CHARTERED INSTITUTION OF WASTES MANAGEMENT

England & Wales · Charity number 1090968

Details

Status	Registered
Legal form	Other
Company number	RC000777
Registered	2002-03-06
Register	View on the Charity Commission register

Contact

Address	Quadra 500 Pavilion Drive Northampton Business Park Northampton NN4 7YJ
Phone	01604620426
Email	ceo@ciwm.co.uk
Website	www.ciwm.co.uk

Activities

Objects: THE OBJECT SHALL BE TO ADVANCE FOR THE PUBLIC BENEFIT THE ART AND SCIENCE OF WASTES MANAGEMENT WORLD-WIDE AND SO TO PROMOTE EDUCATION, THE PROTECTION OF PUBLIC HEALTH AND THE PRESERVATION OF THE ENVIRONMENT, AND FOR THAT PURPOSE TO FURTHER AND MAINTAIN GOOD STANDARDS OF PRACTISE, COMPETENCE AND CONDUCT BY ALL ITS MEMBERS.

Activities: To advance for the public benefit, the art & science of wastes management worldwide & so to promote education, the protection of public health & the preservation of the environment & for that purpose to further and maintain good standards of practice, competence & conduct by all its members.

Downloaded from opencharities.uk/ew/1090968

Classification

- **How:** Provides Human Resources, Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Education/training, Arts/culture/heritage/science, Environment/conservation/heritage
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- China
- Hong Kong
- Ireland
- Nigeria
- Northern Ireland
- Scotland
- United Arab Emirates
- United States
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£4,448,268	£4,251,113	£7,155,707	35
2023-12-31	£4,315,165	£4,508,439	£6,685,377	40
2022-12-31	£3,889,947	£3,878,363	£6,578,521	36
2021-12-31	£3,308,658	£3,235,895	£7,389,418	34
2020-12-31	£2,850,894	£3,259,540	£6,780,366	38

Downloaded from opencharities.uk/ew/1090968

Trustees

Name	Role	Appointed
Elizabeth Parkes	Chair	2019-11-13
Dr ADAM READ		2016-06-13
Dr ANNA WILLETTS		2016-06-13
Dr David Greenfield		2023-06-29
Dr Marcus Gover		2019-11-13
Duncan Simpson		2021-06-29
John M Kutner		2019-06-01
Richard Hulland		2025-06-19
TREVOR J NICOLL		2013-05-16
Tim Walker		2019-11-13
Vicki Hughes		2019-11-13
Wayne Hubbard		2019-11-13

Downloaded from opencharities.uk/ew/1090968

CHARTERED INSTITUTION OF WASTES MANAGEMENT

England & Wales - Charity number 1090968

Accounts

CIWM



Review of 2024

Plus trustees' report and financial statements for the year ended 31 December 2024

Together, we stand for a world beyond waste

Contents

03 **President's foreword**
Introduction from Tim Walker

04 **The year in numbers**
Key stats from the past 12 months

06 **125 years of CIWM**
Celebrating our anniversary year

07 **Turning off the tap**
The 2024 presidential theme discusses design and consumption, posing the question 'how do we use less stuff?'

09 **Influencing policy**
A crucial part of CIWM's work is shaping the policy that affects our sector's day-to-day activity

13 **Your membership**
Looking at our professional development and member services activities

17 **A regional round-up**
The activities of our regional centres around the UK

20 **Trustees' report and consolidated financial statements**

- **21** Trustees' report
- **33** Statement of responsibilities of trustees
- **34** Independent auditor's report
- **39** Consolidated statement of financial activities
- **40** Consolidated balance sheet
- **41** Charity balance sheet
- **42** Consolidated statement of cash flows
- **43** Notes to the financial statements



Presidential review

Wow! And just like that it's almost over. The build up to being the 108th CIWM President was mighty, and I was thrilled to be following in the footsteps of my arc21 predecessor John Quinn, who was president a decade ago. He too focused upon the shifting sands of our sector and selected *The circular economy: what does it mean for the waste and resources management sector?* for his presidential report.

I followed a similar theme, exploring if waste is a failure of design. I looked at *Turning off the tap: why better design can increase resource resilience and reduce consumption.* There have been meetings with individuals and organisations, such as the Design Council, to explore what this meant, and to consider how working across the supply chain could prevent or minimise the production of waste by raising awareness of what happens to products post-consumer.

For me, it highlighted that, while waste and end of life are obvious things for us to consider, they are frequently overlooked at the design stage. And when they are not overlooked, designers tend to think they don't have sufficient agency to challenge their brief.

The task now is how, in the resources and waste sector, we can work across the supply chain to change this oversight? It remains a work in progress, but minimising waste (and reducing the harm it can cause) is central to circular economy thinking, so there will be more to come.

As president, I also took the opportunity to speak at, or attend, events across the country – including several AGMs – and to go to Italy for an amazing trade show.

I really enjoyed getting out and about and meeting with Fellows, members and friends from the different regions – and I learned so much, from tracking systems to waste-wood quench systems to the latest landfill (yes, landfill!) techniques. Another highlight was almost winning a pub quiz in Cardiff. Everyone was charming and I was again struck by the camaraderie and general feeling of being part of one big family.

In my final couple of weeks there are a few more speaking engagements, more meetings on progressing the work of my Presidential Report, and a final trip before I hand over to the ever capable Dr David Greenfield.

It's been an enjoyable year and a personal highlight of my working career. Thank you all so much for the privilege and honour of being your president.

Tim Walker FCIWM
2024/2025 President of CIWM

A year in numbers

2024 has been a busy year



Hello to **2,359** new members



Congratulations! **68** members achieved **Chartered status.** **15** gained **Fellows status.**

2,710 people attended our **sector-leading events**

We launched **25** new **training courses** and issued **13,909** **certificates**, including **3,625** Continuing Competency tests



147,000 people visited **Circular Online.** Our members started **915** conversations on **CIWM Connect.**



Our **policy team** replied to **34 consultations.**

CIWM had representation on **44 advisory panels** and at **189** government **working-group** meetings



We spoke on **43 podcasts** and, by the end of the year, we had **10,000 followers** on social media

As we said, a busy year.
We can't wait to see what the rest of 2025 looks like.



125 years of CIWM

We are proud of our history and our roots, and 2024 was a great opportunity to celebrate them

CIWM reached a significant milestone in 2024: the 125th anniversary of our formation. It was in 1898 that a group of Victorian waste managers sat down in a Manchester pub and formed the Association of Cleansing Superintendents, which evolved to become the Chartered Institution of Wastes Management that we know today.

The resources and waste sector was very different back then, although many of the challenges it faced sound familiar. Our sector has always existed to protect humanity from itself, or rather the harmful effects of the waste it produces as a by-product of living.

In Victorian times, the threat was disease and squalor; now, it's climate change, biodiversity loss, and the exhaustion of natural resources. We are moving on from treating waste to preventing waste – encouraging the 'repair, reuse, recycle' behaviour that our Victorian cousins seemed to do very well, but which we have lost sight of since the rise of our throwaway culture. We are still protecting humanity from itself, and the threat has never been more serious.



We enjoyed celebrating our 125th birthday with events and activities throughout the year. A special anniversary video (left) takes a more detailed look at how the CIWM came into being: the moments that defined the industry, the people who inspired them, and the milestones that made the Institution what it is today.

Here's to the next 125 years!



Turning off the tap

Reducing consumption and designing better products that last for longer were the foundations of 2024's CIWM Presidential Report

The resources and waste industry has long been seen as 'end of pipe' – cleaning up the mess made at the conclusion of a product's life. CIWM's 2024 President, Tim Walker, tackles this misconception head-on in his Presidential Report, *Turning off the tap: why better design can increase resource resilience and reduce consumption*.

'It is critical to remember that the first action of the waste hierarchy is waste prevention,' said Walker when revealing his report. 'It's time to seriously address the role of design and development in the creation of "stuff", and recognise how the resources and waste sector, which is at the nucleus of circularity, can support better decision-making to effectively reduce our use of these precious resources.

'As a sector, we are gifted a wealth of materials every day. Our profession is serious about delivering circularity and, to aid us, we need better engagement across the whole supply chain. This will help make better use of these materials so we can help reduce society's impact on nature and our planet.'

Walker – who also heads-up arc21, a contracting authority that looks after waste for six councils in Northern Ireland – said that, despite improvements in the way we treat waste, through recycling, for instance, he remains frustrated. 'We have to be honest, despite our best efforts we have been unable to turn off the waste tap. Consumption is the real issue.

'Apart from during economic crises this [consumption] does not seem to falter. In the resources and waste industry we've reached a point where we can't keep trying the same things and expecting a different result. We are going to have to try different things.'

Walker's Presidential Report recognises that CIWM is ideally placed to support this change and it makes several recommendations designed to accelerate the transition to a more circular economy, including:

- Using CIWM and the Circular Economy Institute (CEI) to lead the way towards circularity
- Supporting collaboration by facilitating cross-industry best practice
- Elevating circular skills development as critical to the transition
- Identifying opportunities for

evolving regulation to help stem the flow of resources
- Providing constructive challenge to help reduce consumption and problematic items
- Working with brands and retailers to support the reduction in single-use items
- Working with other trade organisations to promote circularity.

'As waste has often been called a "failure of design", I thought this could be worth exploring further,' Walker told *Circular* magazine (issue 32). 'I've always had an appreciation for design – it fascinates me. Not just the design of products, but also of manufacturing supply chains, business models, even people's attitudes and behaviours – and their consequences.'

Walker's report is not only targeted at designers, but he describes them as 'the linchpin' around which a supply chain coalesces. 'What I want to do is start a conversation about reducing product complexity, so that organisations' specifications include things such as long-life repairability and recyclability.

