and used food waste from the school for compost.

Or the Ashton Secondary School in Glasgow which created syringe driver bags for a local cancer centre from donated bedding sets, or the St. Wilfrid’s School in West Sussex which created care packages for homeless people which included food, clothing, and personal hygiene items.

If you want to read more and see the inspirational efforts that the groups of young people went to then visit the Big Issue’s website and order a copy of the special schools’ edition. It’s issue number 1565 from 22 May 2023.”

Lawrence Gosling

Chapter One

Chapter One is a UK charity offering one-to-one reading support to children when they need it most. The online platform connects schools with volunteers who spend 30 minutes each week reading online with the same child for an entire academic year. The charity provides a safe platform for volunteers to offer their time to read with year 1 and 2 children from schools in disadvantaged areas of the UK.

Over 20 Artemis staff have signed up to volunteer with Chapter One in November 2023. We’ll report back on their experience over the coming months.

Christmas Giving 2023

Crisis

In December 2023, the Foundation made a donation to Crisis at Christmas in London, a large volunteer programme aimed at bringing vital services, warmth, companionship and safety to homeless people at one of the hardest times of the year.

In addition to this donation to Crisis, Artemis staff also arranged a clothing collection and wore their finest Christmas attire for Christmas jumper day in December, raising funds for both The Passage and Cyrenians.



In total, Artemis donated £5,560 in support of Christmas appeals in December 2023.



Cyrenians

Cyrenians tackle the causes and consequences of homelessness. They understand that there are many routes into homelessness, and that there is no 'one size fits all' approach to supporting people towards more positive and stable futures. That's why all their work is values-led and relationships-based.

The Passage

The Passage is a charity for the homeless based alongside Victoria Station in London which has one main core mission to: 'Assist people who have experienced homelessness to realise their own potential to transform their lives.'



Artemis staff wore Christmas jumpers and accessories in December 2023 raising £560 for Cyrenians and The Passage



Wenge Dawit, Antonia Stirling, Nicola Hennessy, Trudy James, Olivia Micklem, Nosheen Maik, David Wansboro and Craig Stevenson volunteer at the City Harvest Acton Depot.

CITY HARVEST
AN
ACTION-PACKED DAY
AT
ACTON!

Staff volunteering

The Foundation makes donations to charities that staff volunteer with independently of Artemis. Please contact Emma Maher if you volunteer with a charity on a regular basis.

Don't forget you can request up to 5 days of charity leave (at your line manager's discretion) per year to help out with charitable projects.

"Reducing or eliminating food waste, particularly during the current cost-of-living crisis, is one of the great challenges we can all do something about. But do you realise the scale and magnitude of the amount of food that is thrown away?"

A morning or afternoon spent volunteering at City Harvest in West London, which distributes unwanted and unsold food to charities, will give you a real idea. In May, ten of us from Artemis spent the day sorting and packing 'waste' food from supermarkets and restaurants.

We were confronted with literally 1000s of unsold bananas and less than 10 could not be used. If you want to help in a practical way volunteer and see how bad food wastage is.

And if you engage with listed companies next time you meet with a major supermarket, restaurant chain or distribution business really push them on what happens to all the unwanted food.

You can help create the change, and it is a fantastically enjoyable way to spend a few hours with colleagues away from our screens."

Lawrence Gosling



City Harvest volunteering day

*“Over 4,000 tonnes of fresh food are wasted in London every day. Meanwhile, the cost-of-living crisis has seen food poverty in the capital rise to all-time highs. We’ve all seen these sorts of statements and if you’re anything like me, they can feel overwhelming, depressing, and insurmountable. Nothing could be further from the reality of a day spent volunteering at **City Harvest**.”*

From the moment you enter the warehouse, the energy, positivity, and can-do attitude is obvious and infectious. You throw on a high-vis jacket, the boom box starts blasting and you’re off to work!

Rather than sit back and bemoan the broken system or turgid government regulations, since 2014, the people at City Harvest have decided to do something about it. Each morning, vans come in from supermarkets, restaurants, and anyone else with the capacity to give, fully laden with all manner of foodstuffs. Bananas, smoked salmon, ready meals, and chocolate – the first thing you’ll notice is the sheer abundance of fresh, quality food that would otherwise be thrown in the bin. I’m not talking about a few old, squashed bananas, this is multiple pallets of fresh, ripe and delicious bananas, exactly like you’d find in any supermarket.

Your job as a volunteer is to help sort the donated food items into easily distributable packages for the end charity recipients. Some boxes are full of fruit or meat for food banks, others provide a ‘family weekly shop’ for refugee centres. There’s laughter, high fiving, choccy biscuit breaks and an undeniable feeling that something is being done and you are a part of it.

Nowhere is this sense of tangible impact greater than on a charity delivery run. Matt Kitchen and I were lucky enough to head out with one of the delivery drivers (in the Artemis sponsored van no less!) to see first-hand the difference that City Harvest is making. The donations are a lifeline for many charities and can be the difference between someone eating a hot meal that day or not.

The people at City Harvest rely on volunteers to keep the wheels turning, and those wheels are turning day-in-day out, seven days a week, all year round. This is not a tick-box corporate volunteering exercise, this is an opportunity to use the resources at your disposal (time, effort, and enthusiasm) to make a genuine difference. I challenge anyone to give it a go and not come away a City Harvest convert like me!”

Dylan Watts



Ed Baines, Lucy Gill, Emma Maher, Jonathan Parsons, and Siobhan Coffey busy apple picking with Cyrenians in September 2023.

Fun on the Farm with Cyrenians

“Some forms of helping out are direct, such as Artemis’ award-winning give as you earn scheme (ask Emma for details). But help can also take a more circuitous route. That’s why, on a blustery day in late September, I found myself crouched in an orchard in West Lothian alongside a handful of my colleagues, salvaging windfall apples. Those apples – which had been shaken from their boughs by Storm Agnes – are one of the cash crops that support the Cyrenians, a homelessness charity with whom Artemis has a long and fruitful relationship. After being weighed, graded and packed, their heirloom apples (the Lord Rosebery, the James Grieve, the Red Falstaff) find their way to the kitchens of some of Edinburgh’s better restaurants and into the veg boxes delivered to discerning folk across the city.

