



reece foundation

Our first Impact Report

2024

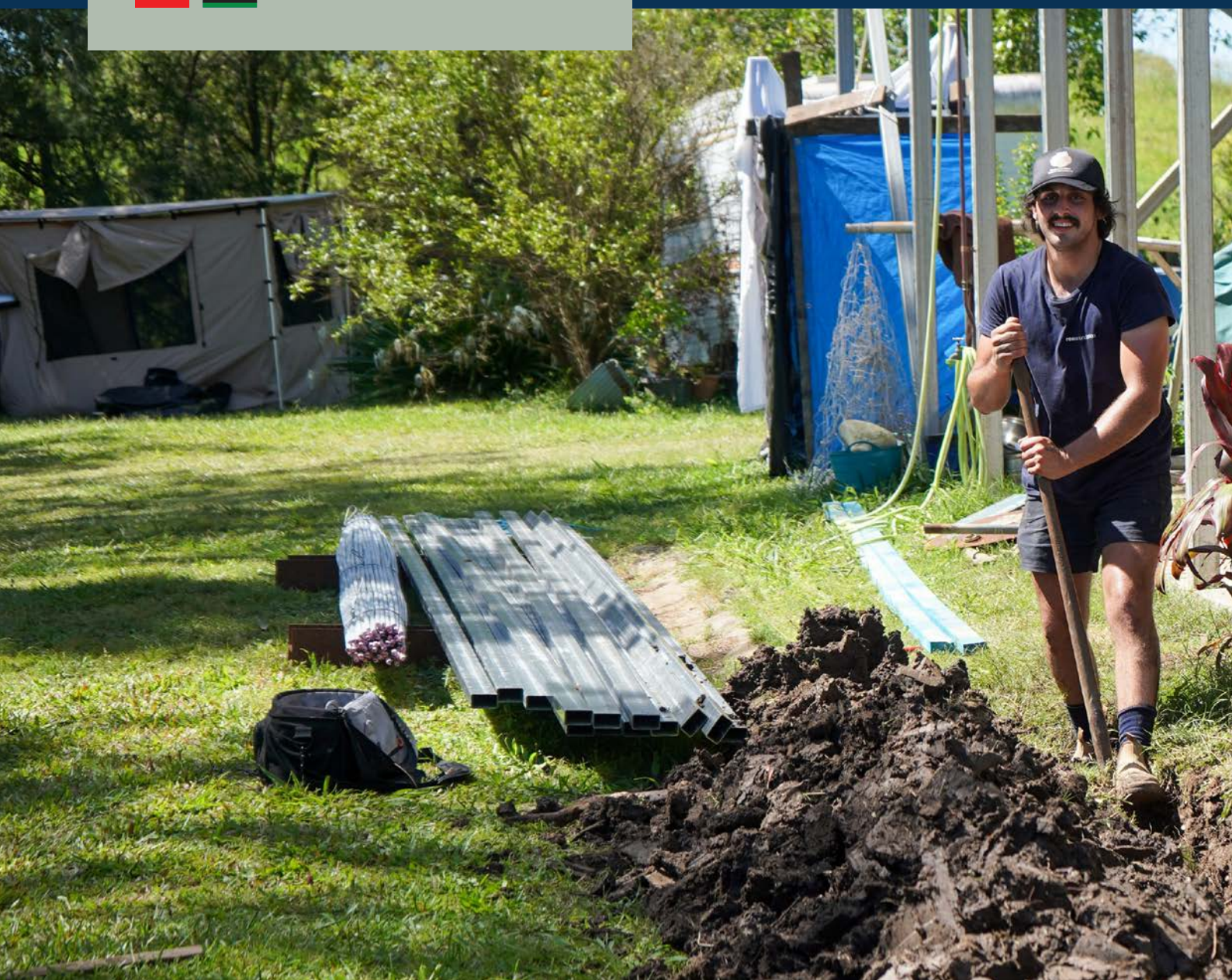
MARCH 2022-JUNE 2023

Acknowledgement of Country

The Reece Foundation acknowledges the Traditional Custodians of Country throughout Australia. We acknowledge and honour their continuing connection to, and care for lands, waters and communities. We pay our respect to their ancestors and the Elders of today and recognise Aboriginal and Torres Strait Islander peoples as having the oldest living cultures in the world.

We specifically pay our respect to the Wurundjeri People of the Kulin Nation, as the Traditional Custodians of the lands on which our office is located.

Sovereignty has never been ceded. It always was and always will be Aboriginal land.



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Message from the Chair and Executive Director

The Reece Foundation was established with the belief that water is fundamental for quality of life, and that trades play a uniquely essential role in providing access to this precious resource.



For people who don't have access to clean water and sanitation, it is a lifeline, a source of hope. The ripple effect is profound – water enables communities to thrive; children can attend school and it can help to break the cycle of poverty and disease.

Through our first impact report, we share the story of our journey so far, which has been defined by meaningful connections and the power of collective action to achieve a shared vision - a world where everyone has access to clean water and sanitation.

In reflecting upon what we've achieved since we launched in March 2022, it's hard not to be overwhelmed by a profound sense of gratitude and awe. Gratitude for the spirit of those who have supported us since we started, especially the volunteer tradies who bring their passion, give their time and share their expertise so freely, and awe for the community partners who are so committed to driving locally led change and having us be part of their journey.

Right from the outset, we've been clear that what matters most to us is the wellbeing of people and the communities we work with and the role that clean water and sanitation plays in enabling people to live a life they value. As a start-up foundation, we didn't expect to create the impact we have in such a short period of time. We've enabled access to clean water and sanitation to almost 20,000 people around the world, restored essential plumbing to 72 flood impacted homes in Lismore, constructed 11 borewells, 40 toilets and 10 handwashing stations and provided 23 tradies with a life-changing experience through volunteering with us. As a result, we've seen increases in wellbeing across the communities we have worked with and an eight percent increase in the average wellbeing of our trade volunteers.

While it has been an intense 15 months as we have transformed the Reece Foundation from an idea into reality, it has equally been an impressive period of achievement and impact. None of this would have been possible without the unwavering support of Reece Group, its staff and the commitment of our own Reece Foundation board and management team. And to all the suppliers and other partners who have supported us – thank you – we could not have created this magic without you.

As we look forward, we acknowledge there is much to be done and we remain committed to our purpose. We know that through unlocking the power of the trades, good things will happen.



Andrew Nisbet
Chair, Reece Foundation



Ipsita Wright
Executive Director

Who we are

For most of us, water is a basic need and easily accessible, but sadly this isn't the case for almost 2.2 billion people around the world.* It's an issue we can't walk past.

While doctors cure, plumbers prevent. We recognise the essential role tradies play in communities and aim to connect individual tradies and the sector as a whole to communities most in need to provide access to clean water and sanitation and irrigation solutions.

We don't go it alone and we don't shy away from working in places that present challenges. We work collaboratively with local organisations who know their community's needs best and they take the lead on the projects and grants we support.

The Reece Foundation is an evolution of a grants program originally started by the Reece Group. Customers would visit their local branch with ideas of how they could use their skills to support vulnerable communities. While product donation and small grants were a great start, Reece identified that there was a huge opportunity to make a difference through a dedicated charity and the Reece Foundation was born.

Our vision

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

Our purpose

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

Our impact

Our goal is to contribute to the wellbeing of the communities we work with.

Through our work, we want to place communities in the best position to live a life they value.

Guiding principles



Meaningful connections



Do good that lasts



Down to earth

* <https://www.un.org/sustainabledevelopment/water-and-sanitation>



Our ways of working

Partnership Projects

We work with volunteer tradies, the trade sector and community partners to fund and deliver WASH* and irrigation projects or solutions in Australia and abroad.

Reece Foundation Grants

We provide micro grants to fund WASH and irrigation initiatives that are driven by local communities both internationally and in Australia. We support grant recipients to measure and understand the impact they've created through our funding.

* Water, sanitation and hygiene.

Our Social Impact Model

We have partnered with Huber Social, an independent, third-party organisation that works with organisations to measure impact and create social value.

The Reece Foundation and Huber Social co-designed a Social Impact Model (see Figure 1) and measurement system¹ to track our progress and demonstrate the impact of our work. We aim to move the needle on the conditions, or outcomes, necessary for community wellbeing to thrive.

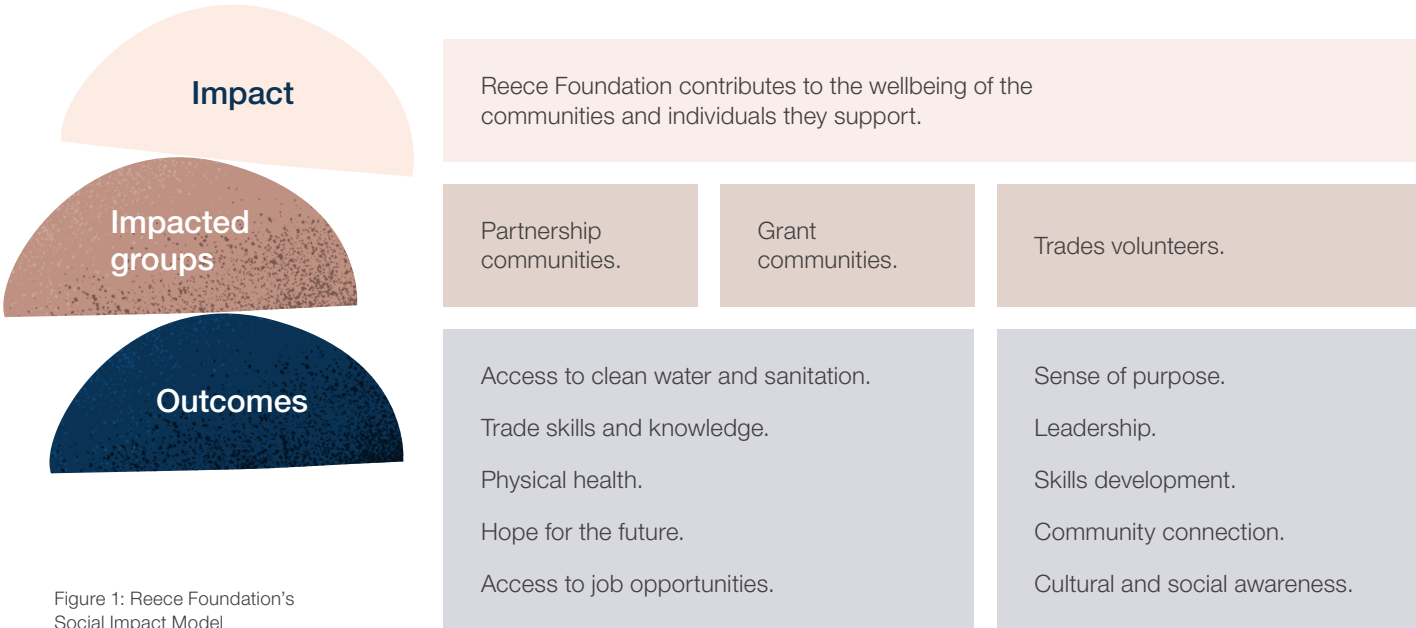


Figure 1: Reece Foundation's Social Impact Model



¹ Refer to Impact Measurement Approach and full Social Impact Model with metrics as Appendix 2.

