



2024-25 ANNUAL REVIEW & FINANCIAL STATEMENTS

THE ELECTRICAL INDUSTRIES CHARITY LIMITED

A Company Limited by Guarantee. Registered in England and Wales No. 2726030.
Registered with the Charity Commission No. 1012131. Registered as a Charity in
Scotland No. SC08811.





Contents

1.	Message from the Managing Director	4	10. Accommodation and Facilities	49
2.	Message from the President	5	11. Volunteers	49
3.	2024-2025 Snapshot	6	12. Fundraising	50
4.	Strategic Overview	9	12.1 Fundraising Approach	50
	4.1 Our Mission		12.2 Fundraising Standards	50
	4.2 Our Vision		12.3 Fundraising on Our Behalf	50
	4.3 Our Values		12.4 Monitoring of Fundraising Activities and Protecting People in Vulnerable Circumstances	51
5.	By the Numbers: Insights	10	12.5 Complaints	51
6.	Charitable Activities and Programmes	11	13. Looking Ahead to our 120 th Anniversary	52
	6.1 Charitable Activities Summary	11	14. Trustees' Financial Review	53
	6.2 Industry Insights: Key Areas of Support	12	14.1 Financial Position	53
	6.3 Services & Demographics	14	14.2 Net Assets	54
	6.4 Health and Wellbeing Presentations to the Industry	16	15. Investment Strategy	55
	6.5 Health Calendar	17	15.1 Guiding Principles Shaping Our Investment Approach	55
	6.6 Workplace Programmes	19	15.2 Investment Objectives	55
	6.7 Case Studies	21	15.3 Risk Management	56
7.	Fundraising and Publicity	23	15.3.1 Diversified Investment Portfolio	56
	7.1 EIC Ambassador Programme	23	15.4 Leverage	56
	7.2 powerLottery	24	15.5 Currency and Liquidity Management	56
	7.3 powerBall	26	15.6 Liquidity and Grant Funding	57
	7.4 Challenge for a Cause	28	15.7 Long-Term Focus	57
	7.5 Industry fundraising	30	15.8 Environmental, Social and Governance	57
	7.6 Regional Committee Fundraising Events	39	16. Staff & Trustees	57
	7.7 Our PR & Media Partners	44	17. Financial Health	58
8.	Legal and Administrative Information	45	17.1 Principal Funding Sources	58
9.	Structure, Governance and Management	46	17.2 Reserves Policy	58
	9.1 The Role of Council	46	17.3 Designated funds	58
	9.2 Council Responsibilities	46	17.4 Auditors	58
	9.3 Council Members and their Statutory Responsibilities	46	Independent Auditors' Report to the Members of The Electrical Industries Charity Limited	60
	9.4 Appointment to Council	47	Group Statement of Financial Activities	64
	9.5 Council Members' Training	47	Group and Company Balance Sheet	65
	9.6 Subgroups of Council	48	Group Cashflow Statement	66
	9.7 Management and Staff	49	Notes to the Financial Statements	67

1. Message from the Managing Director

Dear Supporters and Partners,

As we present this year's Annual Review, I am pleased to share the progress we have made together at the Electrical Industries Charity.

2024 has been a year of both considerable challenges and significant achievements. The ongoing cost-of-living crisis has continued to place strain on our industry, reflected in the increasing demand for our support services. In particular, requests for assistance with homelessness and mental health have risen noticeably, with mental health support becoming our most frequently accessed provision.

Despite these pressures, we have made important strides in addressing the stigma surrounding mental health. Over the past year, we reached nearly 16,506 individuals through targeted training programmes and delivered virtual wellbeing sessions to more than 7,300 people. This essential work will continue into 2025, ensuring that no individual faces hardship alone.

This year has been one of growth and meaningful community impact. We expanded our programmes and initiatives to better respond to the evolving needs of those we serve. Thanks to your continued generosity, we hosted several successful fundraising events, helping to strengthen connections and solidarity across the sector.

Our collaborative projects have continued to deliver success driven by the commitment of our partners, donors, and volunteers.

We remain focused on high-impact, sustainable interventions that create real and lasting change in the lives of those we support.

Our Regional Committees and Working Groups have played a vital role in these achievements, and I extend my sincere appreciation for their ongoing dedication. In 2024, we launched our Ambassador Programme to further raise awareness and ensure more individuals across the sector are informed about the support available to them.

To everyone who has attended events, fundraised, donated, or volunteered, thank you. Your continued support lies at the core of our mission. Together, we are building a more resilient, compassionate industry - one that stands ready to support its people in times of need.

As we look ahead, our commitment remains clear to enhance our services, maximise impact, and approach the challenges and opportunities of the future with determination and purpose. Thank you for being an essential part of our journey.

Warm regards,



Jess Vailima,
Managing Director



2. Message from the President

Dear Electrical Industries Charity Stakeholders,

As I prepare to begin my term as President and Chairperson of The Electrical Industries Charity, I am both honoured and humbled to assume this role at such a pivotal time in the organisation's history.

It is a great privilege to follow in the footsteps of Jeremy Saunders, whose outstanding leadership and enduring commitment have greatly advanced the work of the Charity. On behalf of the Board and the wider EIC community, I extend our deepest thanks to Jeremy for his service, passion, and dedication. His contributions have left a lasting legacy that will continue to shape our progress for years to come.

Looking ahead, our priorities are clear. The year to come will see a continued and focused response to some of the most pressing challenges affecting our industry, particularly mental health, the cost-of-living crisis, and homelessness. These issues remain critical, and our work to support those in need has never been more important.

I would also like to take this opportunity to thank the remarkable EIC team for their dedication and hard work, as well as our regional committees, working groups, and fellow Board members for their invaluable contributions. The strength of our collective effort continues to drive the Charity's mission forward.

As we begin this next chapter together, I am confident that with your continued support we will deepen our impact and help create a stronger, more compassionate future for everyone within the electrical and energy industries.

Warm regards,

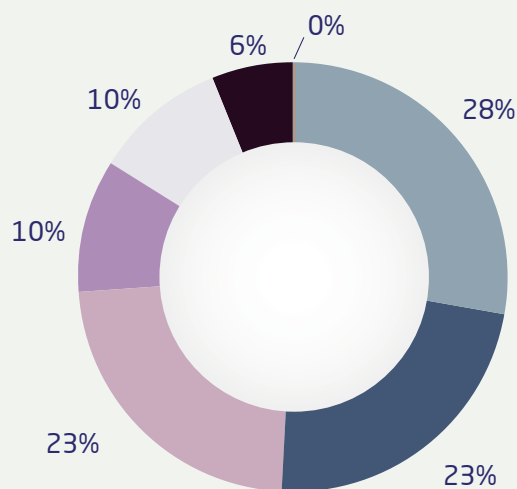


Alison Chappell,
EIC President



3. 2024-2025 Snapshot

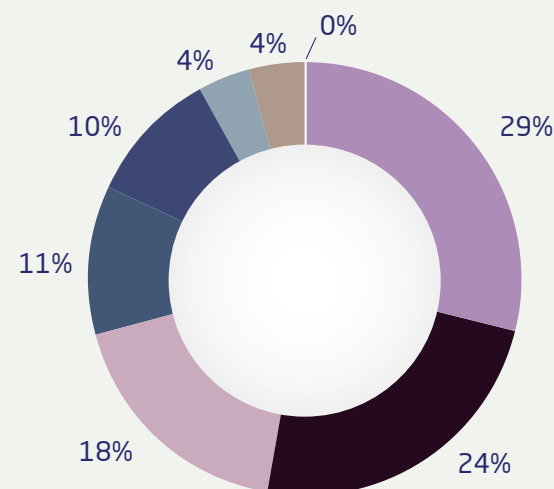
The summary financial information shows the income raised, the cost of fundraising and the amounts spent on our charitable activities. The information is taken from the full financial statements for 2024-25.



Where money came from

Regional committees events	28%	£ 778,761
Donations & legacies	23%	£ 648,163
powerBall	23%	£ 632,014
Lottery proceeds	10%	£ 291,265
Fundraising at HO	10%	£ 264,746
Investment income	6%	£ 165,707
Other fundraising	0%	£ 6,429

Total £2,787,086



How we spent the money

Other fundraising	29%	£ 722,303
Support, helpline, advice & info	24%	£ 589,444
Regional committees events	18%	£ 434,032
powerBall	11%	£ 256,323
Direct financial assistance	10%	£ 250,572
Governance and management	4%	£ 105,842
Lottery prizes and administration	4%	£ 104,357
Investment losses	0%	£ 0

Total £2,462,872

16,506

consultations

Over

1 million

strong industry

Given back a significant

£840,000

to the sector

For every £1 donated,
we have managed to give
back an impressive £0.91!

£115,039

received for mental health training

Delivered virtual
wellbeing sessions
to 7,322 individuals

12 virtual wellbeing sessions cover
12 industry-specific topics

Mental health training remains
steadfast. We have conducted
training sessions throughout the
industry reaching over

2,370

individuals

28,829

media mentions,
social media
interactions
and website
visits



We are excited to share our achievements with you.

We are proud to report that over the past year, the Charity conducted 16,506 consultations. This sustained level of engagement reflects our strong dedication to providing consistent, high-quality support and reinforces our impact across the individuals and organisations we serve.

Our reach has been substantial, with our programmes, training initiatives, and consultations benefiting a broad segment of the industry. It is important to note that the electrical industry itself comprises over one million individuals, highlighting the scale of the community we are part of and strive to support. This extensive engagement underscores our resilience and adaptability, ensuring our continued relevance and influence.

Despite the challenges faced, we have remained a leading force within the industry, reinvesting an impressive £840,000 back into the sector. This contribution highlights our enduring commitment to supporting the very industry that empowers us to fulfil our mission.

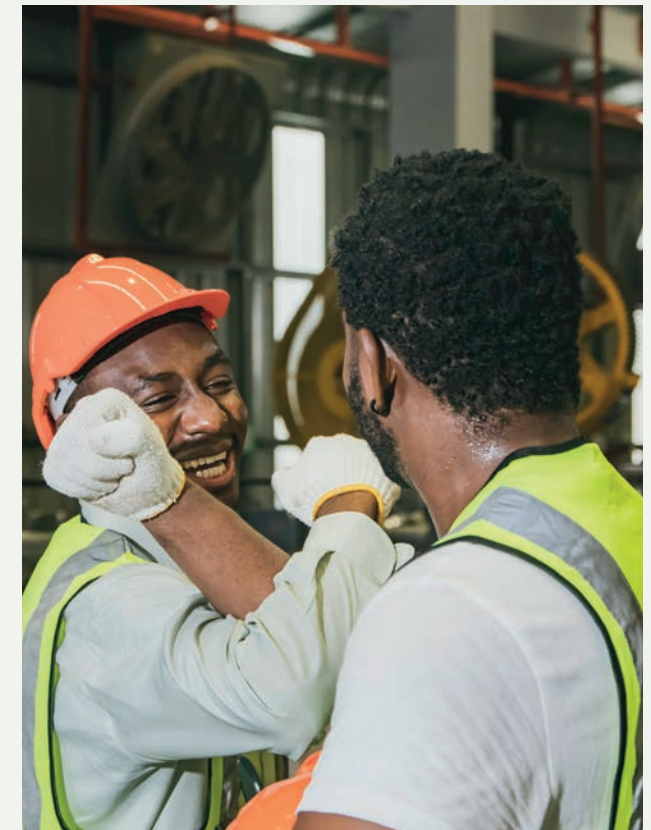
A defining feature of our work is our financial efficiency. For every £1 donated, we have generated a return of £0.91, demonstrating effective resource management and a strong commitment to delivering value that extends beyond financial metrics.

In the digital arena, our Virtual Wellbeing Presentations have continued to achieve great success. With 12 sessions covering various topics and reaching 7,322 individuals, we have effectively leveraged technology to raise awareness and spread vital knowledge.

Our dedication to mental health training remains resolute, over the past year, we have delivered sessions to more than 2,370 individuals across the industry. This initiative not only equips participants with essential tools for mental well-being but also contributes to generating revenue, thereby sustaining the ongoing work of our mission.

Our efforts have received considerable recognition, with 28,829 combined media mentions, social media engagements, and website visits. This broad visibility affirms that our message resonates widely, significantly

enhancing both our reach and impact. Looking ahead, we remain optimistic about the future. We will continue to build on our progress and secure the resources necessary to sustain and expand our transformative work. We sincerely appreciate your continued support as we advance on this journey together.



4. Strategic Overview

4.1 Our mission

Our mission deserves nothing less than our utmost dedication. We will strive to develop and guide the lives of the people we support and the industries we serve.

4.2 Our vision

We aim to be the leading provider offering preventive and high-impact solutions, genuinely meeting the wellbeing needs of the electrical and energy industries. This vision will serve the industry for the next 100 years.



4.3 OUR VALUES

PEOPLE FOCUS

An industry charity for industry people, providing a helping hand to those in need.

SMART

Solutions that transform the lives of the people and businesses we support for the longer term.

SUSTAINABLE

A charity that can genuinely say every pound invested goes back into our industry.

GROWTH

An industry charity sized to cater for growth in the sector by increasing the number of people that we support year-on-year.

LEADERSHIP

A charity designed to support the industry with clear leadership and wellbeing programmes geared towards addressing industry issues.

TRANSPARENT & ACCESSIBLE

Trustworthy, truthful, and honest about all our activities. Dependable and available now and in the future.

5. By the Numbers: Insights

VOLUNTEERS

With over 170 volunteers, the Charity relies on the significant support and generosity of the regional committee members, council and working groups to run regional fundraising events and support governance commitments.

STAFF NUMBERS

The Charity's full-time equivalent (FTE) staffing levels remained steady at 12 for the 2024/25 financial year.

INVESTMENT DIVIDEND

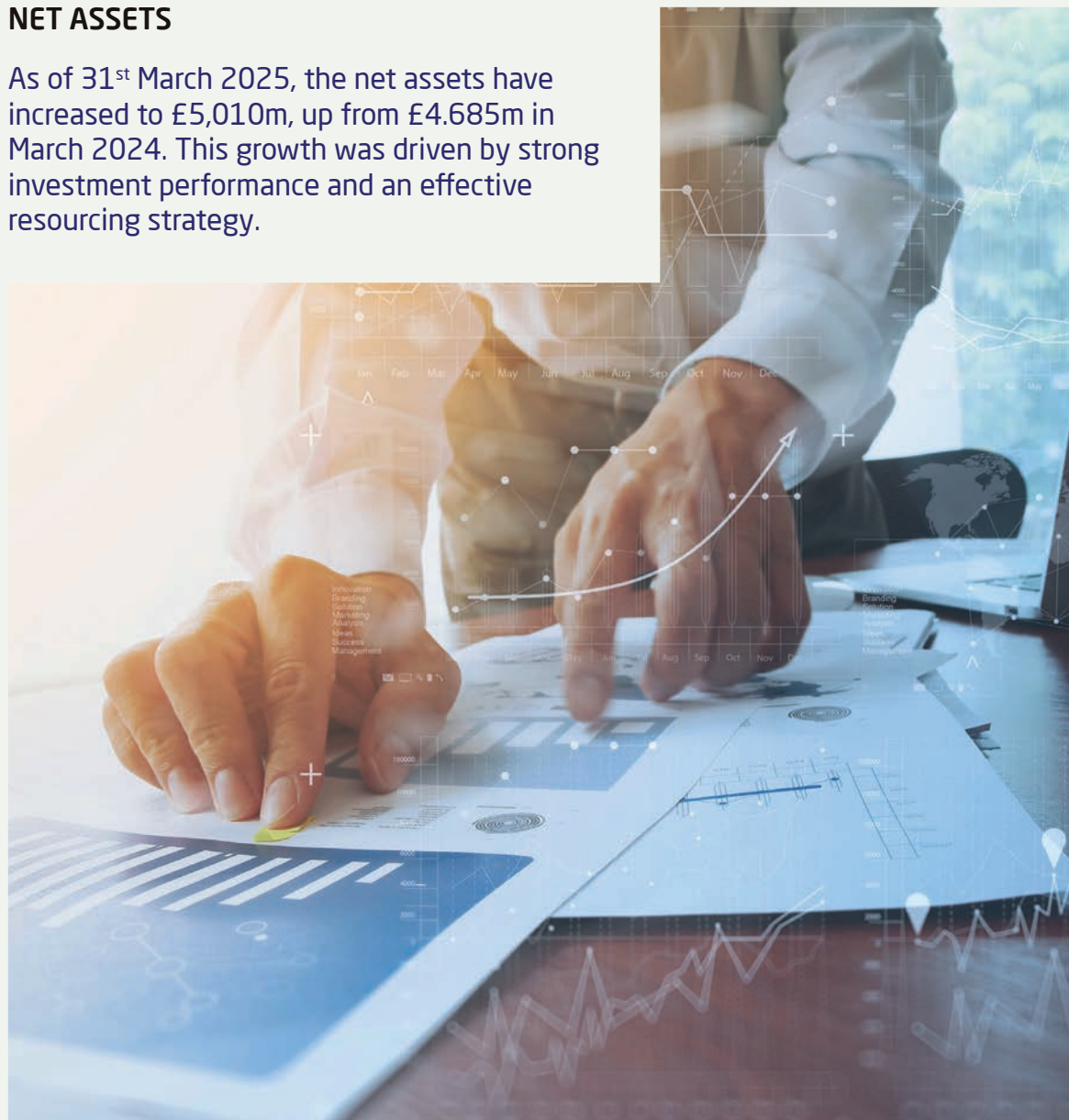
The Charity's investment portfolio, maintained with a well-diversified allocation across various asset classes, achieved investment gains of £99k (realised and unrealised) in 2024/25, representing a notable increase from the £85k gain recorded in the previous year.