'I'm fully aware that this is at odds with the need for the majority of businesses to turn a profit and generate dividends for their shareholders. So when brands such as The North Face, Patagonia and Timberland come forward to say "our job is now to produce longer-lasting products that leave less of a footprint on the environment", they have had to have an answer for shareholders regarding how the necessary reduction in manufacturing aligns with expectations for a return on equity.

'Part of the answer will be designing business models to incorporate these items alongside manufacture; it's going to take creative thinking as well as action.'

Read Tim Walker's 2024 Presidential Report in full at bit.ly/44hDxpN



Our first Early Careers President

CIWM reinforced its dedication to nurturing new talent by appointing Charlotte Davies as its first Early Careers President. This move underscored our commitment to equip the resources and waste sector with the skills needed for future growth.

Davies, a senior consultant for resource efficiency and circularity at Beyondly, is leading a newly established Early Careers Team. Comprised of ambassadors from across the industry, including representatives from Suez, FCC and Mott MacDonald, the team is championing the voices of those starting their careers. Their responsibilities range from participating in strategic meetings and reverse mentoring senior leaders to promoting CIWM membership and engaging in outreach with colleges and universities.

Selected for her enthusiasm and commitment to environmental change, Davies said she wanted to inspire professional development within the sector: 'I aim to enhance current outreach programmes... to provide valuable insights into industry trends and career opportunities.' She added that she planned to use platforms such as TikTok to reach younger audiences and highlight the importance of resource management in addressing the climate crisis.

This initiative is part of our equity, diversity and inclusion strategy that aims to ensure diverse perspectives shape our industry's future.

Having influence

CIWM has a voice at the heart of government — responding to consultations, and issuing expert and policy advice. There was a change of government in 2024, meaning CIWM's expertise was in greater demand than ever, as new ministers and officials got their feet under their desks



It was the year we finally started to see movement on the policies that would bring the 2018 resources and waste strategy to life. An important time for CIWM to step up and be heard.

A policy blueprint

In a general election year, CIWM recognised a need to evaluate the current policy landscape in resources and waste management. Anticipating a pivotal moment for change, CIWM undertook a comprehensive review of the UK government's resources and waste strategy for England. This critical assessment, conducted by a dedicated working group of CIWM members, revealed that the strategy – while welcomed in 2018 – is outdated and insufficient to meet the evolving demands of a circular economy and the urgent need for greater resource resilience.

The outcome of the review was a forward-looking policy blueprint: 10 key 'policy opportunities' designed to accelerate the UK's transition to a more sustainable and circular model.

These recommendations, strategically phased for implementation within the first five years of a new government, address critical areas: the swift implementation of delayed policies; the immediate establishment of a cross-government task force to champion resource resilience; and the urgent need for investment in green skills.

The blueprint also emphasises the importance of upstream interventions, including resource-efficient design, the embedding of true producer responsibility, and the introduction of ambitious targets focused on waste prevention, reuse and repair.

Looking ahead, CIWM is committed to actively engaging with policymakers following the general election. The 'policy opportunities' in the blueprint are the foundation of our ongoing policy work, guiding the development of more specific proposals for government consideration.

This proactive approach underscores CIWM's dedication to leading the sector towards a world beyond waste and ensuring the UK builds a truly resource-resilient future.

The right skills for a greener future

A new development from the incoming Labour government was Skills England – an executive agency of the Department for Education. Its remit is to reform the post-16 skills system to better align education and training with the needs of the economy.

This is a sphere in which we have been active for a few years – both within CIWM and externally, with a seat on the UK government's Green Jobs Taskforce.

Our response to the establishment of Skills England was to identify three areas for swift and impactful change:

- Diversifying the Apprenticeship Levy to create a green skills fund
- Developing the UK green skills roadmap
- Investment in career attractiveness.

We believe that greater focus needs to be put on the coordinated delivery of a green-skills pipeline, beyond the energy sector, so that the skills system supports a functional and coordinated green sector and a prosperous economy.

Batteries and the EPR of everything

Batteries continue to be a huge headache for waste managers. In 2023 alone, there were more than 1,200 fires at UK waste and recycling facilities, or in collection vehicles, that were suspected to be caused by discarded batteries. That's an increase of 71 per cent from 2022.

To curb this worrying trend, CIWM has proposed extended producer responsibility (EPR) for batteries in the UK, and a deposit return scheme (DRS).

"CIWM is committed to actively engaging with policymakers following the general election"







A CIWM white paper, based on an extensive research programme report commissioned by CIWM and carried out by env23, identified three main factors in battery-related incidents:

- A lack of clear and impactful consumer information
- A dramatic increase in batteries in everyday items
- A failure of producer responsibility rules to keep pace with the changing chemistry and pervasiveness of battery technology.

CIWM's director of innovation and technical services, Lee Marshall, said: 'The current targets for battery recycling are out of date, easily met, and amount to little more than a tick-box exercise for manufacturers and retailers. We call on the new government to rise to the problem of addressing hard-to-recycle products and to prioritise the launch of a battery DRS consultation.'

Batteries are just the first step; this CIWM white paper describes an 'EPR of everything'.

It asks the question: 'Where does the responsibility lie for cleaning up society's mess?' Currently, all roads lead to local authorities, but CIWM believes that local authorities should be the last resort – they should be protecting human health and the environment, not acting as the front line for anything that producers choose to throw at them. The end-of-life impact of products and materials should not be a consequence of a carefree attitude by those who are carefully and consciously exploiting raw materials.

> **"The current targets for battery recycling are out of date, easily met, and amount to little more than a tick-box exercise for manufacturers"**

By making producers pay for the disposal of their products, an EPR of everything would drive better design, extended product life, and better resource efficiency – and, of course, it would fund better collection, reprocessing and incorporation of materials back into new products.

Read the white paper in full at **bit.ly/4dVgZge**

Setting the record straight

It is not only government with which our Technical and Policy team communicates. They are also on hand to respond to press coverage, as demonstrated by their contribution to a BBC report in October 2024. The broadcaster's Climate and Science team and Shared Data Unit collaborated on an investigation into waste incineration at sites around the UK (see **bit.ly/4ksWQkR**)

CIWM always welcomes investigations such as this, and the report raised some good questions; however, it also omitted a number of key factors.

Energy from waste (EfW) currently plays an important role within the UK's essential recycling and waste management services. It is well-established and robustly regulated technology, with professional operators responsibly treating more than 14 million tonnes of society's residual waste every year.

The UK's EfW facilities represent considerable investment by the public and private sectors in recent years and have been delivered as part of the move away from landfill disposal – enabling a major and significant reduction in overall carbon emissions.



EfW is a transition technology, with an average expected operational life of 25-30 years. This should enable regulatory and market development to incentivise and enable waste prevention and recycling measures to improve overall resource efficiency.

It's been an exciting year for CIWM's policy team, who have seen a much faster pace of change. They have exceled in making CIWM's voice heard at the highest levels. As we continue to modernise and shift our attitudes towards waste and resource, their expertise will continue to be invaluable.

The Behaviour Change Hierarchy

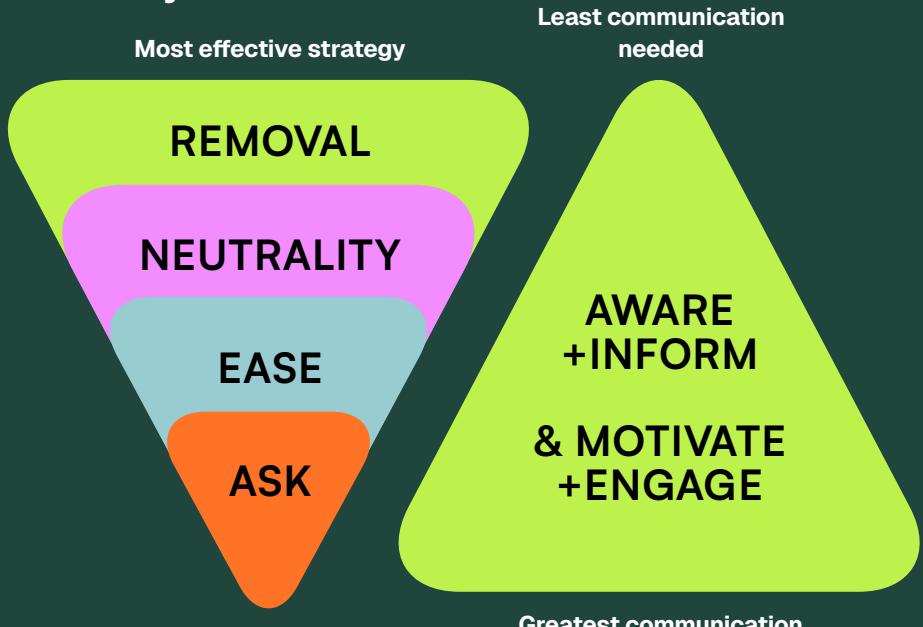
In 2024 we launched our Behaviour Change Hierarchy: the culmination of 30 years work in this area.

Behaviour change continues to be absolutely crucial in shifting the way that we treat waste, from subtle nudges to seismic shifts. Nevertheless, the principles this tool sets out are not only for the resources and waste industry; they can also be applied to other sectors that seek to change behaviours, including transport, energy and healthcare.

Behaviour change is a key operational objective – increasing recycling, minimising waste, and reducing the use of single-use plastic. These are all examples of a need to change behaviour via a combination of policy, services and communications.

This tool – launched by our Behaviour Change SEG – places the strategic options in decreasing order of effectiveness. The further down the list we go, the more communication and investment is required to bring about useful change.

Applying this model to operational planning will help you consider whether your operational choices will be sufficiently supported by the required level of communication and budget.



The report outlines six key findings:
1. Service/intervention design should be considered as part of the behaviour change strategy, not just a technical process of determination.

2. The strategic choices made about service/intervention design correlates to the level of communications required. This must be recognised at the design stage to ensure sufficient budget is available.