A guide to this report

The results in this report capture outcomes and impact for Projects and Grants completed from March 2022 (Foundation launch) to 30 June 2023.

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

Throughout this report, we share the shifts in overall wellbeing and the outcomes contributing to wellbeing in the communities connected to a Reece Foundation initiative.

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

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



+32%

Availability of sanitation

It is easy for me to find a place to wash my hands when I need to.

Description of factor measured.

The average percentage difference “shift” between scores from two measurement points: prior to the project and after the project.

Title of factor measured.

Key terms

Wellbeing

Wellbeing considers how a person is doing overall in their life. A person achieves wellbeing when they are in the best position to fulfil their potential and live a life they value. Huber Social measures wellbeing using a globally recognised satisfaction with life scale, to give a wellbeing score.² This score is measured on a scale from being strongly dissatisfied to highly satisfied with life. Scales of 1-7 or 1-5 were used depending on contextual and literacy factors. The scale being utilised is made clear throughout the report.

Program factors

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

Shift score

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

Predictor of wellbeing

Statistical analysis is used to identify which of all the factors measured have a significant, predictive relationship with people’s overall wellbeing - these are called ‘predictors of wellbeing’. A positive change in these factors is more likely to lead to an increase in overall wellbeing as compared to changes in factors that do not have this strong association.

Priority need

A priority need is a factor that has been found to be a predictor of wellbeing and which is also scoring low in the cohort measured. As this need is underserved, it therefore represents a stronger opportunity to improve wellbeing among that community.

Statistical significance

Statistical significance refers to how sure we can be that a finding is not due to chance. Where possible, throughout this report we aim for 95% confidence and any finding with no annotation meets this mark. Due to data limitations in some projects, there is a slightly lower level of confidence in certain findings. Findings that are confident to a 90% level are marked with a * and to an 85% level are marked with a ^.

² Diener, E., Emmons, R. A., Larsen, R. J., & Griffin, S. (1985). The Satisfaction With Life Scale. *Journal of Personality Assessment*, 49(1), 71–75. https://doi.org/10.1207/s15327752jpa4901_13



Message from Reece Group

Founding partner of the Reece Foundation

At Reece we are passionate about the role clean water and sanitation plays in preventing disease and creating thriving communities.

Our customers use their trade skills every day to keep our homes and buildings working as we expect. It has been wonderful to see the Reece Foundation enable communities most in need to have this same access and to help improve people's quality of life through their work.

Since the launch of the Reece Foundation, it has been fantastic to see how quickly the charity has driven sustainable change through its projects and grants, and to hear that so many Reece customers have volunteered their time and skills to help.

Our people have also been proud to get involved, whether that has been on the ground in Lismore, helping to source product or share their expertise on projects - it has been amazing to see the team get behind the partnership and support the Reece Foundation to scale.

I couldn't be more aligned to the Reece Foundation's vision of seeing a world where everyone has access to clean water and sanitation; and to see that 20,000 more people now do as a result of their work is a real accomplishment.

We look forward to working in partnership with the Foundation for many years to come.

Peter Wilson
Reece Group CEO

Message from Huber Social

Impact Measurement Partner

The Reece Foundation's decision to embed impact measurement from the beginning demonstrates a commitment to ensure resources are directed for the greatest impact.

Through adopting a wellbeing approach to evaluate the impact of their work, Reece Foundation is not only able to demonstrate how effectively target outcomes are met (focused on providing clean water), they also have a holistic understanding of the needs and aspirations of the communities, to inform the most effective approach and how to best support partners.

Huber Social is an independent social impact measurement agency and is a known authority in social impact measurement. Huber Social and Reece Foundation have partnered together to create a measurement system for the Foundation so that value can be maximised in the most efficient way, informed by the voices of impacted communities.

Through Huber Social Accreditation, Reece Foundation staff have built the capability to lead social impact measurement at Reece Foundation. Huber Social provide third-party assurance and technical expertise, including configuration and management of custom survey tools; analysis and storytelling of the data; and third-party impact reporting. Huber Social is a contributing author to this inaugural report.

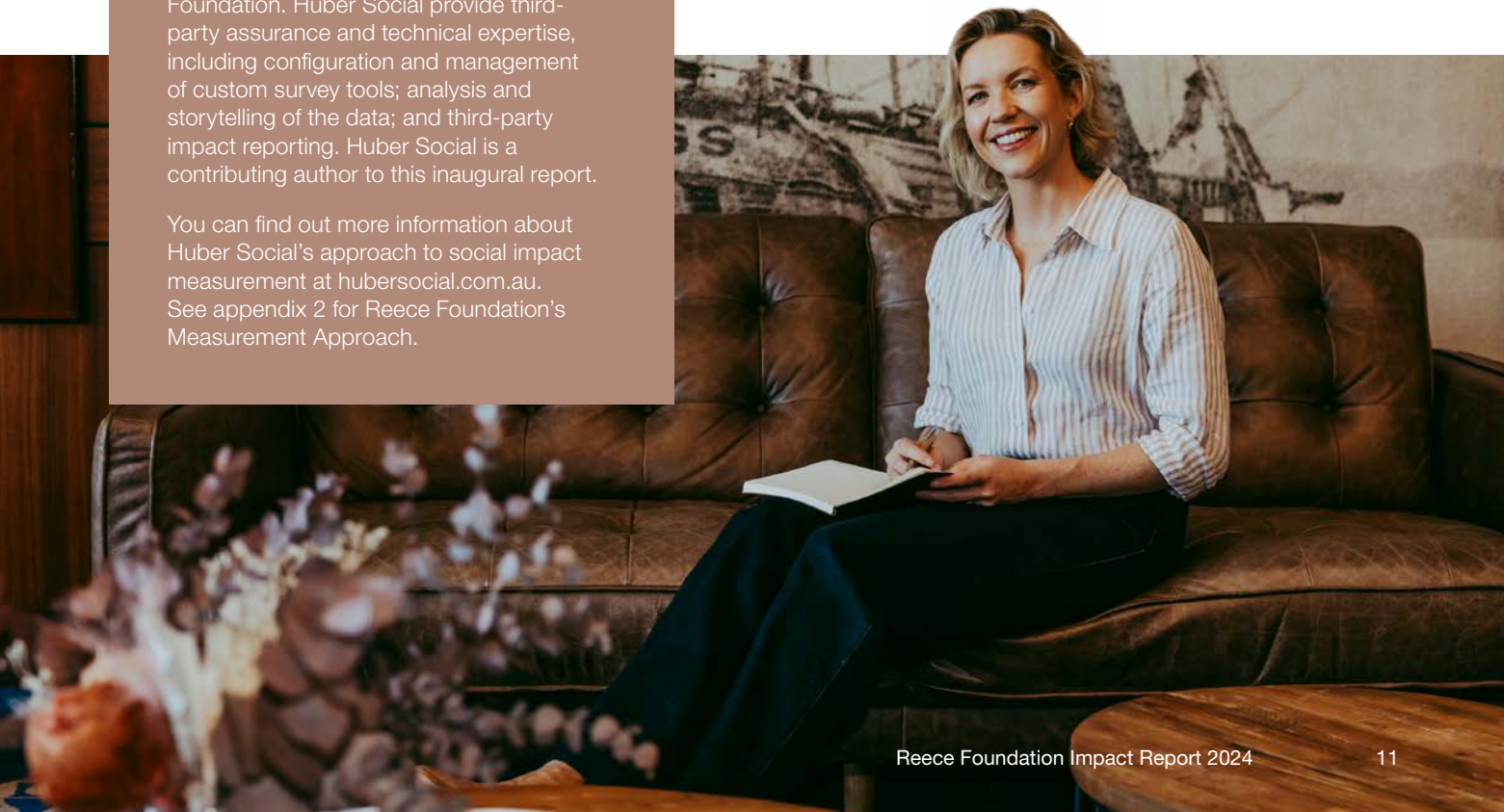
You can find out more information about Huber Social's approach to social impact measurement at hubersocial.com.au. See appendix 2 for Reece Foundation's Measurement Approach.

Across Uganda, Cambodia, Malawi and Lismore, this first Reece Foundation Social Impact Report demonstrates that, across all communities supported by the Foundation, there is already a positive trend in overall wellbeing and significant growth in outcomes relating to improved access to clean water: an achievement the entire Reece community can be proud of.

