

OUR VISION: A \$5 MILLION INVESTMENT IN IMPACT

A purpose-built hub creating jobs, building skills
and reducing e-waste.



**SAM'S
SPARES**

ETHICAL • SUSTAINABLE • PURPOSE DRIVEN



PROSPECTUS

2026

CEO's Note:

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“Sam's Spares started with a simple idea at our kitchen table, that the mountains of technology being thrown away could become opportunity for people who are too often overlooked. Today, that idea comes to life in our warehouse every single day. When you walk through the doors, you don't just see shelves of computers and pallets of equipment. You see neurodivergent people building skills, gaining confidence and showing what's possible when someone believes in their potential.

For many of our team, traditional workplaces have never worked for them. They've been told they don't fit the mould. At Sam's Spares, they finally do. The workshop gives them structure, purpose and the chance to build real careers while doing something meaningful.

The warehouse is what makes that mission possible. Without the space to collect, store, repair, and redistribute thousands of devices, the impact simply stops. But more importantly, the jobs stop. The training stops. The chance for neurodivergent people to step into meaningful work disappears.

A permanent home for Sam's Spares isn't just about securing a building. It's about protecting a place where people who have been underestimated finally get the chance to thrive, contribute and build a future. And that's something worth fighting for.”

Diane Lloyd
Co-Founder & CEO



30+

**neurodivergent
individuals engaged
in training & employment**



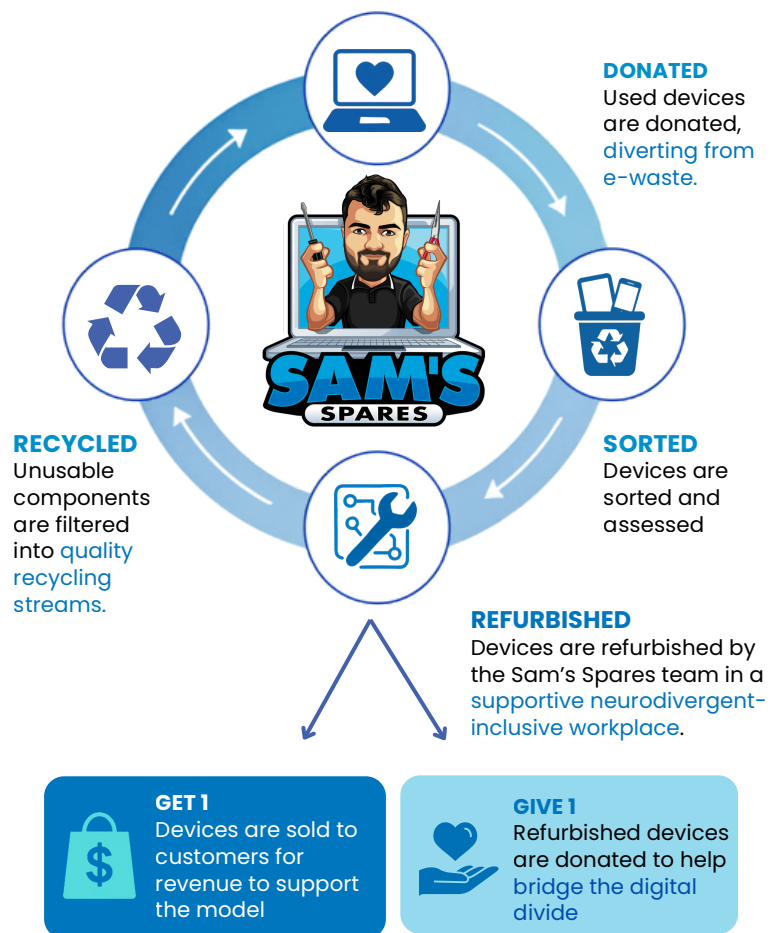
OUR GOAL BY 2029

Executive Summary

Sam's Spares has outgrown its current premises and is seeking to raise \$4.5 million to secure a permanent home to unlock it's next phase of growth.

Sam's Spares is rewriting the script for neurodivergent young people, offering training and national award-rate employment opportunities to turn discarded technology into refurbished devices for sale or donation.

A robust business model, rapid growth and a leadership team with lived experience have not-for-profit Sam's Spares primed to scale its social impact. Sam's Spares is seeking financial support to purchase a permanent home base to continue and grow its transformative work with neurodivergent young people.



75%

ND team members

6000+

devices donated

\$449,000+

operating surplus, 2026



“

“Imagine waking up every day and doing the thing you love most in the world – work that changes lives and benefits the planet we all share.”

