

Annual Report & Accounts
for the year ending
31 December 2024

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Welcome

Welcome to this year's report on our achievements in 2024.

2024 certainly proved to be a busy, successful year for us here at Lymphoma Action. Thanks to our generous supporters, we were able to reach even more people by raising awareness about lymphoma and building on the support we offer to those affected by the condition.

There were many highlights. We launched our new Preparing for Treatment Service, and our Regional Lymphoma Days saw a welcome return to face-to-face support for members of our community.



We expanded our suite of Online Support Meetings and reached more people with our accredited information, both online and through printed booklets which continue to be highly in demand. *Lymphoma Matters* magazine was launched in a brand new digital format – adding to our library of online resources and our *Lymphoma Symptoms* animation went on to win an award in the People's Choice category at the Smiley Charity Film Awards.

Over 1,200 people in the UK completed the 2024 Patient Survey which we conducted in collaboration with the Lymphoma Coalition, of which Lymphoma Action was a founding member. It was the best-performing patient survey to date, and we are truly grateful to everyone who took part. Their insights will continue to shape what we do and how we deliver our services.

2024 also saw us support the National Non-Hodgkin Lymphoma Audit (NNHLA), which is part of the National Cancer Audit Collaborating Centre (NATCAN) and aims to improve treatment and reduce variations in care across England and Wales. We also took part in an incredible 21 different health technology assessments and increased the services we offer to support healthcare professionals.

All of this was possible through planned investment from the generous donations and legacies which we have been fortunate to benefit from. I'd like to thank our staff team who work closely and collaboratively with each other to provide a broader range of support services than ever before. We are also grateful for the time, skills and expertise offered by our volunteers who help us deliver our work and make sure our activities align to what people need.

From the whole team here at Lymphoma Action, we want to thank everyone in our lymphoma community who has supported our work in 2024. Together, we can look forward to the coming year with some equally exciting plans.

Mark Harrison
Chair of the Board of Trustees
Lymphoma Action

Who we are and what we do

Lymphoma Action was established in 1986 and is the only UK national charity dedicated to lymphoma – the fifth most common cancer in the UK. It provides high quality information, advice and support to people affected by lymphoma, and their family, friends and healthcare professionals.

Our vision

Everyone affected by lymphoma will receive the best possible support, treatment and care.

Our mission

Through information, education, support and influence, we will make sure no one has to face lymphoma alone.

Our goals



Ensure that people **understand lymphoma**.



Enable people affected by lymphoma to feel **supported by others who understand what they are going through**.



Empower people affected by lymphoma and their healthcare professionals to **communicate with confidence**.



Be a voice for people affected by lymphoma to **influence the decisions that affect them**.

Increase the impact of our work by **making best use of our resources**.

Our values

Focused – we are dedicated to the needs of those affected by lymphoma.

Empowering – we build confidence to make change happen.

Trusted – we use our expertise to deliver quality services.

Innovative – we look to a better future for people affected by lymphoma.

Collaborative – we are inclusive and value our partnerships.

Our year in numbers

Information



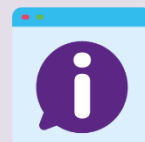
28,240

information books
sent



1,800,000

health information
page views



120

information blog posts
published



88,469

Lymphoma Matters
magazines sent



24,258

Lymphoma TrialsLink
page views



50,000+

views of our *Lymphoma*
Symptoms animation

Support & volunteering



1,281

Helpline Service
interactions



247

active volunteers



44

Buddy links



5,129

members in Closed
Facebook Support Group



267

Online Support Meetings



299

Preparing for Treatment
Service users

Education & training



5,965

listens across our
podcast series with
six new episodes
released



72

healthcare
professionals
registered for our in-
person Lymphoma
Management course



219

people attended 25
Live Your Life
events



71

people attended
our two
Regional
Lymphoma Days

Social media



60,065

total followers



518,677

engagements



1,507

posts

Income



£2,648,919

total income



£631,552

challenge events



£539,311

legacies

Our objectives and achievements

2024 provided us with opportunities to increase our reach and impact through the introduction of new activities and the development of our peer support services. Here we summarise progress against our five main goals.

1. Ensure that people understand lymphoma.

Objective

Provide trusted information about lymphoma, at the right time and in the right way, to meet the individual needs of people affected by lymphoma.

Key achievements

- Reviewed and reprinted four information books, with 28,240 information books distributed.
- Revised 42 medical information web pages, with our health information pages receiving 1.8 million views overall
- Shared 44 personal stories on our website from people reflecting on their experience of lymphoma.
- Maintained our PIF TICK accreditation following an annual re-assessment, demonstrating our provision of trusted health and care information.

“ *I was given a Lymphoma Action book by a nurse at my local hospital. Having some reliable information really helped to put my mind at ease over the first few weeks, which for me was the most difficult time.*



Objective

Disseminate our information to more people and more diverse communities to increase our reach.

Key achievements

- Our *Lymphoma Symptoms* animation won an award in the People's Choice category at the Smiley Charity Film Awards and has received over 50,000 views.
- 1,350 views of our three animations translated into Punjabi, Polish and Romanian from launch to date.

Objective

Make our information accessible and give people choice as to how they receive it so they can make informed decisions about their health and care.

Key achievements

- Launched a brand new digital version of our *Lymphoma Matters* magazine, with three issues produced digitally and in print across the year. 55,449 copies were sent electronically, and a further 33,020 printed copies were sent in the post free of charge.
- Engaged with our wider community, including our Insights Panel and medical colleagues to gain insights and feedback on our information provision.
- Published 120 blog posts providing updates on our activities, and in response to external health-related developments.

2. Enable people affected by lymphoma to feel supported by others who understand what they are going through

Objective

Ensure that everything we do is informed by the needs and experiences of those we are here to support.

Key achievements

- Launched our Preparing for Treatment Service, shaped in response to feedback from our community about the needs of people about to start treatment for lymphoma and those supporting them.
- Over 1,200 people in the UK completed the 2024 Global Survey which we conducted in collaboration with the Lymphoma Coalition, of which Lymphoma Action was a founding member. Their insights will inform our work in advocating for people affected by lymphoma and what we can do to improve our information and support services.

Objective

Provide a range of face-to-face and digital services so that people feel connected and supported.

Key achievements

- Our Helpline Service supported 1,281 interactions via phone, email and Live Chat.
- Produced six new podcasts, bringing our *Lymphoma Voices* podcast series to 30 episodes covering a range of lymphoma-related topics through discussions with

medical experts and people with lived experience.

- Held two in-person Regional Lymphoma Days that offered our community the opportunity to hear from lymphoma experts and meet others affected by the condition.

Objective

Develop and expand our peer-led services.

Key achievements

- Expanded our suite of Online Support Meetings, delivering 251 meetings with 1,172 attendances.
- Held 16 Special Focus Support Meetings, with 459 people joining us for information and support about specific lymphoma-related topics.
- 1,027 people joined our Closed Facebook Support Group to connect with others, taking the total group membership to 5,129.
- Grew our Buddy Service after welcoming 18 new Buddies, bringing our total number of active Buddies to 80. Made 44 successful Buddy links to offer peer support to people from those with a similar lived experience of lymphoma.
- 279 people supported by our Live your Life programme through 25 online and in-person workshops, and our mini course.

“The Closed Facebook Support Group has been such a positive place. Knowing that pretty much whatever lymphoma has thrown at me, someone in this group will have walked the same path.



3. Empower people affected by lymphoma and their healthcare professionals (HCPs) to communicate with confidence.

Objective

Provide education and resources to equip more healthcare professionals to deliver the best care to those affected by lymphoma.

Key achievements

- 72 healthcare professionals registered for our in-person Lymphoma Management Course to learn about the latest developments in lymphoma treatment and management.
- Started work on Lymphoma Essentials, a new online training tool for healthcare professionals new to lymphoma which will launch in 2025 to complement our Gateway C training module which is for primary care professionals.