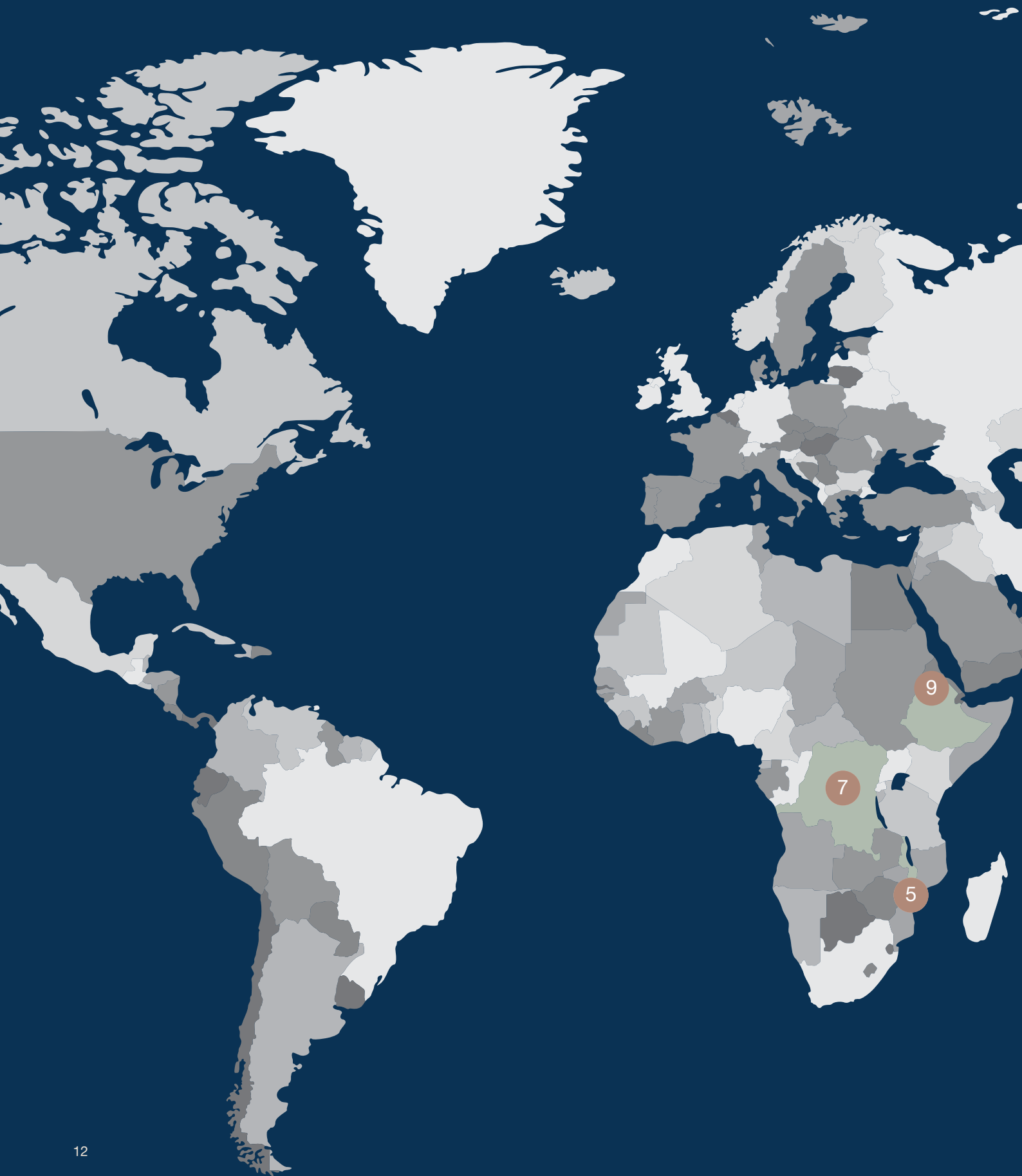
Huber Social applauds the Reece Foundation's commitment to data-driven decisions, focused on the needs and aspirations of the communities the Foundation works with. Congratulations for all that has been achieved in such a short time. Huber Social is incredibly honoured to be the Reece Foundation's measurement partner and support the Foundation with insights to continue to maximise impact as you refine and grow the work of the Foundation.



Georgina Camp,
CEO Huber Social



Where we worked



**1 Australia**

Lismore

2 Bhutan

Thimphu and Paro

3 CambodiaSiem Reap and
rural community**4 India**Tiruchengode
(Namakkal District)
and Sozhavandan
and Vadipatti
(Madurai District)**5 Malawi**Cedrick village and
Mponda village
(Kapeni District)**6 Nepal**Naukanda Rural
Municipality**7 Rwanda**

Gisagara

8 Sri LankaThanthirimale,
Anuradhapura
District**9 Uganda**Te-Abala, Awake
Village and
Acunga village
(Otuke District),
Mayangayanga
village, Kitto
village, Nenyodde
Village and Ntunda
(Mukono District)

How our work aligns to the SDGs

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

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



Indicators 6.1.1 and 6.2.1

The Reece Foundation Grants delivered a 224% increase in availability of water in impacted communities.



Indicator 1.4.1

The Reece Foundation Grants delivered a 15% positive shift in financial security for impacted communities.



Indicator 2.1.2

The Uganda 'Safe Water Project #2', delivered an 119% increase in people feeling they have enough food.



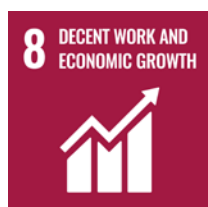
Indicator 3.9.2

Communities in the Reece Foundation Grant program reported an 81% increase in knowing the difference between safe and unsafe water to drink after projects.



Indicator 4.1.2

The Rwanda Toilet project enabled 546 students and 19 school staff to have access to clean water at school.



Indicator 8.3.1

The Reece Foundation Grants program enabled employment for 42 locals during construction and implementation of clean water and sanitation solutions.



Indicator 11.1.1

The disaster recovery project in Lismore enabled a 50% increase in participants feeling the bathroom facilities in their home function and allow them to meet all their needs with dignity.

Our progress to date

The work of the Reece Foundation has contributed to a significant growth in access to clean water and sanitation, as well as positive trends in wellbeing in communities.

Our first year of operations has revealed the power of the trade to make a difference. By connecting volunteers to projects, we can fast track progress in communities and collaborate and share knowledge with locals, to ensure the solutions we provide are long-term, and sustainable.

19,915

people impacted.



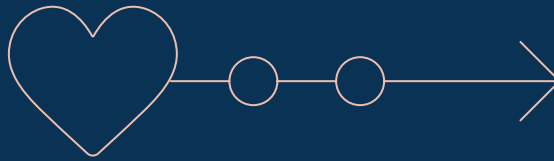
2,234hrs

from Reece Foundation volunteer tradespeople.



+142%

average positive shift in wellbeing amongst collective grant communities.



+8%

average increased wellbeing amongst trade volunteers.

40

toilets installed.



11

boreholes constructed.



2.7hrs

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



10

handwashing stations installed.



7

schools impacted.



204

BioSand filters installed.





Meaningful connections



Meaningful connections

Partnerships are at the heart of the Reece Foundation and it's through these connections that we deliver our work.

The three ways we partner include:

01 With trades

Working alongside trade volunteers who give their time and skills to deliver clean water and sanitation projects.

02 With the trade sector

Working with the trade sector to donate product, services, expertise or financial contributions to enable projects and grants.

03 With locally-led organisations

Collaborating with NGOs and locally-led organisations to ensure we understand what communities want and need, and to ensure that communities are enabled to maintain the solution long after we leave.

Since our launch, we've been proud to collaborate with Resilient Lismore, Community Generation, AVI and Reece as delivery partners for projects in Lismore, NSW and Cambodia.

Resilient Lismore

is a locally led disaster recovery network. It is an organisation where flood-affected community members of Lismore and the Northern Rivers New South Wales (NSW) region can go to seek assistance, referrals and advice.



AVI

is Australia's leading volunteer organisation, connecting people and organisations to communities. AVI supported the Reece Foundation to establish processes and ways of working to enable great volunteering experiences for the trade.



Community Generation

is a nonprofit organisation building clean water and sanitation programs with rural Cambodian communities.



Reece

is the proud founding partner of the Reece Foundation. The Reece Foundation team work closely with the Reece business to utilise the broad skills, expertise and product innovation to enable project delivery.



The impact and outcomes shared in this report are reflective of the collective contribution by Reece Foundation volunteers, Reece, the trade sector and delivery partners alike.



Essential Plumbing Project

in collaboration with Resilient Lismore



On 28 February 2022, floods inundated Lismore and the Northern Rivers region in NSW. This disastrous weather event destroyed thousands of homes across the region, leaving residents homeless, displaced or living in poor conditions.

The disaster recovery efforts were an enormous task, and to help we partnered with Resilient Lismore, a locally-led disaster recovery network and AVI, to restore essential plumbing in impacted households, with a focus on the most vulnerable in the community.

Our goal was to ensure that essential water and sanitation facilities were restored to a standard that allowed families to return home and live with safety, security and dignity.



Approach

Phase one – scoping

Five tradies volunteered their time to scope the work required to get people back into their homes. With support from Reece, material and product lists were created and Resilient Lismore selected the homes eligible to participate in the project using a needs assessment framework to ensure the most vulnerable people in the community were prioritised.

Phase two – delivery

Resilient Lismore's field team and 13 Reece Foundation trade volunteers combined their skills and resources to restore essential plumbing to 72 homes in three weeks – 12 months on from the original flooding event.

“The best part of my experience in Lismore was the people. People had lost faith in the process as they may have already tried to get help and there had been a big gap in time, and despite this, they were so happy to give us the details of what they needed and shared their story for what may have been the 10th or 11th time since the floods”

JUSTIN COOPER, VOLUNTEER

Project snapshot

72



homes included in the project.

1,274



Reece Foundation volunteer hours.

192



people supported to return home.

Impact

Access to clean water and sanitation in people's homes has a direct impact on wellbeing.

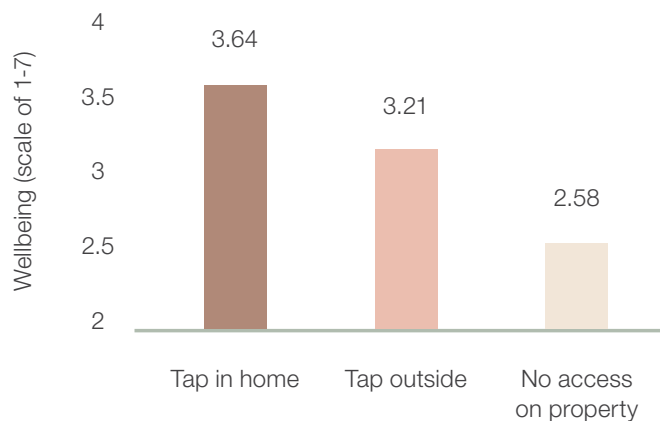
The impact measurement results revealed statistically significant differences in wellbeing between those who had access to clean drinking water in their homes and those who had no access on their property (see graph right).

Higher proportion of residents now have access to clean drinking water.

Water access **before** project: 45.7% of those measured pre-project report access via taps inside home.



Wellbeing by water access



Water access **after** project: 86.8% of those measured post-project report access via taps inside home.



“The Reece [Foundation] plumbing crew and Resilient Lismore have saved my life. I wasn’t sure if I could continue with [my project] and things are still scary, but by having my own toilet and private wash facilities in the form of my own beautiful bathroom in my own house has restored some of my dignity and I do now feel safer.”

WRITTEN FEEDBACK FROM ESSENTIAL PLUMBING PARTICIPANT,
MARCH 2023

Access to a safe and hygienic home

Access to a safe and hygienic home was identified by participants as directly linked to their wellbeing. Project participants showed positive shifts across these and additional areas of need beyond rebuilding of homes, important to residents' wellbeing.

Project outcomes

+60%

positive increase in homes meeting all their needs.



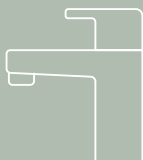
+61%

positive increase in the conditions of their bathroom being safe and hygienic.



+50%

positive increase in functional bathroom facilities that meet needs with dignity.



+13%

increase in self-belief.



+19%

increase in feelings of safety.



+31%

increase in getting enough sleep and feeling well-rested.



Alignment to the Sustainable Development Goals



Indicator 11.1.1

Proportion of urban population living in slums, informal settlements or inadequate housing.

Due to natural disaster or other events, communities that previously had satisfactory living conditions may find themselves losing access to their homes and living in inadequate housing situations. These may include housing that lacks basic services, materials, facilities or infrastructure. The Essential Plumbing Project was able to help a number of Lismore residents out of the inadequate housing situations they found themselves in, and back into their homes.³



Indicator 1.4.1

Proportion of population living in households with access to basic services.