3. People will have no option but to change behaviour if there is no option for them to do otherwise.

4. It is harder to change behaviour if doing so will cost people more money and/or take more time.

5. More people will change their behaviour if they find it easier than the alternative.

6. Some people will change their behaviour if you just ask them to – but it will take longer and cost more money.

Read the Behaviour Change Hierachy report in full at: bit.ly/3GcVQm2



Working hard for our membership

Our teams have been hard at work ensuring CIWM delivers the best for its members

Nothing stands still in the world of resources and waste. For CIWM, 2024 was a time of growth, acquisition and new ventures, which have put us firmly at the centre of all things circular.

While we are passionate about a circular economy and keeping resources in use for longer, we are also passionate about you, our membership. There are more of you now than ever before – 2,359 more than last year, in fact. Representing your interests and giving you the opportunity to thrive is our most important role. That's why we have continued to educate, inspire and inform, as well as advocate for the needs and interests of the sector.

It's important that our membership accurately reflects the make-up of the UK's population, which is why, this year, CIWM officially launched its Sector Inclusion Forum – a key initiative designed to support its equality, diversity and inclusion (EDI) strategy.

The forum is chaired by Dr Tracey Leghorn, chief business services officer at Suez Recycling and Recovery UK. It will serve as an advisory body, guiding deliverables such as a new code of conduct. The aim is to drive positive change by establishing links across the sector, facilitating task groups for specific activities and creating member EDI communities to gather wider input.

The forum's membership includes representatives from waste businesses, stakeholder groups (such as the Environmental Services Association and EU Skills), CIWM members and staff, and a CIWM trustee. Its first output is a Sector Inclusion Forum Charter.

In addition to forming the Sector Inclusion Forum and ring-fencing funding, CIWM has made significant progress on the actions set out in its EDI strategy, including:

- Producing an EDI glossary to assist CIWM staff, members, and the wider sector in understanding EDI concepts and terminology
- Creating an EDI e-learning course to help shift mindsets through practical tips and techniques
- Developing a CIWM EDI Code of Conduct to establish consistent attitudes and behaviours across stakeholders
- Reviewing flexible working and wellbeing policies within CIWM to create a workplace that acknowledges and accommodates different lifestyles.

Expanding the circle

In a landmark move this year, CIWM significantly expanded its scope and international influence through the strategic acquisition of the Circular Economy Institute and by assuming leadership of the globally renowned Circular Economy Club (CEC). This brings Circular Economy Institute and CEC into the CIWM Group, creating a powerful alliance dedicated to advancing sustainable resource management and the principles of circularity worldwide.

This strategic integration fosters immense synergistic value for our members and stakeholders. While

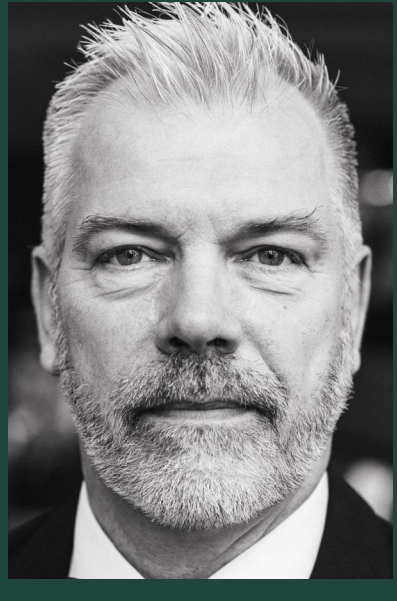
"In a landmark move this year, CIWM significantly expanded its scope and international influence by acquiring the Circular Economy Institute and Club"

New director to strengthen policy and influence

In a significant enhancement to our leadership team, CIWM appointed Dan Cooke as Director of Policy, Communications and External Affairs, commencing September 2024. This newly established role is pivotal in amplifying CIWM's influence and reinforcing our position as the sector's leading voice.

Cooke brings three decades of invaluable sector experience, including 21 years with Pennon Group and his recent term as CIWM President (2023-2024). His responsibilities include leading policy engagement, managing stakeholder relations, overseeing communications, and crucially, championing the membership's perspective on key issues like resource efficiency and the circular economy.

As CEO Sarah Poulter noted, Cooke's appointment significantly boosts our capability during a period of rapid evolution for the resources and waste sector. "His expertise will be vital in navigating upcoming policy changes and highlighting the sector's contribution to environmental goals and economic vibrancy," she said.



CIWM, Circular Economy Institute and CEC will maintain operational autonomy, members across all three organisations now benefit from enhanced access to world-class thought-leadership, increased opportunities for international collaboration, and broader sharing of knowledge, best practices and innovative ideas. The formation of this group more than doubles our collective membership base, establishing a significantly larger global community with the scale and resources required to drive meaningful and lasting change towards a more circular future.

With more than 10,000 members, Circular Economy Institute, founded by circular economy pioneer Anna Tarí, is highly regarded for its professional training programmes, certification schemes, and expert workshops delivered across more than 30 countries to organisations such as the UN One Planet Network and Harvard School of Design. CEC, also established by Tarí, operates as a vibrant, free-to-join network connecting more than 7,000 professionals – from business, government, finance and academia – through 280-plus local clubs in 140 countries.

CIWM's CEO, Sarah Poulter, said of the acquisition: 'The creation of this group will facilitate the growth of a powerful and respected global community with the scale and resources required to drive meaningful and lasting change. We look forward to supporting Circular Economy Institute in its mission to promote the highest standards of practice in the circular economy field, and in building the strong international leadership needed to shift from linear to circular practices.

> **"We are proud to equip the people of the resources and waste industry with the skills they need to power the UK economy"**

'We are also extremely excited by the opportunity to grow the CEC community and cement its position as the primary platform for ambitious professionals committed to a circular future.'

Training and qualifications

Education and training have long been at the heart of CIWM's activities. We are proud to equip the people of the resources and waste industry with the skills they need to power the UK economy.

In 2024, we launched many new training courses across a variety of subjects and levels. A good example is our new Continuing Competence test for Northern Ireland.

Waste management regulations in Northern Ireland require operators to join and comply with an approved scheme, such as the CIWM (WAMITAB) Operator Competence Scheme. Up until now, operators in Northern Ireland have taken the same test as those in England and Wales, but CIWM has worked with the Northern Ireland Environment Agency to produce a territory-specific Continuing Competency assessment that takes account of regional variations.

We also designed a dedicated training programme for NHS waste managers that will help them develop and maintain the crucial skills they need to handle waste safely and sustainably. The NHS in England has committed to being a net-zero carbon healthcare provider by 2040, and sees the proper handling of waste as a part of this strategy.

The programme includes a year of CIWM Affiliate-grade membership, which can be upgraded to a Technical membership once the course has been completed. Towards the end of the year,



Graduation day at Veolia's Operational Excellence programme

"The provision of brand, marketing and communications expertise will help innovators to better tell their stories and continue to raise their profile"

Veolia proudly celebrated the third graduation of its Operational Excellence programme, co-accredited by CIWM and the Chartered Management Institute. The course is designed to equip sector managers with critical attributes needed for a sustainable future, with professionals honing their skills in:

- Sustainability
- Waste management
- Finance
- Health and safety
- Advanced leadership capabilities.

Feedback from Veolia is positive, citing increased knowledge, confidence and morale among its staff.

Winners of innovation funding

This year, CIWM's Circular Economy Innovators Fund paid out its first awards, which are intended to accelerate the growth of high-potential small and micro businesses in the resources and waste sector.

Six organisations received tailored marketing, communications and brand development support from Barley Communications, whose experienced brand designers, media-relations specialists and social-media experts can help small and medium enterprises to grow.

The awards, worth £10,000 each, have been given to:

- Loom, which is developing software to support the upcycling and redesign of clothing
- Maconda Solutions, an enabler for the circular built environment
- MarinaTex, a versatile material made from seaweed and seafood waste that is being developed as an alternative to single-use plastic
- The Little Loop, a circular marketplace for new and pre-loved children's clothing
- Velorim, which collects and recycles bicycle tyres, inner tubes and Li-ion batteries
- WEEE Scotland, which is helping to address the challenges of redundant electrical equipment through repair, refurbishment, and remanufacture.

Richard Hudson, CIWM's technical manager, described the awards as the foundation on which the circular economy will be built. 'We are confident that the provision of brand, marketing and communications expertise will help these innovators to better tell their stories, continue to raise their profile, and leverage the potential to scale up their operations,' he said.

Remembering John Ferguson

CIWM fondly remembers John McCallum Ferguson OBE FCIWM (13 October 1927 – 5 June 2024), a true 'gentleman of waste' who died aged 96. Universally regarded as a pleasure to converse with, John was perpetually interested in others' work, keen to understand the details, and deeply supportive of the next generation entering the sector.

His distinguished career in engineering began after military service with the Royal Engineers (during which he became a captain by the age of 21) and completing his degree in 1951. Achieving Chartered Engineer status (Institution of Civil Engineers, ICE) in 1965, he joined the newly formed Greater London Council (GLC) in 1966. At the GLC, he progressed through key roles in public health engineering – including significant projects such as the



Edmonton incinerator – eventually becoming general manager of the waste management branch (1982-85). After the GLC's dissolution, he was appointed director of the new London Waste Regulation Authority, serving from 1986 until his retirement in 1996.

John's commitment to CIWM was profound. Joining as a Fellow in 1982 and later appointed a Life Member, he served as CIWM President (1990-91), London & Southern Counties Centre chair (1987-89) and councillor (until 2019), and later as president of the International Solid Waste Association (1998-2000). He also held Fellowships with ICE and the Chartered Institution of Water and Environmental Management, and Membership of IMechE.