“ I really valued how Lymphoma Management focused on discussing patient quality of life, patient time and side effects in the selection of treatment.



Objective

Engage with more healthcare professionals, so that they understand how we support and connect people and feel confident promoting our services.

Key achievements

- Provided specialist information and communications to HCPs and held 121 meetings with specialist nursing teams across the UK to raise awareness of our services and information resources.
- Regularly met with our expert Medical Advisory Panel to discuss developments that can improve the treatment and care of people affected by lymphoma.

Objective

Empower people to access the treatment, support and care of their choice.

Key achievements

- By the end of the year, 79 open trials were listed on our TrialsLink database, with our Lymphoma TrialsLink webpage receiving over 24,000 views from people looking for information about clinical trials for people affected by lymphoma.

4. Be a voice for people affected by lymphoma to influence the decisions that affect them.

Objective

Collaborate with our partners to share and amplify the voice of people affected by lymphoma and bring about change in policy.

Key achievements

- Collaborated with our partners in the Blood Cancer Alliance, in Cancer52 and in the One Cancer Voice coalition in responding to the 10 Year Health Plan consultation and in calls on the government to improve cancer care.
- Represented people affected by lymphoma at industry partner meetings, at patient and charity forums and in key working groups.
- Became associate members of the Northern Ireland Cancer Coalition which launched in June and shared best practice with the Lymphoma Coalition as part of their global summit.

Objective

Improve health outcomes by supporting developments in the prompt diagnosis, treatment and care of lymphoma.

Key achievements

- Represented the patient experience through responses to 15 Health Technology Assessments (HTAs) with the National Institute for Health and Care Excellence (NICE), and six with the

Scottish Medicines Consortium (SMC). 10 went on to receive a positive recommendation (five for each respective body).

- Supported the National Cancer Audit Collaborating Centre (NATCAN) in conducting the first National Non-Hodgkin Lymphoma Audit (NNHLA) to evaluate the patterns of care and outcomes for people diagnosed with non-Hodgkin lymphoma in England and Wales.

Objective

Develop communications and campaigns to raise awareness of lymphoma.

Key achievements

- Our *Let's talk lymphoma* campaign for Blood Cancer Awareness Month (BCAM) in September ran for its second consecutive year. Engagement with the campaign, which aims to raise awareness of lymphoma and its symptoms, was double compared to its launch year in 2023.
- Achieved 537 press mentions, including articles featured in seven magazine titles and an interview with one of our supporters on national TV.
- Expanded our presence on social media by joining TikTok, which saw over 3,000 engagements and a user reach of 163,256.

“Lymphoma Action have provided important input on a number of different activities. It's very clear to the team that the fantastic support which we have received from them has been a key highlight for us.



5. Increase the impact of our work by making best use of our resources.

Objective

Invest and develop in a responsive way, focusing resources effectively to meet the changing needs of the Charity and the people we support.

Key achievements

- Continued the implementation of our strategic plan to spend designated reserves through a series of new activities, improvements to services and the development of new services.
- Improved our ICT infrastructure by becoming fully cloud based and migrating our telephony to MS Teams.
- Strengthened our cyber security through increased staff training and improving our technical infrastructure.

Objective

Build an adaptive organisation through responsible fundraising and robust planning and innovation.

Key achievements

- Continued to strengthen our governance and appointed a new Treasurer to our Board of Trustees.
- Raised £2,648,919 through a diverse set of fundraising income streams.
- Established an AI working group to help inform our staff guidance and policy as we explored the use of AI tools in the organisation.

Objective

Grow and engage the Lymphoma Action community, underpinned by effective People and Volunteering strategies.

Key achievements

- 4,544 volunteering hours were provided by our 247 volunteers who took part in 858 activities to support our work.
- Awarded 40 volunteers for their length of service, and 11 for their outstanding contribution at our annual Volunteer Recognition Awards ceremony.
- Supported our staff with improved working practices, particularly in relation to hybrid working, and offered opportunities for development and capacity building.

“ *I just find it so rewarding to be able to give back to Lymphoma Action as a volunteer. They have given me so much support whenever I have needed it.*



Thank you to our fundraisers

2024 was a hugely successful year for fundraising, with more than £2.6 million raised to fund our vital information and support services.

The donations we received from our community this year, whether a one-off gift or regular contribution, have made a big difference. **£364,869** was given in response to appeals, in memory of loved ones, or to show support for the important work we do. **£305,250** was contributed by major donors and trust funders, including a significant gift from The Roger Counter Foundation, whose committed support has been instrumental in the development of the Charity over the last 17 years.

More than 450 people got involved in a variety of different challenges: walking, running, swimming, cycling, and throwing themselves out of airplanes or across zip-wires. Along with our 72 London Marathon runners and 352 participants in our Bridges of London and Britain event, they raised **£631,552**, achieving more than they thought possible.

Beyond challenge events, our supporters got involved in fundraising activities of all types in 2024, including cake sales, concerts, remission parties and birthday and anniversary celebrations. They also nominated us as charity of the year at their schools, golf clubs and social groups. Their creativity never ceased to amaze us, and they raised **£187,572**, having a great deal of fun along the way!

Our corporate partners remained tremendously supportive, whether through the provision of donations, grants and sponsorship, or the facilitation of employee fundraising. Together, they raised **£273,159** and shared our messages about lymphoma symptoms and the support available with a wider audience.

We saw double the level of engagement in our *Let's talk lymphoma* campaign for Blood Cancer Awareness Month in September, with more than 1,000 people and 80 healthcare professionals requesting packs covering awareness raising and fundraising ideas, and around 200



information packs delivered to GP surgeries and community pharmacies. Around **£100,000** was raised in association with the campaign, in a variety of ways including challenge events, community fundraising activity and corporate support.

Gifts in Wills remained an important source of income, with **£539,311** left to Lymphoma Action by more than 30 generous supporters. We're always so grateful to everyone who chooses to remember the Charity in this way, and their contributions represent a lasting legacy of care and support for our community.

Thank you so much to everyone who chose to support Lymphoma Action in 2024. With you by our side, we have continued to be here for everyone affected by lymphoma, whenever they needed us.



Reflections and lessons learnt

2024 was an exciting year and it was fantastic to see the fruits of our development activities as we reached more people and raised more income than we had expected.

However, the year also brought unexpected challenges due to factors outside of our control, such as issues experienced by third party service providers or our ICT systems. We therefore undertook a number of change projects, including system migrations, to help address these challenges, on top of further development activity in services. Robust planning and good communication with staff were key to ensuring these projects went smoothly given the additional workload they created.

2024 was also a year of change when it came to wider social and political affairs. There were a number of changes relating to the ownership and governance of social media companies. This led us to challenge ourselves as to how and when we communicate, and on which platforms. Our focus has always been on what our community wants us to do, balancing any such difficult discussions with our desire to reach as many people affected by lymphoma as possible.

There was also huge media interest in AI and we set up a new AI working group with transparency and learning at its heart. We quickly learnt the value of creating a safe and effective space for our staff to explore AI rooted in our existing ICT & Digital Strategy.

Crucially, 2024 saw a change in government and a new health secretary which naturally impacts our work as we seek to determine how government policy will affect those we support. Guided by our community, we learnt to be bolder in developing new activities, particularly in policy and public affairs. The key to this work still centres on a strong collaborative approach with charity partners and healthcare organisations to make sure we can respond effectively on behalf of our community.

Thanks to the generosity of our supporters, we are fortunate to have healthy reserves at a time when many charities are struggling financially. We have drawn on these over the past year to build strong foundations. With an eye to the future, we will continue to innovate, develop and collaborate so that we can sustain all of our new developments.



Our plans for the future

Towards the end of 2024, we reviewed and revised our theory of change. As a result of this, we have amended our strategic aims for 2025 and are pleased to share a revised set of core goals that we will use to plan our activities for the coming year.