Having access to basic plumbing in modern Australia is something many of us take for granted. During natural disasters, when communities lose access to basic drinking water, sanitation and hygiene services, people can be left feeling destabilised. Not only does this increase risk of water-borne disease, but can also have negative impacts on dignity, privacy and personal safety. The Essential Plumbing Project served to restore access to these services and residents' safety and dignity.⁴



³ IAEG-SDGs. (2021). *SDG Indicator Metadata 11.1.1*.
<https://unstats.un.org/sdgs/metadata/files/Metadata-11-01-01.pdf>

⁴ IAEG-SDGs. (2023). *SDG Indicator Metadata 1.4.1*.
<https://unstats.un.org/sdgs/metadata/files/Metadata-01-04-01.pdf>



“The Essential Plumbing Project has helped me to feel valued and cared about. I needed help and someone was there. It has shown me that there is still help out there.”

WRITTEN FEEDBACK FROM ESSENTIAL PLUMBING PARTICIPANT, MARCH 2023

Sharing a family meal



A warm meal and a hot shower are daily activities many of us take for granted. Before the Reece Foundation volunteers arrived in Lismore, Amanda Pines had been cooking basic meals for her family using camping equipment.

While Amanda had secured the oven needed to cook in her kitchen, she had been struggling to find an available tradie who could safely install her gas connection and hot water heater. So, she hooked it up herself to an LPG. Reece Foundation volunteer Mick Spencer came in and re-installed the hot water heater and elevated it well above the flood line. As a licensed gas fitter in NSW, Mick's skills have given Amanda and her family the ability to once again cook and shower safely in their own home.

"I don't think people around Australia realise that most people in Lismore are still living without walls, kitchens, and bathrooms. For us, we've essentially been camping in our house for over a year. So having the opportunity to cook food in a safe kitchen will be amazing for me and my family."

"I can't believe I get to live like a normal person again."

AMANDA PINES, LISMORE RESIDENT

Laying the foundations for long-term impact



Long-term disaster recovery is a unique and complex environment. While the Reece Foundation played an important role in fast-tracking both trade skills and resources to Lismore, it was crucial to do so in partnership with a local organisation such as Resilient Lismore to ensure residents can access the full spectrum of support they need long after the Foundation has played a role in their community.

While the project achieved positive shifts in outcomes relating to improved housing quality,⁵ residents still felt that housing quality remained a serious challenge and that flood-affected homes were still not meeting peoples' holistic needs more than a year after the flooding event.⁶

In collaboration with Resilient Lismore and communications agency, The Civic Partnership, we developed a budget submission to secure further funding for this important work to continue. With skilful advocacy from Elly Bird, Resilient Lismore's Executive Director, a \$5 million commitment was made by the Labor Government to continue the work of the project which will see increased rebuilding efforts and more tradies returning to Lismore in 2024.

“Our partnership with Reece Foundation enabled an evolution for us in the work we do to support our community. They helped us to step-change our activities so we could make bigger, more tangible and more meaningful improvements to how people were and still are living.”

ELLY BIRD, EXECUTIVE DIRECTOR, RESILIENT LISMORE

⁵ an increase of +60% feeling that their house is meeting all their needs

⁶ Housing quality remains one of the lowest-scoring outcomes upon the end of the project

Cambodia Clean Water & Toilet Project

in collaboration with Community Generation

Cambodia has a population of approximately 17 million people, with 80% of people living in rural areas – many in extreme poverty. Approximately 29% of the population live without access to safe and clean drinking water, while 31% lack access to basic sanitation.⁷

Many of Cambodia's existing water sources are contaminated with human waste, industrial runoff, and contaminants such as E. coli, resulting in poor health outcomes. Diarrheal diseases are a top five cause of death in the country.⁸

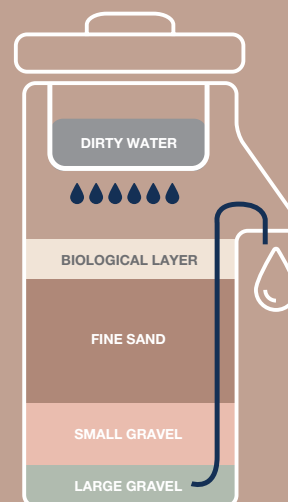
Approach

The Reece Foundation collaborated with Community Generation, a not-for-profit organisation dedicated to delivering clean water, sanitation and skills building projects and programs in Cambodia, to help address the dire need for water and sanitation to a rural community. With the help of six skilled trade volunteers, large BioSand filters were installed for drinking and handwashing in two school communities as well as smaller BioSand filters in households.

The Foundation volunteers also constructed toilet blocks in both schools, with the aim of improving attendance rates for girls once menstruation starts. Each step of the way, volunteers worked side by side with community members from the local NGO, sharing plumbing skills and maintenance knowledge to ensure sustainability of the project.

What is a BioSand filter?

A BioSand filter is a water treatment system that removes pathogens and suspended solids from water. Constructed from tiers of gravel, sand, and a biological layer, BioSand filters remove harmful disease-causing bacteria from dirty water poured through it. They're an effective solution, especially in rural communities, as they don't depend on power and can be easily maintained.



Project snapshot

202



households involved
in the project.

16



toilets constructed.

1,580



people supported.

⁷ Sachs, J.D., Lafortune, G., Fuller, G., Drumm, E. *Implementing the SDG Stimulus. Sustainable Development Report 2023*. Paris: SDSN, Dublin: Dublin University Press. 2023.

⁸ Kelly, G. C., Rachmat, A., Hontz, R. D., Sklar, M. J., Tran, L. K., Supaprom, C., Luy, M., Lina, S., Gregory, M. J., Sopheab, H., Brooks, J. S., Sutherland, I. W., Corson, K. S., & Letizia, A. G. *Etiology and risk factors for diarrheal disease amongst rural and peri-urban populations in Cambodia, 2012-2018*. PloS one. 2023;18(3), <https://doi.org/10.1371/journal.pone.0283871>



Photo credit: Lim Sokchanlina,
WASH project in rural Cambodia
in collaboration with Community
Generation, July 2022.

960



Reece Foundation
volunteer hours.

204



BioSand filters
installed.

2



schools provided access to
clean water and sanitation.

Impact⁹

In collaboration with Community Generation, Reece Foundation volunteers were able to use their skills to have a positive impact on the things that matter most to the local communities and schools we worked with in rural Cambodia.

Impact on community

Clean and safe drinking water was identified as a priority need for the community.¹⁰ By delivering on our goal to increase access to water and sanitation solutions, we identified the project would therefore likely lead to an increase in overall wellbeing.

Before the project

Challenges experienced:

Access to water (quality)

On average, respondents disagreed that they had access to clean and safe drinking water.
(2.31 out of 5 on a scale of 1-5.)

Access to water

67% of respondents indicated they had to walk very far to access clean and safe water.

Distance to sanitation

73% of respondents indicated they had to walk very far to access a good latrine.

After the project

Outputs achieved:



Increased access to a nearby water source

- 202 BioSand water filters installed in homes.
- 100% of participants had used their filter in the last 24 hours.
- 100% of filters were being used correctly and were in good condition.



Increased access to high quality water

99.9% of water surveyed was clean.



Empowered to sustain the resources provided

- 100% of survey group had been trained in using their filter and hygiene.
- 100% of those surveyed could explain how to maintain the filter.
- Soap was present in 100% of houses surveyed.

⁹ Only baseline data could be collected from project participants due to unforeseen project challenges. The analysis throughout this section of the report combines baseline data and post-project surveys to show that the project had a positive impact. Measurement sample included baseline wellbeing surveys completed by 62 community members and 19 school staff, as well as post-project follow-up surveys from 196 households.

¹⁰ This factor was found to have a significant association with wellbeing for participating community members. A higher score in this factor was more likely to accompany stronger wellbeing. At baseline, this was also a low-scoring factor, indicating that community wellbeing may have been negatively affected due to lack of clean water access.

Impact on schools

Access to quality water was identified as a priority need amongst school staff, as it was with community members.

Before the project

Challenges experienced:

Access to sanitation 1.47 /5	Feelings of worry 1.65 /5	Physical health 1.74 /5
There is a latrine and hand washing station near me when at school.	In the past month, how often have you felt worried?	I am sick often.
Water quality 1.84 /5	Skills to sustain water resources provided 1.84 /5	
I have access to clean and safe drinking water at school.	I know how to look after water resources.	

After the project

Handwashing stations, latrines and BioSand filters were installed within two school communities. The post-project results of both schools highlight how meaningful the construction of a clean water source and sanitation facilities are to support participants' wellbeing.

Outputs achieved:



Increased access to a nearby water source

- 100% of hand washing stations were working and being used daily.
- 100% of latrines were working, hygienic and being used daily.
- Students were not practicing open defecation at school.



Increased access to high quality water

- 100% of BioSand filters were being used daily by students and operated correctly.
- 100% of water quality tests (E. coli) in schools post-project were negative for any water contaminants.
- Filters were providing enough water for drinking and handwashing for all students.



Empowered to sustain the resources provided

- Staff can describe how to maintain the filter.
- Students were able to describe how to wash hands correctly.

Alignment to the Sustainable Development Goals



Indicator 6.1.1

Proportion of population using safely managed drinking water services.

SDG 6 is linked to safe and affordable water and sanitation, which are key socioeconomic and health factors for communities. Access to safe drinking water has the immediate impact of preventing the spread of water-borne diseases, and the knock-on effect of maintaining economic productivity for families (who may have otherwise become diseased as a household and would be unable to go to school or work). Through the installation of BioSand filters and associated training, the Cambodia Clean Water project was able to improve access to and the quality of water for this community, which in turn contributes to child survival, maternal, and children's health, family wellbeing, and economic productivity.¹¹



Photo credit: Lim Sokchanlina,
WASH project in rural Cambodia
in collaboration with Community
Generation, July 2022.

¹¹ Inter-agency and Expert Group on Sustainable Development Goal Indicators (IAEG-SDGs). (2021). *SDG Indicator Metadata 6.1.1*. <https://unstats.un.org/sdgs/metadata/files/Metadata-06-01-01.pdf>

Learning through volunteering



It's rare to meet someone who loves their work as much as Kale McCain loves plumbing. Kale had no idea what he wanted to do after high school but knew he wanted to create something of his own and give back to those around him.

Kale owns his own business - KLM Plumbing and Gasfitting - managing a team of five that services the greater Geelong area. Kale has always had a desire to use his skills to contribute to something bigger.

Kale reflects on volunteering with the Reece Foundation in Cambodia as one of the most humbling things he has had the opportunity to be part of.