FINANCIAL GRANTS

Following a review of Investment Managers we switched to Brewin Dolphin resulting in a better return. The restructuring of financial grants has continued to yield positive results, with support extending more broadly across the sector. The Charity's grant model is focused on partnerships and collaboration, facilitating more efficient resource management and delivering wider, more impactful assistance.

NET ASSETS

As of 31st March 2025, the net assets have increased to £5,010m, up from £4.685m in March 2024. This growth was driven by strong investment performance and an effective resourcing strategy.



6. Charitable Activities and Programmes

6.1 Charitable Activities Summary:

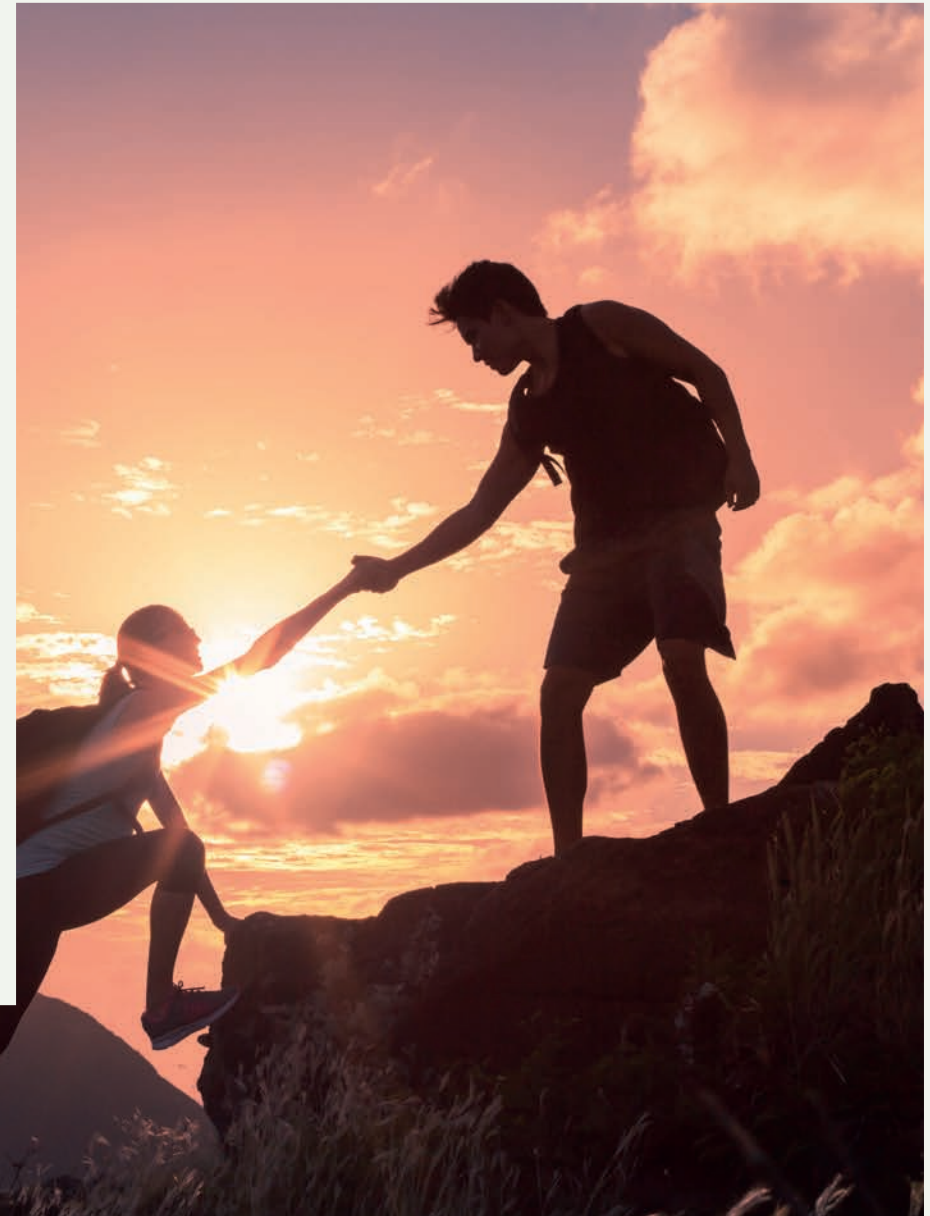
Insights Provided: Charitable Activities Summary

In 2024/2025, we delivered an impressive 16,506 instances of consultative support. This demand was driven by the unprecedented challenges arising from increased mental health concerns and the ongoing cost-of-living crisis.

Our response underscores our dedication to raising awareness of the support available to colleagues across the electrical and energy sectors.

16,506

instances of consultative support



6.2 Industry Insights: Key Areas of Support



Mental Health Support: Continued high demand for help with stress, anxiety, depression, and complex mental health issues.



Complex Cases: Many individuals require integrated support across financial, legal, housing, and mental health services.



Emergency Financial Aid: Ongoing need for urgent financial help due to unexpected crises or short-term hardship.



Financial Support: Growing demand for assistance as families and individuals face increasing economic pressures.



Debt and Bankruptcy: Rising concerns around debt and insolvency, prompting more requests for advice and restructuring.



Homelessness and Housing Support: Support needed for rent arrears, eviction prevention, emergency housing, and stable accommodation.



Essential Household Items: Increased requests for furniture and appliances due to financial strain.



Legal Advice: Frequent support sought for employment, housing, and family-related legal issues.



Funeral Costs: Rising expenses are creating financial pressure, driving more requests for support.



Disability and Mobility: Continued need for mobility aids, transport assistance, and accessibility support.



Reskilling and CV Support: Increased interest in career transition support and employability services.



Support Services: As an industry charity, our mission focuses on physical, financial, and emotional well-being. We understand the importance of a holistic approach and tailor our services to meet the unique needs of each individual in the energy and electrical sectors. Our comprehensive range of offerings includes mental health support, bereavement counselling, emergency financial assistance, legal advice, and much more. These services are designed to provide a safety net for anyone currently or formerly in these industries, ensuring they receive the support needed to navigate challenges effectively.

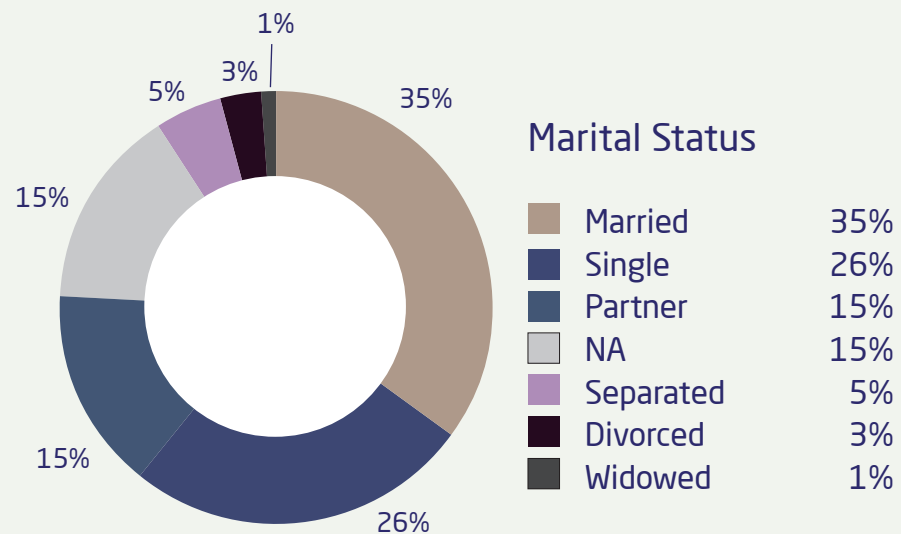
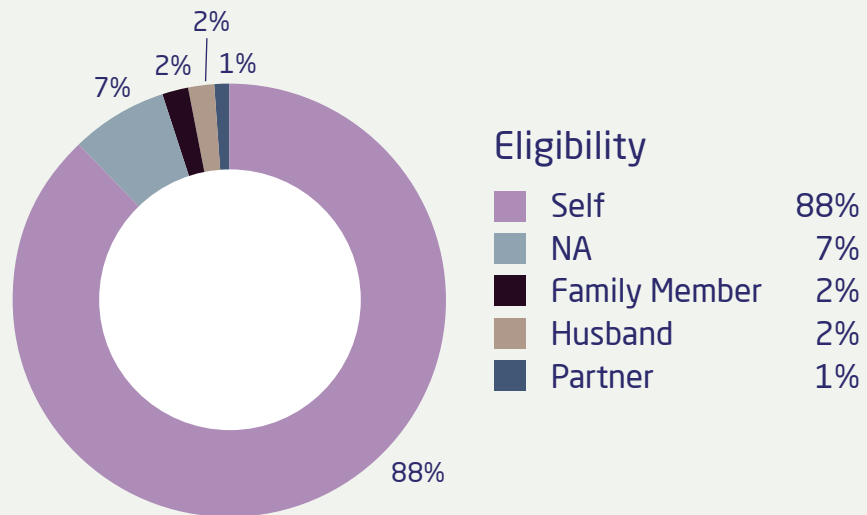
6.3 Services & Demographics

As an industry-focused charity, it is increasingly crucial to not only provide assistance for individuals in the field concerning their physical and financial welfare but also address their emotional well-being. We understand that effective support requires a comprehensive approach, recognising that each individual has their distinct needs and circumstances.

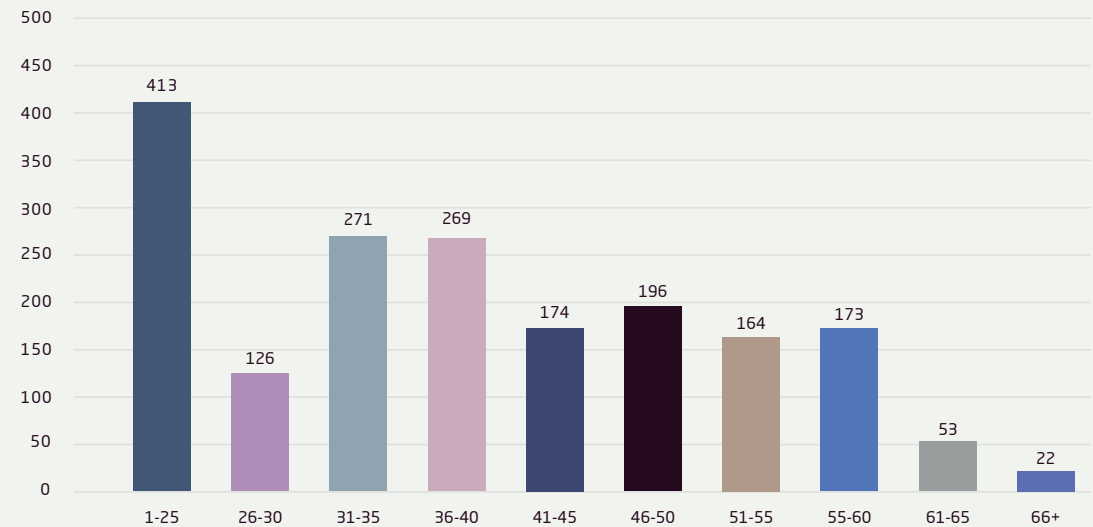
Our services are available to anyone that works or has worked in the energy and electrical industries. Therefore, we are currently providing a wide variety of key services with focused support to meet every individual's needs, such as:

- Bereavement support (including those affected by suicide)
- Psychiatric assessments
- Support for those suffering with a terminal/severe illness
- Clinical Occupational Therapist (OT) for those who do not have access to this through their workplace, who help to write and support with return-to-work plans after a serious mental health absence from work
- CV support following redundancy and job loss
- Complex case management support: assigned case worker to help get you back on your feet
- Legal support
- Will service
- Holistic-based intervention
- Counselling and mental health support
- Financial assistance and grants
- Debt advice - how to manage debt and get ahead with professional advice and assistance
- Advocacy

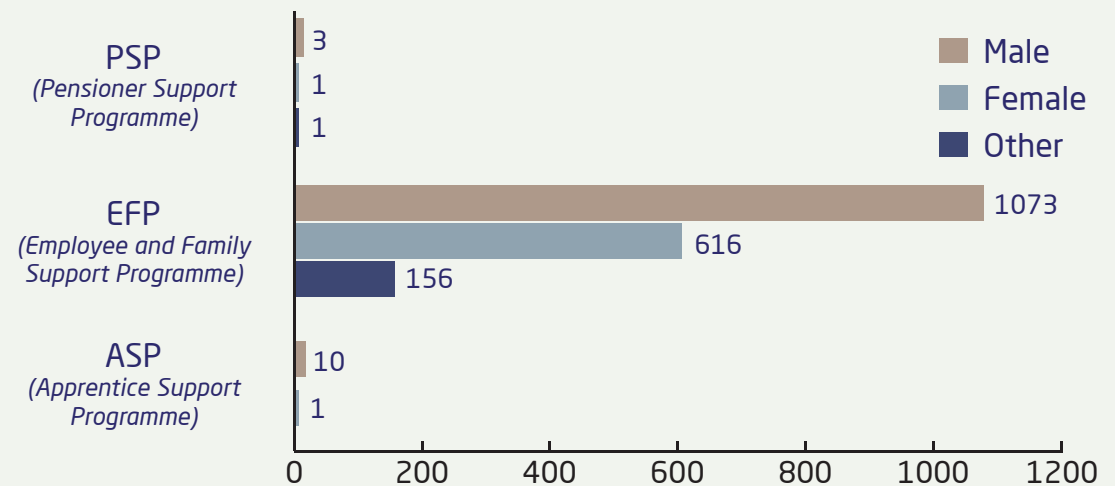




Age Demographic



Gender by Programme



6.4 Health and Wellbeing Presentations to the Industry

Our mental health and wellbeing courses are designed to help organisations embed mental health into their long-term strategies. As awareness continues to grow, more individuals are recognising the importance of looking after their mental wellbeing alongside their physical health.

Mental health challenges can have a profound impact on individuals and families. However, with the right tools and understanding, we can deliver vital support to those in our industry who need it most. We remain committed to raising awareness and providing accessible guidance for those experiencing mental health difficulties.

A key element of this commitment is our Health Calendar, which offers a wealth of information, statistics, and details on available services for individuals, their families, colleagues, and employees. Mental health concerns often stem from multiple sources, including work-related stress, financial pressures, and personal or family challenges. Within our sector,

stress and depression are particularly common, yet many continue to suffer in silence, often without discussing their struggles even with loved ones.

To help break this silence and encourage open conversations, we continued our Wellbeing Talks series in 2024. This initiative brought together a powerful lineup of speakers who shared expert insights, personal stories, and practical advice with our industry community.

We began the year with Megan Micklewright, a financial wellbeing specialist, who provided practical strategies for managing money and alleviating financial stress, an increasingly prevalent issue across the sector.

In February, we welcomed Dr. Cor Hutton MBE, who shared her extraordinary journey of survival and resilience. Following a life-threatening illness in 2013 that led to the amputation of both her hands and legs, Cor went on to found the award-winning charity Finding Your Feet, became the first Scot to

receive a double hand transplant, and even climbed Mount Kilimanjaro. Her talk was a powerful reminder of the human spirit's strength and the importance of perseverance through adversity.

In May, Tom Dickinson shared his deeply personal experience following the loss of his brother to suicide. Through his organisation Tom's Talks, he has worked to spread the message that it's okay not to be okay. His honesty and courage resonated deeply with our audience, reinforcing the importance of mental health awareness and compassion.

These sessions were not only inspiring but also transformative, shining a light on the real-life challenges many face and the crucial role of community, dialogue, and support.

At the Electrical Industries Charity, we believe no one should face mental health challenges alone. Our mission is to ensure that everyone in our industry has access to the support they need, when they need it most.



6.5 Health Calendar

2024

Financial Health
Looking After Our Apprentices
Diversity and Inclusion
Stress Awareness
Mental Health Month
PRIDE Month
Neurodiversity
Health and Wellbeing
Suicide Prevention
Menopause
Men's Month
Coping with the Holidays

2025

Addiction
Time to Talk
Body Power
Embracing Differences
Mental Health Month
PRIDE Month
Money Matters
Overcoming Challenges
Suicide Prevention
Women's Month
Men's Month
Coping with the Holidays

2025

Health Calendar

Monthly topics and talks on issues
that are important to you!