Our strategic aims

1. People understand lymphoma and are able to better manage their health.

- Provide trusted, quality information about lymphoma in a range of formats.
- Improve the accessibility of our information and the infrastructure to support it.
- Develop new resources in response to the needs of our community and medical advancement.

2. People affected by lymphoma have improved wellbeing and emotional resilience.

- Support healthcare professionals to provide the best treatment and care for patients, launching a new service as part of our education programme.
- Further develop our services to support people affected by lymphoma, including for those newly diagnosed or preparing for treatment.
- Provide hybrid services that support the emotional needs of people affected by lymphoma.





3. People affected by lymphoma experience a strong sense of community and belonging.

- Provide a programme of events and meetings which connect people affected by lymphoma with each other and with the Charity.
- Empower people to forge direct and meaningful connections with each other for peer support.
- Enable those affected by lymphoma to shape the work of the Charity.

4. People affected by lymphoma know who we are and contribute to our collective voice.

- Collaborate with our partners to be the positive voice for change in the blood cancer sector.
- Raise awareness of lymphoma and the vital work that we do.
- Focus on the needs of our community to support developments in the diagnosis, treatment and care of lymphoma.

Enablers: Increasing our impact by having the right people, systems and financial resilience.

- Ensure that the organisation has robust and secure digital capabilities.
- Have the most effective governance and people to increase the impact of the Charity.
- Fundraise ethically and effectively to support the work of the Charity.

Governance, structure and management

Constitution

Lymphoma Action is incorporated as a Charitable Company limited by guarantee and is a registered Charity in England, Wales and Scotland. It is governed by its Memorandum and Articles of Association, and the work, management, finances and strategy of the Charity are overseen by a Board of Trustees, who are also the Company Directors. The Trustees who held office during the financial year 2024 and at the date of the report are set out on page 52.

A minimum of four Trustees and a maximum of 11 Trustees in office at any one time are required by the Articles of Association. At every Annual General Meeting (AGM) four Trustees retire by rotation but are eligible for re-election. There is no restriction on the term of tenure as a Trustee. Trustees do not receive remuneration for their duties.

Purpose

The Charity's purposes are set out in its Memorandum of Association:

- The relief of suffering of persons affected by lymphoma and other blood cancers by providing information, psychological support and treatment.
- The promotion, funding and publication of research into lymphomas and other blood cancers, including the causes, the treatments and treatment outcomes.
- Activities to raise the awareness of lymphoma and other blood cancers, to encourage the allocation of resources to their treatment and research and to allow more people to access Lymphoma Action's services.

Public benefit

We **inform** people by providing the information and literature they need to understand the complexities of their type of cancer and the different treatment options.

We **support** anyone affected through a range of support services, including our confidential phone and LiveChat support line, peer support and education events.

We **connect** people to the best resources available and to others who understand what they are going through, including through our Buddy Service and support meetings.

A diagnosis of lymphoma changes lives, whether a person is diagnosed themselves or caring for a loved one. We are often the first point of contact and continue to be there for people throughout their experience of lymphoma. Despite being the fifth most common cancer, many

people know little about lymphoma. Therefore, as well as providing information and support services, we represent the interests and voice of people affected by lymphoma in areas of policy and raise awareness of lymphoma as a blood cancer.

The Trustees review the aims, objectives and activities of the Charity each year. This report looks at what the Charity has achieved and the outcomes of its work in the reporting period. The Trustees report the success of each key activity and the benefits the Charity has brought to those groups of people that it is set up to help. The review also helps the Trustees ensure the Charity's aims, objectives and activities remained focused on its stated purposes.

The Trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Charity's aims and objectives and in planning its future activities. In particular, the Trustees consider how planned activities will contribute to the aims and objectives that have been set.

Board and management operations and structure

Board of Trustees

The Board of Trustees meets four times a year to review the organisation's work, finances and services, and to agree the strategic goals for the Charity. The Chief Executive and Senior Management Team attend all meetings. The Board also reviews its own operation, effectiveness and governance on an annual basis and every year there is a Trustee/Senior Management Team Away Day. We have one Trustee who has been with the Charity for over ten years. As the majority of our Board have joined in the last few years, it is considered beneficial to retain longer-serving Trustees to help maintain continuity and institutional knowledge of Lymphoma Action.

The Charity also has a Finance and Risk sub-Committee to the Board. The Committee, comprising three Trustees including the Treasurer, has specific responsibility for overseeing and reviewing the organisation's financial operation and risk management. It usually meets four times a year, with the Chief Executive, the Director of Finance and the Director of Fundraising and Communications in attendance.

In addition, a Remuneration Committee, comprising three Trustees, including the Chair of the Board, the Treasurer and one other Trustee (preferably with HR expertise), meets once a year to make recommendations on setting pay awards, salary levels and to review the Chief Executive's salary.

Recruitment and appointment of new Trustees

A review of the recruitment needs of the Board of Trustees is conducted under the leadership of the Chair, including a skills audit of the current knowledge, experience, skills and abilities and how they will be affected by any Trustee departures in the future. We work with specialist agencies to advertise any Trustee vacancies nationally and via relevant professional and organisational networks, depending upon the expertise and specialisms required.

Applicants are shortlisted against the criteria in the person specification for the role of Trustee, including any specific qualities highlighted during the above audit. Shortlisted applicants are invited for interview by at least two Trustees, one of whom will be the Chair. Shortlisted applicants are only appointed where they have the necessary skills and qualities to contribute effectively to the Charity's management and development.

The Charity aims to have the following represented on the Board of Trustees in terms of personal knowledge or experience: lymphoma (directly or indirectly); medical or clinical practice; financial management or investment (with preferably a recognised accountancy or auditing qualification); governance and risk management; fundraising; strategic planning, human resources; public relations; media and communications; lobbying and campaigning; sales or marketing; NHS and/or cancer policy; change management; digital/information technology; monitoring and evaluating performance.

All new Trustees receive a comprehensive induction, which includes detailed information about the Charity, including its Memorandum and Articles, accounts, financial reports and minutes of previous Board and Committee meetings. In addition, Trustees attend an induction process, where they are briefed by the Chief Executive and key staff members on all aspects of the Charity's operations, staffing and organisational management.

Under the Charity's Diversity and Inclusion Framework the Board of Trustees is committed to ensuring that the Charity's leadership better reflects the communities that we are here to serve. This manifests itself in a commitment to principles of equity, diversity and inclusion and an ongoing review of the Trustee recruitment process so that there is diversity of thought and experience reflected on the Board. New Trustees are provided with a 'Guide for Trustees' which acts as a manual and gives them an overview of the Charity and their governance responsibilities. This was updated in 2024 and includes a greater emphasis on their duties to foster equity, diversity and inclusion at Lymphoma Action.

Management and organisation

Day-to-day operation of the Charity, and strategy implementation, is delegated by the Board to the Chief Executive, with the support of the Senior Management Team.

The Senior Management Team is comprised of:

Chief Executive, Ropinder Gill

Director of Services, Dallas Pounds

Director of Finance, Jim Howson

Director of Fundraising and Communications, Deborah Laing

Related parties

The only related parties are considered to be the Trustees and those connected with the Trustees including their close family, business and other charity interests. There have been no

transactions with related parties, other than the reimbursement of any reasonable expenses for the purposes of attendance at Board meetings and other relevant organisational activities.

Remuneration policy

The Board of Trustees formally reviewed and re-approved the Charity's Remuneration Policy following a meeting on the 2 April 2024. The policy can be summarised as follows:

Lymphoma Action is committed to ensuring that we pay our staff fairly and in a way that ensures we attract and retain the right skills to have the greatest impact in delivering our charitable objectives. We also recognise that pay is part of a wider employment offer to staff which includes, amongst others, satisfaction of working for a Charity, personal development, good working practices and a range of other benefits.