"Seeing the progress we made from day one, to the last day when the community was finally able to drink clean water was something special. We didn't speak the local language and none of us had worked together before. In four weeks, we taught locals about plumbing, learned things from them and have created a lasting impact, together. Working alongside passionate, like-minded people made this project possible and many are still my close friends today."

The time away from work motivated Kale to restructure his business back home. Upon his return to Geelong, Kale reprioritised his time to focus more on developing his apprentices, both personally and professionally.

"Coming back, we definitely restructured the way we do things especially in working with my apprentices. The job we're on now, in the past we would have only booked a day whereas now it's two days and I can stop what I'm doing and jump off the excavator and show the boys one-on-one how we do things."

Beyond plumbing, Kale's time volunteering has shifted his personal perspectives.

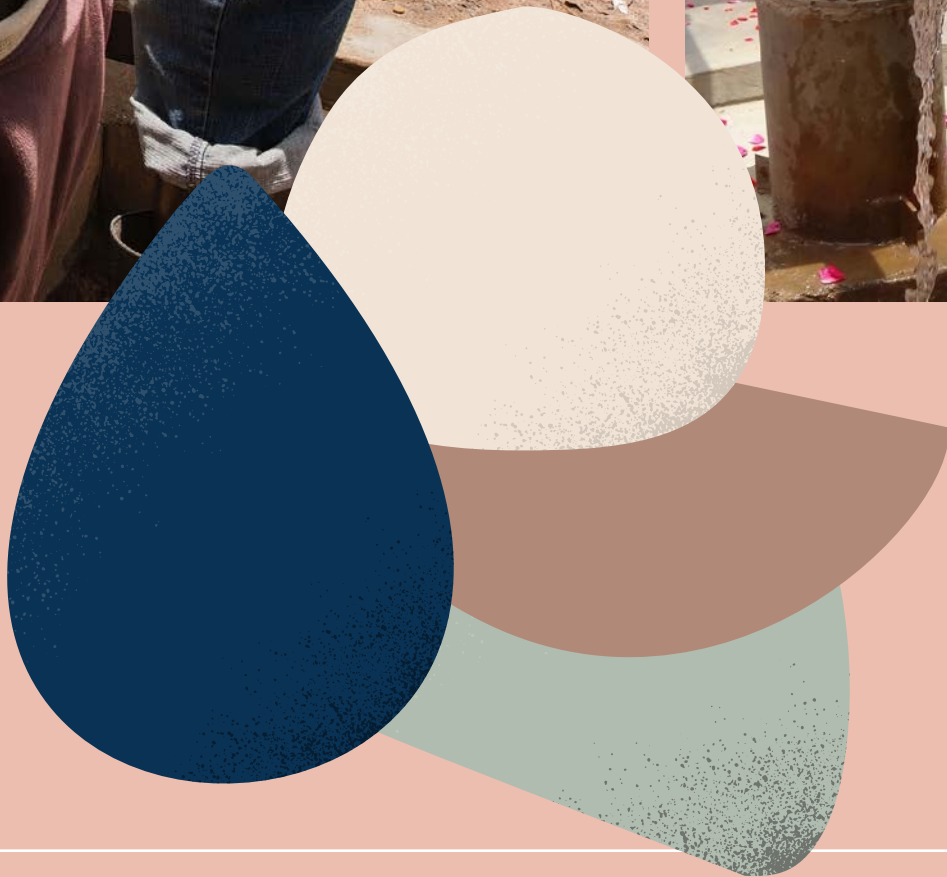
"It brought a lot of mindfulness to my everyday self. A massive part of what I took away from that experience was that material things actually don't bring me happiness."



Doing good that lasts



Doing good that lasts



The Reece Foundation Grant Program

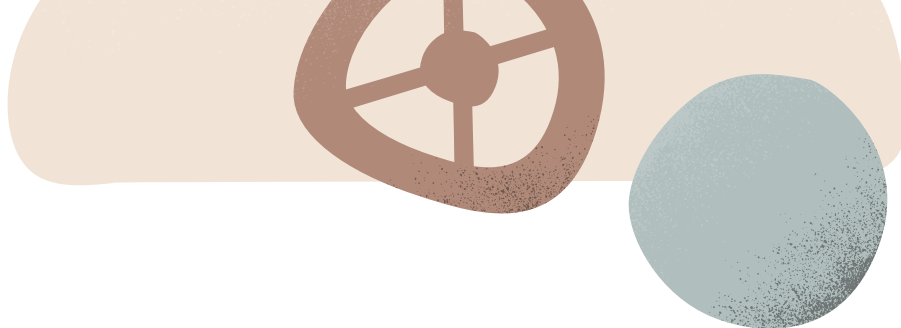
The work of the Grant Program is aligned to our principle of doing good that lasts – empowering the right organisations to provide long term and sustainable solutions, in partnership with the communities they are working with.

Approach

We provide small grants to community organisations that support locally led ideas or innovations to tackle WASH problems facing their community.

Grant applications are open annually and recipients undergo a due diligence process, informed by best practice, prior to funding being awarded.





Grants awarded to date

12 grants were awarded during this reporting period and eight have been completed across Uganda, Cambodia, Malawi, Sri Lanka, India and Rwanda.

Completed	In progress**
Rwanda School Toilet Project, Rwanda <i>Rwanda Plumbers Organisation</i> - 842 people impacted - 16 toilets installed - 8 handwashing stations installed	Irrigation Plot Project, Uganda <i>Love Mercy Foundation</i>
Reverse Osmosis Water Purification Project, Sri Lanka <i>Doing Good Foundation / Foundation of Goodness</i> - 1,960 people impacted	Bhutan Safe Water Project, Bhutan <i>Disaster Aid Australia X Rotary Club Bhutan</i>
Uganda Safe Water Project #1, Uganda <i>BridgIT Water Foundation + Suubi Community Projects</i> - 5,115 people impacted - 2 villages and 2 schools impacted - 2 boreholes installed	Naukunda Water Project, Nepal <i>BridgIT Nepal + KEEP</i>
Uganda Safe Water Project #2, Uganda* <i>BridgIT Water Foundation + Suubi Community Projects</i> - 2,190 people impacted - 2 villages impacted - 2 boreholes installed	Solar Powered Water Project Namakkal District, Tamil Nadu, India <i>SPK Educational Trust</i>
School Clean Water Project, Madurai, India <i>VOC Rural Development Committee</i> - 2,000 people impacted - 2 villages and 2 schools impacted - 2 boreholes installed	
Te-Abala Borehole Project, Northern Uganda* <i>Love Mercy Foundation</i> - 2,500 people impacted - 1 village - 1 borehole installed	
Kapeni Borehole Projects, Malawi* <i>Chinansungwi Relief Hand Organisation (CHIREHO)</i> - 3,500 people impacted - 2 villages impacted - 2 boreholes installed	

* Of the eight complete grants, three undertook social impact measurement. This report explores the measurement findings of the three highlighted grant communities in aggregate and additionally in three separate deep-dive case studies.

** These grant projects were funded in FY23 yet span across both FY23-24 where social impact measurement remains underway. The impact findings for these communities will be included in the FY24 report.

The Reece Foundation Grant Program cont.

Snapshot: completed grant funded initiatives to date.

18,143

people impacted.



1,806

households impacted.



10

villages
impacted.



24

toilets
installed.



9

boreholes funded
and built.



An average of

2.7hrs

reduced walking time to access
a quality water source.



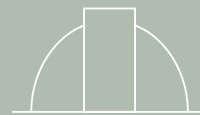
5

schools
impacted.



8

handwashing
stations installed.



42

local employees
or trades hired.

Combined results from three grant communities

To provide a high level perspective of the impact of the grant program to date, the following section is a synthesis of combined results gained from three contributing grant communities.^{12,13}



01



Uganda Safe Water Project #2

BridgIT Water Foundation + Suubi Community Projects

Uganda

02



Te-Abala Borehole Project

Love Mercy Foundation

Northern Uganda

03



Kapeni Borehole Projects

Chinansungwi Relief Hand Organisation (CHIREHO)

Kapeni, Malawi

Doing good that lasts

¹² Since launching impact measurement for their grant program in 2023, Reece Foundation have a triaging process for the appropriateness of social impact measurement for each grant awarded.

¹³ Measurement sample includes 485 preproject baseline and 513 post-project shift responses. Analysis based on group averages.

Impact

The combined results of the Reece Foundation Grant Program paint a picture of the great need for clean water and sanitation in some of the most disadvantaged and hard to reach communities.

Overall snapshot from three grant communities

Over two-thirds of factors measured saw meaningful positive shifts.¹⁴ This tells us that our Grant Program is making positive change and is effectively addressing water and sanitation needs in the involved communities, as aligned to our social impact goals.



What is a shift?

Data is compared between two measurement points, prior to the project (baseline) and after the project (shift survey). Factors are scored on scales of 1-5 ranging from strongly disagree to strongly agree. The difference between scores is referred to as a 'shift' and is represented as an average percentage difference for all participants.

Project outcomes

Grant program outcome	Factors measured against outcomes		
Access to clean water	+224% Availability of water	+168% Quality of water	+164% Safety when collecting water
Access to quality sanitation solutions	+141% Availability of sanitation	+116% Quality of sanitation	
Trade skills and knowledge	+65% Opportunity for cognitive self-development	+44% Trade skills	+21% Problem solving
Hope for the future	+63% Self-acceptance	+15% Financial security	
Health	+81% Health knowledge	+20% Physical health	

¹⁴ While every grant community survey was different, there were 17 holistic factors which were measured consistently across all three communities. A factor is a capability or opportunity which contributes to Reece Foundation's overarching impact goal.

Community Wellbeing

Overall snapshot from three grant communities

Positive shifts in the wellbeing of communities is our ultimate indicator for success. To measure this, we used the Huber Social Wellbeing Framework™ and surveyed people in the impacted communities about their satisfaction with life before and after the project, with results indicating a

+142% increase in overall wellbeing

of people in the grant communities.

This indicates that our Grant Program is positively contributing to the necessary conditions in people's lives and holistically contributing to people's overall satisfaction with life, beyond just successful project outputs alone.

Our Grant Program targets what matters most

All four factors identified as most important for increased wellbeing (see column right), also saw strong meaningful improvements over each grant project. Not only are the people in the grant communities reporting positive outcomes, but the results are in areas most important to an associated impact on their positive wellbeing.

Notably, access to water was identified as a priority need across the grant communities prior to project delivery.¹⁵ Results show this priority need was strongly supported through our grant program with communities reporting the largest overall shift for this factor.

Alignment to the Sustainable Development Goals



Indicator 6.2.1

Proportion of population using (a) safely managed sanitation services and (b) a hand-washing facility with soap and water.