But it isn’t just apples: the Cyrenians farm is the opposite of a monoculture. On venturing into their polytunnels, we found nasturtiums (‘nastys’) living cheek-by-jowl alongside tomatoes,

cucumbers, cavolo nero and various forms of squash. In the short term, a simple monoculture of tomatoes might be more profitable. But a diversity of crops brings long-term resilience and delivers what our industry might describe as ‘synergies’: the nasturtiums draw flies away from the tomato plants in the next row, protecting the fruit as it ripens. Diversity also promotes resilience: some apple varieties that thrived in the wet summer of 2023 didn’t do so well in drier summer of 2020. Some varieties ripen early – but their thin skins mean they bruise easily. Some varieties with thicker skins, meanwhile, tend to ripen later, making them more vulnerable to wasps and early frosts. So what thrives one year might not the next. And although none of our portfolio risk team were there, it would appear that, with 25 varieties of apples, the Cyrenians’ farm is sufficiently well diversified to thrive. Diversification remains the only free lunch for investors – and for pomologists.”

Ed Baines



Mark Niznik, Caroline Duff, Taylor McKillop, Bethan Thomson, and Mickey Breen volunteer their time with Cyrenians in March.

A day at the depot with Cyrenians

"It was a blue-sky March morning as Bethan, Caroline, Mickey, Taylor, and I headed to the Cyrenians food depot in Leith for a spot of staff volunteering.

After a quick prep talk from depot manager, Sam, we laced-up our steel-toed boots & headed inside to get stuck in. The job involved picking ambient & chilled goods which had been donated by various supermarkets & food distribution companies & packing them up to send to around 140 charities & food banks around central Scotland.

There's a Cyrenian cook school across the road that uses the same food to prepare ready meals to send out to the charities while also helping train local people in need of cooking experience. Some of us helped with veggie chopping & cooking. A top tip for future Artemis volunteers is to go for a Thursday morning as they have a free lunch for all the volunteers once a week. Yum!

It was fascinating to see how the plan to make 500 ready meals changed after a big Tesco lorry arrived with new food. Head chief, Emma, conjured a mushroom, spinach & onion pasta seemingly from nowhere at rapid speed to help fill the order.

We all had a fab time with a really friendly bunch of staff and volunteers who do great work to help feed the many folk around the country who are finding it hard to make ends meet.

P.S. They need van drivers if anyone fancies volunteering or knows someone who might."

Mark Niznik



#BeatPlasticPollution



Artemis staff from both the Edinburgh and London offices volunteer their time to litter picking during Environmental Week!



Ed Baines and Lucie Ainsworth busy cleaning up Silverknowes beach earlier this year.

LITTER PICKING for ENVIRONMENTAL WEEK

LONDON

*"Ten of us met at the Lodge Space Cafe just off Southwark Park, a chilled community space that offers Pilates, yoga and relaxation classes. The bubbly Roisin from **CleanUpUK** gave us a briefing, we donned our hi-vis vests and armed ourselves with litter-pickers and bin-bags and set off in small groups to scour the park. It's a surprisingly big green space with exercise machines, cricket nets and tennis courts, so plenty of space to cover. There were bottles, fag-ends, crisp bags, sweetie wrappers and tissues galore to pick up — along with a few oddities such as a plastic rabbit and hilarious 'you're a bad car parker' card! While most passers-by ignored us, a few said a friendly hello and thank you. All-in, it was a relaxing morning walking around in the fresh air — and 15 bags later, we were rewarded with some coffee and cake back in the cafe!"*

Michael Browning



LITTER PICKING for ENVIRONMENTAL WEEK

EDINBURGH

"Imagine you wanted to spend some time away from the cacophony of urban life, what would you take with you? A smile, a positive attitude and some sunblock, perhaps. And — more importantly — what would you leave behind? Correct. As a model citizen, you'd leave behind... absolutely nothing. Sadly, not everyone is as responsible as you.

To help right that wrong, some of Artemis' most attractive and community-minded employees descended on Silverknowes 'beach' in northern Edinburgh. Once there, we sought out, bagged and disposed of a rich miscellany of waste: empty beer bottles, cigarette ends, nitrous oxide canisters, a broken pitching wedge, disposable barbecues and plastic — lots of plastic. We ran out of time before we ran out of rubbish to collect.

Why not join us next time? Set your Microsoft Teams status to 'busy' and throw on a high-vis tabard. It's outdoor work. It's satisfying. And — sadly — it's a job that never ends."

Ed Baines



Alexandra Rose – Volunteering Day

On the 2nd of November, the Artemis team had the opportunity to volunteer with one of the Foundation's core charities, Alexandra Rose, at the Haggerston Community Centre in London. With the direction of the incredible Anika from Nika's Kitchen, the team were kept busy preparing and serving lunch for a number of families who visit the centre most days.

"I really enjoyed helping with the Alexandra Rose lunch event. This is my second time, and it is really fulfilling seeing kids and families enjoy the time out. It is also such a great team bonding experience. I highly recommend participating when possible."

Karla Tandazo



Mark Niznik and Yemi Emiola hard at work at the Haggerston Community Centre.



Nambia Ferguson and Karla Tandazo also volunteered with Alexandra Rose in November 2023.



Artemis colleagues serving up some delicious food at Haggerston.

Charity Trips

Visiting Malawi with Mary's Meals



Harry Eastwood, Grace Le, Marcin Surdy, Emma Maher, Julien Cuisinier, Rosalie Brown, Omar Chergui and Lesley Robertson visited Malawi with Mary's Meals in May 2023.

"I was delighted to be offered a chance to take part in a charity trip with Mary's Meals in January 2020. I had no idea what to expect! When the coronavirus situation emerged, I was saddened to learn the decision was made to postpone our trip until it was deemed safe to travel. Two years passed by and it was announced that new dates in 2023 were proposed for the trip. I was super excited. In May 2023 I set off for Malawi with seven of my Artemis colleagues in what was going to be a once in a lifetime opportunity.

Arriving in Blantyre, Malawi's second largest city, we were surprised with how disorganised it was in such a very little airport. There was a single hall in which you had border control and baggage collection so we expected it to be swift passing through but that was not the case. As we left the airport, we were greeted by Hawa and the rest of the Mary's Meals team, along with Francis who would be our driver for the entire trip. The atmosphere of the city was amazing as we drove to our hotel. We settled in for an early night. I set my alarm for a 4am start the following morning but was unable to sleep with excitement.