To ensure we pay a fair salary that is competitive within the charitable sector, we monitor sector pay levels using a benchmarked market pay system. We also ensure that pay is proportionate to the complexity of each role, in line with our organisational objectives and without discrimination on grounds of protected characteristics as set out in the Equality Act 2010.

As set out in detail in the full policy, Lymphoma Action aims to provide remuneration which:

- Rewards staff with pay in line with the market rate for the charitable sector for the contribution they make.
- Is affordable and appropriate to the income, size and nature of Lymphoma Action as a Charity.
- Takes account of the skills, knowledge and experience required of staff.
- Reflects the values of Lymphoma Action and its general needs and reputation.
- Considers the current strategic plans and business needs and/or future needs.
- Upholds a maximum remuneration ratio of 3:1 between its highest paid member of staff and the median salary level.
- Is fair and transparent.
- Always meets our statutory obligations on national minimum pay rates.

A review of salaries normally takes place annually in March/April to take effect from the January before and, if changes are to be made, staff are advised in writing of the amount and the date from which it takes effect.

A salary review does not imply an increase and, in making any pay award, the review will be based on the organisation's financial health. The remuneration policy is reviewed annually and a Remuneration Committee oversees its application, providing advice to the full Board.

The Board of Trustees is committed to including the following information within its annual statutory accounts:

- A summary statement of the organisation's remuneration policy and approach to senior executive pay.
- Disclosure of the number of staff in receipt of more than £60,000 per annum (in bands of £10,000), and the collective total benefits (including pension payments) paid to 'key management personnel' (which we have defined as the Senior Management Team), in line with the accounting Statement of Recommended Practice 2015 for charities. Given the organisation's size, the Board of Trustees does not believe it is appropriate to disclose the actual/personal salary of any individual member of staff, including senior executives, to the public.
- Disclosure of pensions and other staff benefits.

Overall risk appetite statement

Risk assessment and management

The Board of Trustees, supplemented by the Finance and Risk Committee, is responsible for setting and monitoring risk appetite, balancing our need to be sustainable with our desire to meet our strategic objectives. We understand that taking risks, when well assessed and managed, is healthy – often leading to innovation, improvement and growth and that, when taking risks, we must do so in an open and transparent way.

Lymphoma Action operates a dynamic approach to risk assessment with each of the seven Board level risks 'owned' by a senior manager and actively managed. In 2024 we did more work to deepen our understanding of our risk appetite relative to the risks and their components. The risk matrix, showing all the risks relative to each other and our risk appetite, is regularly reviewed by the Finance and Risk Committee to satisfy the Board that major risks have been accurately identified and that measures for managing those risks are in place. The approach to, and appetite for risk, is summarised in the risk appetite statements relating to each of the Board level risks.

Summary of top-level risks and their measures and controls

Top-level risks	Measures and controls
Charitable activities Lack of coherent and effective strategies to drive services and impact and/or reduced quality of services with resultant loss of market share to other charities.	<ul style="list-style-type: none"> • Long-term strategy in place with effective business planning/strategy processes and cycles. • Quality standards and KPIs in place. • Effective monitoring of external environment, other service providers and horizon scanning. • Key stakeholder groups and feedback/complaint mechanisms in place.

<p>Income and financial sustainability</p> <p>Significant drop in reserves and/or failure to meet income and expenditure targets which affects net income, charity reserves and ability to deliver short, medium or long-term strategic goals.</p>	<ul style="list-style-type: none"> • Diversified income streams and income generating strategies, mapping risks and assumptions. • Robust reserves policy in place. • Internal and external monitoring mechanisms such as market trends, management accounts. • Robust budget setting process with Finance and Risk Committee in place. • Effective policies and financial controls in place.
<p>People, leadership and culture</p> <p>Weaknesses or failure of leadership, inability to develop and retain talent effectively and an organisational culture that is not an enabler in the pursuit of the charity's strategy and objectives.</p>	<ul style="list-style-type: none"> • Competitive pay and benefits for staff. • Staff and volunteer surveys. • Robust policies and procedures. • Remuneration Committee in place. • People Strategy in place and a Diversity and Inclusion Framework. • Internal communications processes in place.
<p>Reputation</p> <p>Reputational risk which impacts on financial sustainability and ability of the charity to continue its services due to incidents or events which damage or negatively impact the charity's reputation or operations.</p>	<ul style="list-style-type: none"> • Robust policies and procedures in place. • Effective processes for risk management with monitoring of feedback, complaints, incidents. • Mechanisms to detect, investigate and report/respond. • Expert and lay panels in place. • Public and professional liability insurance in place. • Member of the Fundraising Regulator. • Publication of detailed annual accounts and key documents/policies on website.
<p>Systems and facilities</p> <p>Systems and facilities which are inadequate, antiquated or prone to failure, business continuity incidents which will impact on our ability to provide services or raise income.</p>	<ul style="list-style-type: none"> • ICT and Digital Strategy in place with external ICT support. • Office/lease management and maintenance plan. • Emergency response policy and procedures in place. • Key ICT systems and infrastructure in place.
<p>Data and Information Security</p> <p>Accidental or malicious loss of personal data or confidential information by Lymphoma Action or by third-party partners.</p>	<ul style="list-style-type: none"> • Data Protection Lead and Data Protection policy in place with robust procedures and documents • ICT security policies with Cyber Essentials security certificate and cyber security insurance in place. • Training for staff and volunteers.

<p>Governance and compliance</p> <p>The Charity does not achieve its strategic, charitable, regulatory and ethical objectives due to inadequate governance at the Board, senior management or operational level.</p>	<ul style="list-style-type: none"> • Board of Trustees with varied skills and experience, with effective induction processes in place for new Trustees. • Effective sub-committees in place including Remuneration Committee and the Finance and Risk Committee. • Policies and procedures including emergency response and Board Conflicts of Interest policy. • Annual financial audit. • Adherence to Charity Commission guidance with compliant reporting mechanisms. • Appropriate insurance cover and measures. • Regular cycle of Board and governance meetings.
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We are registered with the Fundraising Regulator and ensure that our supporter communications and fundraising practices meet the requirements of the Codes of Practice. Our [fundraising promise](#) outlines our commitment to high standards.

- In 2024 we received no formal complaints. As per our policy, fundraising complaints will be referred to the Fundraising Regulator if a resolution cannot be reached.
- We do not conduct any telephone, face-to-face or door-to-door fundraising.
- We do not use third party agencies to make fundraising asks, although we do use them for fulfilment purposes. In such situations, legal agreements are in place. In no other circumstance do we swap or share data and we never sell data.
- All fundraising activity complies with the Data Protection Act 2018 including the UK General Data Protection Regulation (GDPR).
- Promotional goods sent out for fundraising purposes and use of our logo on external fundraising materials is subject to approval. Official stationery such as our letterhead is never sent out for external use.
- The Board of Trustees has a member with senior fundraising expertise who provides additional assistance, advice and reassurance on our fundraising delivery.
- We hold a full gambling licence issued by the Gambling Commission (Operating Licence Number: 000-052725-N-329568-001) and adhere to its rules and regulations, including membership to a third-party consumer dispute agency, ADRg Consumer Dispute Scheme which ensures Lymphoma Action is compliant with The Alternative Dispute Resolution for Consumer Disputes Regulations 2015.
- We have an *Ethical Policy on the Acceptance and Refusal of Donations* which states that we will do our utmost to solicit and accept funds with the presumption that these are given in good faith and that refusal must be only on the strongest grounds. The policy sets out the clear parameters in which donations can be refused.
- We have a [policy for working with healthcare and pharmaceutical companies](#) which states that no more than 20% of our income can come from these companies and there is a cap per company (currently £80k). Acceptance of donations does not mean that we endorse their products and under no circumstances can these companies influence our strategic direction and activities.
- In 2024, we received the following sums from pharmaceutical companies: AbbVie £25,000, AstraZeneca £18,000, BeiGene £20,561.34, Bristol Myers Squibb £8,000, Gilead £25,000, Incyte Biosciences UK Ltd £10,000, Janssen £5,000, Kyowa Kirin £12,520, Mallinckrodt (now Therakos) £19,340.29, Novartis £10,000, Roche £20,000, Serb Pharmaceuticals £5,000, Sobi £5,000 and Takeda £20,315. These funds supported a range of activities, including our Preparing for Treatment Service, our Regional Lymphoma Days, website accessibility and our healthcare professional training programmes. We received small sums for participating in certain meetings and committees.