A lifelong learner with diverse passions, John pursued art (completing an MA in fine art influenced by waste materials), poetry (especially Robbie Burns), cooking and yoga. An inspiration and a supportive colleague who mentored many, John leaves an enduring legacy. CIWM extends sincere condolences to his family, friends, and associates.



Regional round-up

CIWM's members are its lifeblood. Our volunteers organise events ranging from site visits and technical talks to formal dinners and fundraisers. Here's a selection from 2024

CIWM's 10 regional centres have had a great year, organising and attending local events and online webinars, and contributing to our core activities. The volunteers who make our regional centres possible are vital to our organisation. They see how industry and government activity affects those who work in our sector, which is invaluable experience for our policy work.

A big thanks to all of you who organise events across the UK and Ireland – your efforts are truly appreciated.

Scotland Centre

North of the border, CIWM's Scotland Centre organised five centre council meetings and three members council drop-in meetings this year, plus regular get-togethers with industry bodies, including the Scottish government, Scottish Environment Protection Agency, Zero Waste Scotland, Scottish Environmental Services Association and the Resource Management Association Scotland. Members also enjoyed Professional Development Network (PDN) site visits and a combined in-person AGM and spring seminar.

The Scotland Centre was also an organising partner for the Scottish Resource conference.

In addition, members raised £2,000 for WasteAid at a Christmas lunch held at Glasgow University Union. Before lunch, a CPD session was held, featuring a presentation from Early Careers President Charlotte Davis and contributions from new-to-industry members and students.

North West Centre

In the North West of England, CIWM volunteers coincided their AGM with a visit to the Suez Renew Hub in Manchester – a joint event with attendees from LARAC. The event covered the implications of the Emissions Trading Scheme, food-waste policy and waste-contractor perspectives. Delegates were challenged on how artificial intelligence could help local authorities prepare for change, and CIWM President Dan Cooke gave an update. Other speakers included: Paul Morgan (Greater Manchester Combined Authority) Stuart Hayward-Higham (Suez), Jo Oliver (LARAC) and Nick Fellows (Voom).

London and Southern Counties Centre

The London and Southern Counties Centre is one of the largest CIWM centres, covering regions from Buckinghamshire to the Isle of Wight and Oxford to Kent – plus Greater London, of course.

In 2024, it organised site visits to: Re3's materials recycling facility (MRF) in Reading; ReFood's anaerobic digester (AD) in Dagenham; Walbrook Wharf waste transfer station in the City of London; and Veolia's MRF in Southwark. There was also a healthy number of open meetings and webinars during the year, exploring topics from plastic pollution and carbon capture to construction materials management and health and safety.

The London and Southern Counties Centre also supported its members with Chartership 'bootcamps', mentoring, and professional development network activities.

South West Centre

The South West Centre's focus has been on curating a range of events that provides the most value and

interest to its members. Each event had a different team working on it, benefiting from the skills and ideas of both CIWM Centre councillors and a member representative. Highlights included:

- The Southwest Centre AGM, which featured a valuable update on changing government policy from CIWM director of innovation and technical services, Lee Marshall.
- A hybrid event with the UK Environmental Law Association at the University of Exeter, featuring talks on topics from waste crime and 'end of waste' to the legalities of the circular economy
- Practical Implications of Upcoming Policy Changes – an event focusing on the latest policy changes in waste strategy and resource use, with investigation of how waste-management professionals can make the most of the 'regulatory evolution'.

The centre also organised site visits, including to Lush Green Hub in Poole, and Bath and North East Somerset Council's recycling hub in Keynsham.

The feedback it has had on its events has been 'fantastic', the centre said, which bodes well for the year ahead.

Wales Centre

The CIWM Wales Centre had a busy year, putting together five consultation responses for CIWM Cymru, including on:

- NRW charges 2024-25
- Lower rate of landfill disposals tax
- Towards a universal culture of repair and re-use in Wales
- Three new and two amended standard rules permits
- Implementing the Infrastructure (Wales) Act 2024.

Members of the centre also gave evidence to a session of the Welsh government Climate Change Environment and Infrastructure Committee, called Beyond Recycling.

In addition, the Wales Centre organised a full timetable of events, including a site visit to the Royal Mint in Pontyclun and two technical and event dinners – plus CIWM's ever-popular Resources Cymru conference in Cardiff.







Top to bottom: CIWM members networking around the country

It also produced a useful and informative podcast, *Circular success; unpacking Wales' vision*.

East Anglian Centre

Members of the East Anglian Centre organised meetings and events, including visits to Palm Paper in King's Lynn and the Canal & River Trust in Milton Keynes. Centre councillors also met at RWM, at the NEC in Birmingham.

In addition, it held its AGM at Johnsons of Old Hurst Zoo in Huntingdon, and enjoyed a tour of Envar's Cambridgeshire in-vessel composting facility.

Midlands Centre

The Midlands Centre held six meetings of its council – five virtually and one in-person. It also delivered five technical meetings and site visits, including:

- Energy in the Midlands – the future (emissions trading, carbon capture and new developments)



- The known unknowns – joint LARAC/CIWM local authority event and site visit
- Trip to Atherstone AD plant
- Introduction to landfill – PDN event and site visit, Poplars site
- Battery recycling – visit to LiBatt in Wolverhampton.

Members of the centre also attended a Circular Economy Club meeting in Birmingham, held a drop-in session for members, and provided a speaker for a Whitespace Midlands event.

Republic of Ireland Centre

The CIWM Republic of Ireland Centre held its 2024 AGM at the Rediscovery Centre in Dublin, featuring presentations on Ireland's Circular Material Use Rate and a tour of the national circular economy hub. Members engaged in national consultations, submitted to the Climate Action Plan 2024, and hosted multiple site visits and webinars.

Membership remains steady at 118, with strong representation on national waste and sustainability groups.

Elections saw new and returning Centre Council members appointed. The centre also co-sponsored awards recognising excellence in waste and resource management research, demonstrating CIWM ROI's commitment to professional development and sector leadership.

North East Centre

The North East Centre organised some informative site visits during 2024. In May, members attended a tour of the Sherbourne Recycling site in the West Midlands – a state-of-the-art MRF that provides processing for the kerbside collections of its partner councils.

In June, members toured one of the UK's leading electrical recycling facilities, GAP Gateshead, which comprises WEEE recycling, a renew hub, vape processing and plastics recycling and in October, the centre organised a street-cleansing event, hosted by Wybone at its Barnsley site. Papers were presented on a variety of subjects and then a traditional lunch of pie, peas and gravy was enjoyed. Delegates were also given a live demonstration of how AI can detect littering from vehicles.

The year ended with another popular and oversubscribed event; a general meeting followed by a Christmas dinner. This is always a fantastic networking event for the centre and a must-attend event in the calendar with excellent support from sponsors and members.

"Our members attended a tour of the Sherbourne Recycling site in the West Midlands, — a state-of-the-art MRF that provides processing for the kerbside collections of its partner councils"



Another impactful year

As we reflect on another impactful year, I want to extend my heartfelt thanks to all our CIWM volunteers and staff. Your dedication, expertise, and generosity of time have driven meaningful progress in our shared mission. Whether through contributing to consultations, delivering high-quality events, supporting our members, or championing innovation, your efforts are the foundation of our success. Together, we're shaping a more sustainable future and strengthening our professional community. Thank you for everything you do.

We are, as always, working toward a world beyond waste.

Sarah Poulter, CEO of CIWM



Chartered Institution of Wastes Management (CIWM) (incorporated by Royal Charter)

Trustees' report and consolidated financial statements

Registered company number RC000777

A charity registered in England and Wales (1090968) and in Scotland (SC037903)

31 December 2024

Trustees' report for the year ended 31 December 2024

General Council members, key management personnel and advisers

General Council members

Members of General Council who are the Trustees of the Chartered Institution of Wastes Management and who all served in office throughout 2024, and up to the date of signature of the financial statements, except where indicated, were:

A Willetts FCIWM	**Immediate Past President until 20.06.24 then General Councillor from 20.06.24**
D Cooke FCIWM	**President (in post until 20.06.24), Immediate Past President (in post from 20.06.24 until 01.07.24)**
T Walker FCIWM CEnv	**Vice President (in post until 20.06.24), President (in post from 20.06.24)**
T Nicoll FCIWM	
J Kutner FCA CTA FCIWM	**Honorary Treasurer**
D Greenfield FCIWM CEnv	**Junior Vice President (in post until 20.06.24), Vice President (in post from 20.06.24)**
W Hubbard FCIWM	
L Parkes FCIWM	
A Read FCIWM CEnv	
M Gover FCIWM	
D Simpson FCIWM	
V Hughes FCIWM	**Junior Vice President (in post from 20.06.24)**

Trustees' report *(continued)*

Key Management Personnel

S Poulter	Chief Executive Officer
K Cockburn	Senior Director of Policy and Education
A Havard	Director of Governance and Strategic Projects
L Marshall FCIWM	Director of Innovation and Technical Services
D Cooke FCIWM	Director of Policy, Communications and External Affairs (in post from 02.09.24)
P Sloggett	Marketing Director (in post until 05.02.24)
H Tovey	Commercial and Membership Director (in post until 05.02.24)

Registered office address

Quadra
500 Pavilion Drive
Northampton Business Park
Northampton
NN4 7YJ

Website: ***www.ciwm.co.uk***

Advisers

Bankers:
HSBC Bank Plc
500 Pavilion Drive
Northampton Business Park
Northampton
NN4 7YJ

Solicitors:
EMW Law
Seebeck House,
1 Seebeck Place,
Knowlhill, Milton Keynes
MK5 8FR

Investment managers

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

Rathbone Brothers PLC
8 Finsbury Circus,
London
EC2M 7AZ

Auditors:
Moore Kingston Smith LLP
6th Floor
9 Appold Street
London, EC2A 2AP

Trustees' report *(continued)*

The General Council present their report and audited consolidated financial statements of CIWM and its subsidiaries for the year ended 31 December 2024.