**JANUARY**

Addiction

FEBRUARY

Time to Talk

MARCH

Body Power

APRILEmbracing
Differences**MAY**Mental Health
Month**JUNE**

Pride Month

JULY

Money Matters

AUGUSTOvercoming
Challenges**SEPTEMBER**Suicide
Prevention**OCTOBER**

Women's Month

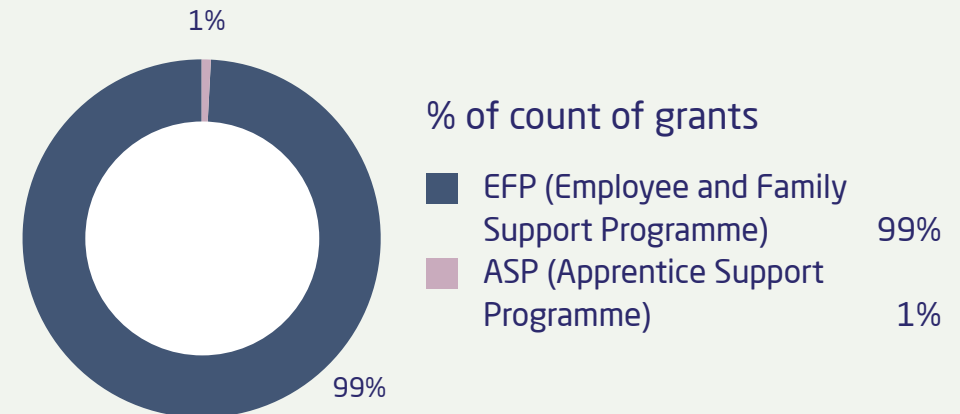
NOVEMBER

Men's Month

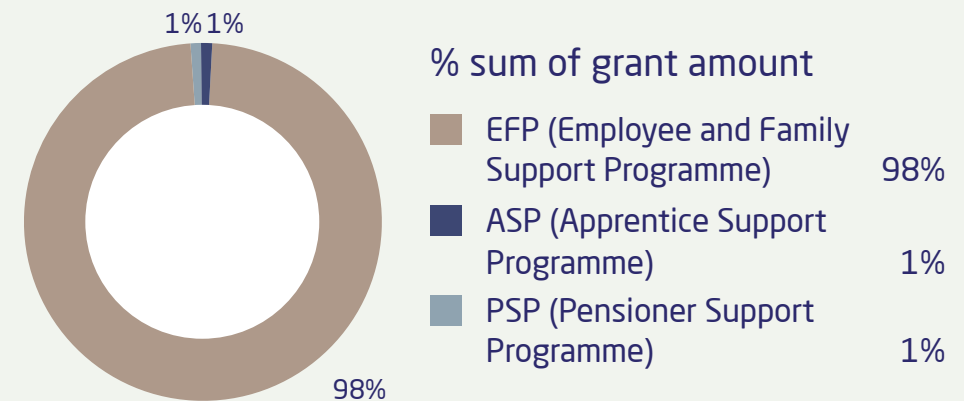
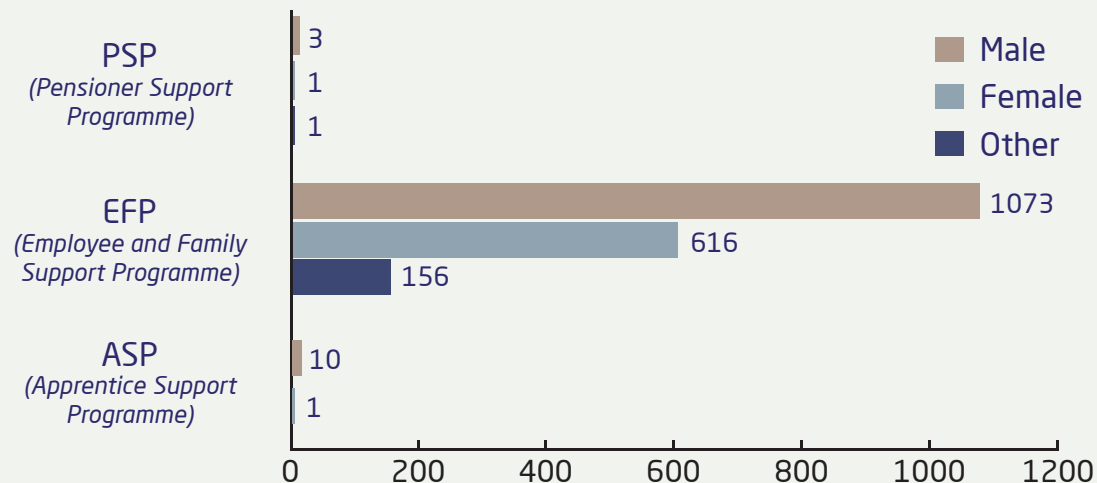
DECEMBERCoping with the
Holidays

6.6 Workplace Programmes

The Electrical Industries Charity is proud to offer comprehensive support to our stakeholders. To expand our reach within the working population, we've developed a suite of free and confidential programmes. These programmes are tailored to meet the specific needs of our industry, clearly communicate the benefits to users, and are designed for easy implementation and understanding in the workplace.



Gender by Programme





Apprentice Support Programme (ASP)

The ASP exists to support our apprentices and delivers a very similar range of services to those provided by our flagship Employee and Family Assistance Programme. The ASP is designed to meet the challenges that may be experienced when starting a new career.

With the correct support, any issues can be overcome, whether financial, emotional or physical. We offer tailored assistance to apprentices within the electrical and energy sectors who are struggling. We are proud to also offer support and guidance to employers who have apprentices.

Employee and Family Support Programme (EFP)

The EFP is our flagship programme, developed specifically for our active industry members. Staff productivity is a critical factor for any organisation.

It is also equally important to recognise the personal lives of employees.

When things go wrong, the EIC is here to help with a range of services that address issues ranging from family or relationship problems through to ill health and disability.



Pensioner Support Programme (PSP)

Retirement is traditionally the time when people stop working, but this doesn't mean that they stop living. Retirement is a new phase of life that can bring new opportunities but also new challenges.

For many, being retired means reduced income, meaning paying bills and unexpected expenses may become difficult to cover. It can also be a time of huge change and loneliness that is difficult to deal with. The PSP recognises the importance of community and family support networks, and with the right level of support, many issues, including financial, emotional, health and family factors, can be managed sensitively and proactively.

Practical Participation Programme (PPP)

Volunteering is a surefire way to make you feel happier and give something back to our industry. You can help by organising an event, joining our regional committees, signing up to become a member of our board or taking on a fundraising activity. Whichever you choose to do, you are volunteering and making a difference to our sector! We may also call on your specialist skills in terms of time, equipment and materials to help with specific projects that the EIC are supporting.



6.7 Case Studies

PPP Case Study 1

From Hardship to Hope: How EIC Helped an Electrician Rebuild His Life

An experienced electrician reached out to the Electrical Industries Charity (EIC) while struggling with mental health challenges. Diagnosed with PTSD and currently taking medication for ADHD, he has shown remarkable determination in rebuilding his life and returning to work. Over the past nine years, he has faced significant personal and professional setbacks, yet his resilience and commitment to recovery have remained.

Recently re-housed after a period of homelessness, he received crucial emotional support from the EIC through counselling sessions, helping to stabilise his wellbeing as he worked towards long-term recovery.

Alongside emotional support, the EIC also provided practical assistance. When they learned he had moved into a property without essential appliances, they arranged for the delivery and installation of a new washing machine and electric cooker. The Charity also handled the removal and disposal of the old units, ensuring the process was smooth and stress-free.

To further support his transition into a stable home environment, the EIC partnered with the Lighthouse Charity, which supplied a double bed, mattress, and bedding. Additional needs, such as a sofa, were referred to the Rainy Day Trust for potential support. Now, feeling settled in his new home and excited for what the future holds, he is looking ahead with renewed confidence and hope.

PSP Case Study 2

Standing Beside the Carers: How EIC Supported a Wife Through Her Husband's Alzheimer's Journey

The wife of a retired electrical industry worker reached out to the Electrical Industries Charity (EIC) seeking urgent advice and support. Her husband, who had dedicated more than 40 years to the electrical supply industry, had recently been diagnosed with Alzheimer's disease and placed in a care home following a period of respite care. His condition had deteriorated to the point where he could no longer recognise family members or advocate for himself.

At 73, and managing her own health challenges, she was under immense emotional and financial strain. Her youngest daughter, who lives independently, also has additional needs. On top of navigating the complexities of the care system, she had taken on responsibility for her husband's dog and was struggling to maintain her home and garden. The cost of care was a growing concern, with social services outlining significant fees that would be partly covered by her husband's state and private pensions, leaving her in a financially precarious position.

Unsure where to turn, she contacted the EIC for guidance. The Charity referred her to a legal support team, helping her better understand the care funding process and prepare for upcoming financial assessments. To support her emotional wellbeing, the EIC arranged for her to begin therapy sessions with a qualified professional, which she found highly beneficial. They also funded a walking frame to help ease some of her daily challenges. She was grateful for the expert support, which gave her the space to understand the best way to move forward.

ASP Case Study 3

Helping an Apprentice Build His Future: How EIC Stepped in During a Housing Crisis

A first-year apprentice in the electrical industry found himself in a vulnerable position after unexpectedly becoming homeless. Determined to continue his apprenticeship, he reached out for help and was referred to the Electrical Industries Charity (EIC) for urgent support.

Recognising the urgency of his situation, the EIC acted quickly, assessing his needs and providing financial assistance to help secure a safe and stable place to live. This included covering part of the deposit and the first month's rent, bridging the financial gap and offering much-needed relief.

Throughout the process, the EIC worked closely with the apprentice's training officer to ensure his apprenticeship could continue uninterrupted. This partnership meant his wellbeing was prioritised both at home and in the workplace. The Charity maintained regular communication, offering emotional support and practical guidance, and liaised directly with the landlord to ensure a smooth transition, reducing any additional stress.

With a roof over his head and a safe environment for both himself and his pet, the apprentice was able to regain stability and focus on progressing in his career.

EFP Case Study 4

Fighting Leukaemia and Providing for His Family: How EIC Stepped in During His Toughest Challenge

Earlier this year, a 36-year-old electrical industry employee was unexpectedly diagnosed with an aggressive and rare form of acute leukaemia. The diagnosis, which came shortly after Easter, turned his world upside down. As a devoted father to two young sons, he suddenly found himself balancing intensive treatment with the emotional and practical challenges of family life. After undergoing rounds of chemotherapy and radiotherapy, he was referred for a stem cell transplant over the Christmas period.

With the support of his employer, who reached out to the Electrical Industries Charity (EIC) on his behalf, the Charity acted quickly to explore ways of easing the strain on him and his family. Given the severity of his condition and the impact on his ability to work, the EIC awarded a financial grant to help cover living expenses for three months. With all communication handled through his mother while he focused on treatment, the family expressed deep gratitude for the immediate breathing space this provided.

During this difficult time, he was also allocated council housing for himself and his children. While this was a vital step forward, the property was unfurnished. The EIC stepped in again, providing further financial support to furnish the home with essential items and create a safe, comfortable environment for his boys. Further support was provided by connecting the family with Lightning Reach to identify and apply for any additional grants available, while maintaining a consistent line of communication to address any ongoing needs.

7. Fundraising and Publicity

7.1 EIC Ambassador Programme

In 2024, the Electrical Industries Charity launched its Ambassador Programme, a strategic initiative designed to increase awareness, engagement, and support within the electrical and energy sectors.

The programme empowers volunteers from across the industry to act as internal champions for the Charity. These ambassadors promote available services, encourage fundraising, and raise the profile of initiatives such as the powerLottery and 'Charity of the Year' nominations.

Each ambassador acts as a direct link between the Charity and their colleagues, helping ensure that vital support reaches those who need it most. With a target of at least two ambassadors per company and a connected network of 20+, the programme is creating a strong, industry-wide community.

Ambassadors receive regular updates, participate in quarterly check-ins, and engage with peers through a dedicated communication channel, strengthening collaboration and shared purpose.

The Ambassador Programme marks a key step in embedding the Charity's mission into workplaces, enabling a more open, resilient, and supportive culture across the sector.



Abingdon
& Witney
College

aico®

Energy Storage Publishing
+ **best** -
Batteries & Energy Storage Technology

BELL lighting

Bright®
BUSINESS ADVICE
MANAGE • CONTROL • GROW

CTS
ELECTRICAL

EAT•N

EDMUNDSON
ELECTRICAL

energy efficient
solutions group

GARDNER + SCARDIFIELD

GivEnergy®

:hager

legrand®

MCS

OMEXOM

Pinnacle
MEP

REXEL
a world of energy

Life Is On

Schneider
Electric

SHROPSHIRE
ELECTRICAL
SUPPLIES

signify
Our global brands are:
PHILIPS interact

skanwear
SAVING LIVES

TIMEGUARD
A theben Group Company

7.2 powerLottery

The power of £1!

Small Change, Big Difference: The powerLottery

It's amazing what just £1 can do! In the hands of the Electrical Industries Charity, every pound raised through powerLottery helps transform lives, providing essential support to apprentices, pensioners, employees, and their families when they need it most. Last year alone, powerLottery generated a total gross income of £375,691, making it one of the Charity's largest sources of fundraising.

In addition to individual sign-ups, our workplace lottery allows companies to get involved and make a collective impact. To take part, companies must:

- Have at least 150 employees
- Have an HR portal
- Integrate that HR portal with their payroll system for seamless monthly adjustments when lottery members join or update their details

The powerLottery remains EIC's only source of annuity funding. By encouraging major industry employers to adopt the workplace lottery model, we can offer more free services to employees through our wide range of programmes.



We're setting a challenge to the more than one million people working in our sector: give up just one cup of coffee each month and, sign up for powerLottery.

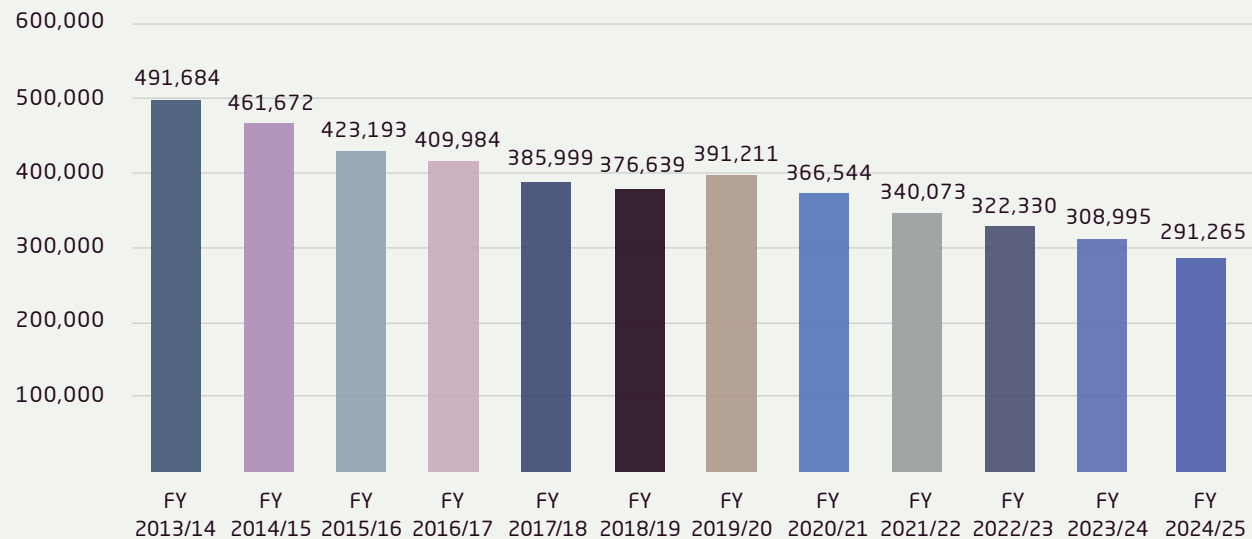
Open to everyone, the powerLottery gives participants the chance to win a monthly cash prize of £500, as well as bonus prizes of £10,000 in January and £5,000 in June and December. It also ensures every £1 entry directly supports vital services for people in our industry who need assistance.

Currently, the lottery provides 10% of the Charity's annual income, directly funding financial grants through our Employee Assistance Programme. This includes help for apprentices, pensioners, and families, as well as practical and workplace support.

These programmes deliver a broad range of assistance, from legal advice and counselling to financial aid, grants, carer support, debt advice, and mental health services, ensuring no one in our industry has to face life's challenges alone.

*Power
Lottery*

Lottery Income





7.3 powerBall

On 22 November, the prestigious Grosvenor House in London played host to powerBall 2024, an evening of spectacular entertainment and generous giving. Over 700 guests from across the industry gathered for the biggest and most anticipated event of the electrical and energy sector. Electrical Industries Charity (EIC) was in attendance to run fundraising activities. Thanks to the incredible generosity of guests and sponsors, powerBall 2024 generated an astounding £375,691, a testament to the electrical sector's firm commitment to giving back.

powerBall 2024 would not have been possible without the generous sponsorship from Aico, CEF, Edmundson Electrical, MACD Electrical, Rexel, Schneider Electric, and WAGO. Their continued support ensures the success of powerBall.

The evening began with a lively drinks reception, where guests were dazzled by mirror men and contact jugglers, mesmerised by skilled magicians and captivated by the enchanting live music of a talented cellist. As the guests took their seats, they were treated to a teasing performance by Disco Inferno, setting the tone for a night full of energy and excitement.

Following a warm welcome speech by the EIC's new President, Alison Chappell, guests enjoyed a sumptuous meal. During the evening we heard from Kara and Chris, who shared their deeply moving story about their child, Teddy, and the invaluable support their family received from the EIC. Their testimony reinforced the critical role the charity plays in the lives of industry families, touching the hearts of everyone in attendance.