Sam Thomas
Co-Founder & TOO



The problem

In Australia, thousands of neurodivergent people are placed into disability enterprise employment; segregated workplaces with minimal scope for a living wage or career progression.

For the neurodivergent individual, the impact is lifelong: reduced financial security, learned helplessness, loss of confidence, and a reinforced systemic message that they are not capable of real work.



“We are often the first workplace where our participants feel capable, respected and valued. We provide a bridge to further study and employment in the IT sector that simply does not exist elsewhere.”

Diane Lloyd
Co-Founder & CEO

The solution

Neurodivergent founded and led **Sam's Spares** transforms discarded technology into refurbished devices and real employment pathways for neurodivergent people.

Embedded in their approach is the lived knowledge that, rather than a sheltered environment, neurodivergent people thrive in structured, inclusive workplaces with meaningful expectations and full award wages.

Sam's Spares innovation lies in combining commercial device refurbishment with training built by neurodivergent technicians for neurodivergent learners, integrated with structured career pathways both internally and with industry partners.

The Sam's Spares model achieves outcomes rarely seen in traditional disability employment settings: increased confidence, meaningful skill development, career progression and financial independence.

In the process, Sam's Spares has helped thousands of disadvantaged Australians bridge the digital divide through device donations, as well as diverting hundreds of tonnes of e-waste from landfill.

Growth Trajectory

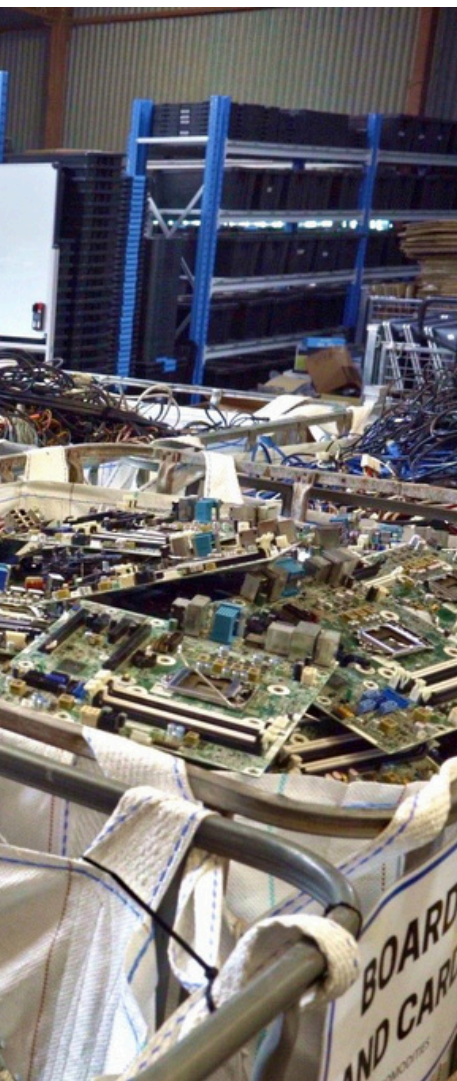
From humble beginnings as a volunteer operation running from their garage. In just four short years, mother and son team Diane Lloyd and Sam Thomas have grown Sam's Spares into an inspiring WA social enterprise success, filling a 1300sqm warehouse with a skilled, multi-disciplinary team of eight employees.

From this solid foundation, Sam's Spares are now well positioned to scale their impact and provide more neurodivergent young people with meaningful career pathways.



"We have lived the problem we are solving. We are building what we needed."

Diane Lloyd
Co-Founder & CEO



Forecast impact by end of 2029*

*Contingent on warehouse acquisition

20

staff members

25+

ongoing employment pathways forged

138,000+

hours of training provided

30+

ND individuals engaged with Sam's Spares

12,900

devices donated to people in need

1,000,000

kilograms of e-waste diverted from landfill

Delivering statewide impacts



NEURODIVERGENT EMPLOYMENT

Creates meaningful jobs and training pathways.



CIRCULAR ECONOMY

Reduces e-waste and extends technology life.



EDUCATION EQUITY

Supports learning, opportunity and participation.



DIGITAL ACCESS

Provides devices and technology access to those in need.



Family Testimonial

"Like many parents of a child, especially one with autism, we have always hoped our son would find a place where he felt understood, supported, and valued for who he is. Since joining your organisation, we have seen remarkable changes in him, changes that have touched every part of his life.

Over the last year in particular, his confidence has grown in ways we never imagined. He has developed new skills, greater independence, and a belief in himself that simply wasn't there before. Our son speaks with pride about his work and the people around him, and that alone means more to us than words can fully express.