Having safely managed sanitation and hand-washing facilities with soap and water is integral to reducing the transmission of pathogens (such as diarrhoeal diseases, acute respiratory infections, parasitic infections, and other neglected tropical diseases). As most disease-causing bacteria and viruses are transmitted through the air, water, surfaces, food or faeces, handwashing is a key component to reducing spread. The installation of toilet facilities and hand washing education not only contribute to the reduction of disease transmission and subsequent disease, but also the wider wellbeing of impacted communities, who do not lose time to illness and are better placed to fulfil their potential.

All drivers of wellbeing increased across grant communities

+224%

Water availability

It is easy for me to get water when I need it.



+81%

Health knowledge

I know the difference between water that is safe and unsafe to drink.



+63%

Self acceptance

I like who I am.



+20%

Physical health

My health is good.



¹⁵ Upon baseline measurement, availability of water was identified as a key priority need. This factor was found to be predictive of positive wellbeing (moderate strength) amongst all three grant communities yet remained one of the lowest scoring areas for grant communities prior to project commencement.



Uganda Safe Water Project #2

Grant Recipient: BridgIT Water Foundation

Uganda, like many other African countries, faces enormous challenges in both rural and urban areas to access clean water. Most of the population relies on surface water, instead of groundwater for everyday living and has no way to access groundwater. This isn't safe or sustainable because surface water is much easier to pollute than groundwater and when surface water is used up, there's no real way to restore it.

The Reece Foundation grant supported BridgIT to drill two boreholes in Central Uganda that have provided Mayangayanga and Kitto villages with safe access to groundwater. The goal of the project was to improve the wellbeing of the community by reducing the distance required to access water; as well as provide higher quality water sources to reduce water-related illnesses prevalent in these villages due to the use of contaminated water sources.



Project snapshot

2,190

people gained access to quality drinking water.



2

boreholes installed.



1.5km

reduced distance to access a quality water source on average.



2hrs

reduced walking time to access a quality water source on average.



8

locals employed during construction.



Measurement Sample: 57 pre-project baseline and 57 post-project shift responses. Analysis based on 49 paired responses.

Impact

Project outcomes

Access to water was an identified challenge which was effectively addressed.

For this community 'quality of water', 'access to water', and 'safety when collecting water' were three out of the four lowest-scoring outcomes at baseline measurement (before project). After project implementation, these same factors were three of the four highest scoring (or shift) factors indicating that the project was well-aligned and successful in meeting community needs.



Quality of water

Baseline score: 1.15/5
Shift score 4.71/5

+354%

Access to water

Baseline score: 1.21/5
Shift score 4.66/5

+353%

Safety when collecting water

Baseline score: 1.39/5
Shift score 4.75/5

+329%

Additionally, the Huber Social results indicate that this project had an impact on broader, holistic needs within the community.



+132%

Availability of sanitation.



+119%

Access to food - availability.



+97%

Quality of sanitation.



-71%

Feelings of worry.



+68%

Self-acceptance.



+17%

Self-belief.

Case study 01

The Uganda Safe Water Project #2 *cont.*

Community wellbeing

The Uganda Safe Water Project #2 also supported positive improvement across factors most strongly correlated to increased community wellbeing, with **+7% increase in 'Hope'; and +4% increase in 'Community Connection'**. This shows how the grant also supported broader community needs beyond water and sanitation outcomes. Results therefore show a positive trend of **+2% increase in overall wellbeing** when comparing scores before and after the project.¹⁶

Alignment to the Sustainable Development Goals



Indicator 3.9.2

Mortality rate attributed to unsafe water, unsafe sanitation and lack of hygiene (exposure to unsafe water, sanitation and hygiene for all (WASH) services).

Safe water, sanitation and hygiene are universally understood to be paramount to overall good health and wellbeing. Having access to safe drinking water reduces the transmission of water-borne diseases like diarrhoea, a leading cause of death for children globally. Other water-borne diseases that are reduced due to safe drinking water and sanitation include acute respiratory infections, intestinal nematode infections, and protein-energy malnutrition. BridgIT Uganda's work on improving water sanitation goes a long way in helping reduce illness and death from water-borne diseases in their communities.¹⁷

¹⁶ Having a higher wellbeing baseline means that shifts in wellbeing are more difficult to create due to having less room for improvement than someone with low wellbeing.

¹⁷ IAEG-SDGs. (2021). *SDG Indicator Metadata 3.9.2*. <https://unstats.un.org/sdgs/metadata/files/Metadata-03-09-02.pdf>





Te-Abala Borehole Project

Grant Recipient: Love Mercy

After a series of conflicts for the past 40 years, communities in Northern Uganda still struggle with access to clean water for drinking and suitable water for farming.

Australian NGO Love Mercy Foundation have been working in Uganda for over ten years with Cents for Seeds, their loan-based program that helps provide women with the resources and training to start their own farms. Changes in the reliability and amount of rainfall means these communities are in need of water.

Love Mercy Foundation used the grant to drill a borehole and pump within the village of Te-Abala in Northern Uganda, with the aim to provide immediate access to clean drinking water for approximately 800 community members.

Project snapshot

2,500

people gained access to
quality drinking water



1

borehole
installed



2.5km

reduced distance to
access a quality water
source on average



12

locals employed during
construction



Measurement Sample: 90 pre-project baseline and 120 post-project shift responses. Analysis is based on comparison of group averages.

Impact

Project outcomes

The Te-Abala community experienced meaningful increases in a range of factors, specifically around water access, demonstrating that the project was effective in increasing availability and quality of water and increasing community confidence in having trade skills required to maintain and fix plumbing.



+60%

Resources to grow own food.



+50%

Job opportunities.



+37%

Availability of water.



+34%

Trade skills.



+27%

Quality of water.



+14%

Health knowledge.

Community wellbeing

Social impact measurement findings show a positive trend in overall wellbeing, increasing by 9%^ on average.

The project successfully met the community's immediate need for access to water. Findings also show that wellbeing was driven by factors beyond our remit, including community support and financial security.¹⁸ Encouragingly, these two factors were already showing signs of improvement at the end of the project. With measurement taking place only one month after the borehole was installed, it is possible that the flow-on effects of access to clean water on other holistic community needs are yet to be fully felt and that factors which drive wellbeing, like financial security, will continue to improve.

Overall wellbeing and satisfaction with life trended up.

¹⁸ Strongest correlates to wellbeing included 'Community Support: I have people in my community who help and support me'; and 'Financial Security: I can provide for myself and my family'.

Case study 02

The Te-Abala Borehole Project *cont.*

Future impact

Water for farmers remains a challenge for the Te-Abala community. Despite headway gained through the grant project with a +60% increase in community members feeling they now had access to resources to grow their own food, access to water for agricultural use remains a low-scoring factor.

Our work with the Te-Abala community continues, with Love Mercy receiving another grant to progress the installation of pumps, tanks and piping for demonstration and educational agricultural plots. They will be used by local leaders to conduct workshops on how irrigation can be introduced as a strategy to support water use for consistent crop yields all year.

Alignment to the Sustainable Development Goals



Indicator 2.1.2

Prevalence of moderate or severe food insecurity in the population, based on the food insecurity experience scale (FIES).

Goal 2 of the SDGs aims to end hunger by 2030, and this specific indicator uses a Food Insecurity Experience Scale to measure food insecurity in a population. Frequent bouts of food insecurity can lead to poor health conditions related to diet, while severe levels of food insecurity can lead to hunger and malnutrition. Supporting year-round access to water as seen in the Te-Abala Borehole Project can have flow-on effects beyond access to drinking water alone. A water source within agricultural economies, like Te-Abala, can provide an additional water source for agricultural use, crop health, and in turn a source of food and income. This can subsequently secure a more resilient food source for individuals in the community as well as income from the selling of surplus, providing them with more food and economic security.¹⁹

¹⁹ IAEG-SDGs. (2023). *SDG Indicator Metadata 2.1.2*. <https://unstats.un.org/sdgs/metadata/files/Metadata-02-01-02.pdf>





“The community is 78km from a major town and previously relied on swamps created by rainfall as a water source. The new well marks a significant moment in time for this community, one that will be remembered forever in the heart and improved health of the people.”

REBECCA LLOYD – LOVE MERCY CEO

Kapeni Borehole Project

Grant Recipient: Chinansungwi Relief Hand Organisation (CHIREHO)



Villages in the Kapeni district of Malawi are experiencing a shortage of reliable, sufficient and clean water sources.

Almost 50 percent of the people in the area lack access to sanitation and are using unsafe drinking water sources, which, coupled with poor hygiene practices, causes water-borne disease, illness and as a result, an increase in deaths of the locals of Mpondo and Maulana villages.

This project improved access to water through the drilling of two boreholes and subsequent construction of wells that provide clean drinking water to residents in the Mpondo and Maulana communities. The project, coupled with CHIREHO's programs, resulted in significant improvement in access to water, sanitation and health knowledge.

Project snapshot

3,500

people gained access to quality drinking water.



2

boreholes installed.



3hrs

reduced walking time to access a quality water source on average.



5

locals employed during construction.



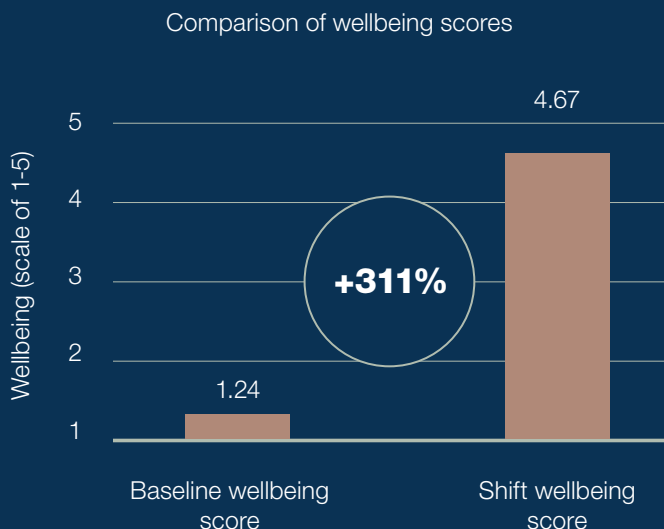
Measurement Sample: 338 pre-project baseline and 282 post-project shift responses. Analysis based on 231 paired responses.

Impact

Community wellbeing

The Mpondo and Maulana grant communities experienced an outstanding

311% shift in their overall wellbeing.



Greatest challenge areas saw largest increases

Given the water shortage in the community (compounded by prolonged drought, unsafe drinking sources and distance to water), the largest community challenges revolved around **availability**, **quality** and **safety** when collecting water.

Huber Social identified these three factors as the strongest drivers of wellbeing. Results show that the availability, quality and safe access of water in communities significantly improved, such that these **lowest-scoring factors became the highest-scoring factors one-month post-project.**

This grant not only had its strongest impact across water factors, it in turn saw an impressive increase in community members' overall wellbeing reiterating that the Grant Program is providing the conditions for community wellbeing to thrive.