As we set off in the darkness, I was amazed by the number of early risers that would walk long distances to reach their destination which in many cases was a market so they could sell whatever goods they had, to generate some income. While the main roads were good, others weren't but luckily Francis had some great driving techniques to navigate the challenging and extremely bumpy roads. Upon arrival to our first school, we met with some of the local volunteers who showed us how the porridge was prepared daily ahead of the children's arrival. The team were ever so welcoming that morning and throughout the entire trip -- a feature of Malawian culture.

As the first children arrived, I was impressed by their work ethic and respect as they formed a line and brushed away rubbish using a homemade broom without any instruction from the elders or teaching staff. Once the porridge was ready the children rushed to form an orderly line with their cups in hand. I was delighted to be offered the opportunity to help serve the porridge as you could see first-hand how grateful the children were for receiving their first and possibly only meal of the day.

As children headed to their classes for the start of school after receiving their meals, we set off to our next school visit and were waved away by happy children with the most smiley faces I have ever seen. In the busy and short time, we were in Malawi we managed to visit three other schools and take part in more servings as well as distribution of backpacks and footballs. Not only does Mary's Meals help with feeding school children but they also played a key role in the recent disaster, Cyclone Freddy, in which they helped local schools house families that had lost their homes.

A standout memory from the trip was on our second day when, as we were leaving, despite being warned not to, I discreetly put my hand into my bag and pulled out anything I could find like a water bottle, apple, and cereal bar that I wanted to share with some of the children. Within seconds there was chaos with children charging towards our minibus. With the team all in I quickly jumped on board and pulled the side door shut as the teachers tried to calm the crowds down and bring some order.

We were also given the opportunity to visit Mary's Meals HQ and I was really impressed with the organised set-up and how knowledgeable the staff were about all the areas. As the trip came to an end, I had formed some amazing relationships with Goldie and Henry of Mary's Meals and I will treasure these forever.

After seeing the lack of basic essentials like access to functioning toilets, healthcare and transport I have really learnt to appreciate many of the everyday things we take for granted."

Omar Chergui





Shivia Parent Child trip

"In my experience, it is not often that your teenage child having spent a week with no tv, no mobile data (tragedy), no fast food and no hotel entertainment, will turn around and tell you that they had just spent the best week of their life. Turns out that what we all need to make us happy appears to be a whole lot less of everything.

Arriving in Kolkata in the middle of the Hindu equivalent of Christmas, Durja Puja, was a baptism of fire; a spectacle of colour, crowds, lights and noises. Everywhere we looked the corpuscles of daily life taking place in public surrounded us, whether it was a chicken being killed on the pavement as we drove by (definitely doesn't happen in Morningside) or an old man brushing his teeth and spitting into the gutter. The whole of life is on show and it is fascinating and simultaneously heart breaking.

Durga Puja celebrates the victory of goddess Durga, whose ten arms are used to battle the demon ruler Mahishasur. The teenage girls on the trip were gratified to see a woman prevail against the odds (a man!), a theme echoed later in the week as we went out into the villages to see Shivia's work there. One of our memorable moments came when Chandrani from Shivia was relaying what seemed to be a common story of feckless husband with a hard-working wife. Whilst the husband stood topless next to her, she told us he was a hard drinking wastrel not adverse to hitting his wife. Thanks to Shivia's chicken programme the wife was now earning money, doing really well with her chickens and using the money to educate her kids and finish paying off the loan she had taken to

build her house. The knock-on effect was that the husband had stopped hitting her and was respecting her as the main breadwinner.

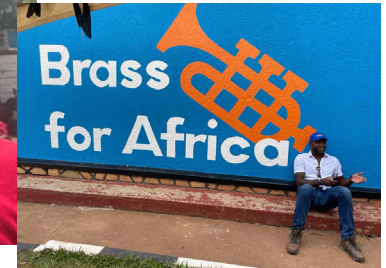
I could write for ever about the experiences we had, the people we met and the life changing work that Shivia undertakes in places that the world seems to have forgotten. The scenery is like a beautiful de Gournay wallpaper (\$1000 a roll vs £14 a month to support a family with Shivia's chicken toolkit!). It seems unfathomable in this day and age that my fifteen-year-old should meet a lady who had her first child at fifteen and is now the sole breadwinner for her children and the rest of her extended family.

On the flight back, I watched a documentary about Elon Musk in which he talked about his desire to populate Mars to ensure the long-term survival of the human species. The cost is estimated at \$10 billion**. Much like the Hindu idea of reincarnation, the idea seems to be to accept the now and invest in an uncertain future. What I like about Shivia's work is that they invest in the now and in doing so guarantee the future".*

**Elon Musk personal wealth today = \$214.8 bn (Forbes real time).*

***To end extreme poverty worldwide in 20 years, economist Jeffrey Sachs calculated that the total cost per year would be about \$175 bn. This represents less than one percent of the combined income of the richest countries in the world. (www.un.org/sustainabledevelopment).*

Juliet Cregan



Uganda trip

"It's easy to think that Brass for Africa (BfA) is just a music charity. And at a basic level there is the amazing uplifting benefits that children receive from listening to music. But as we found out again on our trip to Uganda BfA is so much more. In our whirlwind tour we saw how twice-weekly music sessions with BfA teachers brought real joy to the various outreaches that BfA partner with. But we also saw how in a school for autistic and special needs pupils the music has helped create a more calming teaching environment. We saw in a detention centre how the prospect of playing in a band offered the hope of a life behind the concrete walls of the centre. And we saw how the discipline of music has allowed the musicians to achieve grade 8 music status (equivalent to A level in the UK) and the opportunity to become a music teacher to help and inspire others. The positive changes from our last visit were clear. But the most inspiring day was hearing from a panel of young women on the International Day of the Girl Child about the struggles of being a woman in Africa and how Brass for Africa has given them the platform and opportunity to escape the informal settlements where they were born. We saw how music can and is transforming lives in Uganda".

Derek Stuart & Yemi Emiola

Micro-charities

In 2023 the Foundation's micro-charities initiative donated £8,675 to small charities that are close to the hearts of the Artemis team.

The micro-charities initiative gives out small grants intended to support grassroots community organisations in the UK. It is aimed at charities which deliver services at a smaller scale than the Foundation's larger 'core charity' partners but make a huge difference in the communities in which they operate.

If you know of a small charity making a big difference in your local community, please get in touch with Emma Maher or a member of the Charity Committee.

Staff fundraising

*The Artemis Pentland Peaks Challenge took place for the second time in September 2023 with 56 members of staff from Artemis taking part and a further 13 helping out as volunteers. The event raised over **£67,000** for the Foundation's partner charities, **Mary's Meals** and **John Muir Trust**.*

Thank you to everyone who took part and volunteered.