This growth is a direct reflection of the support, patience, and genuine nurturing he has received from you both and all of the Sam's Spares team. You have created an environment where he feels safe to learn, to try, and to succeed. You have seen his potential and helped him believe in it too.

As parents, knowing that our son is supported, respected, and encouraged has brought us enormous peace of mind. Sam's Spares has become a significant and meaningful part of his life story, and we will always be grateful for the care and opportunity you have given him. We look forward with excitement to what the future holds for him as a part of your team.

Thank you for the compassion, understanding, and dedication you show every day not just to our son, but to the families whose lives you quietly and profoundly change by both of you and what you have built at Sam's Spares."



Brayden
IT Trainer

Financial Sustainability

Though driven by its social mission, Sam's Spares has built a commercially astute and financially resilient business. Rooted in abundant supply (e-waste) and leveraging efficiency from a highly capable workforce, Sam's Spares operates in large established markets with a profitable, multi-stream income model that is capable of maintaining social impact through the inevitable fluctuations in commercial revenue.

	Historical	Historical	Historical	Historical	Forecast	Forecast
Financial Year	2023	2024	2025	2026	2027	2028
Total Revenue	\$35,321	\$359,131	\$493,671	\$1,175,906	\$1,750,000	\$2,600,000
COGS	\$2,733	\$15,069	\$5,741	\$10,905	\$15,000	\$25,000
Gross Profit	\$32,588	\$344,062	\$487,930	\$1,165,001	\$1,735,000	\$2,575,000
Operating Expenses	\$19,026	\$83,049	\$121,861	\$715,960	\$1,250,000	\$1,950,000
Operating Surplus:	\$13,562	\$261,013	\$366,069	\$449,041	\$485,000	\$625,000

Every operating surplus is retained and reinvested into expanding employment opportunities, technology access and the future acquisition of a permanent home.

\$2.6m

Revenue (2028F)

\$625k

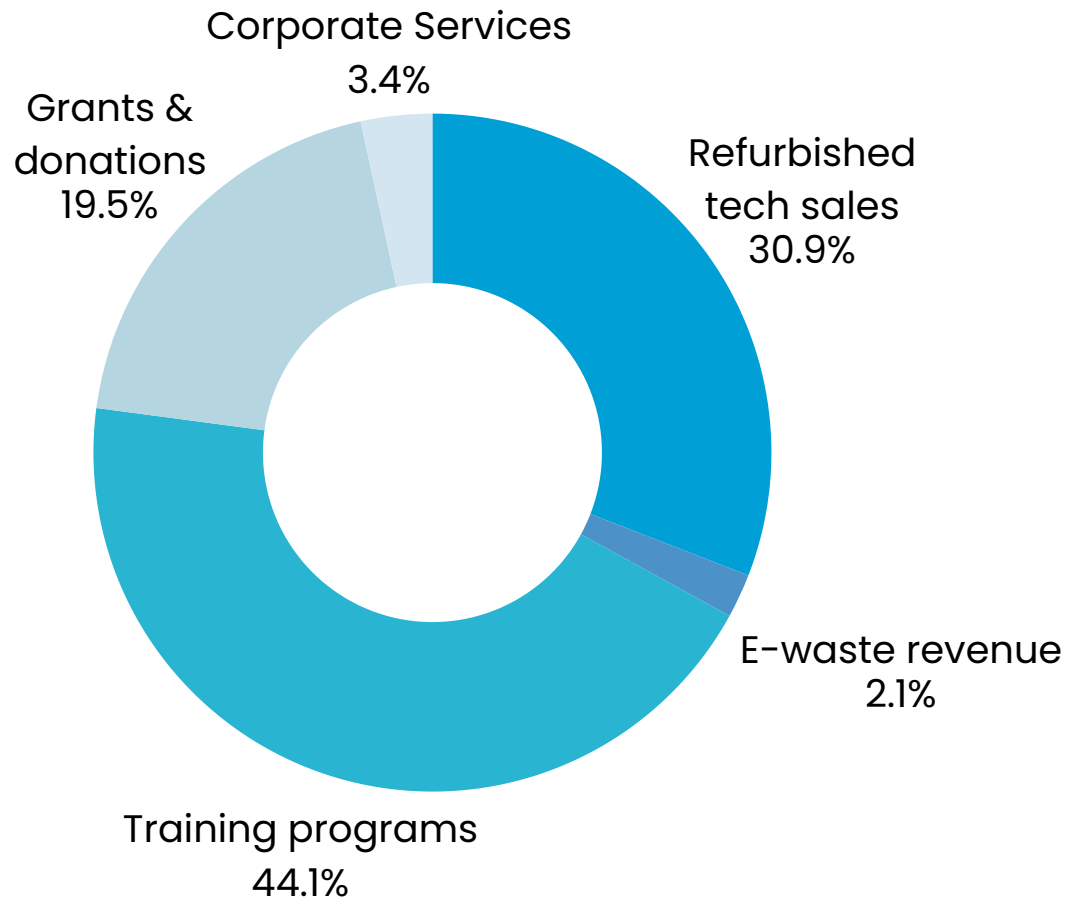
Operating Surplus (2028F)