Financial review

Financial overview and review

In 2024 our income was £2,648,919, up by 20% or £443,169 on 2023. Our greater reach and engagement with our community meant that we performed well on the majority of our income lines raising almost £277k more in donations and legacies than in 2023 and £122k more in trading activities, predominantly due to increased London Marathon income.

A number of other factors also contributed to our better-than-expected financial performance including another good year for legacy income, more engagement with the business community and generous gifts from long-term supporters and new donors. Restricted income increased by circa £213k over 2023 figures predominantly related to a large final gift from the Roger Counter Foundation, a long-term generous supporter.

There were challenges – it was difficult to raise income from trusts and foundations, some lines stayed relatively static, and we continued to see a squeeze on the number and value of individual donations, although we were delighted that regular giving had improved on 2023. It was encouraging to see a return on our investment in fundraising across a number of lines and our Christmas activities (everything from The Big Give to Christmas cards) surpassed the prior year's performance. This is testament to the amazing generosity of our community, the hard work of our Fundraising and Communications Teams, and the quality and breadth of our services.

Expenditure increased on 2023 figures by 3%, rising from £2,122,123 to £2,183,128, although we had originally budgeted to spend more. Although the increase was conservative the overall mix of expenditure was different. The largest increase was on salaries where we spent £127k more than in 2023, but direct costs reduced by £94k reflecting the change of our investment approach from discreet projects to increasing capacity.

Whilst we spent less on direct costs related to publications, raising awareness and helpline services, these increased for workshops and conferences. Including salaries related to capacity building we spent £49k more on fundraising, £17k more on support services and £23k more on Education and Training. The additional capacity allowed us to develop, amongst others, our peer support services, our social media presence, our website and two new services - one of which (Preparing for Treatment) launched in 2024. The development posts recruited in 2024 and the year before are part of our three-year plan to spend our designated strategic investment reserve.

Support and governance costs increased by circa £38k reflecting HR and ICT increases, the latter of which included, for example, a SharePoint project, the purchase of additional hardware and laptops together with the costs of migrating systems such as our telephony.

Whilst we increased expenditure it was still not to the level that we had planned as some activities, including recruitment, began a little later than expected. This together with better-than-expected income meant that we finished 2024 with a surplus of £465,791.

At 31 December 2024 the net assets of the Charity were £4,025,919 (2023: £3,560,128), comprising £2,964,370 in uncommitted unrestricted funds (2023: £2,492,121) and £1,026,549 in designated unrestricted funds (2023: £1,043,007). We had an excess of income over expenditure of £465,791 representing a very strong year financially.

Our reserves policy

In 2024 we reviewed our reserves policy, in line with best practice guidance. Our policy identifies three elements of reserve:

- Known liabilities and contingencies such as wind-down costs based on the costs of closing down the Charity.
- Provision to absorb setback, predominantly related to income-based risk.
- A strategic investment reserve, subject to funds being available which can be designated for development or to take advantage of emerging opportunities.

The reserves (and the reserves policy) are reviewed annually in time for the new financial year and are calculable at any point of the year if required. Lymphoma Action expresses the reserves amount in 'months expenditure' for the purposes of external communications and will consider and recalculate the reserves level should they fall below our minimum requirements (reference the first two bullet points above).

At 31 December 2024 we held £4,025,919 in reserves (2023: £3,560,128) of which £35,000 was restricted, £1,026,549 was designated for projects and activities, leaving £2,964,370 in free reserves which represents 16 months of unrestricted annual expenditure.

Given the particular challenges of lymphoma (which include a greater vulnerability of lymphoma patients to health pandemics), the Trustees consider a minimum of 12 months to be a reasonable reserves level to ensure patients are adequately supported in the event of closure. We intend to designate a further £200k annually from our free reserves for specific infrastructure and campaigns activities, subject to approval from the Board of Trustees, to bring our free reserves closer to our target. According to our current projections we will need to limit our investment activity beyond 2027 if we do not secure further resources to sustain the investment posts and desired levels of activity.

Our designated reserves reflect the Board of Trustees' commitment to spend excess reserves and a particularly generous legacy strategically and carefully to develop services and activities. In 2024 the majority of the designated spend covered, and will continue to cover, the cost of a number of new posts which were recruited to increase capacity. These

posts helped develop key projects we would not otherwise have been able to support, as set out on page 25

We plan to further develop how we communicate, campaign and advocate for change in 2025, as well as support further potential NHS developments including a Best Practise Timed Pathway for lymphoma. In addition, our investment in services will see us launch our new modular learning programme for nurses, as well as develop further resources for people affected by lymphoma including family, friends and carers.

Whilst the Board of Trustees has prioritised additional designated spend, recognising the challenge of increased reserves and the fact that donations are given for the benefit of people affected by lymphoma, they are mindful that lymphoma can be a devastating diagnosis and some people need long-term support due to the nature of this cancer. We therefore aim, in everything we do, to balance the desire to invest sustainably in our services, with the need to protect and maintain the vital information and support we provide.

Statement of Trustees' responsibilities

The format and content of the report and financial statements comply with the requirements of the Statement of Recommended Practice, Accounting and Reporting by Charities (SORP 2019) issued October 2019, applicable accounting standards, the Charities Act 2011 and the Companies Act 2006.

Company law requires the Trustees, as Directors of the Charitable Company, to prepare financial statements for each financial period which give a true and fair view of the state of the affairs of the Charitable Company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure, for the financial period. In preparing those financial statements, the Trustees follow best practice and:

- Select suitable accounting policies and then apply them consistently.
- Observe the methods and principles of the charity SORP.
- Make judgements and estimates that are reasonable and prudent.
- State whether applicable UK accounting standards and statements of recommended practice 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 assume that the company will continue on that basis.

The Trustees are responsible for maintaining adequate accounting records which disclose with reasonable accuracy at any time the financial position of the Charitable Company and to enable them to ensure that the financial statements comply with the Charities Act 2011 and the Companies Act 2006.

The Trustees 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.

Disclosure of information to the Auditor

In so far as the Trustees are aware:

- There is no relevant audit information of which the Charitable Company's Auditor is unaware.
- The Trustees have taken all the 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.

The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the Charitable Company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Members of the Charity guarantee to contribute an amount not exceeding £1 to the assets of the Charity in the event of winding up. The total number of such guarantees at year end 2024 was 9 (2023 10). The Trustees are members of the Charity but this entitles them only to voting rights. The Trustees have no beneficial interest in the Charity.

Auditor

The Auditor, Sayer Vincent LLP, have signified their willingness to continue in office. A resolution to re-appoint them as Auditor will be proposed at the forthcoming annual general meeting.

Financial statements are published on Lymphoma Action's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions.

The maintenance and integrity of Lymphoma Action's website is the responsibility of the Trustees. The Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

The Trustees have prepared this report in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small entities.

The Trustee's annual report has been approved by the Trustees and signed on their behalf by Mark Harrison, Chair of the Board of Trustees, Lymphoma Action

Independent Auditor's report to the members of Lymphoma Action

Opinion

We have audited the financial statements of Lymphoma Action (the 'Charitable Company') for the year ended 31 December 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 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 Charitable Company's affairs as at 31 December 2024 and of its 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
- Have been prepared in accordance with the requirements of the Companies Act 2006, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended)

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 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 Lymphoma Action'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 other information comprises the information included in the Trustees' annual report, including the strategic report, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report. 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. 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 course of 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' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- The Trustees' annual report, including the strategic report, has 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 Trustees' annual report, including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require 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; or
- The Directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the Trustees' Annual Report and from the requirement to prepare a strategic report.