The Artemis Pentland Peaks Challenge



The second Artemis Pentland Peaks Challenge raised over £67,000 for Mary's Meals and John Muir Trust.

Photo credit: Niven Photography



"We had the incredible opportunity to participate in a charity hiking day in the picturesque Edinburgh Pentland hills. This event seamlessly blended the beauty of nature with the spirit of giving, all in support of two remarkable causes - Mary's Meals and the John Muir Trust."

Mary's Meals, with its mission to provide daily meals in a place of education, and the John Muir Trust, dedicated to protecting and conserving wild spaces, are two incredibly worthy causes for the funds we raised during this 14-mile hike across 5 peaks. Knowing that the money we were raising would undoubtedly contribute to the well-being of countless children through education and nourishment, as well as the preservation of breathtaking landscapes most definitely helped to spur us on as we reached the top of each peak. The stunning backdrop of the Edinburgh countryside serving as a constant reminder of the importance of preserving our natural resources.

I would wholeheartedly encourage others to participate in similar events, as they not only offer a chance to explore the beautiful scenery that can be found on many of our doorsteps, but also to contribute to causes that have the potential to change lives and protect the environment for generations to come."

Bethan Thomson

Calum Mercer, Rachel Watson, Bethan Thomson, Emma MacDonald, Darcey Watson, Lauren Miller and Steven Higgins completed the silver route of Pentland Peaks Challenge 2023.



Frederick Heffer took part in the Artemis Pentland Peaks Challenge with his family in September, coming first in the men's gold route.

Photo credit: Niven Photography



"About twelve miles in, I started muttering things. 'Pain is my best friend,' came to mind and so I stuck to it. I know calling pain my 'best' friend seems a bit much—like I'd arrived at the Artemis Pentland Peaks challenge with a rather unusual point to prove—but the 'best' had to be in there. Without it, my mutter would have consisted of an even number of words and that wouldn't have done. When running, I found that each word had to be said in time to the fall of a foot. With an odd number, you say 'friend' on a different foot each refrain which I sort of think propels you forward.

All jokes aside, running this challenge with my three brothers was an absolute privilege and it meant all the more that we were running for two fantastic charities. I talked to each charity representative having just finished the run and, even half dead in the shade of a marquee, the projects each charity were undertaking sounded exciting enough to keep me engaged. I cannot wait to run next year."

Frederick Heffer

I'd like to say that this motivational mutter came to me like some fatal vision, blown into my heat-oppressed brain by the wind and slate-grey clouds that move over the Pentlands, over Scald Law, Spital Hill and West Kip. Sadly, I think that Instagram is the more likely source, a crowded marketplace as far as motivation is concerned. This choice sentiment only narrowly missed out: 'Pain is there to ask you one simple question: Do you want to achieve your goals or are you just a talker?'

VOLUNTEERING at the ARTEMIS PENTLAND PEAKS CHALLENGE

"Choose getting up at 4:30am.

Choose the sunshine splitting the fog.

Choose wheel spinning in a jeep up a hill track.

Choose setting up water station 1 with your team.

Choose resisting the temptation of traybakes, chocolates, and crisps.

Choose the anticipation of the first gold competitors running down the hill.

Choose cheering, motivating, fuelling every single participant twice.

Choose not resisting traybakes, chocolates and crisps.

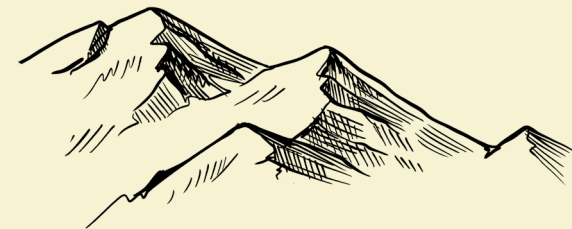
Choose a moment to admire the beauty of the Pentland hills.

Choose packing up and heading back to base camp.

Choose eating wood fired pizza with pride, surrounded by amazing people.

Choose volunteering at Pentland Peaks."

Shirley Ann Donaldson – Artemis Pentland Peaks Volunteer



13 Artemis staff volunteered at the Artemis Pentland Peaks Challenge.





Do it Daily for Dementia UK

The Artemis team raised £10,100 for Dementia UK.

In February 101 Artemis staff took part in our **'Do it Daily for Dementia UK'** challenge. We asked you to do something every day in February, from 50 burpies/pushups/situps a day to 10 mins of meditation and everything in between, to raise funds for our Charity of the Year. We were delighted you raised a total of **£10,100 for Dementia UK!** Here's what Beth had to say about her challenge...

"I chose to do 50 burpees daily over February as part of the Do it Daily challenge. Full disclosure I thought it would be easy as for a time last summer I had incorporated it into my workouts in preparation for an event.

I quickly learned it was not. On busy days where I had to squeeze it in somewhere not in the comforts of the gym, it was a struggle.

The first time I did a last-minute set in my bedroom, my housemate on hearing it out of context was quite concerned, as was the cat.

The Lunch and Learn with Dementia UK was eye-opening and the level of support they give is incredible. I am grateful to have been able to contribute and give back through Artemis and this challenge."

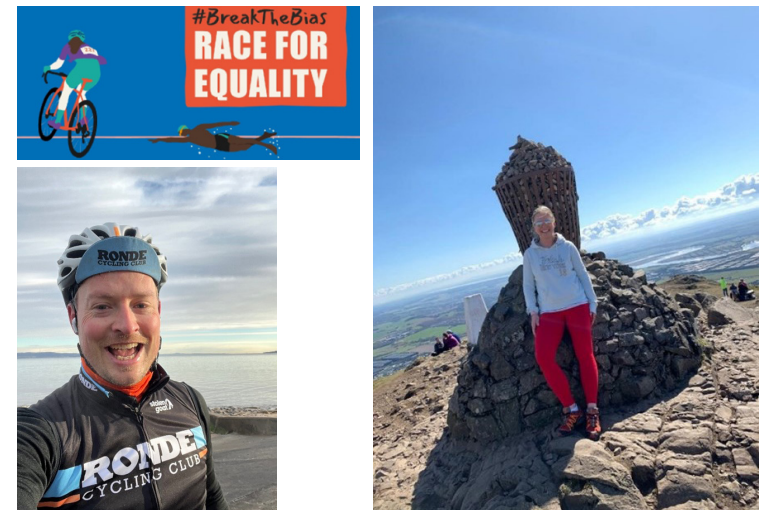
Beth Patterson

A special thank you from the Dementia UK team

"Thank you to everyone at Artemis for your generous donation of £10,100 from your fantastic Do it Daily for Dementia UK challenge. The photos from this event truly show your colleagues' dedication to raising much needed funds, which will in turn allow us to give more people affected by dementia the life-changing support that they need. This donation could fund two specialist dementia Admiral Nurses to work in a local community for a whole month, supporting families with complex needs and sharing their dementia knowledge with other healthcare professionals."