80%+

Earned Income



Diversified Revenue Streams



Major Revenue Streams



Refurbished Tech:

Sam's Spares recently launched 'Get 1, Give 1' program which taps into the high retail demand for quality refurbished devices.



Training:

Sam's Spares offers a training program for participants to receive workplace and employability training in a supportive, neuro-affirming environment.



Grants & Donations:

Sam's Spares receives philanthropic and grant funding to support the expansion of its social impact, employment pathways, technology access programs and strategic growth.



Corporate Services:

Sam's Spares has recently launched a range of corporate services, creating a new commercial revenue stream with strong potential for growth. We believe this will become an increasingly important part of our commercial income.

Investment Required

Having quickly outgrown its original location, Sam's Spares secured a temporary lease from the WA State Government on its current warehouse premises in Gosnells. However, this site has been earmarked for imminent development by the Department of Housing, so at this time Sam's Spares is looking to purchase a permanent home base.

A permanent home would allow Sam's Spares to scale with confidence; invest in customising the facility for the specific needs of its business and employees, improve financial sustainability by reducing running costs and expedite the expansion of its local neurodivergent workforce.

The estimated cost to purchase and fit out an appropriate warehouse facility is \$5,000,000. Sam's Spares is able to contribute \$500,000 in retained revenue for this purchase, meaning they are now seeking to raise a further \$4,500,000 through a blend of philanthropic grants, impact investment, strategic partnerships, and where appropriate, structured finance.

As a registered charity with DGR status, any investment or donation will be to a permanent charitable asset.



\$5m

Estimated total project cost

\$500k

Contribution by Sam's Spares

\$4.5m

External funding sought



"This will be the heart of Sam's Spares. A neuro-affirming place where we train, employ, and empower neurodivergent young people while diverting e-waste and gifting essential technology to the community".

Diane Lloyd
Co-Founder & CEO

Frequently Asked Questions



Why can't you rent?

We currently lease a 1,300sqm warehouse from the Department of Housing, however the site is scheduled for demolition by December 2027. This creates ongoing uncertainty and limits our ability to scale operations, invest in infrastructure, and build long-term partnerships. The type and location of premises we require are uncommon and the commercial leasing market rarely offers long-term leases.

Many of our neurodivergent team rely on routine, familiarity, and consistent environments to thrive. Relocating every few years creates disruption that directly impacts their ability to work, learn, and maintain employment. At our scale, relocation is not just inconvenient, it undermines outcomes. A permanent home provides the stability required for both our operations and the people we support.



Would you consider a leased premises?

If a secure, long term lease (5+ years) were on offer, Sam's Spares would absolutely consider this. We are aware of a number of examples where government, philanthropists and corporates provided premises to NFP groups, we are very open to these opportunities.



What is your legal structure? What happens to assets if you cease operating?

Sam's Spares is a registered not-for-profit charity and Company Limited by Guarantee.

Our constitution includes a not-for-profit and winding-up clause requiring that all assets be transferred to another registered charity with a similar purpose if Sam's Spares ceases operating. No assets or profits can be distributed to individuals.



What are the Sam's Spares founders committing?

From the outset, securing a permanent home for Sam's Spares has been a priority for the founders. To support this vision, Sam and Di made a deliberate decision not to draw a wage from the organisation for its first three years of operation. As a result of this discipline and sacrifice, Sam's Spares has been able to accumulate approximately \$500,000 in reserves, which is intended to contribute toward a future property purchase.



What happens if you don't secure a building?

In the immediate term, it means we cannot scale our operation and employ more neurodiverse young people. In the medium term, we would be forced to relocate under time pressure, most likely to sub-optimal premises, increasing costs and disrupting operations. This would not only slow growth but also risk the stability of our workforce and the continuity of our programs.

Supporters

Sam's Spares demonstrated social impact and growth has attracted the support of organisations such as Stan Perron Foundation, Impact100 WA, Community Capital, Qantas Regional Grants, BANKWEST, OPTUS, P&N Bank and Impact Seed, as well as 100's of corporate e-waste donors.