OBJECTIVES AND ACTIVITIES

Charitable Objects

The stated Objects of the CIWM Group are to advance for the public benefit, the art and science of wastes management worldwide and so to promote education, the protection of public health and the preservation of the environment, and for that purpose to further promote and maintain good standards of practice, competence and conduct by all its members.

Charitable purposes that provide benefit to the public are defined by the Charities Act 2011. The Charity Commission have issued guidance concerning the sort of charitable activity that might fall within each of the charitable purposes defined by the Act including examples of the type of charity that might carry out appropriate activities.

The General Council has reviewed the definitions in the Act and considers that the Charitable Objects of CIWM fall within three of the charitable purposes, namely:

- the advancement of education;
- the advancement of environmental protection or improvement; and
- the advancement of health.

The General Council of CIWM have also reviewed the guidance issued by the Charity Commission and consider that the activities of the CIWM Group comply with the criteria stated in that guidance for each of the respective charitable purposes noted above

Objectives, Aims and Intended Impact

CIWM's purpose is to move the world beyond waste.

Our mission is to unite, equip and mobilise our professional community to lead, influence and deliver the science, strategies, businesses and policies for the sustainable management of resources and waste.

Our value proposition is 'creating more for professional life' the benchmark of professionalism, resources and achievement for our sector.

We deliver this through the CIWM Way which is a statement of our values; collaboration, creativity, determination, adaptation and consideration.

Trustees' report *(continued)*

Objectives, Aims and Intended Impact *(continued)*

Our strategy outlines the role CIWM and its members will play in shaping the future of waste, recycling and resource management, in line with the United Nations Sustainable Development Goals. It is centred around six themes that will enable our organisation to act as a vital change agent for the transition to a low-carbon circular economy.

1. Pioneering professional standards
2. Nurturing innovation
3. Advocating with an authoritative voice
4. Enhancing engagement and connectivity
5. Cultivating communities of practice
6. Leading through excellence

As we implement our strategy, you will see us doing more of what we do best: delivering high-quality services and developing new opportunities that are consistent with our core purpose and values. This will be enabled by continuing to operate a sound, not-for-profit business and sustaining day-to-day operations whilst investing in future opportunities.

The objectives outlined in these themes reflect both CIWM's long held priorities as the professional body for the sector and its additional objectives as a qualifications awarding body:

- advance the scientific, technical and practical aspects of resources and wastes management for the benefit of the environment;
- promote high standards of practice, competence and conduct across the sector;
- promote the importance of independently recognised professional competence;
- raise awareness and understanding of resource and waste issues amongst all sectors of society both within the United Kingdom and internationally;
- promote and award qualifications and learning that underpin high standards of education, practice and competence across the sectors it serves;
- develop and support systems for the assessment and award of apprenticeships;
- advise environmental regulators on skills and qualifications in support of technical competence;
- influence the development of policy for new education frameworks and qualifications; and
- research, devise and develop qualifications and learning products to support skills and learning requirements in relevant adjacent industry sectors of the UK and overseas.

In setting the CIWM Group's objectives and in planning the Group's activities the General Council have given careful consideration to the Charity Commission's general guidance on public benefit and to its supplementary public benefit guidance on fee-charging.

The General Council confirms that Trustees have complied with the duty in Section 17 of the Charities Act 2011, to have due regard to the Charity Commission's general guidance on public benefit, including the guidance "Public benefit: running a charity (PB2)".

Trustees' report *(continued)*

Principal activities

CIWM delivers its aims and objectives through different activities, most of which, because of their relevance and importance, remain constant from year to year. These are in line with the CIWM strategy which cements these activities into the six pillars and CIWM Way referenced above.

As a membership organisation, CIWM remains dedicated to seeking to improve the member experience and provide members with the tools and support to achieve success in their jobs and careers, including through qualifications and skills solutions.

CIWM works collaboratively internally and externally to share knowledge and good practice and to provide solutions for members, learners, customers, employees and the environment.

CIWM seeks to operate its organisation ethically, sustainably and professionally with excellent customer service. It promotes, maintains, improves and recognises professional standards in the sector; and promotes and awards qualifications and learning. In all its work, CIWM endeavours to be forward-thinking and innovative in how it develops and implements service and policy ideas, ensuring value for money for members, learners, and customers.

CIWM has a strong outward facing role, focussing on using the knowledge, credibility and authority it derives from its members to:

- influence policy and regulatory developments affecting the resources and waste management sector in the UK and Ireland;
- influence the sustainable performance of other industry sectors and of society generally; and
- help to show the sector in an accurate and positive light in the media and in direct communications.

Work in these areas includes;

- working closely with representatives of government departments and agencies to inform and influence policy and regulatory developments in England, Ireland, Northern Ireland, Scotland and Wales and in the UK as a whole;
- working with partners to inform and influence policy and regulatory developments in the EU and more widely;
- supporting government at central, devolved and local levels, their agencies and other organisations in the delivery of projects with relevant outcomes including the improvement of environmental quality; waste reduction; the establishment of improved reporting and monitoring methodologies and systems; and relevant qualifications and skills solutions; and
- working in collaboration with relevant partners to establish, promote and deliver technical research, relevant training and educational resources, and professional competence schemes and learning for the industry.

Volunteers

The General Council is grateful to the large number of members (estimated to be in excess of 400) who support and contribute to the organisation's work through their service on committees, forums, Strategic Expert Groups, Centre Councils, and Working Parties and in representing the Group on other outside bodies and organisations.

Trustees' report *(continued)*

Volunteers *(continued)*

This commitment by volunteers enables the CIWM Group to draw on a depth and breadth of knowledge of resources and waste management and of other pertinent sectors and competencies which is unrivalled; and which establishes and enhances CIWM's status, reputation and influence.

ACHIEVEMENTS AND PERFORMANCE

Activities undertaken during the year

The CIWM Group has sought to deliver the objectives and activities outlined above by undertaking a variety of specific initiatives and activities during the year, many in partnership with other organisations. Further details about these are given in the Annual Review section of this document.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

Trustees are pleased to be able to report a consolidated net operating surplus on General Funds of £291,475 (2023: £108,183). The budget for the year had been set to show a small surplus and the actual result shows an improvement over budget of around £250,000 the largest part of which was a reduction in salary costs mainly due to delays which occurred in filling vacancies. The staff levels are now at their projected level and the Trustees have again forecasted a small surplus for 2025.

In January 2025 the CIWM completed the acquisition of the Circular Economy Institute Limited at a total cost including professional fees of £234,550. This acquisition was in line with the strategic policy of CIWM and resulted in this full amount being shown as Goodwill, which will be written off over a ten-year period. Circular Economy Institute Limited started trading on 9 January 2024 and closed the financial year ended 31 December 2024 with a loss of £26,351.

During 2024 CIWM approved a budget of £500,000 over a two-year period for a digital transformation project to modernise the website and update its digital image and processes.

Commitments for expenditure on awards to projects approved by Trustees under the Reserves Policy amounted to £94,320 (2023: £301,457). Further details of projects approved are set out below and in note 15 to the Financial Statements.

There were realised and unrealised gains on investments of £273,175 (2023: £300,130). These gains and losses are not critical in the short term as there is no likelihood of there being a requirement to sell the investments in the near future.

The Gala Dinner and the London Centre Christmas Lunch, which are deemed to be non-charitable activities, are the only activities in CIWM Enterprises. CIWM Enterprises closed the financial year ended 31 December 2024 with a profit before Gift Aid of £87,648; the comparative for 2023 was a profit of £94,745.

The total net movement in funds for the year after the expenditure on projects from reserves and the realised and unrealised losses on investments was a surplus of £470,330 (2023: £106,856) which resulted in an increase in Total Funds from £6,685,377 at the end of 2023 to £7,155,707 at the end of 2024.

Trustees' report *(continued)*

Reserves policy

The total unrestricted funds (that is the Designated funds and the General Funds) held by the group as at 31 December 2024 were £7,131,134 (2023: £6,660,804).

Reserves are required to provide the charity with a firm financial foundation and to provide the stability required to fund day-to-day operations. They also provide the funding for future investment whether on essential capital requirements to support the operational delivery of the charity's aims and purposes, or on the research and development of new activities or longer term initiatives.

The Trustees have reviewed the reserves of CIWM taking into account relevant factors, including:

- forecasts for levels of income for the current and future years, taking into account the reliability of each source of income and the prospects for developing new income sources;
- forecasts for expenditure for the current and future years on the basis of planned activity;
- analysis of any future specific financing needs, for example to maintain and replace tangible and intangible fixed assets

Based on this detailed review, Trustees have concluded that reserves at a value of approximately £2.0 million are required to finance the charity's day-to-day operations. Free reserves in the General Fund exceed this minimum level by £4,681k.

In 2021 the Trustees decided that they would utilise part of these reserves each year and allocate amounts to specific projects in furtherance of their objectives. The objective at that time was to allocate around one million pounds over a three-year period and then review the outcomes. During the years 2021 to 2023, as has been reported, a total amount of £965,203 has been approved for projects and the Trustees have been satisfied that these projects have all run successfully. In 2024 the Trustees reviewed their reserves policy and in light of the expenditure on the acquisition of the Circular Economy Institute, and the proposed expenditure of the Digital Transformation project, the decision was made to put further policies on hold whilst they considered how best to use reserves to benefit their membership and further their strategic objectives. In light of this, no new projects were approved during 2024.

An amount of £94,320 (2023: £301,457) was spent or committed during the year in respect of approved projects.

Investment policy and objectives

CIWM holds two portfolios of investments for which Trustees obtain expert investment management advice from the respective discretionary investment managers.