Responsibilities of Trustees

As explained more fully in the statement of Trustees' responsibilities set out in the Trustees' annual report, 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 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 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

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with regulations made under those Acts.

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 an auditor's report 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.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, and the Finance and Risk Committee, which included obtaining and reviewing supporting documentation, concerning the Charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the Charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the Charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the Charitable Company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the Charitable Company's members 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 as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Orchard (Senior statutory auditor)

17 June 2025

for and on behalf of Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

Lymphoma Action

Statement of financial activities (incorporating an income and expenditure account)

For the year ended 31 December 2024

				2024			2023
	Note	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Income from:							
Donations and legacies	2	1,472,345	381,660	1,854,005	1,409,291	167,898	1,577,189
Charitable activities	3	31,062	-	31,062	25,008	-	25,008
Other trading activities	4	664,975	-	664,975	542,973	-	542,973
Investments	5	98,877	-	98,877	60,580	-	60,580
Total income		2,267,259	381,660	2,648,919	2,037,852	167,898	2,205,750
Expenditure on:							
Raising funds	6	667,603	-	667,603	618,689	-	618,689
Charitable activities							
Publication production & distribution, information and raising awareness	6	621,942	126,200	748,142	753,152	23,000	776,152
Support for people affected by lymphoma	6	346,265	195,500	541,765	458,733	65,898	524,631
Education and training	6	175,658	49,960	225,618	148,651	54,000	202,651
Total expenditure		1,811,468	371,660	2,183,128	1,979,225	142,898	2,122,123
Transfers Between Funds		-	-	-	15,225	(15,225)	-
Net income / (expenditure) before net gains / (losses) on investments		455,791	10,000	465,791	73,852	9,775	83,627
Net gains / (losses) on investments		-	-	-	-	-	-
Net movement in funds		455,791	10,000	465,791	73,852	9,775	83,627
Reconciliation of funds:							
Total funds brought forward		3,535,128	25,000	3,560,128	3,461,276	15,225	3,476,501
Total funds carried forward		3,990,919	35,000	4,025,919	3,535,128	25,000	3,560,128

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the financial statements.

Lymphoma Action

Balance sheet

Company no. 03518755

As at 31 December 2024

	Note	£	2024 £	£	2023 £
Fixed assets:					
Tangible assets	12		25,164		28,089
			<u>25,164</u>		<u>28,089</u>
Current assets:					
Stock	13	15,604		10,505	
Debtors	14	190,203		129,392	
Cash at bank and in hand		3,918,628		3,547,360	
			<u>4,124,435</u>	<u>3,687,257</u>	
Liabilities:					
Creditors: amounts falling due within one year	15	(123,680)		(155,218)	
Net current assets			<u>4,000,755</u>		<u>3,532,039</u>
Net assets	17		<u>4,025,919</u>		<u>3,560,128</u>
The funds of the Charity:	18				
Restricted income funds			35,000		25,000
Unrestricted income funds:					
Designated funds		1,026,549		1,043,007	
General funds		2,964,370		2,492,121	
			<u>3,990,919</u>	<u>3,535,128</u>	
Total unrestricted funds			<u>3,990,919</u>		<u>3,535,128</u>
Total Charity funds			<u>4,025,919</u>		<u>3,560,128</u>

Approved by the Trustees on 13 May 2025 and signed on their behalf by

Mark Harrison
Chairman

Statement of cash flows

For the year ended 31 December 2024

	Note	2024 £	£	2023 £	£
Cash flows from operating activities					
Net income / (expenditure) for the reporting period (as per the statement of financial activities)		465,791		83,627	
Depreciation charges		11,652		9,545	
(Gains)/losses on investments		-		-	
Interest from investments		(98,877)		(60,580)	
(Increase) Decrease in stocks		(5,099)		(3,801)	
Decrease / (Increase) in debtors		(60,811)		24,160	
Increase/(decrease) in creditors		(31,539)		18,186	
Net cash (used in) operating activities		281,117		71,137	
Cash flows from investing activities:					
Dividends, interest and rents from investments		98,877		60,580	
Proceeds from the sale of fixed assets		-		-	
Purchase of fixed assets		(8,726)		(11,967)	
Proceeds from sale of investments		-		-	
Net cash provided by investing activities		90,151		48,613	
Change in cash and cash equivalents in the year		371,268		119,750	
Cash and cash equivalents at the beginning of the year		3,547,360		3,427,610	
Cash and cash equivalents at the end of the year		3,918,628		3,547,360	

1 Accounting policies

a) Statutory information

Lymphoma Action is a Charitable Company limited by guarantee and is incorporated in England, Wales, and Scotland.

The registered office address is Unit 3, Bell Business Park, Smeaton Close, Aylesbury, Bucks, HP19 8JR.

b) Basis of preparation

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) (effective 1 January 2019) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (March 2018) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the Trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The Charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

The Trustees consider that there are no material uncertainties about the Charity's ability to continue as a going concern. We have free reserves in excess of ten months of unrestricted expenditure which provides the capacity to respond to changing circumstances.

The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

1 Accounting policies (continued)

e) Income

Income is recognised when the Charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the Charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

For legacies, entitlement is taken as the earlier of the date on which either: the Charity is aware that probate has been granted, the estate has been finalised and notification has been made by the executor(s) to the Charity that a distribution will be made, or when a distribution is received from the estate. Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the Charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the Charity, or the Charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the Charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the Charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the Trustees' Annual Report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the Charity which is the amount the Charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

1 Accounting policies (continued)

g) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Charity; this is normally upon notification of the interest paid or payable by the bank.

h) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Designated funds are unrestricted funds earmarked by the Trustees for particular purposes.

i) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds relate to the costs incurred by the Charity in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of publication production, information and raising awareness, support for people affected by lymphoma, and training and other educational activities undertaken to further the purposes of the Charity and their associated support costs

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on a per capita basis.

Governance costs, comprising the audit fee, Trustees' expenses and indemnity insurance, and the cost of recruiting new Trustees, are apportioned on a per capita basis.

k) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

1 Accounting policies (continued)

l) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

Where fixed assets have been revalued, any excess between the revalued amount and the historic cost of the asset will be shown as a revaluation reserve in the balance sheet.

Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

▪ Property improvements	10 years
▪ Computer systems	3 years
▪ Furniture and equipment	5 years

m) Listed investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using the closing quoted market price. Any change in fair value will be recognised in the statement of financial activities. Investment gains and losses, whether realised or unrealised, are combined and shown in the heading “Net gains/(losses) on investments” in the statement of financial activities. The Charity does not acquire put options, derivatives or other complex financial instruments.

n) Stocks

Stocks are stated at the lower of cost and net realisable value. In general, cost is determined on a first in first out basis and includes transport and handling costs. Net realisable value is the price at which stocks can be sold in the normal course of business after allowing for the costs of realisation. Provision is made where necessary for obsolete, slow moving and defective stocks.

o) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

1 Accounting policies (continued)

p) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

q) Creditors and provisions

Creditors and provisions are recognised where the Charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

r) Financial instruments

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

s) Pensions

Contributions payable to the company's pension scheme are charged to the statement of financial activities in the period to which they relate.