Martin Bishop,

Director of Fundraising and Engagement at Dementia UK



Brass for Africa Race for Equality

"Really? Does Team ABBA just not know when to stop?"

In March this year the Artemis Brass Bicycle Association (which incorporates walkers, runners, hoppers, and everyone in-between) rode another 10,308 kilometres. All this in aid of Race for Equality, a Brass for Africa initiative to celebrate International Women's Day on the 8th of March. What a team! And the team keeps growing. This year ABBA had 37 members – try and explain that to the original quartet. And what did the sore bums, legs and feet deliver? £38,000 and more importantly, support for 164 young woman through Brass for Africa's life skills programme.

This year was even more important as Yemi and I had spoken with the beneficiaries of the programme when we were in Uganda. We promised them that team ABBA would ride again – and ride harder than ever for them.

Thank you for allowing us to deliver on that promise."

Derek Stuart



Alewyn Rens and Derek Stuart's fundraising challenge in support of Dementia UK.

Alewyn and Derek's Loch Ness challenge

"This year I decided to take on a big fundraising challenge in support of **Dementia UK** as my dad recently passed away because of this terrible disease. The charity did not have any organised events that I was interested in, so I decided to make something up to take on. I decided on an off-road circumnavigation of Loch Ness on a bicycle. This route was based on the Loch Ness 360, and I was planning on doing it in one day.

When asking the business if anyone wants to join, Derek agreed without the finer details being known at the time. The day for the challenge turned up in no time and off we went to Inverness with not a lot of training (a common occurrence for me before any kind of event) and a route provided by a mate of Andy Gray.

Saturday made for an early start (06:00) as we wanted to have the most daylight available to us. After getting slightly lost on our way out of Inverness we were soon back on track and navigating the rest of the route was easy enough.

Plenty of pushing up hills made up for super speedy and sometimes very technical downhill. Much fun had by all! Derek lent me a gravel bike (rather than using my hardtail mountain bike) which made everything a little quicker.

I picked up a puncture about 60 km in but managed to get to Fort Augustus (halfway point) just before lunch. Here an old friend of mine joined us for the biggest climb of the day (7.5km of track gaining around 350m of elevation). Safe to say I pushed **all** of it. We ended up on the highest point of the route after this climb.



After a brief pit stop at the Whitebridge Inn (cool bar in almost the middle of nowhere) Derek & I were on our way again. My friend re-joined his partner as an unofficial support team for the remainder of the way, as they were from the start of our cycle. This came in handy when I suffered a second puncture around 50km from the finish. At this point we have run out of spare inner tubes, so the last section of this challenge was completed on my friend's mountain bike following main roads so as to not risk another puncture.

We completed the circumnavigation only 4km short of our originally planned distance shortly after 18:00. (122.07km done, moving time 8:46:32 with 2,263m elevational gain).

Thank you so much for joining me on this epic day out Derek, it was superb having your company along the way. Also thank you to each and every one of you for donating, it is very much appreciated.

Now onto selecting my next challenge for 2024, whatever that might be... Open to suggestions by the way!"

Alewyn Rens

Alewyn and Derek raised £7,265 for Dementia UK.

Rory's Ride for Dementia UK



Rory Barton takes on RideLondon's 100-mile event!

"The longest bike ride I had completed in recent years was a 30km weekend ride during lockdown. So, when I signed up to RideLondon's 100-mile event, I didn't really know what I was getting myself into... My goals were simple: raise money for Artemis' charity of the year and not embarrass myself by being so slow that I got picked up by the sweeper bus.

On the day, the sun came out and I managed to avoid getting punctures or sunburn! Some of my highlights were bonding with fellow riders over the amount of chafing going on (oh the joys of long-distance cycling!), being able to eat as many sweets as I wanted in the name of 'carb loading' and seeing some of the picturesque Essex hills.

A big thanks go out to my friends, family, and colleagues for their encouragement and generosity. As I huffed and puffed through those last 30 miles or so, your donations ensured that my aching legs were working for a noble cause, and not just for an excuse to wear tight-fitting lycra in public. In the end, not only did I finish those 100 miles, but I cycled across tower bridge after 5hr 40mins with a smile on my face and sore in places I didn't know existed. Although the cycle was harder than I expected, My RideLondon experience was amazing, and I would definitely consider doing it again and recommend it to others!"

Rory Barton

Rory raised £3,272 for Dementia UK.





Lucy Gill completes the Edinburgh Half Marathon in May.

Lucy's Edinburgh Half Marathon

"After experiencing the one and only CHAS ladies' lunch in November last year, I decided to challenge myself in the hope of raising some vital funds for CHAS whilst also raising awareness for all of the incredible and life changing work that they do. I began my training for the Edinburgh Half Marathon in January and quickly realised truly how much time and effort I was going to have to dedicate to my challenge. After many slow runs on my lunch break, I began to see progress and enjoy myself! Having made my commitment to CHAS, I had the motivation to push myself and not give up, as well as a reason to be out running the streets of Edinburgh in the pouring rain!

The day itself was amazing, so much support and positivity from start to finish as well as endless amounts of sugary sweets being handed out to keep all of the runners going.

Having surprised myself by how much I enjoyed the challenge and the training that came along with it, I will be venturing further afield to join team Artemis in New York for the full marathon in November. Thank you again to the Artemis Charitable Foundation, and to all my colleagues for their kind donations and the support and advice offered to a novice runner like myself!"

Lucy Gill

Lucy raised £2,240 for CHAS.



CORONATION OF KING CHARLES III



Coronation Tea Party raises £2,517 for our Charity of The Year, Dementia UK.

Coronation Tea Party

In May, the Edinburgh and London offices came together to celebrate the King's Coronation and our Charity of the Year, Dementia UK's annual Time for a Cuppa event.