Both portfolios have a policy of medium risk with the portfolios being invested primarily to obtain the most effective capital protection and capital growth over the longer term, with the objective of maintaining the capital value above the rate of inflation. Both portfolios exclude direct investment in companies involved in Tobacco, Armaments, Pornography, Gambling, Environmental pollution, and Fossil Fuels. All investment income received on both portfolios is reinvested.

Trustees' report *(continued)*

Investment performance against objectives

CIWM's investment portfolios have been managed throughout the year by RBC Brewin Dolphin and Rathbone Brothers PLC. Both investment managers are appointed on a discretionary management basis. During the year the Trustees received investment performance information and other general investment advice and comment from the respective discretionary investment managers.

The two portfolios generated investment income of £129,683 (2023: £123,509) which was re-invested. The investment portfolios recorded unrealised gains for the year which total £266,674 (2023: £297,465). Disposals of investments made during 2024 from the two portfolios resulted in realised gains of £6,501 (2023: £2,665).

Risk Management

General Council is responsible for the management of the risks faced by CIWM. Detailed considerations of risk are delegated to the Leadership Team. Trustees and senior managers recognise the importance of identifying risks and establishing systems and procedures to mitigate those identified; and this process is embedded in the charity's business planning which includes regular reviews and assessments of risks.

The following key controls are used by CIWM to minimise risk wherever possible and to identify and then mitigate risks where they occur:

- formal agendas and detailed minutes for all Committee and Board activity;
- detailed terms of reference for all Committees, Boards etc;
- formal external training on roles and responsibilities for all Trustees and senior staff;
- annual review of all risks by both the Trustees and the Audit & Risk Committee and quarterly monitoring of these risks by the Trustees;
- comprehensive strategic planning, budgeting and management accounting;
- established organisational structure and lines of reporting with clear authorisation and approval levels; and
- regular monitoring and review of Disaster Recovery Plan and Business Continuity Plan

Appropriate record keeping is maintained, including a Register of General Councillors' Interests.

The Audit and Risk Committee reviews all risks of CIWM. Moore Kingston Smith LLP, as part of their audit, provide management reports to the trustees, advising on recommendations to improve internal controls.

Trustees confirm that appropriate systems have been established to mitigate other risks identified; but recognise that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed. During 2024 the General Council reviewed its risk approach and will be implementing this throughout 2025.

Trustees' report *(continued)*

FUTURE PLANS

CIWM's future plans are outlined in the CIWM five-year strategy launched in 2021. Our strategy is about clear, decisive steps to shape a future-ready, resilient organisation that enables our professional community to be at its best and ready to make our actions count.

It is centred around six themes that will enable our organisation to act as a vital change agent for the transition to a low-carbon circular economy.

Pioneering professional standards
We will continue to set and raise standards for professional excellence – maintaining our support for the development of effective, successful, and qualified professionals.

Nurturing innovation
As the age of digitalisation changes our world with breath-taking speed, we will support our members and the global community by enabling and encouraging innovation.

Advocating with an authoritative voice
Our status as the leading voice in the sector underpins our ability to advocate on behalf of our members, represent the interests of professionals, influence society's approach to resource management, and promote the benefits of a circular economy.

Enhancing engagement and connectivity
Resource efficiency is a global social responsibility. Our role is not only to inform and educate businesses, organisations, and individuals about that responsibility, but also to inspire and enable them to take action – worldwide.

Cultivating communities of practice
We establish a culture and framework which encourages professional relationships to flourish and members to promote ideas, impart knowledge, share problems, suggest solutions, advocate best practice, and build personal networks that enhance their career opportunities.

Leading through excellence
Achieving our purpose requires an effective, efficient and high-performing membership organisation, with financial strength and organisational resilience, which leads by example.

Our ambitious purpose and strategy have been created as a collaboration between members and Trustees. It is owned by all of us. Because, together, we have the knowledge, creativity and determination to move the world beyond waste.

The full strategy is available on CIWM's website at ciwm.co.uk/strategy.

Trustees' report *(continued)*

FUTURE PLANS *(continued)*

In January 2024 CIWM acquired the Circular Economy Institute and Circular Economy Club. These acquisitions directly accelerate CIWM's progress toward delivering its strategic goals to build communities of practice and enhanced engagement and connectivity worldwide. The Circular Economy Institute's mission is to promote the highest standards of practice in the circular economy field, to build the strong leadership we need internationally to shift from linear to circular. The Circular Economy Club is the international network of the circular economy field, engaging and connecting over 12,000 Circular Economy professionals and organisations around the world. At the end of 2024, the CIWM General Council approved the 2025 business plan, which outlines growth plans linked to the introduction of professional standards for professionals in all spheres who are keen to demonstrate their commitment and expertise in circular economy principles and practices. Paid membership, learning and development and events products underpin the business plan, as does engagement with key sector partners, circular economy club leads and other professional bodies.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Charity was formed in 1898, incorporated as a company limited by guarantee in 1908 and from 1981 was known as the Institute of Wastes Management. On 1 March 2002 it was granted a Royal Charter of Incorporation and was renamed the Chartered Institution of Wastes Management and, for the purposes of the Charities Act 2011, is a charitable company (registered company number RC000777) and has no share capital. It is registered with the Charity Commission in England and Wales under charity number 1090968 and with the Office of the Scottish Charity Regulator under charity number SC037903.

CIWM's governing instruments are the Royal Charter, its Bye-Laws, Regulations and Practice Directions sealed on 1 March 2002**.** Where changes are required each document requires a different approval process.

- The Royal Charter has not been changed since 2010 and must be approved by Full Members at an Extraordinary General Meeting (EGM) and then requires approval of the Crown.
- Changes to Bye-Laws must be approved by Full Members at an Extraordinary General Meeting (EGM), and then must be approved by the Privy Council.
- Changes to Regulations must be approved by Full Members at an Extraordinary General Meeting (EGM).
- Changes to Practice Directions can be made by General Council.

In January 2023 CIWM held an Extraordinary General Meeting in order to introduce the CIWM Technical grade. CIWM Members voted in favour of introducing this new grade and this resulted in changes to the CIWM regulations.

The governing documents can be viewed on CIWM's website at ciwm.co.uk/constitution.

Trustees' report *(continued)*

Appointment and election of General Council members

The General Councillors of CIWM, the registered charity, are its trustees for the purposes of charity law and throughout this report are collectively referred to as the General Council or Council members. The General Council consists of:

(a) The Honorary Officers – President, Senior Vice-President, Junior Vice-President, Immediate Past-President, & Honorary Treasurer.

(b) Seven General Councillors who have been selected based on skills

The Chair is elected annually by and from the General Council. General Councillors are normally elected for a term of three years; retire by rotation and are eligible to stand for re-election.

Induction and Training of General Councillors

All General Councillors attend training on Trustee responsibilities sourced via the National Council for Voluntary Organisations (NCVO).

We regularly provide updates to Trustees about relevant newsletters and guidance documents from the NCVO and the Charity Commission.

Periodically, training on specific topics is provided for Trustees by suitably qualified individuals or organisations.

Organisational Management

CIWM's General Council have overall responsibility for the management of CIWM and delegate various responsibilities to the CIWM leadership team and staff and to sub-committees. The terms of reference and members of these committees are outlined in the CIWM governing documents.

Members' Council, the Policy & Innovation Forum and the Qualifications & Professional Standards committee all report into General Council and there are two review committees, focused on Audit & Risk and Corporate Governance & Professional Ethics. These have independent Chairs, with relevant specialist skills and competencies, who are appointed for three year terms of office.

Group Structure and Relationships

During 2024 CIWM had the following active subsidiaries: CIWM Enterprises Limited, a separate organisation which arranges non primary purpose activities for CIWM, Circular Economy Institute Limited, and Circular Economy Club, C.I.C, a Community Interest Company .

During 2024 CIWM had the following dormant subsidiaries: CIWM International Limited, Waste Smart Limited, Resource Smart Limited, Institute of Wastes Management, WAMITAB Limited, The Waste Management Industry Training and Advisory Board Limited and Circular Economy Industry Training & Qualifications Limited.

CIWM works extensively at regional and local levels through its Centres, which provide members with free and low cost regional events on a variety of topics and liaise with local and regional organisations. The Centres in the Republic of Ireland, Scotland, Wales and Northern Ireland work closely with their respective governments and other stakeholders.

CIWM also runs several task and finish or working groups in order to influence and support CIWM projects.

Trustees' report *(continued)*

Remuneration policy for key management personnel

The General Councillors consider that the senior management team, comprise the key management personnel of CIWM in charge of directing, controlling, running and operating CIWM on a day to day basis. The pay of senior managers is reviewed annually and increased, as appropriate, in line with average earnings.

REFERENCE AND ADMINISTRATIVE INFORMATION

Auditors

The re-appointment of Moore Kingston Smith LLP as auditors of the company will be considered at the forthcoming Annual General Meeting on 16 July 2025.

Statement on disclosure of information to auditors

Each person who is a General Councillor at the date of approval of this report confirms that so far as the General Councillor is aware, there is no relevant audit information of which the company's auditors are unaware; and each General Councillor has taken all the steps that he/she ought to have taken as a General Councillor to make himself/herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Statement of responsibilities of the Trustees of the Chartered Institution of Wastes Management

The Trustees are responsible for preparing the Trustees' Report (called Report of the General Council) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales and Scotland requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charity and the group and of the incoming resources and application of resources of the charity and the group for that period.

In preparing these financial statements, the General Council are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the group and the charity will continue its activities.

The General Council are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that its financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008; the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the Royal Charter. They are also responsible for safeguarding the assets of the charity and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The General Council are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

By order of the General Council



J Kutner
Honorary Treasurer
500 Pavilion Drive
Northampton
NN4 7YJ
11 June 2025

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT

Opinion

We have audited the financial statements of Chartered Institution of Wastes Management for the year ended 31 December 2024, which comprise the Group Statement of Financial Activities, the Group and Parent Charity Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charity's affairs as at 31 December 2024 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 (as amended) and regulations 6 and 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 charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity'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 annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT *(continued)*

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charity and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the trustees' annual report.