2 Income from donations and legacies

	2024			2023		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Fundraising and individual giving	492,005	90,000	582,005	445,440	-	445,440
In memoriam	167,586	-	167,586	166,690	-	166,690
Trusts and companies	96,142	291,660	387,802	75,550	167,898	243,448
Gift aid	177,301	-	177,301	145,909	-	145,909
Legacies	539,311	-	539,311	575,702	-	575,702
	<u>1,472,345</u>	<u>381,660</u>	<u>1,854,005</u>	<u>1,409,291</u>	<u>167,898</u>	<u>1,577,189</u>

Lymphoma Action

Notes to the financial statements

For the year ended 31 December 2024

3 Income from charitable activities

	2024			2023		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Education and training	31,062	-	31,062	25,008	-	25,008
	<u>31,062</u>	<u>-</u>	<u>31,062</u>	<u>25,008</u>	<u>-</u>	<u>25,008</u>
	31,062	-	31,062	25,008	-	25,008

4 Income from other trading activities

	2024			2023		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Challenge events	631,552	-	631,552	518,994	-	518,994
Trading income	33,423	-	33,423	23,979	-	23,979
	<u>664,975</u>	<u>-</u>	<u>664,975</u>	<u>542,973</u>	<u>-</u>	<u>542,973</u>
	664,975	-	664,975	542,973	-	542,973

5 Income from investments

	2024			2023		
	Unrestricted	Restricted	Total	Unrestricted	Restricted	Total
	£	£	£	£	£	£
Bank interest	98,877	-	98,877	60,580	-	60,580
	<u>98,877</u>	<u>-</u>	<u>98,877</u>	<u>60,580</u>	<u>-</u>	<u>60,580</u>
	98,877	-	98,877	60,580	-	60,580

Lymphoma Action

Notes to the financial statements

For the year ended 31 December 2024

6a Analysis of expenditure (current year)

	Cost of raising funds		Charitable activities						
	Generating donation and legacies £	Costs of activities for generating funds £	Publication production & distribution, information and raising awareness £	Support for people affected by lymphoma £	Education and training £	Governance costs £	Support costs £	2024 Total £	2023 Total £
Staff costs (Note 8)	326,764	36,788	383,337	380,384	140,533	38,432	112,145	1,418,383	1,291,215
Direct costs									
Generating donations and legacies	80,285	-	-	-	-	-	-	80,285	76,433
Challenge event fees	-	60,419	-	-	-	-	-	60,419	79,601
Merchandise and other costs	-	31,621	-	-	-	-	-	31,621	31,342
Publications	-	-	112,460	-	-	-	-	112,460	131,453
Raising awareness and website	-	-	108,491	-	-	-	-	108,491	143,516
Helpline and support services	-	-	-	15,260	-	-	-	15,260	47,114
Regional and international activities	-	-	-	1,067	-	-	-	1,067	3,693
Workshop, conference and events	-	-	-	-	27,898	-	-	27,898	18,982
	80,285	92,040	220,951	16,327	27,898	-	-	437,501	532,133
Support costs									
Finance, HR & IT	-	-	-	-	-	-	193,779	193,779	167,201
Premises	-	-	-	-	-	-	56,861	56,861	59,427
Stationery, post, phone, equipment and sundry	-	-	-	-	-	-	48,814	48,814	44,247
Depreciation	-	-	-	-	-	-	11,651	11,651	9,546
Governance	-	-	-	-	-	16,139	-	16,139	18,354
	407,049	128,828	604,288	396,711	168,431	54,571	423,249	2,183,128	2,122,123
Support costs	102,814	13,868	127,425	128,488	50,655	-	-423,249	-	-
Governance costs	13,256	1,788	16,429	16,566	6,532	-54,571	-	-	-
Total expenditure 2024	523,119	144,484	748,142	541,765	225,618	-	-	2,183,128	2,122,123

Lymphoma Action

Notes to the financial statements

For the year ended 31 December 2024

6b Analysis of expenditure (prior year)

	Cost of raising funds		Charitable activities					
	Generating donation and legacies	Costs of activities for generating funds	Publication production & distribution, information and raising awareness	Support for people affected by lymphoma	Education and training	Governance costs	Support costs	2023 Total
	£	£	£	£	£	£	£	£
Staff costs (Note 8)	283,257	34,355	361,459	341,037	130,176	35,331	105,600	1,291,215
Direct costs								
Generating donations and legacies	76,433	-	-	-	-	-	-	76,433
Challenge event fees	-	79,601	-	-	-	-	-	79,601
Merchandise and other costs	-	31,342	-	-	-	-	-	31,342
Publications	-	-	131,453	-	-	-	-	131,453
Raising awareness and website	-	-	143,516	-	-	-	-	143,516
Helpline and support services	-	-	-	47,114	-	-	-	47,114
Regional and international activities	-	-	-	3,693	-	-	-	3,693
Workshop, conference and events	-	-	-	-	18,982	-	-	18,982
	76,433	110,943	274,968	50,807	18,982	-	-	532,133
Support costs								
Finance, HR & IT	-	-	-	-	-	-	167,201	167,201
Premises	-	-	-	-	-	-	59,427	59,427
Stationery, post, phone, equipment and sundry	-	-	-	-	-	-	44,247	44,247
Depreciation	-	-	-	-	-	-	9,546	9,546
Governance	-	-	-	-	-	18,355	-	18,354
	359,690	145,298	636,427	391,844	149,158	53,686	386,021	2,122,123
Support costs	89,643	10,176	122,665	116,574	46,962	-	(386,020)	-
Governance costs	12,467	1,415	17,060	16,213	6,531	(53,686)	-	-
Total expenditure 2023	461,800	156,889	776,152	524,631	202,651	1	1	2,122,123

7 Net income / (expenditure) for the year

This is stated after charging:

	2024	2023
	£	£
Depreciation	11,651	9,546
Operating lease rentals payable:		
Property	37,800	37,800
Other	4,800	4,383
Auditor's remuneration (excluding VAT):		
Audit	9,765	9,300
	<u>11,651</u>	<u>9,546</u>

8 Analysis of staff costs, Trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	2024	2023
	£	£
Salaries and wages	1,229,752	1,114,264
Redundancy and termination costs	-	5,560
Social security costs	110,780	101,151
Employer's contribution to defined contribution pension schemes	72,732	66,579
Income protection and life assurance	5,118	3,661
	<u>1,418,382</u>	<u>1,291,215</u>

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2024	2023
	No.	No.
£80,000 - £89,999	1	-
£70,000 - £79,999	-	1
	<u>1</u>	<u>1</u>

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £290,632 (2023: £283,100) in relation to four key management posts.

The Charity Trustees were neither paid nor received any other benefits from employment with the Charity in the year (2023: £nil). No Charity Trustee received payment for professional or other services supplied to the Charity (2023: £nil).

8 Analysis of staff costs, Trustee remuneration and expenses, and the cost of key management personnel (continued)

Trustees' expenses represent the payment or reimbursement of travel and subsistence costs totalling £241 (2023: £184) incurred by 2 (2023: 3) members relating to attendance at meetings of the Trustees.

During the year Trustee liability insurance was obtained for £4,267 (2023: £3,370).

9 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 42 (2023: 39).

Staff are split across the activities of the Charity as follows (head count basis):

	2024 No.	2023 No.
Raising funds	11	11
Charitable activities	26	23
Support staff	5	5
	<hr/>	<hr/>
	42	39
	<hr/>	<hr/>

10 Related party transactions

There are no related party transactions to disclose for 2024 (2023: none).

11 Taxation

The Charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

Cost	Property improvements £	Computer equipment £	Furniture & equipment £	Total £
At the start of the year	-	74,520	16,065	90,585
Disposals in year	-	(7,212)	-	(7,212)
Additions in year	-	8,726	-	8,726
At the end of the year	-	76,034	16,065	92,099
Depreciation				
At the start of the year	-	57,701	4,795	62,496
Disposed of in year	-	(7,212)	-	(7,212)
Charge for the year	-	8,440	3,211	11,651
At the end of the year	-	58,929	8,006	66,935
Net book value				
At the end of the year	-	17,105	8,059	25,164
At the start of the year	-	16,820	11,270	28,090

All of the above assets are used for charitable purposes.