As usual the Artemis team truly excelled with their epic creations, it was by far our most successful bake off in recent memory! Thanks to your generous donations, match funded by the Foundation, we raised an incredible **£2,517** for **Dementia UK**.

Thank you to everyone who baked, faked, and ate cake on the day and to all who donated so generously.





Edinburgh office - Charity Quiz night 2023.

Charity Quiz Night, Edinburgh

"On a balmy summer's evening in June, a team of 30 from the Artemis Edinburgh office pitted their wits (and marshmallows) against each other at the Foundation's inaugural Charity Quiz Night in Edinburgh. Six teams were invited to pick a charity to play for. The winning team would receive a donation of £2,500 for their charity.

Following some Mexican-themed dinner delights, the real business of charity quizzing began. Euan, our fabulous Quizmaster for the night, did not disappoint having warned us the quiz would be 'a bit different to your average pub quiz'.

The first thing we were asked to do was construct a tower out of spaghetti and marshmallows – the tallest tower would win. Simple we thought, but we soon realised that the temperature in the room meant that the marshmallows began to melt within two minutes and melted marshmallows, as it turns out, are not the most stable choice for supporting a tower made of spaghetti! Team 'Only Here for the Beer' won the prize for the tallest tower after Matthew's spectacular triangular creation, in spite of a valiant last-minute effort from team 'Simple Minds'.

The highlight for me was the 'cross-section vegetable picture round' where we had to identify various vegetables from pictures of them in cross-section. Kudos to the team who identified the jerusalem artichoke!

*The disappointment of the spaghetti tower couldn't ruin 'Simple Minds' night though and they were crowned Quiz Champions earning a donation of £2,500 for the **Edinburgh Children's Hospital Charity**.*

All the nominated charities received a donation of £250 courtesy of the Artemis Charitable Foundation."

Marisa Charosky



London office - Charity Quiz night 2023.



Charity Quiz Night, London

"The Artemis Charitable Foundation hosted a quiz night in the London Office. It was a lot of fun, the questions and challenges were fantastic. It was a great opportunity to get to know others in the office and support the Battersea Dogs and Cats home as well as the various other staff chosen charities. Thanks for putting on such a great event!"

Josh Dally

"The pub quiz was a great opportunity to bond as a team and with wider colleagues whilst raising money for incredible charities. The questions and activities were hilarious, and Jon did an amazing job at hosting. Pizza and drinks were 10/10 and carefully curated by the amazing Beth and Alexa, thanks to the foundation for giving us the opportunity to do something fun whilst doing something good."

Manuela Giterrez

Pride



"During 2023, the LGBTQ+ workstream of our Diversity, Equity and Inclusion working group has been focusing on awareness of LGBTQ+ people, lives and the issues faced by the community. Knowing and understanding more about the experiences of the community, and giving recognition and support, is an integral part of what our DEI activities are all about, both internally amongst colleagues and externally with our clients and future employees.

This year, we've talked about LGBTQ+ History Month, a worldwide celebration our history and civil rights. Straight people take their rights for granted, but LGBTQ+ people have had to fight for them, and there are still 64 countries where homosexuality is illegal.

That was followed by Pride in June, when over 1.5 million people celebrated on the streets of London in one of the biggest shows of support for LGBT people in the UK, along with multiple

Pride events around the country, and we did our

own celebrations and communications internally and with our colleagues in the industry. Our Chief Investment Officer, Paras Anand, was also recognised as a Top 50 Executive Ally in financial services.

We also began supporting the charity Just Like Us this year. It trains 18-25 year-old 'ambassadors' to go into schools and talk about LGBTQ+ lives, lifestyles and people, giving support to LGBTQ+ pupils and encouraging understanding and allyship amongst their peers.

We have also participated in iIBT, the Inclusion Index Benchmarking Tool, which is recognised industry-wide as a demonstrator of LGBTQ+ standards and provides guidance to improve workforce diversity and build a more inclusive workplace. Our work as a firm will help us towards being awarded an LGBT Great Financial Services Standards accreditation."

Michael Browning



Dylan Watts and Paras Anand completed the London Royal Parks in support of The Mariposa Trust.

Joanne Lock, Harry Eastwood, Lawrence Gosling, Ian MacPherson, Rory Barton, Matthew Kitchen, Calum Mercer and Alex Stanic also completed the Royal Parks Half in support of Dementia UK and Shivia.

All three teams raised a combined total of £14,422 for their chosen charities.

The Royal Parks Half Marathon

"13.1 miles, 21 kilometres, 2,109 trips from the Cassini House third-floor desks to the Blue Posts bar counter (estimated); this is the distance that 10 Artemis colleagues and I undertook to run, walk, or crawl on October 8th, all in the name of three incredible charities (**Dementia UK, Shivia, and The Mariposa Trust**).

Now, you might be forgiven for assuming that the polished, athletic exterior that I present is the result of hours upon hours of physical and mental discipline, gruelling training, and midnight oats. Unfortunately, that is not the case. So it was with some trepidation that I stood at the starting line on that sunny October morning. But then... the klaxon sounds, the crowd shifts, and suddenly, you are part of a moving river of runners. Some young and fearless, some older and wizened, but all moving in one direction, with one goal and one cause. The route is jam-packed with crowds, live bands, high-fivers, and name callers. Guards salute as you amble down the Mall, Nelson winks approvingly from atop his column, and before you know it, you're back in Hyde Park and grinding out the last few kilometres to the cheering of supporters.

Running a half marathon is not easy. Signing up to run one of the most beautiful and in-demand half marathons that the UK has to offer is made incredibly easy thanks to Artemis. I couldn't recommend this challenge more highly and will be back again, dad-bod and all, next year."

Dylan Watts



MENTAL HEALTH AWARENESS WEEK

"For **Mental Health Awareness Week**, the Artemis team took on a fundraising challenge to raise money for the Foundation's core health charity **SANE**. The challenge was simple – complete at least one activity that can help improve mental wellbeing. Activities ranged from catching up with a colleague for lunch to cold water swimming. With 63 people taking part in the challenge, the Artemis Charitable Foundation donated a fantastic **£3,150** to **SANE** on behalf of the Artemis team.

Jo and Fatima from SANE also hosted a lunch & learn to talk about the great work the charity is doing. We then rounded off the week with group walks in the park and a yoga class with Anna Hill.

Thank you to everyone who got involved!"

Taylor McKillop



Artemis staff completing a lunch time walk during Mental Health Awareness Week 2023.