The evening also featured various fundraising activities by Electrical Industries Charity - an exciting raffle and silent auction with amazing prizes generously donated by individuals and businesses in the industry, as well as pledging. All of these activities contribute to EIC efforts supporting those in our industry going through challenging times.

With the evening's proceedings complete, the energy moved from the tables to the stage and dance floor with Disco Inferno lighting up the room once more, with their high-energy performance, keeping the atmosphere vibrant and engaging. Later, The Earthlights took the stage, delivering an electrifying set that kept guests dancing well into the night.



Companies who supported powerBall 2024



7.4 Challenge for a Cause

Zipline the Clyde Challenge

On 13 September, daring supporters from the electrical industry, alongside members of the team, took part in our Zipline Challenge for a Cause, an exhilarating 100ft high and 1,245ft long challenge over Glasgow's iconic cityscape.

Thanks to the brave volunteers who took the leap for us and managed to raise just under £23,000 for the charity!

The day was a powerful reminder of the strength and generosity of our community and contributed a significant amount towards our annual fundraising efforts.



London to Brighton Cycle Ride

Two intrepid cyclists trained hard and conquered the 54-mile ride from London to Brighton on behalf of the Charity, raising over £3,000 in the process.

Setting off in Clapham Common and travelling through the picturesque countryside of Surrey and Sussex, before they finished their cycle on Brighton seafront in the afternoon with a well-deserved lunch on the beach.

Kilimanjaro Challenge 2024

A determined group of climbers successfully summited Mount Kilimanjaro after a gruelling six-day journey. Guided by experienced local experts, the team endured physical and mental challenges, bonding deeply along the way. The adventure was filled with unforgettable moments, such as waking up above the clouds, and for many, it proved to be the toughest trek of their lives.

Yet, through perseverance and unity, the climbers not only reached Africa's highest peak but also grew from strangers into lifelong friends.

The hard work paid off with the trek raising over £80,000 to support EIC's vital work in the industry. The climb became not only a test of endurance but also a symbol of collective action, courage and the unwavering support of the Electrical Industries Charity community.





Jail or Bail

Over the course of the year 2025, the EIC celebrated its 120th anniversary with multiple challenges aimed to raise funds and awareness for the Charity. We started our 120th year off with a bang with our first challenge, "Jail or Bail".

On 23 January 2025, a group of trustees and key team members were "locked up" for the day. The catch? They could only be freed by securing their "bail" of £12,000! Our inmates rallied their friends, colleagues, and supporters from across the electrical industry, with every pound donated making a significant difference in the lives of those in the electrical and energy sectors who rely on EIC's support. The team's passion and determination resulted in them absolutely smashing their fundraising target, generating a whopping £14,500 - that's 121% of their original £12,000 target!

Join Jess

Our MD Jess began her heroic year long journey of challenges across the UK to celebrate 120 years of the Electrical Industries Charity, one in each England, Scotland, Wales and Northern Ireland.

The goal of the 120 year challenge is to rally a community of 1,000 supporters to each raise or donate £120 for the charity.

Jess kicked off the challenge with a thrilling zipline at Penrhyn Quarry in Wales in March, the fastest zipline in world, with speeds of up to 100mph! She will go on to do three more epic challenges in 2025.



London Marathon 2024

In April 2024, five dedicated individuals took on the challenge of the London Marathon to raise funds for the EIC. Driven by a shared mission to support those in the electrical industry facing hardships, the team of runners triumphantly crossed the finish line having exceeded their fundraising goals and raising a whopping £21,934 for EIC. Their collective effort stood as a testament to resilience, compassion, and the power of community support.

The event highlighted the strength and community within the electrical industry, with each runner's determination contributing to a greater cause. Their achievement will help the EIC continue offering vital assistance to individuals and families in need, leaving a lasting legacy of hope and solidarity.

7.5 Industry Fundraising

Quarter 1

ECA Maidstone and East Kent

The ECA are big supporters of the Electrical Industries Charity and we were very grateful to receive a donation of £6,000 from their Maidstone and East Kent region, thank you!



Scott Coppola Electrical Distributors

Thank you to Scott Coppola Electrical Distributors, who hosted a successful Casino Night, raising £1,000 in support of the Electrical Industries Charity.



ZG Lighting (UK) Ltd

A huge thank you to the Zumtobel Group. They selected the Electrical Industries Charity (EIC) as their Charity of the Year and have raised a staggering £9,824.



EDA Annual Award Dinner

The EDA hosted its annual awards dinner in April, raising an impressive £12,940 for the Electrical Industries Charity. This fabulous event was a great success, and we are truly grateful to EDA for their continued support.



Jason Keene, RWE Generation

A special thank you to Jason Keene and RWE Generation for their generous donation of £496 in April. We are sincerely grateful for your support.



Aico Community Awards

The Aico Community Awards took place in April, celebrating our industry and raising an incredible £16,620 for the EIC. We are extremely thankful to Aico for their ongoing commitment to our cause.



IBA Buying Group

We were honoured to receive a charitable donation of £1,630 from the IBA Buying Group in April. Thank you for your steadfast support, it means so much to us.



EDA Sportsperson's Dinner

The ever-popular EDA Sportsperson's Dinner was held in May and raised a fantastic £2,300 for the Electrical Industries Charity. Thank you once again to EDA for championing our work.



Andie Morris, Glen Dimplex Heating & Ventilation

A heartfelt thank you to Andie Morris and the team at Glen Dimplex Heating & Ventilation for their generous donation of £674 in May. Your support makes a real difference.



Fegime & Twelve Electric

A huge thank you to Fegime and Twelve Electric for their incredibly generous £12,000 donation in May. It's thanks to supporters like you that we can continue delivering vital help to those in need.



IBA Buying Group - Golf Event

We'd like to thank the IBA Buying Group for supporting us through their golf event held in June. The event raised £840 for our charity, and we're deeply appreciative.



AF Switchgear & Rittal

The AF Switchgear & Rittal IT Networking Event was held in June, raising £1,140 for our charity. We're very grateful to the team for their fantastic efforts and support.



Quarter 2

Electrofix Group

In August, we celebrated the fundraising efforts of Craig Daniels and the ElectroFix Group team, who climbed Yr Wyddfa (Snowdon) on 14 September and raised £245 for the Electrical Industries Charity. Thank you for your fundraising efforts!



Rexel

Rexel hosted its annual Golf Championship on 7 and 8 August at Scotsraig Golf Club in Scotland, attracting key industry figures. The event featured various fundraising initiatives, raising over £3,580 for the Electrical Industries Charity (EIC). Appreciation was expressed for the support received.



a world of energy

Aico

Thank you to Aico colleagues Dan Little, Tony Boyle and Alex Parker for raising funds for The Electrical Industries Charity. Together they successfully conquered the UK's National Three Peaks and raised £2,538 for the Electrical Industries Charity.



Tamlite Lighting

Thank you Tamlite Lighting for walking 10 miles in September along the Siliin Way in Telford, Shropshire. Together they raised £2,400 for the Electrical Industries Charity.



Edmundson Electrical

In July, Edmundson's North East team held a golf day that raised an impressive £1,412 for the EIC. A big thank you to the whole team for your fantastic support. We truly appreciate your ongoing efforts.



Edmundson Electrical

Thank you to the Edmundson Eastern team for raising £1,900 at their Eastern Region Golf Day in August, and thank you to the Edmundson East Midlands team for raising £1,700 at your golf day in July. We're so grateful for your support and dedication to our cause.



Edmundson Electrical

On 5 September, Edmundson Electrical hosted a successful charity golf day for their South West Region, raising over £2,000 in support of the Electrical Industries Charity (EIC). Thank you for your support!



Rexel

Rexel's Supplier Conference in August raised an incredible £13,240 for our charity. Thank you to everyone involved for your continued and generous support. Your commitment means so much to us.



a world of energy

Rexel

A heartfelt thank you to the team at Rexel for raising £3,580 at their Scotland conference in August. We're truly inspired by your commitment to supporting the EIC.



Certsure

A big thank you to the team at Certsure for donating £1,480 to the EIC following your employee engagement survey in August. We're so appreciative of your support.



Edmundson Electrical

A huge thank you to Edmundson Electrical for your incredible annual donation of £60,000 in September. We are deeply grateful for your unwavering commitment to our cause.



City Electrical Factors

The CEF team raised an amazing £1,510 at their National Accounts golf day in September. Thank you to everyone involved for showing such fantastic support for the EIC.



Electric Center Eastern Region

Thank you to the Electric Center Eastern Region team for raising £1,450 at your September golf day. Your support helps us continue making a real difference.



ANEW

Thank you to ANEW for your continued support throughout the year. Your commitment helps us provide meaningful assistance to people across our industry when they need it most. We truly appreciate it.



Quarter 3

HEA

The HEA Awards in November raised a brilliant £3,085 for the EIC. Thank you to everyone involved for your fundraising efforts. Your generosity is deeply appreciated.



ECA

The ECA Awards at the Hilton London Bankside on 11 October proved to be a spectacular evening, raising an impressive £5,325 in support of the Electrical Industries Charity. Your generous support enables us to continue providing help and support to industry members.



EDA

A big thank you to EDA, who in October brought together industry members at the EDA Scottish Function and raised a fantastic £2,360 on the evening.



Schneider Electric

The Schneider Electric Distributor Awards on 10 October raised a remarkable £4,081, including an incredible matched donation of £2,040 from Schneider Electric. Thank you! This support will go a long way in helping the Electrical Industries Charity deliver essential aid to industry colleagues in need.



City Electrical Factors

An incredible £80,436 was raised at a recent CEF Supplier Event in support of the EIC. A huge thank you to all attendees and to CEF for their pledge-matching initiative. Your generosity is truly inspiring.



Scottish and Southern Energy Power

Thank you to Scottish and Southern Energy Power for their generous donation of £250 in October. Your support helps us continue our vital work across the electrical industry. We truly appreciate it.



Edmundson Electrical

The Edmundson Midlands golf day raised an impressive £820 for the Electrical Industries Charity in October. Thank you to the whole team for supporting our cause. Your contribution makes a real difference.



Lancashire Electrical Distributors

Thank you to Lancashire Electrical Distributors for including the EIC in your 40th anniversary celebrations. Your event raised a fantastic £687. We're so grateful for your continued support.



Yorkshire Electrical Contractors Group

Thank you to the Yorkshire Electrical Contractors Group (YECG) for your kind donation of £300 in November. We're grateful for your continued support of the EIC.



Ben Lincoln, Newbury Investments

Newbury Investments came together over the holiday season spreading joy and generosity at their Xmas dinner. Through their collective efforts, they raised £1,644 for the Electrical Industries Charity. Thank you and well done to all involved.



RWE Generation

A big thank you to RWE Generation for their kind donation of £1,000 in November. Your support plays a vital role in helping us continue our work. We're incredibly grateful.



IBA Buying Group

Thank you to the IBA Buying Group for spreading festive cheer at their Christmas Conference in December. The event raised a wonderful £630 for the EIC. We're grateful for your support.



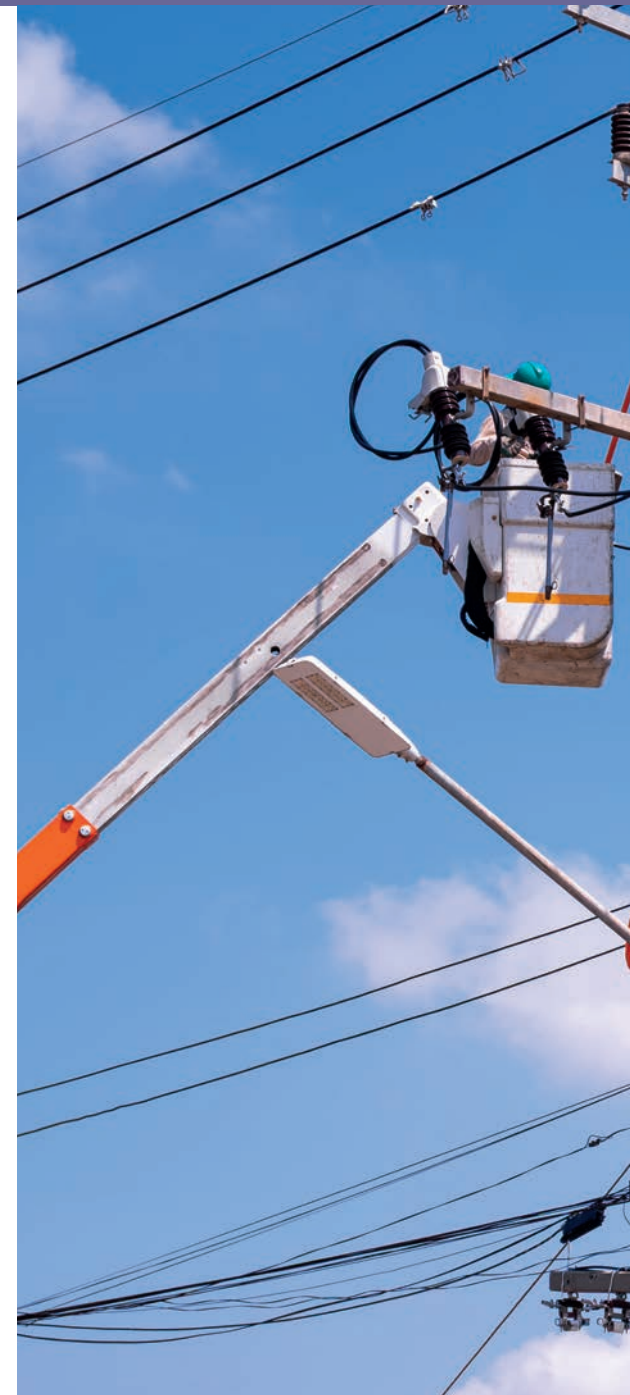
Certsure

A sincere thank you to Certsure for their generous donation of £2,319. Your support helped make the holiday season a little brighter for those in need.



ECI Lighting

We'd like to extend a massive thank you to the ECI Lighting team for their charitable donation of £500 in December. Your support means we can continue to offer vital services to those who need them most.



Quarter 4

Schneider Electric

Thank you to Schneider Electric for raising £510 at the IPA Kick-Off event in January. Your support helps the EIC continue providing vital services to the industry. We truly appreciate your ongoing commitment.



City Electrical Factors

Congratulations to Robin Tilling and his fearless team from CEF London for braving the iconic O2 roof walk and raising an outstanding £5,776! We are incredibly grateful for your effort and dedication.



Electric Center

In January, the Electric Center Telford branch hosted the first of what promised to be many quiz nights in support of the EIC. A huge thank you went to everyone who attended and donated. Together they raised £100.



Twelve Electric

A huge thank you to The Twelve Electric Club for their fundraising efforts and for the donation of £12,500 to The Electrical Industries Charity (EIC).



CEMBRE

Key customers from the electrical industry gathered to strengthen strategic partnerships while raising vital funds for the EIC. The event featured a factory tour, a formal dinner and inspiring moments with guest speaker Martin Bayfield, culminating in an impressive £1,580 raised for the charity.



ECA

A big thank you to members of the ECA London Region gathered for a day of education and networking. Regional Manager Katie Adams proposed a raffle to support the EIC, which attendees enthusiastically participated in, raising £840 for the EIC's 120-year anniversary celebrations.



EDA

Thank you to the EDA for raising a fantastic £8,730 at your Annual Awards Dinner. We're so grateful to be part of this celebration and appreciate your continued support for our work.



Lighting Industry Association

Well done to Ayca Donaghy and the team from the Lighting Industry Association for completing the Snowdon by Night challenge and raising an amazing £2,170! Your dedication and fundraising efforts mean so much to us and those we support.



Aico

Thank you to Matt Small and the team at AICO for raising £610 for the EIC in their rowing challenge. Your efforts are truly appreciated and help make a real difference.



Schneider Electric

Thank you to Schneider Electric for raising £2,020 at your Dinner & Services Commercial Awards event. We're so grateful for your continued generosity and support of the EIC.



MACD

A huge thank you to Mac D Electrical for raising a fantastic £6,427 at your curry night in March. We're truly grateful for your creativity and generosity. What a brilliant way to support the EIC!