We have nothing to report in respect of the following matters where the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 28, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charity 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)© of the Charities and Trustee Investment (Scotland) Act 2005 and report to you 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT *(continued)*

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charity's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

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 is detailed below.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT *(continued)*

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charity.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charity and considered that the most significant are the Charities and Trustee Investment (Scotland) Act 2005 (as amended), regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended), the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council

- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.

- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.

- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT *(continued)*

Use of our Report

This report is made solely to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011 and Section 44(1)© of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the charity's members and trustees those matters which we are required to state to them in an auditor's report addressed to them and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charity and charity's members as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

Moore Kingston Smith LLP.

17 June 2025

Jonathan Aikens (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

6th Floor
9 Appold Street
London
EC2A 2AP

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006

Chartered Institution of Wastes Management
Consolidated statement of financial activities *for year ended 31 December 2024*

	Note	Unrestricted funds General Funds	Designated Funds	Endowment Funds	Total funds 2024	Total funds 2023
		£	£	£	£	£
Income						
Income from charitable activities:						
Membership subscriptions		**715,152**	-	-	**715,152**	701,689
Affiliated Organisation income		**349,387**			**349,387**	366,002
Regional centre income		**81,912**	-	-	**81,912**	48,194
Charitable trading income		**1,202,450**	-	-	**1,202,450**	1,210,226
Income from provision of qualifications		**1,549,518**	-	-	**1,549,518**	1,482,303
Income from trading activity:						
Commercial trading operations		**333,724**	-	-	**333,724**	305,452
Income from investments:						
Investment income	8	**129,683**	-	-	**129,683**	123,509
Interest receivable		**40,182**	-	-	**40,182**	34,551
Other income		**46,260**	-	-	**46,260**	43,239
Total income		**4,448,268**	-	-	**4,448,268**	4,315,165
Expenditure						
Expenditure on raising funds						
Investment management		**(32,773)**	-	-	**(32,773)**	(30,227)
Commercial trading operations		**(213,040)**	-	-	**(213,040)**	(200,433)
Charitable activities:						
Charitable trading expenditure		**(430,459)**	-	-	**(430,459)**	(509,722)
Provision of qualifications		**(328,544)**	-	-	**(328,544)**	(331,173)
Staff costs	7	**(2,143,720)**	-	-	**(2,143,720)**	(2,288,026)
Regional centre expenses		**(67,512)**	-	-	**(67,512)**	(46,927)
Committee directed costs	6	**(96,343)**	-	-	**(96,343)**	(80,000)
Committee running costs		**(13,889)**	-	-	**(13,889)**	(10,117)
Premises costs, postage, stationery, communications, marketing		**(572,870)**	-	-	**(572,870)**	(483,877)
Travel and accommodation		**(40,483)**	-	-	**(40,483)**	(40,305)
Insurances and other Professional fees		**(134,672)**	-	-	**(134,672)**	(107,964)
Amortisation		**(37,287)**	-	-	**(37,287)**	(15,283)
Depreciation		**(9,276)**	-	-	**(9,276)**	(24,087)
Financing costs		**(35,925)**			**(35,925)**	(38,841)
Grants for Projects	15	-	**(94,320)**		**(94,320)**	(301,457)
Total expenditure		**(4,156,793)**	**(94,320)**	-	**(4,251,113)**	(4,508,439)
Net income/ (expenditure)		**291,475**	**(94,320)**	-	**197,155**	(193,274)
Net gains/ (losses) on investment assets		**273,175**	-	-	**273,175**	300,130
Net income/ (expenditure)		**564,650**	**(94,320)**	-	**470,330**	106,856
Transfers between funds	15	-	-	-	-	-
Net movement in funds	5	**564,650**	**(94,320)**	-	**470,330**	106,856
Total funds brought forward	15	**6,428,448**	**232,356**	**24,573**	**6,685,377**	6,578,521
Total funds carried forward	15	**6,993,098**	**138,036**	**24,573**	**7,155,707**	6,685,377

The Charity has no recognised gains or losses for the year (2023: £nil) other than as detailed above. The net movements in the Charity's funds for the year arise from the Charity's continuing activities. Full details of comparative figures for the year ended 31 December 2023 and movements in the Unrestricted funds and Endowment & Restricted Funds during that year are shown in Note 15 to these financial statements. The notes on the following pages form part of these financial statements.

Chartered Institution of Wastes Management
Consolidated balance sheet as at 31 December 2024

	Note	2024		2023	
		£	£	£	£
Fixed assets					
Intangible assets	10		**305,513**		30,728
Tangible assets	10		**6,434**		11,557
Investments	11		**5,932,261**		5,567,918
			6,244,208		5,610,203
Current assets					
Debtors	12	**619,487**		748,053	
Cash at bank and on deposit		**1,435,381**		1,631,555	
		2,054,868		2,379,608	
Creditors: amounts falling due within one year	13	**(991,677)**		(1,091,003)	
Net current assets			**1,063,191**		1,288,605
Total assets less current liabilities			**7,307,399**		6,898,808
Creditors: amounts falling due after more than one year	13		**(151,692)**		(213,431)
Net assets			**7,155,707**		6,685,377
Endowment funds					
Permanent	15		**24,573**		24,573
Restricted funds	15		**-**		-
Unrestricted funds					
Designated funds	15		**138,036**		232,356
General funds	15		**6,993,098**		6,428,448
Total funds	15		**7,155,707**		6,685,377

The notes on the following pages form part of these financial statements.

These financial statements were approved by the General Council on 11 June 2025 and were signed on its behalf by:

T Walker
President

J Kutner
Honorary Treasurer

Chartered Institution of Wastes Management
Charity balance sheet as at 31 December 2024

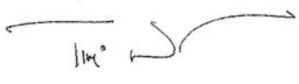
	Note	2024		2023	
		£	£	£	£
Fixed assets					
Intangible assets	10		**305,513**		30,728
Tangible assets	10		**6,434**		11,557
Investments	11		**5,932,469**		5,568,125
			6,244,416		5,610,410
Current assets					
Debtors	12	**650,484**		751,597	
Cash at bank and on deposit		**1,282,144**		1,465,026	
		1,932,628		2,216,623	
Creditors: amounts falling due within one year	13	**(971,657)**		(1,063,685)	
Net current assets			**960,971**		1,152,938
Total assets less current liabilities			**7,205,387**		6,763,348
Creditors: amounts falling due after more than one year	13		**(151,692)**		(213,431)
Net assets			**7,053,695**		6,549,917
Endowment funds					
Permanent	15		**24,573**		24,573
Restricted funds	15		**-**		-
Unrestricted funds					
Designated funds	15		**138,036**		232,356
General funds	15		**6,891,086**		6,292,988
Total funds	15		**7,053,695**		6,549,917

The notes on the following pages form part of these financial statements.

These financial statements were approved by the General Council on 11 June 2025 and were signed on its behalf by:

T Walker
President

J Kutner
Honorary Treasurer





Chartered Institution of Wastes Management
Consolidated Statement of Cash Flows for the year ended 31 December 2024

	2024 £	2023 £
Cash flow/(outflow) from operating activities		
Net cash (used in)/ provided by operating activities	41,357	(173,879)
Cash flows from investing activities		
Interest, dividends and other investment income received	169,865	158,060
Proceeds from sale of fixed assets	-	-
Proceeds from disposal of fixed asset investments excluding endowment funds	1,371,807	905,793
Acquisition of fixed asset investments excluding endowment funds	(1,472,481)	(1,033,205)
(Additions)/disposals to investments in current assets	-	-
Payments to acquire tangible and intangible fixed assets	(316,225)	(17,157)
	(247,034)	13,491
Net increase in cash and cash equivalents	(205,677)	(160,388)
Cash and cash equivalents at beginning of year	1,769,972	1,930,360
Cash and cash equivalents at end of year	1,564,295	1,769,972
Cash and cash equivalents at end of year comprise		
Cash at bank and on deposit	1,435,381	1,631,555
Cash held within the investment portfolio	128,914	138,417
Cash and cash equivalents at end of year	1,564,295	1,769,972

Reconciliation of net income/ (expenditure) to net cash flow from operating activities

	2024 £	2023 £
Net income/(expenditure) including endowments	470,330	106,856
Adjustments for:		
Amortisation/Depreciation charges	46,563	39,370
Loss on disposal of fixed assets	-	-
Net (gains)/ losses on investments	(273,175)	(300,130)
Investment income	(169,865)	(158,060)
Decrease/ (increase) in debtors	128,566	2,256
Increase/ (decrease) in creditors	(161,062)	135,829
Net cash (used in)/ provided by operating activities	41,357	(173,879)

The notes on the following pages form part of these financial statements.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

These 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)' – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the requirements of the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008; the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended); the provisions of the Royal Charter.

The charity is a public benefit entity for the purposes of FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the company and its group. Monetary amounts in these financial statements are rounded to the nearest pound.

The financial statements have been prepared on the historical cost convention, modified by the recognition of certain investments and financial assets and liabilities measured at fair value through income and expenditure within the Statement of Financial Activities.

The preparation of financial statements in conformity with the Charities SORP (FRS 102) and FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the charity's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in note 3.

Going concern

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements.