Neil's Edinburgh Marathon

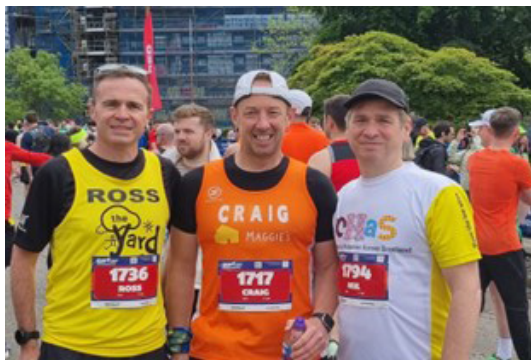
"During 2023 I have been doing lots of running training with a friend who was running the Edinburgh Marathon. About 6 weeks before the event he said "you have done all this training why not actually run"; so, I did!

Given how close it was to the event the only way to get a place was to run for Charity. I spoke to Marisa, and we quickly decided I should run for a local charity we both love called **CHAS**. For those who don't know it; they are a children's hospice who work with children and their families when the child has a life shortening condition.

This was all the inspiration I needed to get cracking with even more training and raising some charity funds too."

Neil Goddin

Neil raised £5,198 for CHAS.



Nick's WWF trek

"I canyoned, hiked and climbed 50km in Bannau Brycheiniog (formerly known as the Brecon Beacons) last week to fundraise for **WWF UK**. It was a diverse mix of people on the trip and I learnt a lot about different approaches to sustainability; they are going beyond wildlife to the systems and supply chains that determine the conditions for wildlife. For my part, I hope it was useful to be able to give some financial markets perspectives on the challenges faced that makes for an informed discussion. In any case, this year it was a novelty to put my sunglasses to their intended use rather than as protective goggles to combat hailstorms as at Cape Wrath in 2022."

Nick Shenton

Nick raised £3,185 for WWF.



Olivia's run 5k every day in May challenge

"For the second year running, I took part in the "Run 5k Every Day in May for Dravet" challenge. Along with over 270 other runners, we all ran, walked, jogged, cycled, and struggled our way through the month, to raise money for Dravet UK. They are a small charity, entirely reliant on fundraising, dedicated to improving the lives of those affected by Dravet Syndrome through support, education, and medical research.

Dravet Syndrome is a rare neurological condition, that takes the form of treatment-resistant epilepsy. This year many of our runners were parents of children who suffer from Dravet. It was amazing to hear more about their children, and for them to join the runners every day. We had a great WhatsApp group to share photos and motivation to get everyone out each day! We were delighted with what was raised, and thanks to the Foundation and my colleagues for all of their support!"

Olivia Micklem



Olivia and her team raised over £75,000 for Dravet Syndrome UK.

Andy's Tour O the Borders

"Despite a niggling injury preventing me from completing all the sportives I had lined up for the year, I was happy with my efforts in the two events I did complete. Riding in the dark throughout the night was a first, and a day of glorious Scottish sunshine for the second, a rarity. Good type II fun for a good cause.

Thanks again to all that supported"

Andy Telfer

Andy raised £1,780 for MacMillan Cancer Support.

If you, your family or your clients are fundraising for charity let us know! The Foundation not only donates to fundraising causes, but can also match funds raised to give you an extra fundraising boost.

Contact Emma Maher for more information.

New York City Marathon 2023

"It's a New York State of Mind...my 1st marathon experience. It all started with an email that dropped into my inbox in April. An invitation to run the New York Marathon and support Kids Operating room, a charity dedicated to closing the global healthcare gap and giving children access to safe and timely surgery.

Running a marathon has always been somewhere on my bucket list, so I jumped at this once in a lifetime opportunity. I decided on a plan which involved running three days a week with other days spent doing yoga, pilates and strength training. Hampstead Heath and the Royal Parks became regular running routes. My main aim was to stay injury free through my training and apart from one knee niggle I was pleased to get to taper week in one piece.

As this was my 1st marathon and I wasn't sure how I would feel on the day with the added challenge of jet lag and a lot of waiting around, I settled on a target time of under 5 hours. Everyone had told me that the crowds and atmosphere is amazing in New York, so I really just wanted to enjoy the experience.

November certainly rolled around quickly and before I knew it was flying out of Heathrow enroute to JFK. At this point there were definitely feelings of it seemed like a good idea at the time!

Saturday was spent eating my way around New York as I got all the pre-race admin out of the way. A visit to the expo to pick up my number and find my name on the wall of runner's names – all 51,000 plus of them...It was then time to head over to Central Park to drop off a bag for the finish including a big handful of English jelly babies – something to look forward to at the end!

There was certainly a lot of time for the pre-race nerves to set in as I was in the last wave to head off at 11:30. Plenty of time to eat a second breakfast and chat with my fellow runners. After shuffling on to the bridge and after a rousing rendition of the Star-Spangled Banner (the 4th time I had got to hear it...) I was finally off! As I left the sounds of Staten Island behind me it was Taylor Swift's 'Welcome to New York' which helped me up the slope of the Verrazano Bridge but there were plenty of fantastic views to take in from the top of the bridge. Luckily what goes up must come down and we were soon well on our way to Brooklyn.

The 1st half really seemed to go past in a blur, and I did need to tell myself to slow down on a few occasions. It was hard not to get caught up in the enthusiasm of the amazing crowds which had turned out in support particularly through Brooklyn. There was plenty of cheering and high fiving and some creative signs which kept a smile on my face although slightly concerned by one stating 'due to inflation you will be running 28.9 miles today...'

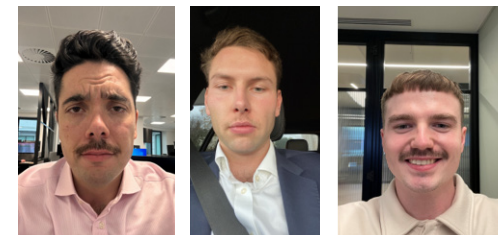
Mile 15 and the Queensboro Bridge appears – a long uphill heading away from Queens with no spectators here. Definitely slowing down at this point but again amazing views from the top of the bridge as a distraction! Mile 16 – 20 brings the long slog up 1st Avenue – it is a little bit daunting to see so many runners far off in the distance, but the noise of the crowds are pretty crazy which was just as well given my headphones gave up the ghost around here.