Doing good that lasts

Project outcomes

The highest six shifts in terms of access to water and sanitation included:²⁰



²⁰ 16 out of 17 factors measured saw significant positive shifts showing the broad impact the project had on Mpondo and Maulana grant communities.

Case study 03

Chinansungwi Relief Hand Organisation (CHIREHO) *cont.*

Alignment to the Sustainable Development Goals



Indicator 6.2.1

Proportion of population using (a) safely managed sanitation services and (b) a hand-washing facility with soap and water.

Having safely managed sanitation services and hand-washing facilities with soap and water is integral to reducing the transmission of pathogens (such as diarrhoeal diseases, acute respiratory infections, parasitic infections, and other neglected tropical diseases). As most disease-causing bacteria and viruses are transmitted through the air, water, surfaces, food or faeces, handwashing is a key component to reducing spread. The installation of toilet facilities and education around hand washing not only contributes to the reduction of disease transmission and subsequent illness, but also the wider wellbeing of impacted communities, who do not lose time to illness and are better placed to fulfil their potential.²¹



²¹ World Health Organization (WHO) & United Nations Children's Fund (UNICEF). 2021. *SDG Indicator Metadata 6.2.1.a*. WHO & UNICEF. <https://unstats.un.org/sdgs/metadata/files/Metadata-06-02-01a.pdf>. World Health Organization (WHO) & United Nations Children's Fund (UNICEF). 2021. *SDG Indicator Metadata 6.2.1.b*. WHO & UNICEF. <https://unstats.un.org/sdgs/metadata/files/Metadata-06-02-01b.pdf>

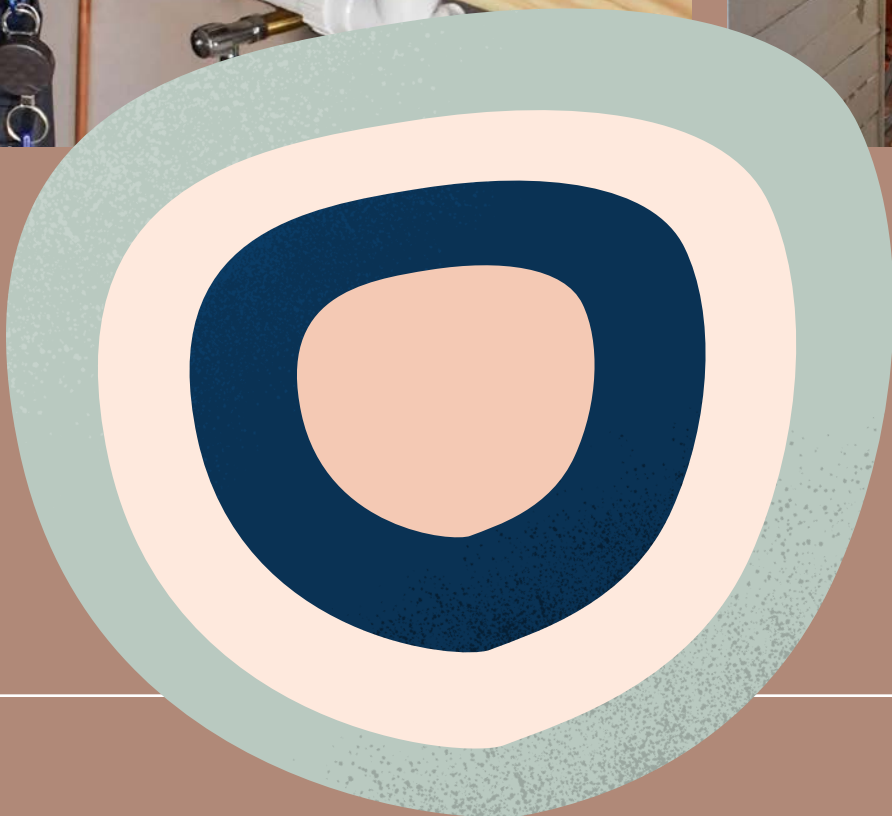
The drilling process in progress in Mponda village.



Making sure every one has a question paper before the survey starts.



Down to earth



The wellbeing of our trades

Our ability to work alongside communities in Australia and abroad to implement clean water and sanitation solutions relies upon the skills and willingness of trades who have a passion for giving back.

Measuring the impact of our work on Reece Foundation volunteers is just as important to us as measuring the impact of our work on communities and partner organisations.

Since launching, we've had the privilege of working with 23 dedicated and skilled tradespeople, who have all experienced a positive impact on their wellbeing as a result of volunteering.

Our volunteers live and breathe the principle of being down to earth. They genuinely connect with the communities they work with and invest the time to collaborate with local tradespeople for the best solutions.



Approach

Working with AVI, Reece Foundation volunteers were screened and supported with the right training, and processes like insurances and health checks, to create a safe and memorable volunteering experience, and also safeguard the communities we are working with.

The length of time a volunteer was involved in a Foundation project varied between one to four weeks. A typical day began with a briefing and ended with a toolbox talk, to share experiences, ideas and build a strong support network of peer volunteers.

The planning and time invested in volunteers pre-, during and post-departure on projects sets the foundations for tradies to have life changing experiences that have a positive impact on wellbeing.

Volunteer snapshot

23

opportunities for tradies who volunteered their time.



2,234

volunteer hours across two projects.



100%

NPS.

100% of volunteers felt their skills were well used.
100% indicated they would volunteer again.



“I just want to help people in whatever way I can. By helping with my trade I feel confident that I can give back in a way that I know is to the best of my ability”.

REECE FOUNDATION TRADE VOLUNTEER

Measurement Sample: 17 pre-volunteering baseline and 17 post-volunteering shift responses. Analysis based on 15 paired responses.



Impact

Wellbeing increased by

+8%

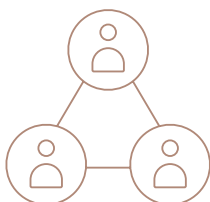
across all volunteers.

This is a particularly impressive result given that Reece Foundation volunteers already had higher wellbeing compared to the average Australian.²² With such a high baseline, any significant increase in wellbeing levels is an achievement. We are proud of the powerful impact that the experiences had on Foundation volunteers.

+23%

Connection.

Connection to Reece Foundation community.



+15%

Reduction in feelings of frustration.

Feeling frustrated less often.



+12%

Respect from Reece Foundation Community.

Opinions are heard and respected by others in the Reece Foundation community.



+9%

Conflict resolution.

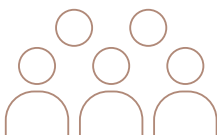
Ability to help others reach a peaceful solution to conflict.



+9%

Access to community relationships.

Opportunity to meet like minded people.



+8%

Leadership - motivation.

Feeling confident in motivating and getting the best out of one's team.



²² Prior to joining the team, volunteers reported an average wellbeing score of 5.74 (scale of 1-7), compared to the average Australian at 5.02.



“I feel that the trip had realigned the purpose I had for my life; definitely improved my mental health after coming back to Australia.”

REECE FOUNDATION TRADE VOLUNTEER

Alignment to the Sustainable Development Goals



Volunteers have been explicitly recognised as an integral stakeholder group to the achievement of the SDGs. Spanning across all goals, volunteers are able to further progress towards goals in their own or other communities with their work. Volunteers can also champion national and community planning and development, bringing important issues to the forefront of peoples' minds and inspiring further transformation. Through their engagement with the Reece Foundation, volunteers are directly helping communities in need and contributing to the advancement of SDGs 1 (No Poverty), 2 (Zero Hunger), 3 (Good Health and Well-being), 6 (Clean Water and Sanitation), and 11 (Sustainable Cities and Communities).²³

²³ United Nations Volunteers (UNV). 2020. *Volunteerism and the Global Goals*. <https://www.unv.org/volunteerism-and-global-goals>

Giving back makes Carl proud to be a plumber

Over the course of four weeks, Carl was among a group of volunteers who rolled up their sleeves to bring communities in rural Cambodia access to clean water and hygienic sanitation for the first time.



Working alongside locals, swapping skills and sharing knowledge, Carl helped install BioSand filters for clean drinking water, toilet blocks, handwashing stations at local schools, rainwater tanks and irrigation systems for community gardens to create sustainable food sources.

When asked why he decided to volunteer in the first place, Carl said, “I’ve been blessed to learn the skills I’ve acquired over the years through my apprenticeship and beyond. For me stepping away from my own business, to use my skills for good and give back to a community that needs them is something I find very rewarding.”

The volunteer experience had a lasting impact on Carl and made him realise how essential plumbing is to everyone’s overall health and wellbeing.

“My time in Cambodia made me realise how lucky most of us are back home. Access to clean water is a basic human right. Our cities and communities in Australia wouldn’t be what they are without plumbing because access to clean water and sanitation keeps us safe and healthy. I am proud to be a plumber and continue to be humbled by my experiences as a Reece Foundation volunteer.”

In addition to the four weeks of time he spent volunteering in Cambodia, Carl has donated five weeks of his time volunteering to support our work in Lismore. That’s nine weeks, over the course of seven months.



Collaborating with Reece

The work of the Foundation is only possible thanks to the passion and support of team members across Reece coupled with the invaluable skills of Reece customers.

From product expertise, supply chain support, to establishing our brand, the Reece team have given their time and energy

to provide the exceptional customer experience that Reece is renowned for, to the communities we work with.

As our founding partner, we look forward to continuing to make a difference with the support of Reece.



Photo credit: Lim Sokchanlina, WASH project in rural Cambodia in collaboration with Community Generation, July 2022.

“As a business we are connected by our values, and I loved the opportunity to work side by side with our customers and team to give back to the community through the Foundation.”

SAM ANSELL, OPERATIONS LEADER, ACTROL ANZ



Leadership and governance

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

The Reece Foundation Board



Andrew Nisbet

Chair



Katie Wyatt

Director



Chris Pattenden

Director



Andrew Wilson

Director



Howard Silby

Director



Ipsita Wright

Company Secretary

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




The independent auditors of the Reece Foundation are KPMG.

Appendix 1

United Nation's Sustainable Development Goals (SDGs) summary

The table below provides an overview of the UN SDG indicators the Reece Foundation's work contributes to, including a reference to the pages of the report which demonstrate examples of supporting evidence.