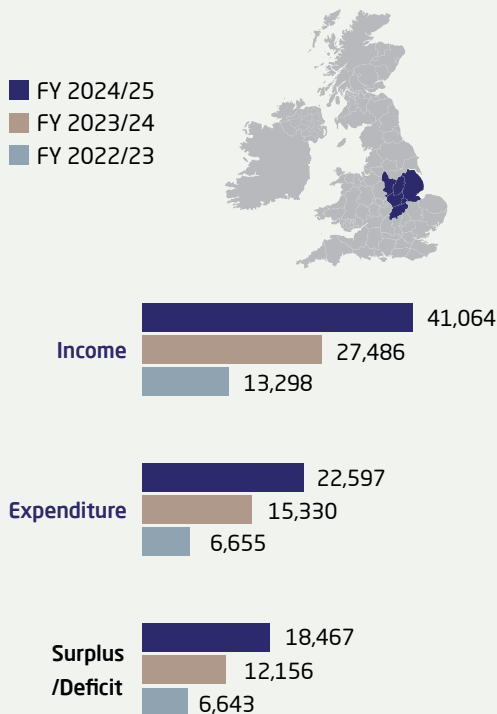




7.6 Regional Committee Fundraising Events

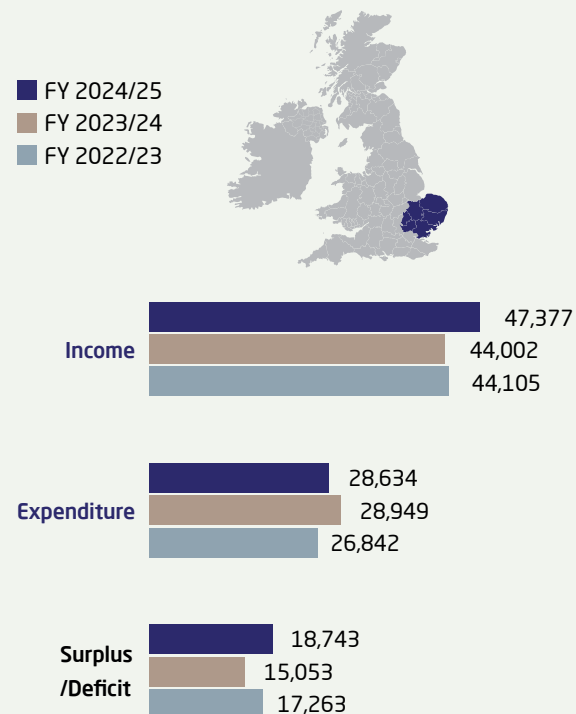
East Midlands Regional Committee

Simon Hildred (Chair) - KSR Lighting
Darren Misiak - Brook and Mayo
Josh Johnson - Lew Electrical Distributors
Trevor McCabe
Vernon Parker - Solarwatt
Robert Avery - Aico
Harry Davies - Schneider Electric



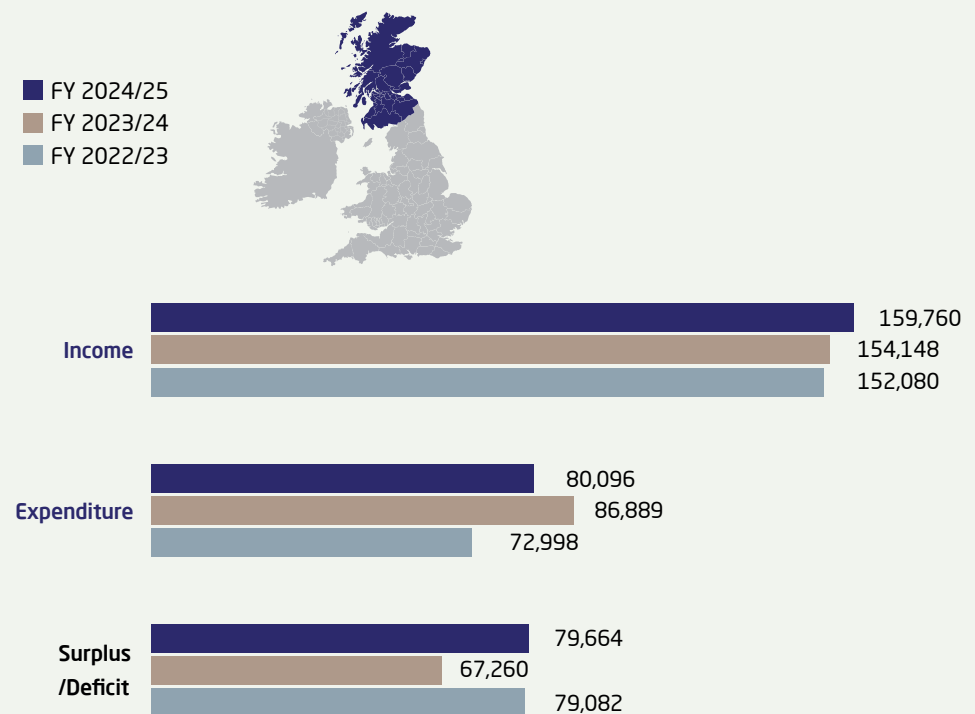
Eastern Regional Committee

Andie Morris (Chair) - Glen Dimplex
Ben Wakeman - DPL Group
Darren Broadrib - Hager
David Grimes - Edmundson Electrical
Ken Bird - CPS Building Services Ltd
Martin Cordrey - ECA
Nicola Pearce - Stearn
Sean Stuteley - Lark Technology
Trevor Sawyer - Aico



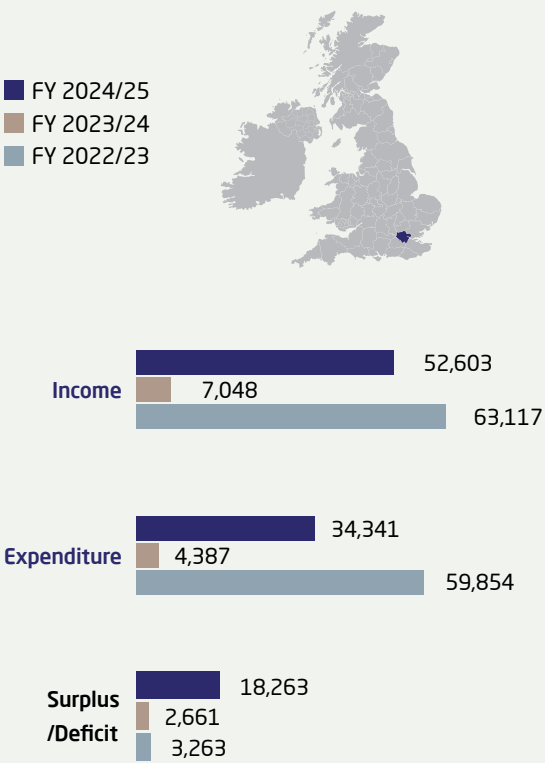
Scotland Regional Committee

Gregor Morrison (Chair) - Aico
David MacDonald - MACD Electrical
Isabel Smith - Edmundson Electrical
Shaun Harrison - Scolmore Group
Sonja Mackinnon - Legrand
Rory Fraser - Aico



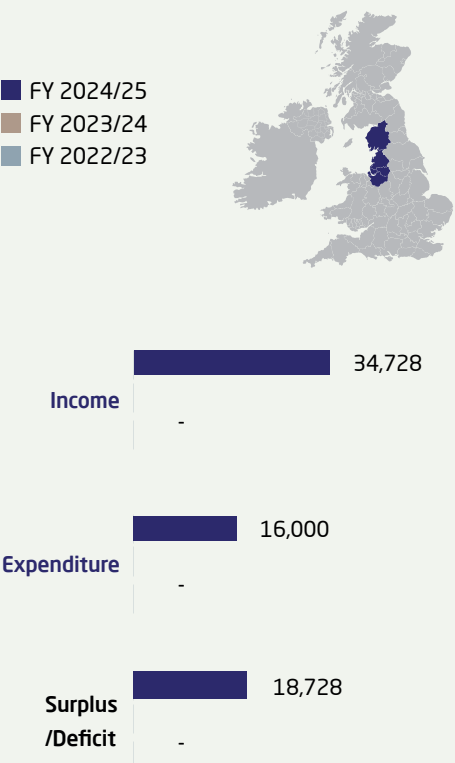
London Regional Committee

Lee Barry (Chair) - Rexel
Mark Wood - Aico
Matt Callander - KSR Lighting
Robin Tiling - City Electrical Factors
Tom Johnson - Rexel



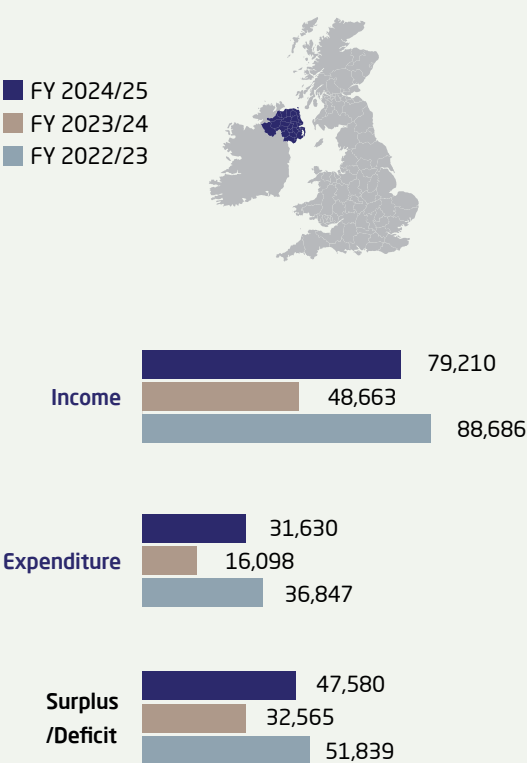
North West Regional Committee

Roger Taylor (Chair) - City Electrical Factors
Andrew Moseley - City Electrical Factors
Chris Loughlin - Hispec Electrical Products Ltd
Dan White - City Electrical Factors
Jess Astley - Atkore
Rachel McDermott - Scolmore Group
Richard McCartnery - Edmundson Electrical
Steve Trafford - Aico



Northern Ireland Regional Committee

Karen McAvoy (Chair) - Ireland's Electrical Magazine
Alfie Watterson - ECA
Duncan Orr - Aico
Gareth Howes - Solutions
Jake Keyworth - Edmundson Electrical Greentech
Mervyn Knox - Hager Northern Ireland
Tommy Barrett - City Electrical Factors



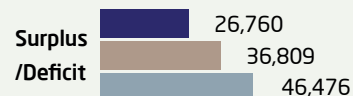
South West Regional Committee

Steve Vaslet (Chair) - EDF Energy
 Dave Miller
 Mick Di Stazio - City Electrical Factors
 Nick Francis - City Electrical Factors
 Nicola Surman - Hager
 Paul Meddings
 Peter Price-Higgott - Aico
 Rob Gillespie - EDF Energy
 Roy Christie
 Tony Mills
 Tony Vearncombe



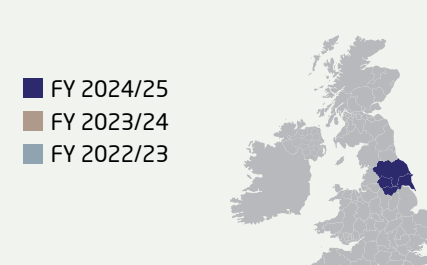
Southern Regional Committee

Mark Mitchell (Chair) - R&B Star
 Andrew Larcombe - Luceco
 Ian Lawson - Hispec Electrical Products Ltd
 Paul Barrett - Aico
 Paul Russell - Schneider Electric
 Ryan Rankin - Ansell Lighting



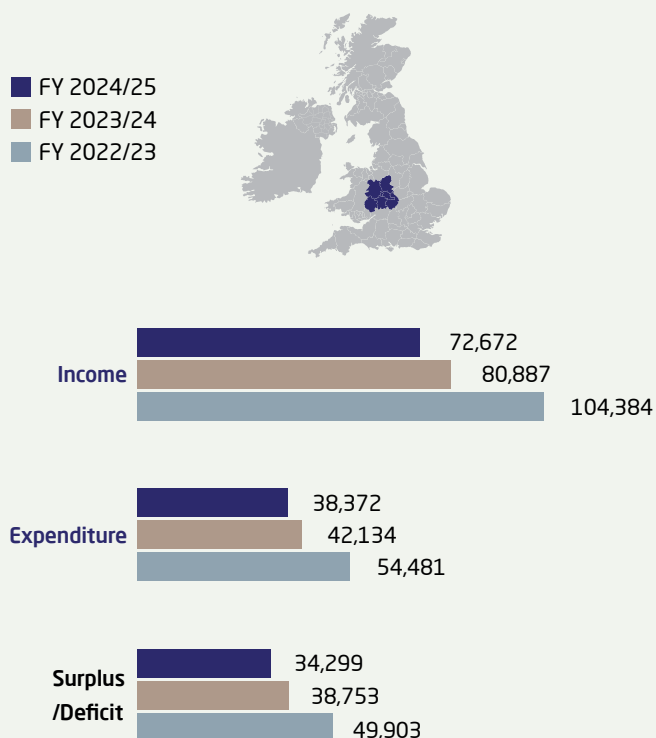
Tyne & Wear Regional Committee

Fred Dickinson (Chair) - CP Electronics
 Colin Bramley - City Electrical Factors
 Fred Hood - McNally and Thompson
 Karl Snowden - Park Electrical
 Noel Plant - McVickers Electrical Contractors



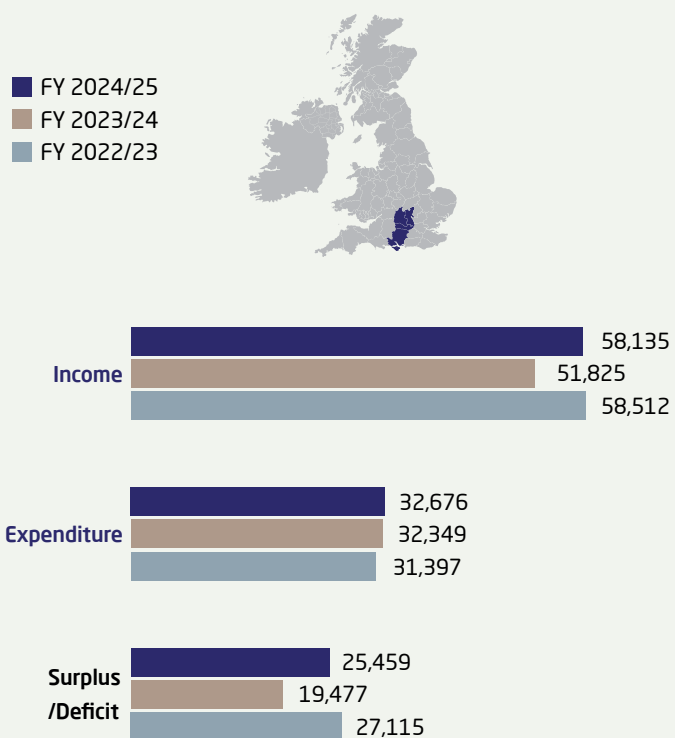
West Midlands Regional Committee

Adrian Parry (Chair) - Contactum
 Eddie Featherstone - Garo
 Craig Swift - Aico
 George Wilford-Brickwood - Schneider Electric
 Harriet Price - Edmundson Electrical
 Jaimala Parma - WAGO
 Mike Burnard
 Paul McHale
 Stewart Gregory
 Nick Rovetto - Rexel



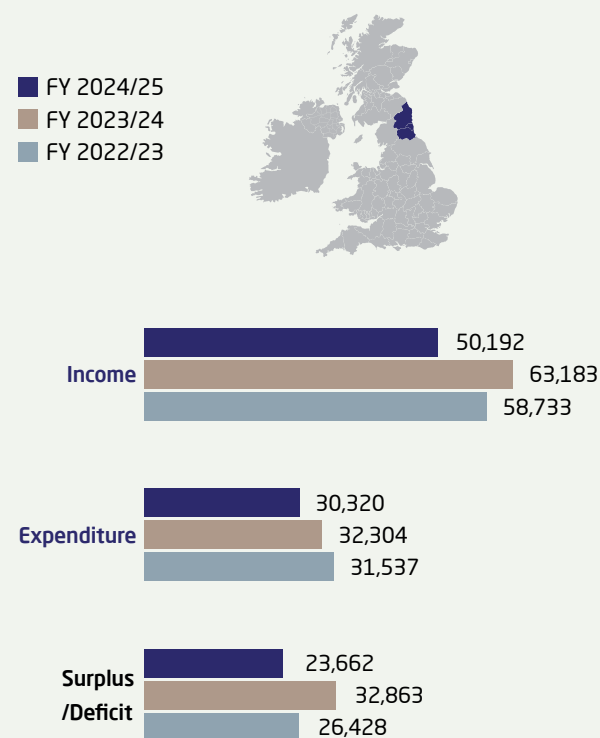
Western Regional Committee

Gary Hutchins (Chair) - City Electrical Factors
 Dean Thomas - City Electrical Factors
 Joanna Mee - 3 Phase Recruitment
 Neil Crook - AWEBB
 Oliver Barlow - Aico
 Steve Mace - HP Hewlett-Packard
 David De-Vall - City Electrical Factors