13 Stock

	2024 £	2023 £
Goods for resale	15,604	10,505
	15,604	10,505

14 Debtors

	2024 £	2023 £
Income tax receivable	10,077	10,983
Prepayments	139,276	88,409
Accrued income	40,850	30,000
	190,203	129,392

15 Creditors: amounts falling due within one year

	2024 £	2023 £
Trade creditors	35,254	34,729
Taxation and social security	22,016	20,852
Accruals	15,054	20,743
Deferred income (note 16)	51,355	78,895
	123,680	155,219

16 Deferred income

Deferred income comprises income received in advance for events, including entry deposits and sponsorships for individuals undertaking challenge events.

	2024 £	2023 £
Balance at the beginning of the year	78,895	55,448
Amount released to income in the year	(78,895)	(25,504)
Amount deferred in the year	51,356	48,951
Balance at the end of the year	51,356	78,895

17a Analysis of net assets between funds (current year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	25,164	-	25,164
Net current assets	2,964,370	1,001,385	35,000	4,000,755
Net assets at 31 December 2024	2,964,370	1,026,549	35,000	4,025,919

17b Analysis of net assets between funds (prior year)

	General unrestricted £	Designated £	Restricted £	Total funds £
Tangible fixed assets	-	28,089	-	28,089
Net current assets	2,492,121	1,014,918	25,000	3,532,039
Net assets at 31 December 2023	2,492,121	1,043,007	25,000	3,560,128

18a Movements in funds (current year)

	At 1 January 2024 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2024 £
Restricted funds:					
Information and publications					
Publications	10,000	141,200	(126,200)	-	25,000
Support for people affected by lymphoma					
Information & support, including helpline, buddy scheme & support groups	15,000	180,500	(185,500)	-	10,000
Education & Training	-	59,960	(59,960)	-	-
Total restricted funds	25,000	381,660	(371,660)	-	35,000
Unrestricted funds:					
Designated funds:					
Investment Reserve	912,058	-	(235,673)	200,000	876,385
ICT replacement fund	50,000	-	(22,665)	22,665	50,000
Legacy fluctuation fund	75,000	-	-	-	75,000
Value of functional assets net of restricted funds	28,089	-	(11,651)	8,726	25,164
Total designated funds	1,065,147	-	(269,989)	231,391	1,026,549
General funds	2,469,981	2,267,259	(1,541,479)	(231,391)	2,964,370
Total unrestricted funds	3,535,128	2,267,259	(1,811,468)	-	3,990,919
Total funds	3,560,128	2,648,919	(2,183,128)	-	4,025,919

The narrative to explain the purpose of each fund is given at the foot of the note below.

18b Movements in funds (prior year)

	At 1 January 2023 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2023 £
Restricted funds:					
Information and publications					
Publications	-	33,000	(23,000)	-	10,000
Support for people affected by lymphoma					
Counselling/psychological support	3,200	-	-	(3,200)	-
Information & support, including helpline, buddy scheme & support groups	-	134,898	(119,898)	-	15,000
Research	12,024	-	-	(12,024)	-
Total restricted funds	15,225	167,898	(142,898)	(15,224)	25,000
Unrestricted funds:					
Designated funds:					
Investment Reserve	1,176,852	-	(264,794)	-	912,058
ICT replacement fund	50,000	-	(10,164)	10,164	50,000
Facebook settlement fund	8,745	-	-	(8,745)	-
Legacy fluctuation fund	75,000	-	-	-	75,000
Value of functional assets net of restricted funds	25,667	-	(9,546)	11,968	28,089
Total designated funds	1,336,264	-	(284,504)	13,387	1,065,147
General funds	2,125,013	2,037,852	(1,694,721)	1,837	2,469,981
Total unrestricted funds	3,461,277	2,037,852	(1,979,225)	15,224	3,535,128
Total funds	3,476,501	2,205,750	(2,122,123)	-	3,560,128

The narrative to explain the purpose of each fund is given at the foot of the note below.

Purposes of restricted funds

Information and publications

Publications

Grants to fund information booklets from our award-winning range about lymphomas and their treatment.

Support for people affected by lymphoma

Information and support, including Helpline, Buddy Service and Online Support Meetings

Grants received towards our information and support services. These include our Helpline (telephone, email and live chat enquiries from people worried about or needing information on lymphoma), Buddy Service (links people to Buddies who have similar, lived experience of lymphoma) and online peer support services.

Education and training

Education and training events and activities

Events for healthcare professionals are held throughout the year.

Purposes of designated funds

In December 2021 we received a legacy of £1.3 million which has been designated for development projects seeking to expand the range of our work and accounted for separately from other funds to prevent it masking any underperformance in mainline fundraising and services.

The ICT replacement fund is to replace ICT assets.

The legacy fluctuation fund is set aside to offset any lower than expected legacy income.

19 Operating lease commitments payable as a lessee

The Charity's total future minimum lease payments under non-cancellable operating leases is as follows for each of the following periods

	Property		Equipment	
	2024	2023	2024	2023
	£	£	£	£
Less than one year	37,800	40,950	2,981	1,826
One to five years	151,200	-	10,433	-
	189,000	40,950	13,414	1,826

20 Legal status of the Charity

The Charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.

Reference & administrative details

Trustees

Mark Harrison (#*)

Chair (and Chair of Remuneration Committee)

Dr Cathy Burton

James Cray (*)

Susan Daniels

Keith McLeod (#*)

Treasurer (and Chair of Finance and Risk Committee)

Stepped down November 2024

Melanie Brittain (#*)

Treasurer (and Chair of Finance and Risk Committee)

Appointed December 2024

David McNeill

Harriet Outred (#)

Stepped down February 2024

Shaf Mansour

Christina Kirby

Charlotte Locks-Moro (#)

Appointment ratified February 2024

Member of Finance and Risk Committee

* Member of Remuneration Committee

Chief Executive

Ropinder Gill

Key management personnel

Jim Howson

Director of Finance

Dallas Pounds

Director of Services

Deborah Laing

Director of Fundraising & Communications

Company Secretary

Ropinder Gill

President

Professor John Radford

Patron

Lord Menzies Campbell of Pittenweem

Charity number

England and Wales

1068395

Scotland

SC045850

Company number

03518755

Registered office

Unit 3, Bell Business Park
Smeaton Close
Aylesbury
Buckinghamshire
HP19 8JR

Website

www.lymphoma-action.org.uk

Bankers

CAF Bank Ltd

25 Kings Hill Avenue, West Malling, Kent
ME19 4JQ

National Westminster Bank plc

22 Market Square, Aylesbury,
Buckinghamshire HP20 1TR

Lloyds Bank plc

25 Gresham Street, London, EC2V 7HN

Auditor

Sayer Vincent LLP

110 Golden Lane, London, EC1Y 0TG

Medical Advisory Panel

Dr Kirit Ardeshta
Charlotte Bloodworth
Dr Adrian Bloor
Professor Kristian Bowles
Dr Cathy Burton
Kathryn Chamberlain
Dr Graham Collins
Professor David Cunningham
Dr Shirley D'Sa – *stepped down from MAP
January 2025*
Dr Paul Fields
Dr George Follows – *stepped down from
MAP September 2024*
Dr Christopher Fox
Dr Eve Gallop-Evans
Dr Georgina Hall – *stepped down from MAP
August 2024*
Professor Peter Hoskin
Professor Tim Illidge
Professor Peter Johnson
Dr Rod Johnson
Dr Nagesh Kalakonda
Dr Ben Kennedy
Christine Kirby
Dr Kim Linton

Medical Advisory Panel (continued)

Dr Prem Mahendra
Dr Pam McKay
Dr Christopher McNamara
Dr Brian D Nicholson
Dr Wendy Osborne
Dr Shankara Paneesha
Dr Ruth Pettengell
Professor Andrew Pettitt
Professor John Radford (Chair)
Dr Ravi Ratnavel – *stepped down from MAP
January 2025*
Dr Bhupinder Sharma
Dr Andy Wotherspoon

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