And who knew there were so many hills in NY – mile 23 and Fifth Avenue felt pretty tough but finally I can see the last turn back into Central Park. And before I knew it the finish line is ahead and there is still a little bit left in the tank for a quick sprint through the finish line – I've made it! The time .. 4:20:04

And would I do another one? – well in the words of Frank 'if I can make it there, I'm going to make it anywhere, it's up to you, New York New York...'

Karen Elliott

November



Dylan Watts, Hector Don, Steven Higgins, Rory Barton, Lee Lawlor and Matthew Kitchen took part in Movember raising £2,670.



"What better way is there to raise awareness for an important cause than catching a few eyes with an undoubtedly questionable moustache? Wrestling with a grizzly upper lip pales in comparison to the guys out there fighting mental health issues, prostate cancer, and testicular cancer.

I unfortunately lost my granddad after a short battle with prostate cancer at a young age, so it means a lot to be able to support and bring attention to the great work the Movember organisation carries out through such a simple gesture."

Steven Higgins



Karen Elliott completed the New York City marathon in November raising £4,625 for Kids Operating Room.



Artemis colleagues, Lucy Gill, Karen Elliott and Lawrence Gosling completed the New York City Marathon in November 2023 raising a combined total of £12,211 for Kids Operating Room.

Coming up next in 2024....

Here is a list of challenge events that our partner charities are involved in, in 2024 in case you are planning your sporting/fundraising calendar:

- | | |
|---|---------------------------|
| Fundraising February
In support of Kindred Advocacy. | 1-29 February 2024 |
| Race for Equality
Walk, run, swim or cycle/choose your own distance or join our Artemis team! | 1-31 March 2024 |
| Edinburgh Marathon Festival
Marathon/half/10k/5k. | 25 May 2024 |
| Edinburgh Charity Quiz Night | 6 June 2024 |
| London Royal Parks Half Marathon
Half marathon. | 13 October 2024 |
| London Charity Quiz Night | 10 October 2024 |
| NYC Marathon
Limited spaces will be made available in January 2023. | 3 November 2024 |

If you are interested in taking part in any of these challenges please contact Emma Maher for more information.

MEET THE TRUSTEES

Derek Stuart



Yemi Emiola



Maria Ryder



Zuoyi Zhou



Mark Niznik



Julian Rodriguez



Emma Maher



Foundation Manager

Feedback

We welcome all feedback about what we as a Committee are doing, so please feel free to send us your comments – good or bad!





Give As You Earn

DIAMOND PAYROLL GIVING AWARD

We are delighted that Artemis has once again been awarded the **Diamond Award for Charitable Giving!** This is the top award possible and is given to companies that go the extra mile with Give As You Earn (GAYE)/payroll giving, so a very special congratulations to all of you and thank you for making great use of this fantastic way to give to charity.



If you would like to make a personal donation to charity, the best way to do it really is via **Give As You Earn (GAYE)** – not only is GAYE tax efficient, but the Foundation will also **match your donation** up to **£5,000 a year!** You can give as little as £5 a month and you can also make **one off donations**, for example in the event of disasters or emergencies. There is also the option to set up an **'Options Account'** where you can store and accumulate funds for your charitable giving until you decide to make a donation. You can donate to any UK-registered charity via GAYE.

Please contact Emma Maher for more information.

THANK YOU TO OUR 2023 PARTNER CHARITIES

Against Breast Cancer	Grounded Sounds	School of Hard Knocks
Alexandra Rose	Hands For Hope	Scotty's Little Soldiers
Alopecia UK	Hillhead Highschool	Sense
Alzheimers Research UK	Home-Start Clackmannanshire	Shelter
Alzheimer's Society	Hope for Tomorrow	Shelter from the storm
AMEND	Human Appeal	Shivia
Barking & Dagenham Youth Zone	Jeremiah's Journey	Shooting Star Childrens Hospice
Battersea Dog & Cat Home	John Muir Trust	Siohbans Trust
Beaver Trust	Just Like Us	Social Enterprise Academy
BelEve	Keep Scotland Beautiful	Social Mobility Foundation
Bone Cancer Research Trust	Kids Operating Room	Spark Inside
Borders Health Board Endowment Funds	Kindred Advocacy	Spread a Smile
Brain Tumour Charity	Launch IT	St. Crispin's After School Club
Bramber Bakehouse	Leonard Cheshire Disability	Starlight
Brass for Africa	London Youth Opera	Strawberry Cat rescue
Brightest Star	Macmillan Cancer Support	Suffolk Family Carers
British Heart Foundation	Mariposa Trust	Supershoes
British Red Cross	Marys Meals	Teenage Cancer Trust
CALM	Master Park Pavilion	Testicular Cancer Society
Cancer Research UK	Mesothelioma UK	The Anne Frank Trust
CANSA Olea Care Home	Microtia UK	The Children's Literacy Charity
Carlton Cricket Club	Migrant & Asylum Seeker Solidarity and Action	The Clink
Catholic Home Care	MND Scotland	The Friends of St. Marys and St. Peters
Chapter One	Movember	The Gate
Children's Hospices Across Scotland	Muscular Dystrophy	The Honeypot Children's Charity
City Harvest	My Name's Dottie	The Kafue Foundation
CleanupUK	North Berwick Harbour Trust Association	The Passage
ClientEarth	North Berwick Rugby Football Club	The Pituitary Foundation
CoppaFeel	Northgate Association	The Reach Foundation
Craigsfarm Community Dev Project Limited	NSPCC	The Wood Foundation
CRISIS UK	One to One childrens fund	The Yard Adventure Centre
Cure EB	Ostrero	Tiny Changes
Cycling without Age Musselburgh	Overstrand Hospice	Together In Sport Rwanda
Cyclists Fighting Cancer	Pancreatic Cancer UK	Tommy's
Cyrenians	Pilton Community Health Project	Treelink Stirling
DEC	Read For Good	Trees for Life
Dementia UK	Re-engage Ltd	Trussell Trust
DoddieAid	Rewilding Britain	UNICEF
Dravet Syndrome UK	Ripple Suicide Prevention Charity	West Lothian Riding for Disabled
DSM Foundation	River Action	WWF
East London Cares Limited	RNLI	Yes! Tanzania
Edinburgh Children's Hospital Charity	Rob Burrow Centre for MND	Young Lives vs Cancer
Exton & Bridgetown Village Hall	Royal Marsden Cancer Charity	
Friends of the Upper Wye	Rusizi school	
Gathimba Edwards Foundation	Sands	
The Brain Tumour Charity	SANE	