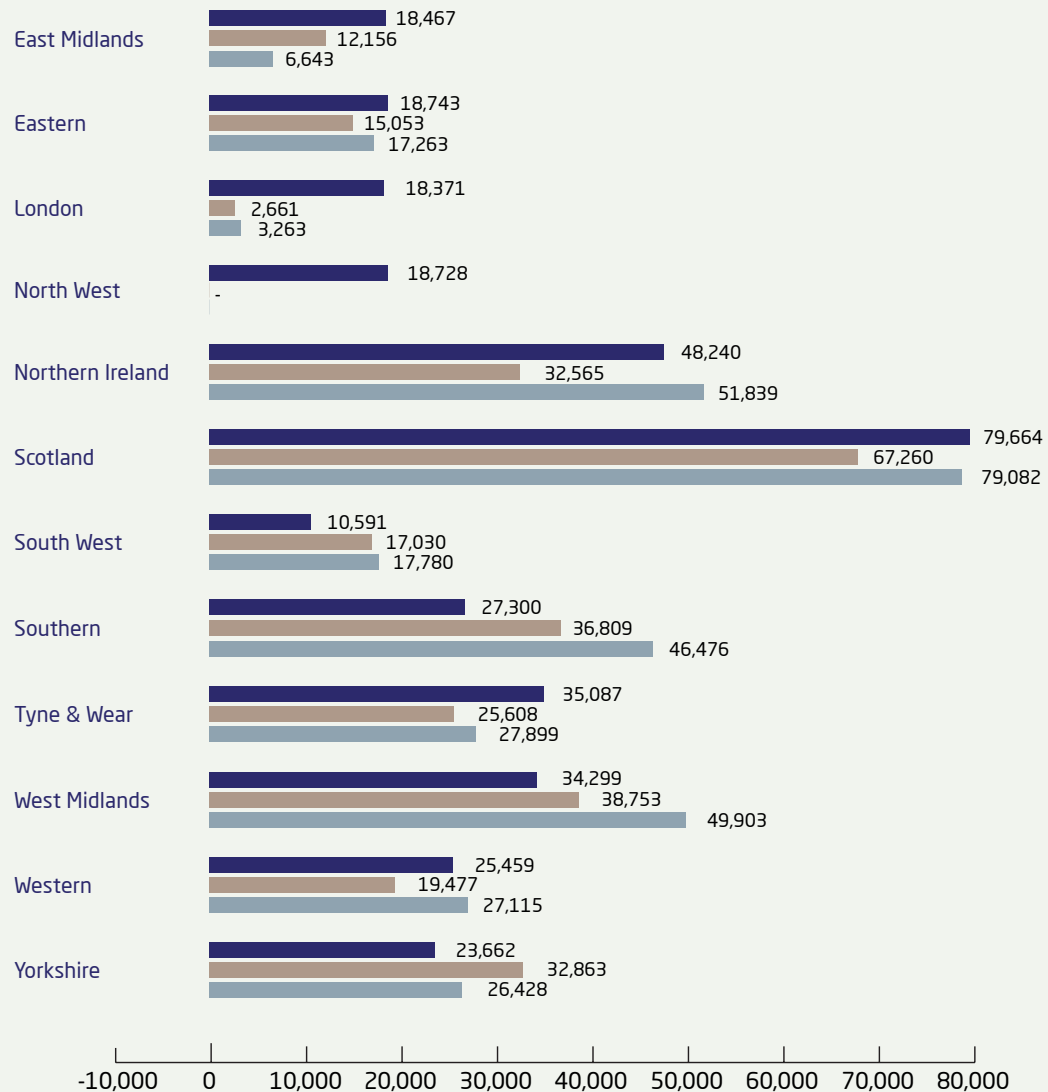
Yorkshire Regional Committee

Andy Roach (Chair) - Omexom
 Eric Dyer - EWS Limited
 Graham Coxon - Edmundson Electrical
 Ian Dennon - Scolmore Group
 James Coss - City Electrical Factors
 Mark Ginn - Hager
 Matt Houston - Electric Center
 Neil Baldwin - CP Electronics
 Tony Teal - Aico



Regional Surplus/Deficit

■ FY 2024/25
■ FY 2023/24
■ FY 2022/23



7.7 Our PR & Media Partners

The Electrical Industries Charity is fortunate to have close ties with many industry organisation's PR and media departments, who generously provide opportunities to raise awareness of the Charity, Charity campaigns and fundraising initiatives. Our PR and media partners for 2024/25 included:

Building Services

BSEE
Building Engineer
CIBSE Journal
Energy in Buildings & Industry (EiBI)
Modern Building Services
The Energyst
Smart Buildings
Building Services News, Ireland

Electrical

Large contractors

Cable Talk (Scotland SELECT)
ECA Today
Electrical (Ireland)
Electrical Contracting News
Electrical Engineering
Electrical Review
Electrical Trade Magazine
Voltimum
ERT Magazine
JIB Newsletter
Engineering Update

Small contractors

Electrical Times
Professional Electrician
NICEIC - Connections Magazine
KMP - Ireland's Electrical Magazine

Apprentices

ECS
Sparks
Electrical Wholesaler
W&ED
ERT
Highways Electrical News
Innovative Electrical Retailing
reNEWS
Voltimum
ECA Today
Process Engineering
Trimble
NAPIT Magazine
NIC EIC

Lighting

LEDs Magazine
RIBA Journal
Lighting
Lighting Industry Association
Architecture Today
Lux Magazine
ARC (Lighting in Architecture)
A1 Lighting
The Architectural Review
Architects Journal
Icon
Dezeen
Architect's Choice
RWE



8. Legal and Administrative Information

The Electrical Industries Charity Limited is a company limited by guarantee, registered in England and Wales (No. 2726030), and a registered charity with the Charity Commission for England and Wales (No. 1012131) and the Office of the Scottish Regulator (No. SC038811).

Patron

The patronage of The Electrical Industries Charity is currently under review due to the change in the Monarch.

Council

The governance of The Electrical Industries Charity is overseen by a Council, which convenes a minimum of four times annually. The President serves as the Chair of the Council, consisting of a maximum of 15 Members, including the President.

Members of Council

The Council is composed of the following Members, who serve as Trustees and Directors, and who held their positions during the specified period:

President and Chairman of the Council

Ms A Chappell

Vice President

Mr A Reakes

Members of the Council

Mr D Gardiner
Mr D Fielder
Mr D MacDonald
(Resigned 10 May 2025)
Mr D Pownall
Mr M Leek
Mr S Gregory
Ms S McFall
Mr D Carey
Mr A Sturgess
Mr J Saunders

Mr R Beighton
(appointed 9 June 2025)
Mr S Gregory
Ms S Macdonald
(appointed 9 June 2025)
Ms S McFall

Managing Director & Company Secretary

Jess Vailima

Registered Office

Rotherwick House,
3 Thomas More St,
London,
E1W 1YZ

Bankers

National Westminster Bank plc,
Commercial Banking Centre,
2nd Floor,
County Gate 2,
Stacey's Street,
Maidstone,
Kent,
ME14 1ST

Our local branch is:

Balham Branch,
128 Balham High Road,
London,
SW12 9AA

Finance

ExcluServ Limited,
133 Deepcut Bridge Road,
Camberley,
Surrey,
GU16 6SD

Investment Managers

UBS AG,
5 Broadgate,
London,
EC2M 2QS

RBC Brewin Dolphin,
London,
12 Smithfield Street,
London,
EC1A 9LA

Statutory Auditors

Haines Watts,
Old Station House,
Station Approach,
Newport Street,
Swindon,
Wiltshire,
SN1 3DU

Solicitors

Burness Paull LLP,
50 Lothian Road,
Festival Square,
Edinburgh,
EH3 9WJ



9. Structure, Governance and Management

9.1 The Role of Council

Council leads and controls the Electrical Industries Charity via the Managing Director to deliver the organisation's aims and objectives and to set strategic direction and policy so as to uphold its mission, vision and values.

9.2 Council Responsibilities

In directing the affairs of the Electrical Industries Charity, ensuring it is solvent, well run and delivering the outcomes for which it was founded, Council's strategic and leadership responsibilities (which cannot be delegated) are to:

- Ensure compliance with the objects, purposes and values of the Electrical Industries Charity and with its governing instrument (Memorandum and Articles of Association);
- Approve policies, plans and budgets to achieve those objectives and to monitor performance against them;
- Ensure the solvency, financial strength and good performance of the organisation;
- Ensure the Electrical Industries Charity complies with all relevant laws, regulations and requirements of its regulators (taking appropriate advice);
- Set and maintain a framework of delegation and internal control;
- Agree or ratify all policies and decisions on matters which might create significant risk to the organisation, financial or otherwise;
- Approve financial statements for each financial year, which give a true and fair view of the position.

9.3 Council Members and Their Statutory Responsibilities

The Council Members are responsible for preparing the Report of the Board of Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Operations Accepted Accounting Practice). Company law requires the Council Members to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Council Members are required to:

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charity's SORP;
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Council Members are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as Council Members are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware; and
- The Council Members have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

9.4 Appointment to Council

All appointments to Council are subject to approval by Council. Names are put forward either to fill a vacancy on Council which arises during the year; as part of The Electrical Industries Charity's retirement processes (as set out in the Articles of Association); or to fill a skills gap in Council. Council considers those individuals whose skills and experience meet the needs of the organisation in the following (broad) areas:

- Governance
- Welfare
- Fundraising, marketing, business, and relationship development
- Finance, asset management, investments
- IT systems
- Stakeholders and branches
- Staff HR, health, and safety

A President may be appointed by Council for a period of three years or more. The President's role is to chair Council meetings, to provide leadership and focus on the Electrical Industries Charity's activities and to be the principal point of contact between Council and the Managing Director.

The President may be assisted by Vice President(s) in furtherance of the President's role externally, but not necessarily on Council.

9.5 Council Members' Training

Induction - a full pack of information relating to roles and responsibilities, strategic issues and reports on activities is given to new Council Members, together with one-to-one training and advice (usually by the Managing Director) as required.

Training can also be provided by:

- Formal sessions at Council as required
- Attending training sessions provided by third parties
- Informal advice and circulation of papers and reports



9.6 Subgroups of Council

President's Group - To discuss and review proposals presented by the Managing Director and review and make recommendations to Council on specific issues.

The President's Group comprises the President, Vice Presidents, Immediate Past President, up to two Council Members and the Managing Director when required.

Welfare Audit Group - This subgroup provides independent assessment of the quality and effectiveness of the Electrical Industries Charity's welfare care programmes. The Welfare Audit Group met four times in 2024/25. Welfare Audit Group members during 2024/25: J. Ong (Chair), R. Jones, M. Dore, S. Mooney, D. Mouskovias, M. Small, and K. Rolfe.

Working Groups were set up during the year to provide specialist advice and support to the Managing Director and reports to the Council.

Finance, Business Planning, Investment, and IT - The purpose of the Finance Working Group (FWG) is to oversee the systems, controls and processes that may have an impact on the Charity's ability to meet its objectives. This Working Group reports to the Council on matters regarding their financial responsibilities including financial risk management. Its role includes Budgeting and Financial Performance, Internal Financial Control and Financial Risk Management, Financial Reporting and External Audit, Reserves and Investments, and IT Strategy. Members during 2024-2025 - T. Appleton, A. Chappell, D. Gardiner, T. Lambeth, M. Leek, D. Olunlade and A. Reakes.

Fundraising Committee - The purpose of the Fundraising Committee is to derive strategies for maximising Charity presences within the industry, as well as develop, grow and champion fundraising initiatives to maintain and increase our fundraising income stream. The Fundraising Committee met once in 2024/2025. Members during 2024-2025 - E. Embleton, S. Gregory, A. Moseley, A. Sturgess, R. Scott, and J. Saunders.

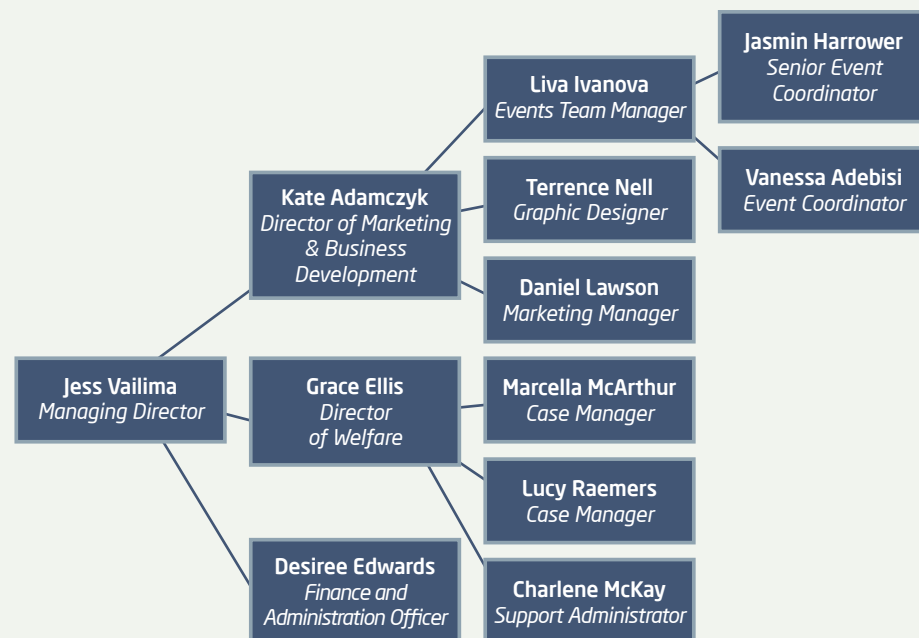
Marketing Committee - The purpose of the Marketing Committee is to develop and implement strategies that enhance the Charity's visibility and engagement within the industry. The Committee focuses on promoting fundraising initiatives, growing the Charity's profile, and driving awareness to support the growth of fundraising income. The Marketing Committee met four times during the 2024/2025 period. Members during 2024-2025 - A. Chappell, A. Reakes and S. Gregory.



9.7 Management and Staff

The Managing Director reports to and is accountable to the Council. This role oversees all operational aspects of the Charity's activities and plays a key role in developing strategies and presenting recommendations to the Council for review and approval.

The Charity has departmental functions for charitable (welfare) services, fundraising, and marketing, employing a team of 12 staff members. Financial processing and IT support are outsourced to ExcluServ and Euro-systems, respectively. Additionally, the Finance and Office Administrator manages the relationship with ExcluServ, supports the Managing Director, and handles other office administration duties.

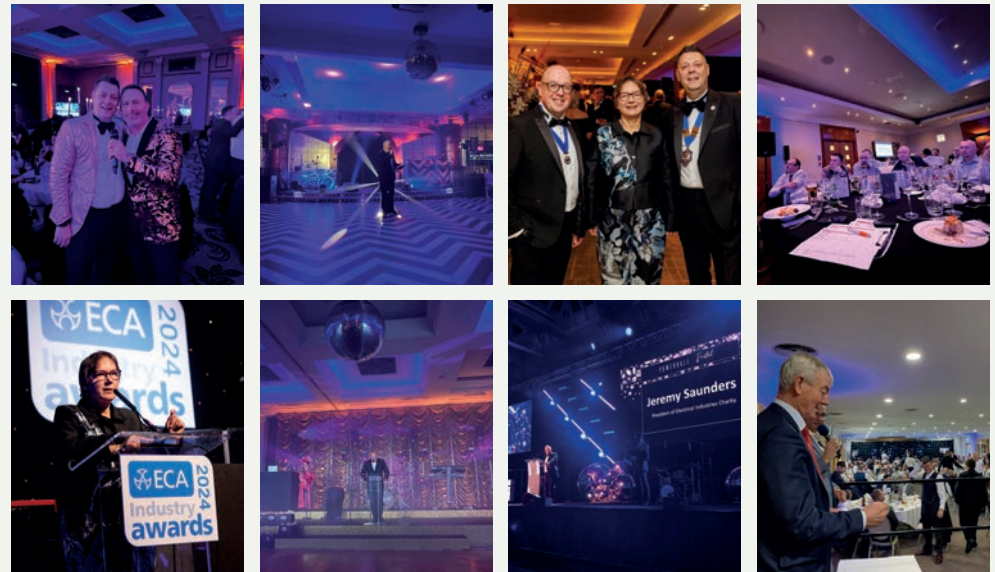


10. Accommodation and Facilities

The head office is based in London in Rotherwick House, 3 Thomas More St, London, E1W 1YZ. The building is with other industry trade associations.

11. Volunteers

The value of a dedicated volunteer base for the Electrical Industries Charity is immeasurable. All Council and subgroup Members are volunteers who invest substantial time and effort into the Charity's activities. Additionally, the Regional Committees across England, Scotland, and Northern Ireland comprise over 100 active volunteers who play a crucial role in raising funds and increasing awareness for the Charity.



12. Fundraising

12.1 Fundraising Approach

We use a range of fundraising methods to efficiently gather funds from multiple sources, increase awareness of our mission, and provide supporters with convenient ways to contribute. These methods include face-to-face engagement at industry events, sponsorship, powerLottery, email campaigns, online and press advertising, legacies, and corporate partnerships. Most individual contributions are facilitated through online platforms such as Enthuse and Just Giving.

12.2 Fundraising Standards

We are members of the Institute of Fundraising (IOF) and the Fundraising Regulator, and as such abide by the Code of Fundraising Practice as well as the rulebooks for event fundraising. We abide by the Fundraising Regulator's Fundraising Promise, and strive to ensure our fundraising is open, honest, legal and respectful. We have an 'opt-out' model of freely given, specific, informed, unambiguous consent for any email marketing only done at Charity or trading company-run events.

12.3 Fundraising on Our Behalf

As an industry charity, we rely on our members to volunteer and lead fundraising efforts on our behalf. These volunteers engage with the industry at various events, discussing appropriate and proportionate ways to support our cause. Each year, we collaborate with 12 regional committees across the country to help achieve this goal.

At every event organised by either our trading subsidiary or the Charity, our in-house fundraising team is present, working alongside regional committee members to connect with potential supporters. These conversations often inspire individuals to undertake their own challenge or fundraising activities, generating significant income that directly supports people facing challenging times within our industry.