STAN PERRON
*CHARITABLE
FOUNDATION*



Impact100
western australia



impactseed



QANTAS | REGIONAL
GRANTS

OPTUS



**Community
Capital**



GOVERNMENT OF
WESTERN AUSTRALIA
Department of
Water and Environmental
Regulation

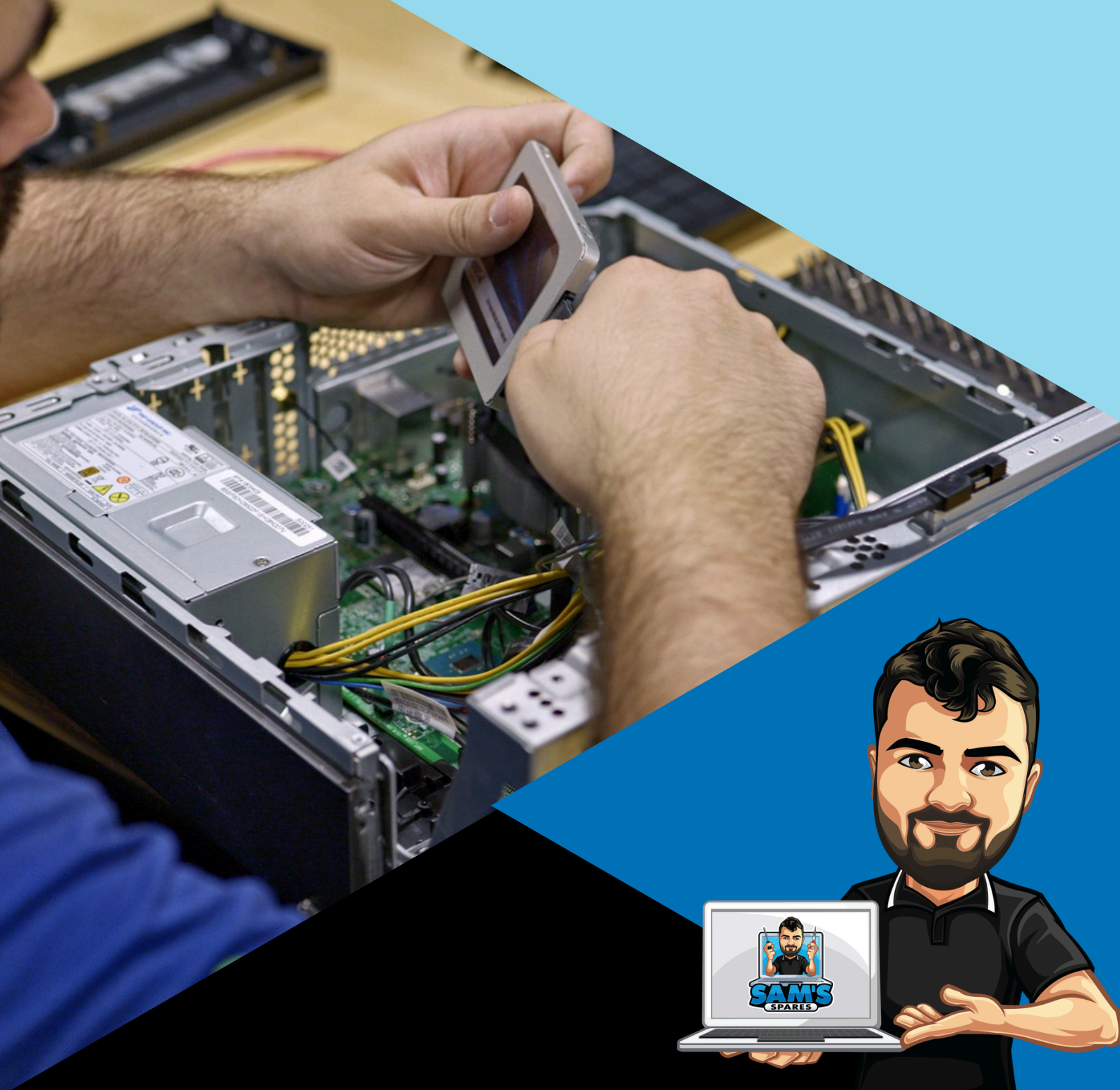


EECMS

Why Invest in Sam's Spares?

- ✓ Proven business model
- ✓ Strong financial performance
- ✓ Diversified revenue
- ✓ Scalable impact
- ✓ Experienced leadership
- ✓ Clear growth strategy

Now we're ready for the next stage of growth.



Get In Touch

To learn more about Sam's Spares and how to support this social impact opportunity, please contact:

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Alternatively, please reach out to joel@impactseed.org for more information.