Reece Foundation's Contribution to the UN SDGs

	Goal 1: No poverty - End poverty in all its forms everywhere.		
	Target 1.4 By 2030, ensure that all men and women, in particular the poor and the vulnerable, have equal rights to economic resources, as well as access to basic services, ownership and control over land and other forms of property, inheritance, natural resources, appropriate new technology and financial services, including microfinance.		
	<table><tr><td>Indicator 1.4.1 Proportion of population living in households with access to basic services.</td><td>Reece Foundation's contribution Essential Plumbing Project, pages 20-24 Grant Program - Combined Results, pages 36-41</td></tr></table>	Indicator 1.4.1 Proportion of population living in households with access to basic services.	Reece Foundation's contribution Essential Plumbing Project, pages 20-24 Grant Program - Combined Results, pages 36-41
Indicator 1.4.1 Proportion of population living in households with access to basic services.	Reece Foundation's contribution Essential Plumbing Project, pages 20-24 Grant Program - Combined Results, pages 36-41		
	Goal 2: Zero hunger - End hunger, achieve food security and improved nutrition and promote sustainable agriculture.		
	Target 2.1 By 2030, end hunger and ensure access by all people, in particular the poor and people in vulnerable situations, including infants, to safe, nutritious and sufficient food all year round.		
	<table><tr><td>Indicator 2.1.2 Prevalence of moderate or severe food insecurity in the population, based on the Food Insecurity Experience Scale (FIES).</td><td>Reece Foundation's contribution Grant Program - Uganda Safe Water Project #2, pages 42-44 Grant Program - Te-Abala Borehole Project, pages 46-48</td></tr></table>	Indicator 2.1.2 Prevalence of moderate or severe food insecurity in the population, based on the Food Insecurity Experience Scale (FIES).	Reece Foundation's contribution Grant Program - Uganda Safe Water Project #2, pages 42-44 Grant Program - Te-Abala Borehole Project, pages 46-48
Indicator 2.1.2 Prevalence of moderate or severe food insecurity in the population, based on the Food Insecurity Experience Scale (FIES).	Reece Foundation's contribution Grant Program - Uganda Safe Water Project #2, pages 42-44 Grant Program - Te-Abala Borehole Project, pages 46-48		
	Goal 3: Good health and wellbeing - Ensure healthy lives and promote well-being for all at all ages.		
	Target 3.3 By 2030, end the epidemics of AIDS, tuberculosis, malaria and neglected tropical diseases and combat hepatitis, water-borne diseases and other communicable diseases.		
	<table><tr><td>Indicator 3.3.2 Tuberculosis incidence per 100,000 population.</td><td>Reece Foundation's contribution Grant Program - Combined Results, pages 36-41</td></tr></table>	Indicator 3.3.2 Tuberculosis incidence per 100,000 population.	Reece Foundation's contribution Grant Program - Combined Results, pages 36-41
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	Target 3.9 By 2030, substantially reduce the number of deaths and illnesses from hazardous chemicals and air, water and soil pollution and contamination.		
	<table><tr><td>Indicator 3.9.2 Mortality rate attributed to unsafe water, unsafe sanitation and lack of hygiene (exposure to unsafe Water, Sanitation and Hygiene for All (WASH) services).</td><td>Reece Foundation's contribution Grant Program - Combined Results, pages 36-41</td></tr></table>	Indicator 3.9.2 Mortality rate attributed to unsafe water, unsafe sanitation and lack of hygiene (exposure to unsafe Water, Sanitation and Hygiene for All (WASH) services).	Reece Foundation's contribution Grant Program - Combined Results, pages 36-41
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Goal 4: Quality education - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

Target 4.1 By 2030, ensure that all girls and boys complete free, equitable and quality primary and secondary education leading to relevant and effective learning outcomes.

Indicator 4.1.2 Completion rate (primary education, lower secondary education, upper secondary education).

Reece Foundation contribution

Grant Program - Combined Results, pages 36-41
Cambodia Clean Water and Toilet Project, pages 28-32



Goal 6: Clean water and sanitation - Ensure availability and sustainable management of water and sanitation for all.

Target 6.1 By 2030, achieve universal and equitable access to safe and affordable drinking water for all.

Indicator 6.1.1 Proportion of population using safely managed drinking water services.

Reece Foundation's contribution

Grant Program - Combined Results, pages 36-41
Grant Program - Uganda Safe Water Project #2, pages 42-44
Cambodia Clean Water and Toilet Project, pages 28-32

Target 6.2 By 2030, achieve access to adequate and equitable sanitation and hygiene for all and end open defecation, paying special attention to the needs of women and girls and those in vulnerable situations.

Indicator 6.2.1 Proportion of population using (a) safely managed sanitation services and (b) a handwashing facility with soap and water.

Reece Foundation's contribution

Grant Program - Combined Results, pages 36-41
Grant Program - Uganda Safe Water Project #2, pages 42-44
Grant Program - Kapeni Borehole Project, pages 50-52



Goal 8: Decent work and economic growth - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

Target 8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small- and medium-sized enterprises, including through access to financial services.

Indicator 8.3.1 Proportion of informal employment in total employment, by sector and sex.

Reece Foundation's contribution

Grant Program - Combined Results, pages 36-41
Grant Program - Te-Abala Borehole Project, pages 46-48



Goal 11: Sustainable cities and communities - Make cities and human settlements inclusive, safe, resilient and sustainable.

Target 11.1 By 2030, ensure access for all to adequate, safe and affordable housing and basic services and upgrade slums.

Indicator 11.1.1 Proportion of urban population living in slums, informal settlements or inadequate housing.

Reece Foundation's contribution

Essential Plumbing Project, pages 20-24

Appendix 2

The Reece Foundation impact measurement approach

The impact measurement approach is bespoke to the three streams of work below, however, all three follow a singular, consistent process.



Measurement design

In collaboration with Huber Social, we co-designed a measurement approach that was rigorous but practical, with community needs being placed first. This involved identifying the outcomes that could be measured for each stream as well as considering the logistical and ethical concerns relevant to each cohort.

- For partnership projects, measurement involved additional co-design work with partner organisations.
- For grant funded initiatives, a Grant Toolkit and survey tool was developed that can be easily adapted to multiple organisations depending on the outcomes they were contributing to.
- For Trade Volunteers, a single consistent approach was designed for all projects where volunteers are utilised.

Survey tools were developed based on the agreed scope of measurement and social impact model. The majority of items were measured on a Likert scale of agreement from 1 (strongly disagree) to 5 (strongly agree). To ensure the survey questions were culturally, linguistically and ethically appropriate, and that all survey questions were understood by participants, surveys were tested and validated with representatives from the relevant stream communities.

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

The measurement system was submitted to the Huber Social Ethical Review Board for ethical assessment (Committee No. EC0047773). It was granted approval on 1 June 2022.

Measurement timing

Measurement timings varied for each stream, with the different measurement points outlined in the following diagrams.



- Baseline survey**
Conducted before work began within the community.
- Shift survey** Conducted after completion of the project and once a reasonable amount of time has passed.



- Baseline survey**
Conducted within one month prior to implementation/construction of sanitation solution.
- Shift survey** Conducted within one month after implementation/ construction was complete and community had access to the sanitation solution.



- Baseline survey**
Conducted part of the volunteer onboarding process, two weeks before deployment.
- Shift survey** Conducted two weeks after the volunteer debrief once volunteers had settled back into everyday life.

Analysis and limitations

Where possible, analysis was completed using paired data; that is, data where the same individual had completed both a before and after survey and their responses could be considered together. Occasionally it was not possible to pair data; for example, if someone did not complete both the before and after survey. In this case, analysis was based on comparing the group averages of those who completed the before and after surveys.

Breaking down our Social Impact Model: Outcomes and Factors

Partnership projects and Grant funded initiatives

Outcomes		
	<i>Reece Foundation achieves impact by building capabilities and providing opportunities across the following outcome areas:</i>	<i>Self-assessed level of capability and access to opportunity across the following Huber Social Wellbeing Measurement Framework factors.</i>
	Access to clean water and sanitation Infrastructure and products to ensure communities have access to safe, clean water and adequate sanitation solutions.	<ul style="list-style-type: none"> - Access to clean water (quality, distance, availability, attitudes, safety) - Access to sanitation (quality, distance, availability, attitudes, safety)
	Trade skills and knowledge Capability to sustain the water and sanitation resources delivered.	<ul style="list-style-type: none"> - Opportunity for cognitive self-development - Personal development - the skills to sustain the resources - Problem solving
	Physical health Improved knowledge around clean water and hygiene alongside better health outcomes due to access to clean, safe water and adequate sanitation.	<ul style="list-style-type: none"> - Health management skills around clean water - Health management skills around hygiene and sanitation - Perceived physical health and illness
	Hope for the future Have confidence and hope for a better future and reduced stresses due to the Reece Foundation scope of work.	<ul style="list-style-type: none"> - Levels of anxiety and worry - Hope for the future - Ability to provide for family - Self-belief and self-acceptance (agency and confidence)
	Access to job opportunities Improved health outcomes and trades upskilling leads to an increase in job opportunities for local community members.	<ul style="list-style-type: none"> - Access to jobs (availability, attitudes, safety) - New trades skills leading to employment opportunity

Trades volunteers

	Sense of purpose Trades people feeling they are able to make a difference to the lives of others.	<ul style="list-style-type: none"> - Purpose - Passion - Self-acceptance (self-love) - Opportunity to give back (acts of service)
	Leadership Skills and confidence in the ability to lead a team towards a goal.	<ul style="list-style-type: none"> - Self-acceptance (confidence in leadership) - Self-belief - Communication skills (leadership) - Relationship skills (leadership) - Problem solving - Adaptability
	Skills development The opportunity to develop new trades skills that might otherwise be unavailable to them.	<ul style="list-style-type: none"> - Personal development skills in trades - Opportunity for cognitive development
	Community connection A sense of belonging and connection to other trades people and their local community or completely new community in the case of partnership programs.	<ul style="list-style-type: none"> - Community connection - Sense of belonging - Access to inclusive volunteer community - Access to local community (grants)
	Cultural and social awareness The opportunity to be exposed to and adapt to a different culture or group of vulnerable people with different needs.	<ul style="list-style-type: none"> - Access to new communities - Opportunity for social self-development - Access to culture - Communication skills (cross-cultural) - Relationship skills (cross-cultural)



Thank you

The work of the Reece Foundation has been made possible thanks to the support of our valued partners.

To our volunteers, it is with deep gratitude and respect that we say thank you for the key role you have played in enabling more people to access clean water. You have our deepest gratitude and appreciation for the valuable skills, energy and kindness that you have shared with the communities you worked with.

To all the Reece team members who have helped to launch the Reece Foundation and collaborated on our first projects, and to all the friends of Reece including suppliers and logistics partners, thank you for guiding us with enthusiasm and generosity.

A special shout out to our friends at the following organisations, who have played a key role in project delivery and in establishing the Reece Foundation:

- Prolegis
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- Tonic Partners
- KPMG
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- Zinc Group

Thank you to project partners and grant recipients for providing images used throughout this report.



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