All regional committees acting on our behalf are required to adhere to our fundraising standards. To maintain transparency, we provide each committee with quarterly reports detailing regional income and expenditure.

We do not engage professional fundraising organisations and have no plans to do so in the future. Instead, we partner strategically with a number of corporate supporters who contribute through financial donations, in-kind support, and employee or customer fundraising initiatives. Additionally, we receive one-off support from companies, particularly through challenge-for-a-cause appeals.



12.4 Monitoring of Fundraising Activities and Protecting People in Vulnerable Circumstances

We have robust policies, endorsed by our Board of Trustees, that govern all fundraising activities, whether conducted internally or through our regional committees. To maintain oversight, we produce regional reports monitoring both our in-house teams and regional fundraisers, including the conversations they hold with supporters and industry members. This process involves thorough monitoring, regular communication with our fundraising staff, and a clear policy for handling complaints and implementing remedial actions.

Our goal is to ensure that every potential supporter feels informed, genuinely appreciated, and inspired by their interaction, regardless of the outcome. We are committed to treating the industry with sensitivity and respect, particularly safeguarding those who may be vulnerable. Our in-house trained fundraisers are equipped to recognise signs of vulnerability and understand the steps required if concerns arise.

This approach has been developed in consultation with our specialist welfare team and complies with the Charities (Protection and Social Investment) Act 2016, the Mental Capacity Act 2005, and the Institute of Fundraising's Treating Donors Fairly Guidance.

12.5 Complaints

We maintain a robust and well-established complaints procedure. During 2024-2025, we received no complaints from industry members related to our fundraising activities. Furthermore, there were no incidents of failures or breaches to report, including any complaints or violations referred to and upheld by the ICO or the Fundraising Regulator.



13. Looking Ahead to our 120th Anniversary

As we approach this significant milestone, we remain committed to being a leading provider of impactful solutions, while staying true to our century-long dedication to the well-being of our industry. Our focus for the year ahead is guided by the following priorities:

AWARENESS



Expand recognition and understanding of the Charity's work across the industry.

BUILD



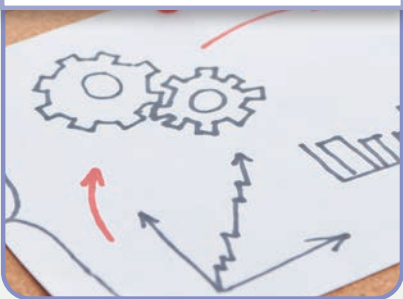
Develop, engage, and grow the communities that support our mission.

COMMUNITY



Identify, understand, and provide tailored support to those who need us most.

PROCESSES



Continuously streamline and review operations to ensure efficiency and relevance.

PARTNERSHIPS



Forge meaningful collaborations in key areas to better serve our community.

REACH



Extend our impact into all sectors of the industry.

ADAPT



Evolve our offerings in line with emerging needs, industry changes, and economic trends.

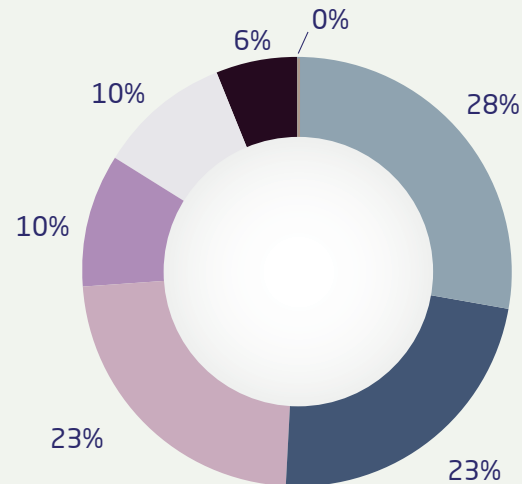
Together, these priorities will ensure we honour our heritage while building a stronger, more connected future for all those we serve.

14. Trustees' Financial Review

14.1 Financial Position

The financial statements incorporate the results of the trading subsidiary, Electrical Industries Trading Company Limited, along with the subsidiary-managed powerBall and all regional industry events. Total income increased from £2.241 million in 2023/24 to £2.787 million in 2024/25, driven primarily by cost-saving initiatives, diverse fundraising activities, and an emphasis on expanding individual fundraisers and industry-led activities. This growth highlights the Charity's continued commitment to efficient resource management to support its mission and broaden its impact within the industry.

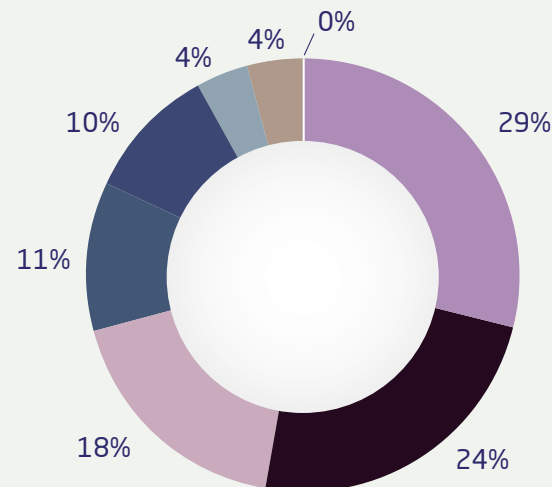
The basis of allocation is detailed in the accounting policies note on pages 67 to 69. It is important to note that while certain income streams are seasonal, costs are incurred consistently throughout the year.



Where money came from

		Income
Regional committees events	28%	£ 778,761
Donations & legacies	23%	£ 648,163
powerBall	23%	£ 632,014
Lottery proceeds	10%	£ 291,265
Fundraising at HO	10%	£ 264,746
Investment income	6%	£ 165,707
Other fundraising	0%	£ 6,429

Total £2,787,086



How we spent the money

		Expenditure
Other fundraising	29%	£ 722,303
Support, helpline, advice & info	24%	£ 589,444
Regional committees events	18%	£ 434,032
powerBall	11%	£ 256,323
Direct financial assistance	10%	£ 250,572
Governance and management	4%	£ 105,842
Lottery prizes and administration	4%	£ 104,357
Investment losses	0%	£ 0

Total £2,462,872

14.2 Net Assets:

As of 31st March 2025, net assets rose to £5.010m, compared to £4.685m in March 2024. This increase was largely due to strong investment performance and an effective resourcing strategy.

2024/25 **£5.010m**

2023/24 **£4.685m**

2022/23 **£4.547m**



15. Investment Strategy

15.1 Guiding Principles Shaping Our Investment Approach

Forward-Looking Mindset:

The Electrical Industries Charity, overseen by dedicated Trustees, aims to provide assistance to individuals within the electrical industries during times of need. Our financial goal is to nurture genuine value growth in our investment portfolio while generating a consistent and sustainable return. This approach enables us to address income gaps and uphold our commitment to maintain grant giving at 25% of total income or higher.

Inflation Measures and Investment Portfolio:

With an investment portfolio of around £4.3 million as of 31 March 2025 managed by RBC Brewin Dolphin, our target is to allocate grants ranging between £250k and £350k per annum. The extent of grants may vary based on financial grant applications and investment performance.

Decision-Making Process and Collaboration:

The Trustees have delegated investment decision-making authority to the Finance Working Group (Committee) and engage with quarterly reviews with our investment manager. This collaborative approach ensures informed and strategic decisions aligned with our objectives.

15.2 Investment Objectives:

Optimal Financial Returns:

Our primary objective is to achieve returns consistent with moderate risk tolerance and long-term sustainability.

Sustained Long-Term Growth:

Target a long term return of inflation (as measured by the CPI) plus 3% per annum after fees over five year rolling periods. This approach is intended to at least preserve the real value of assets while funding annual expenses and grants.

Total Return Approach:

We adopt a total return approach, generating investment returns from both income and capital gains. In instances where the total return falls short of the income required, the charity will access capital from the investment portfolio on a controlled basis.

Our main focus is on sustaining the real value of the Charity's investments over the long term.



15.3 Risk Management:

Effective Risk Allocation:

Our risk management strategy aims to allocate risk where it can be effectively managed. The appointment of an Independent Financial Advisor and our partnership with RBC Brewin Dolphin are integral to our risk mitigation approach. RBC Brewin Dolphin are tasked with delivering net returns of 3% per annum.

The investment manager proposes a diversified strategic mix aligned with objectives and risk appetite. The FWG reviews ranges at the quarterly review meetings. As at November 2025 the strategic allocation followed RBC Brewin Dolphin's risk level 5 (which adopts the following high level allocations : 25% fixed income, 52.5% equity, 20% alternatives and 2.5% cash) This risk profile is reviewed periodically and adjusted dependent on market conditions.

Tolerance for Volatility:

While the Charity is willing to tolerate capital value volatility, the priority is to ensure that we meet our commitments through sustainable income or liquid capital assets.

15.3.1 Diversified Investment Portfolio:

Wide Range of Investments:

Our invested assets are strategically diversified across various asset classes, managers and securities. This ensures a well-rounded investment approach that aligns with the Charity's long-term sustainability.

Collaborative Portfolio Review:

RBC Brewin Dolphin, our Investment Manager, collaborates with the Finance Working Group to establish an appropriate asset allocation strategy that aligns with our overall investment objective. The Finance Working Group provides guidance to RBC Brewin Dolphin regarding cash-flow needs quarterly.

15.4 Leverage

Leverage:

The Charity does not employ leverage at the portfolio level.

Secured Loan Facility

The Charity operates a Lombard loan facility secured against the portfolio and intended to be used to finance deficits where market conditions are not favourable for disinvestment. The value of the Lombard loan facility is £500k, and no funds have been drawn from it as of the date of writing of this report.

15.5 Currency and Liquidity Management:

Base Currency and Non-Sterling Investments:

Our base currency for the investment portfolio is sterling. Depending on market conditions, non-sterling investments may be considered, with hedging permitted to manage currency risk.

Portfolio allocations are monitored focussing on three main aspects:

Portfolio tolerances +/- 7.5% around tactical asset allocation.

Portfolio concentration A single holding is restricted to no more than:

- 7.5% invested in anyone direct equity or corporate bond
- 10% in any gilt or non-UCITs pooled fund
- 12.5% in any investment trust
- 20% in any UCITs pooled fund
- 25% in a structured product
- ≥25% in weight of investments with a BRM of
- ≥50% in higher risk holdings
- Max 20% exposure within a portfolio to one issuer

Portfolio risk Looks at overall portfolio risk as measured by the estimated tail loss. For RBC BD's risk level 5 this is set within a range of 5.9% to 12.9%

15.6 Liquidity and Grant Funding:

Adequate Liquidity:

To ensure operational flexibility and timely grant distribution, the Charity maintains sufficient liquidity by holding at least 25% of assets in investments that can be realised within three months. Additionally, a minimum of 4% of the portfolio is retained in cash or near-cash instruments to meet short-term cashflow requirements.

Preservation of Capital Value:

Considering potential capital value volatility, the Charity aims to retain one year's worth of budgeted grant making in liquid investments. Additionally, a minimum of 4% of the total investment portfolio will be kept in cash or near cash investments at all times.

15.7 Long-Term Focus:

Uninterrupted Existence and Long-Term Horizon:

The Charity is structured for continual existence, and our investments are managed to uphold our investment objective and ensure long-term sustainability. Our investment strategy adopts a decade-long horizon, with a focus on the next 10 years to achieve certainty and continuity.

15.8 Environmental, Social and Governance:

In assessing Environmental, Social and Governance (ESG) risks the following criteria should be taken into account: environmental responsibility, social responsibility, corporate responsibility and community impact.



16. Staff & Trustees:

a) Remuneration

The salaries of all staff members undergo an annual review and are typically increased in alignment with average earnings. Given the unique nature of the Charity's operations, the Trustees reference pay levels in other benevolent associations and similar-sized charities, taking into account industry experience. The remuneration benchmark corresponds to the midpoint of the salary range for comparable roles, with potential adjustments of up to 25% for additional responsibilities. In cases where recent recruitment efforts have proven challenging, a market adjustment may also be applied, ensuring that the maximum pay does not exceed the highest benchmarked salary for a similar role.

b) Trustees

Trustees claimed reimbursement of £203 for travel and accommodation expenses during the fiscal year 2024/2025 (in 2023/2024, £129 was disbursed for travel and accommodation expenses). These expenses were related to subsistence incurred while attending meetings in their official capacity. As allowed by the articles of association, the Trustees are covered by a qualifying third-party indemnity provision, as outlined by Section 234 of the Companies Act 2006. This provision was in effect throughout the previous financial year and continues to be in effect. The Charity procured and upheld Trustees' and Officers' liability insurance throughout the year, covering both the organisation and its Trustees.

17. Financial Health

The Council is confident that the organisation has adequate income streams and reserves to support its current and planned welfare activities without compromising its financial stability. The Council aims to utilise savings accounts in 2025/2026 to optimise cash funds, ensuring more resourceful financial management. By placing surplus funds in interest-bearing accounts, the Charity maximises returns on idle cash, enhancing overall financial flexibility while safeguarding liquidity for future initiatives.

17.1 Principal Funding Sources:

The primary avenues of funding encompass:

- Proceeds generated from functions and events orchestrated by the trading organisation and its branches (volunteer groups) nationwide.
- Voluntary contributions received from both companies and individuals, including collections at diverse events, legacies, and fundraising donations.

- Structured contributions through mechanisms such as powerLottery, payroll giving, and other workplace schemes.
- Revenue generated from investments.
- Income derived from training initiatives.

17.2 Reserves Policy:

The Council has implemented a strategy that emphasises maintaining an appropriate level of unrestricted reserves, equivalent to 24 months' worth of overall expenditure. As of 31 Mar 2025, the reserves held were close to the reserves target, being just 2.6% above the target. The strategy aims to enhance the Charity's operational capacity by utilising the existing reserves to support expansion initiatives.

17.3 Designated Funds:

Designated funds are part of unrestricted funds which Council have earmarked for particular projects, without restricting or committing the funds legally. The designation may be cancelled by the Council if they later decide that the Charity should not proceed or continue with the project for which the funds were designated.

17.4 Auditors:

In accordance with the Companies Act 2006, it is proposed to re-appoint Auditors in the March 2026 Board Meeting.





Independent Auditors' Report to the Members of The Electrical Industries Charity Limited

Opinion

We have audited the financial statements of the Electrical Industries Charity Limited (the 'parent charitable company') and its subsidiary (together 'the group') for the year ended 31 March 2025 which comprise the group Statement of Financial Activities, group and parent charitable company Balance Sheets, group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies.

The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 March 2025, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice, including Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland'; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for Opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report.

We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the group and parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material

misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Report of the Trustees.

We have nothing to report in respect of the following matters where the

Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of Trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 46, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or the parent charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

We obtained an understanding of the legal and regulatory framework applicable to both the charity itself and the environment in which it operates. We identified areas of laws and regulations that could reasonably be expected to have a material effect on the financial statements from our sector experience and through discussion with the directors and other management.

The most significant were identified as the Companies Act 2006, UK GAAP (FRS102), Charity SORP, Charities Act 2011 and relevant tax legislation.

We considered the extent of compliance with those laws and regulations as part of our procedures on the related financial statements. Our audit procedures included:

- making enquires of trustees and management as to where they consider there to be a susceptibility to fraud and whether they have any knowledge or suspicion of fraud;
- obtaining an understanding of the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations;
- assessing the risk of management override including identifying and testing journal entries;
- challenging the assumptions and judgements made by management in its significant accounting estimates.

Despite the audit being planned and conducted in accordance with ISAs (UK) there remains an unavoidable risk that material misstatements in

the financial statements may not be detected owing to inherent limitations of the audit, and that by their very nature, any such instances of fraud or irregularity likely involve collusion, forgery, intentional misrepresentations, or the override of internal controls.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors.



Use of Our Report

This report is made solely to the charitable company's members and trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's [members and its trustees those matters we are required to state to them in an auditor's report and for no other purpose.

To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members and trustees as a body and the charitable company's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Martin Gurney FCA (Senior statutory auditor)

for and on behalf of
Haines Watts Swindon Limited, Statutory Auditor
Chartered Accountants
Old Station House
Station Approach
Swindon
Wiltshire
SN1 3DU

Haines Watts Swindon Limited is eligible to act as an auditor in terms of section 1212 of the Companies Act 2006.



**THE ELECTRICAL INDUSTRIES CHARITY LIMITED GROUP STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 MARCH 2025**

INCOME	Notes	Unrestricted Funds £'000	Restricted Funds £'000	2025 Total Funds £'000	2024 Total Funds £'000
Income from:					
Donations and legacies	2	648	-	648	450
Trading activities at Branches		216	-	216	234
Trading activities at Head Office	3	494	-	494	371
Trading activities from subsidiary	5	1,256	-	1,256	1,177
Investments	4	144	-	144	116
Other income		7	-	7	19
		-----	-----	-----	-----
Total income		2,765		2,765	2,367
EXPENDITURE					
Raising funds	6				
Raising funds at Branches		84	-	84	101
Raising funds at Head Office		630	-	630	310
Raising funds by subsidiary		862	-	862	847
Charitable activities	6				
Support, advice and helpline		456	-	456	791
Financial assistance (grants)		251	-	251	270
Other charitable costs	6	74	-	74	108
Other Costs					
Other governance	6	106	-	106	88
		-----	-----	-----	-----
Total expenditure		2,463	-	2,463	2,515
Net gains/(losses) on investments		22	-	22	286
		-----	-----	-----	-----
NET INCOME / (EXPENDITURE)		324	-	324	138
Transfers between funds		-	-	-	-
		-----	-----	-----	-----
NET MOVEMENT IN FUNDS		324	-	324	138
RECONCILIATION OF FUNDS					
Total funds brought forward		4,685	-	4,685	4,547
		-----	-----	-----	-----
TOTAL FUNDS CARRIED FORWARD	18	5,009	-	5,009	4,685
		=====	=====	=====	=====

There are no other realised gains and losses other than those shown in the above Statement of Financial Activities.

All incoming resources and resources expended derive from continuing activities.
The notes on pages 60 to 63 form part of these financial statements.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED
GROUP AND COMPANY BALANCE SHEET AS AT 31 MARCH 2025

COMPANY NUMBER: 2726030

	Notes	2025		2024	
		£'000 Group	£'000 Charity	£'000 Group	£'000 Charity
FIXED ASSETS					
Tangible assets	10	16	16	20	20
Investments	11,12	4,298	4,298	4,276	4,276
Programme-related investments	13	25	25	58	58
		-----	-----	-----	-----
		4,339	4,339	4,354	4,354
CURRENT ASSETS					
Debtors	14	534	478	288	406
Cash at bank and in hand		1,010	754	1,083	820
		-----	-----	-----	-----
		1,544	1,232	1,371	1,226
CREDITORS: Amounts falling due within one year	15	(874)	(562)	(1,040)	(895)
		-----	-----	-----	-----
NET CURRENT ASSETS		672	670	331	331
NET ASSETS		5,009	5,009	4,685	4,685
		=====	=====	=====	=====
ELECTRICAL INDUSTRIES CHARITIES' FUNDS					
Restricted	19	-	-	-	-
Unrestricted	18	5,009	5,009	4,685	4,685
		-----	-----	-----	-----
TOTAL FUNDS		5,009	5,009	4,685	4,685
		=====	=====	=====	=====

Approved and authorised for issue by the Members of Council on 25 November 2025 and signed on its behalf by:



President and Council Member



Vice President and Council Member

The notes on pages 60 to 63 form part of these financial statements.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED
GROUP CASH-FLOW STATEMENT
FOR THE YEAR ENDED 31 MARCH 2025
COMPANY NUMBER: 2726030

	Notes	2025 £'000	2024 £'000 (as restated) ¹
Cash flow from operating activities	20	(183)	271
Cash flow from investing activities			
Payments to acquire tangible fixed assets		(5)	(9)
Receipts from sale of investments		29	27
Management fees paid		(29)	(29)
Interest received		16	2
Dividend income		99	87
Net cash flow from investing activities		110	78
Net increase/(decrease) in cash and cash equivalents		(73)	349
Cash and cash equivalents at start date 2024		1,083	734
Cash and cash equivalents at end date 2025		1,010	1,083
Cash and cash equivalents consists of:			
Cash at bank and in hand		1,013	1,083
Overdraft		(3)	-
Cash and cash equivalents at end date 2025		1,010	1,083

¹ The comparative balances have been restated to correct elimination of non-cash items and presentation of balances between operating and investing activities.

THE ELECTRICAL INDUSTRIES CHARITY LIMITED NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES

(a) Basis of accounting

The Electrical Industries Charity Limited is a company limited by guarantee in the United Kingdom. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity. The address of the registered office is given in the charity information on page 63 of these financial statements. The nature of the charity's operations and principal activities are explained in the Trustees Report.

The charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2001, the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements are prepared under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity and rounded to the nearest £'000.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

There are no material uncertainties regarding the group's ability to continue as a going concern.

(b) Consolidation

The Electrical Industries Charity Trading Limited is a wholly owned subsidiary of the charitable company. Accordingly the results of the subsidiary are consolidated on a line by line basis into these financial statements. The charitable company has taken advantage of section 408 of the Companies Act 2006 to not publish its own Statement of Financial Activities.

(c) Branch Accounting

The financial statements include the assets and accumulated funds, and the income and expenditure of the branches and is accounted for centrally.

(d) Income and expenditure account

An income and expenditure account has not been prepared as the operating surplus would be identical to that shown by the statement of financial activities as shown on page 64.

(e) Income

Income is accounted for on the following basis:

- Subscriptions and donations are accounted for when received.
- Investment income is accounted for on an accruals basis.
- Legacies are accrued if the Charity's legal entitlement can be confirmed and the sum can be quantified.
- Other incoming resources are accounted for when received.
- Restricted income and expenditure is treated as restricted within the terms of the agreement with the funder.

1. ACCOUNTING POLICIES (CONTINUED)

(f) Resources expended

Expenditure including irrecoverable VAT is charged to the Statement of Financial Activities on an accruals basis.

Charitable Activities

Expenditure on charitable activities comprises those costs directly attributable to the activities including grants, the administration of grants, the promotion of the charity's charitable services and the provision of advice and support. Included within charitable activities expenditure is an appropriate allocation of support costs (see below).

Governance

Governance costs include the costs of complying with the Companies Act, the Charities Act and meeting the information and compliance requirements of the Charity Commission. These costs include the preparation and audit of the annual report and financial statements. Governance costs also include the estimated cost of preparing the information required by the Trustees to manage the charity's affairs.

Support costs

Support costs comprise costs such as administration, finance, IT and general management which are necessary to the delivery of the activities of the charity but are not directly attributable to a given activity.

Support costs are allocated as follows:

Governance	10%
Activities at branches	10%
Charitable activities	60%
Fundraising	10%
Other charitable costs	10%

Further details are given in note 6.

Grants

Grants expenditure includes the payment of monetary grants to beneficiaries and expenditure made in providing beneficiaries with goods and services. Grant expenditure is recognised once the award of a grant has been approved and communicated to the recipient on the basis that the charity is at that point morally obliged to pay the grant.

(g) Tangible assets

Fixed assets are recorded at cost. Depreciation is calculated at rates estimated to write off the cost of assets over their estimated useful lives. The annual rates in use are:

Computer equipment - 25% straight line

(h) Donated assets

Donated assets are included in fixed assets at an estimate of their value to the charity at the date of receipt.

(i) Investments

Fixed Asset Investments are included at market value at the balance sheet date. Any gain or loss on revaluation is taken to the Statement of Financial Activity

(j) Debtors and creditors receivable/payable within one year

Debtors and creditors with no stated interest rate and receivable or payable within one year are recorded at transaction price. Any losses arising from impairment are recognised in expenditure.

1. ACCOUNTING POLICIES (CONTINUED)

(k) Funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

2. DONATION INCOME

	Restricted Funds £'000	Unrestricted Funds £'000	2025 £'000	2024 £'000
Donations by:				
Appeals	-	20	20	29
Companies	-	284	284	245
Individuals	-	243	243	95
Gifts in kind	-	101	101	70
Legacies	-	-	-	11
	-	648	648	450

Of the 2025 income £nil related to restricted funds (2024: £nil)

3. TRADING ACTIVITIES AT HEAD OFFICE

	Restricted Funds £'000	Unrestricted Funds £'000	2025 £'000	2024 £'000
Annual Ball (powerball)	-	30	30	25
Lottery income	-	291	291	309
Other functions	-	173	173	37
	-	494	494	449

Of the 2025 income £nil related to restricted funds (2024: £nil)



4. INVESTMENT INCOME

	Restricted Funds £'000	Unrestricted Funds £'000	2025 £'000	2024 £'000
Interest on deposits and bank accounts	-	16	16	2
Investment income	-	128	128	114
	-----	-----	-----	-----
	-	144	144	116
	=====	=====	=====	=====

Of the 2024 income Enil related to restricted funds (2023: Enil)

5. ACTIVITIES FROM SUBSIDIARY UNDERTAKING

	2025 £'000	2024 £'000
Turnover	1,256	1,177
Cost of sales and administration costs	(874)	(859)
	-----	-----
Net profit / (loss)	382	318
Amount gift aided to the Charity	382	318
Retained by the subsidiary	-	-
	=====	=====
Assets	(1,063)	1,040
Liabilities	(1,063)	(1,040)
	-----	-----
Net assets / (liabilities)	-	-
	=====	=====

The wholly owned trading subsidiary The Electrical Industries Trading Company Limited pays all its profits to the Charity under the gift aid scheme.

6. EXPENDITURE

	Direct staff costs £'000	Other direct costs £'000	Allocated support costs £'000	Total costs 2025 £'000	Total costs 2024 £'000
Fund raising:					
Fund raising by branches	-	68	16	84	101
Fund raising by Head Office	97	517	16	630	310
Fund raising by subsidiary	137	725	-	862	847
Charitable activities:					
Support, advice and help line services	306	54	96	456	791
Financial assistance (grants)	-	251	-	251	270
Other charitable costs	-	58	16	74	108
Governance and management costs	-	90	16	106	88
	-----	-----	-----	-----	-----
	540	1,763	160	2,463	2,515
	=====	=====	=====	=====	=====

(£100k (2024: £48k) of salary costs are included in allocated support costs)

Support costs were as follows:

	2025 £'000	2024 £'000
Information technology	15	19
Premises and facilities	12	26
Accountancy and finance costs	31	29
Other costs	102	25
	-----	-----
	160	99
	=====	=====
Total expenditure for the year includes:		
Audit fees	17	13
Depreciation	8	7
	=====	=====

7. STAFF COSTS AND NUMBERS

	2025 £'000	2024 £'000
Total remuneration of employees was:		
Salaries	632	686
Social security costs	67	71
Pension contributions	48	44
	747	801
	=====	=====

One employee in 2025 received annual remuneration in the band of £90,000 - £99,999. (2024: one employee in the band of £80,000 - £89,999).

Included in salary costs is £nil (2024: £41k) of redundancy payments.

The average number of employees during the year based on full time equivalents was 12 (2024: 12) They were engaged in the following activities:

	Number	Number
Management	1	1
Support, advice and helpline services	4	4
Fundraising	3	3
Business development	2	2
Finance and administration	1	1
Graphic designer	1	1
	12	12
	===	===

The charity operates a defined contribution scheme for its staff. Pension contributions for the year amounted to £48k (2024: £44k).

Key management remuneration

Key management personnel include all persons that have authority and responsibility for planning, directing and controlling the activities of the charity. The total compensation paid to key management personnel for services provided to the charity was £336,579 (2024: £406,788).

8. COUNCIL MEMBERS REMUNERATION

No fees are paid to Council Members for their services as Board Members. Directly incurred expenses are reimbursed, if claimed. £203 of trustee expenses were claimed by three trustees for council and sub-committee expenses in 2025. (2024: £129 paid to 1 trustee for reimbursed travel expenses). £100 lottery prize was paid to one trustee (2024: £250 was paid to one Trustee).

In addition, £15,163 was received in total from ten trustees for delegate and ticket fees, donations and raffle monies (2024: £5,936)

9. PARENT CHARITABLE COMPANY

The unconsolidated surplus of the parent charitable company for the year was £324k (2024: £138k).

10. TANGIBLE ASSETS

	Computer Equipment £'000	Total £'000
Cost or valuation		
At 1 April 2024	63	63
Additions	5	5
Disposals	(9)	(9)
	-----	-----
At 31 March 2025	59	59
	-----	-----
Depreciation		
At 1 April 2024	43	43
Charge for the year	8	8
Disposals	(8)	(8)
	-----	-----
At 31 March 2025	43	43
	-----	-----
Net Book Value		
At 31 March 2025	16	16
	=====	=====
At 31 March 2024	20	20
	=====	=====

No fixed assets are held by the trading subsidiary.

11. INVESTMENTS - CHARITY

	2025 £'000	2024 £'000
Investments held		
Market value at 31 March 2024	4,276	3,990
Unrealised investment gains/(loss)	22	286
Cash (disinvested)/invested	-	-
	-----	-----
Market value at 31 March 2025	4,298	4,276
	-----	-----
Market value comprises		
Bonds	1,156	1,432
Equities	2,399	2,037
Alternative Assets	193	474
Cash	31	158
Other	519	175
	-----	-----
Market value at 31 March 2025	4,298	4,276

12. INVESTMENTS - GROUP

	2025 £'000	2024 £'000
Investments - as above	4,298	4,276
Investment in subsidiary	-	-
	<u>4,298</u>	<u>4,276</u>

The charity holds 100% of the issued share capital of The Electrical Industries Trading Limited, a company registered in England and Wales (registration number 09237982). The trading subsidiary administers the annual Powerball Event along with other industry events.

13. PROGRAMME-RELATED INVESTMENTS - GROUP

Loans were made to beneficiaries at nil or bank base interest rates when the financial circumstances of the beneficiary and/or the purpose of the expenditure made a grant inappropriate.

	2025 £'000	2024 £'000
Opening balances at 1 April 2024	58	90
Advanced in year	-	-
Redeemed in year	(12)	(3)
Provision against recoverability	(21)	(29)
Closing balance at 31 March 2025	<u>25</u>	<u>58</u>

Included in loans to beneficiaries are loans of £52,251 on which no interest is charged (2024: £63,372). During the year interest rates in the range of 0.5% to 2.33% (2024: 0.5% to 2.33%) were charged on the remaining loans.

Loans to beneficiaries of £36,485 (2024: £36,464) are secured by a charge on the borrowers' residential property.

No programme related investments were held by the subsidiary.

14. DEBTORS

	Group 2025 £'000	Charity 2025 £'000	Group 2024 £'000	Charity 2024 £'000
Amounts falling due within one year				
Other debtors	431	45	180	19
Amount owed from group undertakings				
- Intercompany account	-	382	-	318
Prepayments and accrued income	103	51	108	69
	<u>534</u>	<u>478</u>	<u>288</u>	<u>406</u>

15. CREDITORS

The intercompany account is unsecured, interest free, has no fixed date of repayment and is repayable on demand.

	Group 2025 £'000	Charity 2025 £'000	Group 2024 £'000	Charity 2024 £'000
Amounts falling due within one year				
Trade creditors	48	21	51	9
Taxation and social security	78	48	96	114
Amount due to group undertakings	-	370	-	577
Accruals and deferred income	748	123	893	195
	<u>874</u>	<u>562</u>	<u>1,040</u>	<u>895</u>

Included in the above is deferred income at 31 March 2025 of £699,520 (2024: £853,407) for the group and £79,714 (2024: £162,517) for the charity, all of which will be released within the next accounting period.

An overdraft facility available with UBS was secured by a fixed charge over all assets held with them. This was closed in July 2024, and a new overdraft facility was set up with RBC in February 2025 which was secured by a fixed charge over all assets held with this.

The intercompany account is unsecured, interest free, has no fixed date of repayment and is repayable on demand.

16. FINANCIAL COMMITMENTS - group

Total future minimum lease payments under operating leases are as follows:

Not later than one year (land and buildings)
Later than one and not later than five years (other)
Later than one and not later than five years (other)

2025 £'000	2024 £'000
-	30
-	-
-	-
-	30
=====	=====

17. ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Restricted Funds £'000	Unrestricted Funds £'000	2025 £'000	2024 £'000
Tangible fixed assets	-	16	16	20
Investments	-	4,298	4,298	4,276
Programme-related investments	-	27	27	58
Current assets	-	1,544	1,544	1,371
Current liabilities	-	(874)	(874)	(1,040)
	-----	-----	-----	-----
Net assets at 31 March 2025	-	5,009	5,009	4,685

18. FUNDS

	2024 £'000	Income £'000	Expenditure £'000	Transfers £'000	2025 £'000
General funds	4,645	2,787	(2,463)	40	5,009
Designated funds	40	-	-	(40)	-
	-----	-----	-----	-----	-----
	4,685	2,787	(2,463)	-	5,009
	=====	=====	=====	=====	=====

Income above includes £22k unrealised gain on investments.

19. FUNDS (continued)

Restricted Funds

Designated funds - represents funds that were set aside to meet the costs of a welfare grant to be funded in 2024/2025.

20. RECONCILIATION OF NET EXPENDITURE TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2025 £'000	2024 £'000 (as restated) ¹
Net surplus / (deficit) for year	324	138
Depreciation of tangible fixed assets	8	7
(Gains)/losses on investments	(22)	(286)
Beneficial loan provision	21	36
(Gains)/losses on sale of fixed assets	1	-
Investment income	(144)	(116)
Management fees paid	29	29
Movement in debtors	(234)	88
Movement in creditors	(166)	375
	-----	-----
Net cash flow from operating activities	(183)	271

¹ The comparative balances have been restated to correct elimination of non-cash items.

21. CONTROLLING INTEREST AND RELATED PARTY TRANSACTIONS

The charity was under the control of the trustees throughout this and the previous period.

During the year, recharges were made to and from the subsidiary. All transactions were concluded at normal market conditions.



www.electricalcharity.org

AN INDUSTRY CHARITY FOR INDUSTRY PEOPLE



[@electriccharity](https://twitter.com/electriccharity)



facebook.com/electricalcharity



[youtube/electricalcharity](https://youtube.com/electricalcharity)



linkedin.com/company/the-electrical-industries-charity



instagram.com/electricalindustriescharityuk

A Company Limited by Guarantee. Registered in England and Wales No. 2726030 | Registered with the Charity Commission No. 1012131 | Registered as a Charity in Scotland No. SC08811