There are no material uncertainties related to events or conditions that cast significant doubt on the charity's ability to continue as a going concern. The accounts therefore continue to be prepared on a going concern basis.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

1 Accounting policies *(continued)*

Basis of consolidation and Group financial statements

The financial statements consolidate the financial statements of CIWM and its wholly owned non-charitable subsidiaries, CIWM Enterprises Limited (trading), Circular Economy Institute Limited (trading), CIWM International Limited (dormant), Waste Smart Limited (dormant), Resource Smart Limited (dormant), Institute of Wastes Management (dormant), WAMITAB Limited (dormant), The Waste Management Industry Training and Advisory Board Limited (dormant) and Circular Economy Industry Training & Qualifications Limited (dormant), on a line-by-line basis.

Fund accounting

General unrestricted funds comprise accumulated surpluses and deficits on general funds and cumulative realised and unrealised gains of the investments. They are available for use at the discretion of the General Council in furtherance of the general charitable objectives.

Designated funds are unrestricted funds which have been put aside at the discretion of the General Council for particular purposes. Each year the General Council allocate an amount of money to be used to deliver Projects which support CIWM's objectives.

Endowment funds

Permanent

These are assets which must be held permanently by the charity. The capital element of permanent endowment funds is not utilised, only the income from permanent endowment funds is utilised.

Restricted funds

Restricted funds are funds received by CIWM for particular purposes and expenditure is restricted to that particular project.

Income

Income is recognised when CIWM or its trading subsidiary has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income includes amounts received and receivable during the year by CIWM at headquarters, its ten regional centres; and the turnover of the company's trading subsidiaries, CIWM Enterprises Limited and Circular Economy Institute Limited. It comprises subscriptions, donations, grants and charges for services provided stated net of value added tax where applicable. Income from Centres is incorporated on the basis of returns.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

1 Accounting policies *(continued)*

***Income** (continued)*

Income from membership subscriptions is recognised when received and is allocated across the relevant period of membership on a calendar year basis.

Income from government and other grants, whether "capital" grants or "revenue" grants, is recognised when either of the charities 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.

Interest receivable and investment income

Interest on funds held on deposit and income generated by Fixed Asset investments, including dividend income and interest, are included when receivable and the amounts can be measured reliably. This is normally upon notification by the bank or the discretionary investment managers of the interest paid or payable, or the income credited to the investment portfolios.

Donated services and facilities

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

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

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 accounted for reliably. Expenditure is classified under the following activity headings:

Expenditure on raising funds comprises the costs of commercial trading and fees paid for the discretionary management of the fixed asset investment portfolios and their associated support costs.

Charitable activities – expenditure includes the costs of administering the professional activities of CIWM, supporting the regional Centres and membership and other activities undertaken to further the purposes of the charity and the associated support costs.

Grants payable are recognised when they have been communicated to the recipient and any conditions are within the control of the grantee.

Other expenditure represents those items not falling into any other heading.

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

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

1 Accounting policies *(continued)*

Allocation of Support Costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back-office costs, finance, personnel, payroll and governance costs which support CIWM's professional and charitable activities. These costs have been allocated between the costs of raising funds, expenditure on charitable activities and other expenditure.

The bases on which support costs have been allocated are set out in Note 4.

Operating Leases

CIWM classifies the lease of printing equipment as operating leases; the title to the equipment remains with the lessor and the equipment is replaced at the end of the lease period whilst the economic life of such equipment is normally longer. Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight-line basis over the period of the lease.

Tangible Fixed assets and depreciation

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated at rates calculated to write off the cost less estimated residual value by equal instalments over their estimated useful economic lives as follows:

Office equipment including computer equipment	-	33$^{1}/_{3}$% on cost
Fixtures and fittings	-	15% to 33$^{1}/_{3}$% on cost

Intangible Fixed assets and amortisation

Individual intangible fixed assets costing £500 or more are capitalised at cost and are amortised at rates calculated to write off the cost by equal instalments over their estimated useful economic lives up to a maximum of ten years as follows:

Computer Software	-	20% on cost
Goodwill	-	10% on cost

At the end of each reporting period, the residual values and useful lives of tangible and intangible assets are reviewed and adjusted if necessary and if circumstances indicate that the carrying value may not be recoverable then it is adjusted for impairment.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

1 Accounting policies *(continued)*

Quoted Investments

Investments listed on a recognised stock exchange are initially measured at their cost and subsequently measured at fair value at the balance sheet date. All movements in value arising from investment changes or revaluations are shown as part of the Statement of Financial Activities and are included within unrestricted funds.

Realised gains and losses and unrealised gains and losses are not separated in the Statement of Financial Activities.

Unlisted Investments

Unlisted investments are held by CIWM to generate a return on capital invested for the charity.

Interests in subsidiaries and associated entities

Interests in subsidiaries, associates and jointly controlled entities are initially measured at cost and subsequently measured at cost less any accumulated impairment losses. All the subsidiaries except CIWM Enterprises Limited and Circular Economy Institute Limited are currently dormant.

Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

CIWM 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.

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.

Cash at bank and on deposit

Cash at bank and on deposit includes cash and short-term liquid investments with an original maturity date of three months or less.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

1 Accounting policies *(continued)*

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

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.

Derecognition of financial liabilities

Financial liabilities are derecognised when, and only when, the company's obligations are discharged, cancelled, or they expire.

Pensions

CIWM operates a defined contribution pension scheme, the Legal and General Work Save Pension Plan. All new employees are eligible to join the Legal & General scheme. All existing employees and all employees joining since 1 May 2015 were automatically enrolled into the Legal and General Work Save Pension Plan unless they have exercised their right to opt out of scheme membership. Contributions are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the schemes.

Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets. The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

2 Legal status of the Charity

The Chartered Institution of Wastes Management is a Royal Charter company and is registered as a charity in England and Wales and in Scotland. It has no share capital and, in the event of the charity being wound up, no liability rests with either the Trustees or its members. The Trustees are listed at the start of the Trustees Report. The registered office is Quadra, 500 Pavilion Drive, Northampton Business Park, Northampton, NN4 7YJ.

3 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision & future periods if the revision affects both current & future periods.

The following judgements have had the most significant effect on amounts recognised in the financial statements:

a) The company makes an estimate of the recoverable value of trade and other debtors based on the ageing profile of debtors and historical experience.
b) The annual amortisation charge and impairment review of intangible assets is sensitive to changes in the estimated lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates.
c) The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates.

Key sources of estimation uncertainty

For the years ended 31 December 2024 and 2023 the Trustees consider that there were no key sources of estimation uncertainty.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

4 Analysis of Support Costs

The breakdown of support costs and how these were allocated between charitable activities, the cost of raising funds, and other activities for the year to 31 December 2024 is shown below.

	Charitable Activities	Expenditure on raising funds	Other	Total allocated 2024	Basis
	£	£	£	£	
Governance – see below	138,149	3,390	-	141,539	Staff time and actual costs incurred
Finance & IT	316,091	21,838	8,885	346,814	Staff time and usage
HR & General Administration	14,850	-	-	14,850	Actual costs incurred
	469,090	25,228	8,885	503,203	

The breakdown of support costs and how these were allocated between charitable activities, the cost of raising funds, and other activities for the year to 31 December 2023 is shown below.

	Charitable Activities	Expenditure on raising funds	Other	Total allocated 2023	Basis
	£	£	£	£	
Governance – see below	115,706	-	-	115,706	Staff time and actual costs incurred
Finance & IT	328,089	8,996	8,631	345,716	Staff time and usage
HR & General Administration	11,028	-	-	11,028	Actual costs incurred
	454,823	8,996	8,631	472,450	

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

4 Analysis of Support Costs (continued)

Governance Costs

Governance costs represent the support necessary to deliver the management and reporting requirements for CIWM, the General Council and the other Committees and Boards, including strategic planning for future development, complying with constitutional and statutory requirements, and satisfying public accountability. They primarily comprise relevant proportions of senior management time, but also include the cost of external audit, legal and other professional advice.

	2024	2023
	£	£
General Council and other Committee & Meeting costs	**11,983**	9,435
Audit fees	**25,500**	23,650
Legal and professional fees	**28,290**	9,532
Staff costs	**75,766**	73,089
	141,539	115,706

5 Movement in net funds for the year

	2024	2023
	£	£
Movement in net funds is stated after charging:		
Auditors' remuneration:		
Audit fees - group	**25,500**	23,650
- charity	**25,500**	23,650
Non audit fees - group	**3,140**	735
Amortisation of intangible fixed assets	**37,287**	15,283
Depreciation of tangible fixed assets	**9,276**	24,087
Operating lease payments	**76,015**	76,011

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

6 Payments to General Council members

No Trustees received emoluments during the period (2023: £Nil).

As permitted by the constitutional documents, reimbursement of expenses incurred when travelling to, or engaged upon, the business of the charity or its trading subsidiary amount to:-

	2024 **£**	2023 £
Group – Travel	**4,025**	3,550
Charity – Travel	**3,457**	3,550
Number of Trustees	**6**	8

7 Staff numbers and costs

The average number of persons employed by the group during the year was 35 (2023: 40) and the average number of full-time equivalent employees (including casual and part-time staff) during the period was as follows:

	2024 **Number**	2023 Number
Charitable activities	**31**	34
Support	**3**	4
	34	38

The aggregate payroll costs of these persons were as follows:

	2024 **£**	2023 £
Wages and salaries	**1,601,318**	1,752,786
Social security costs	**176,889**	192,022
Pension contributions to defined contribution pension schemes	**129,963**	142,310
Termination payments	**27,350**	20,494
	1,935,520	2,107,612

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

7 Staff numbers and costs *(continued)*

All employees are eligible to join CIWM's health insurance schemes and premiums paid in respect of those who have opted for membership was: 2024 £9,902 *(2023: £11,600)*. CIWM also provides all employees with insurance cover for Death in Service and Permanent Health Insurance cover – premiums paid: 2024 £26,882 *(2023: £26,583)*.

Key management personnel include the Trustees, Chief Executive Officer, Senior Director of Policy and Education, Director of Governance and Strategic Projects, Director of Innovation and Technical Services, Director of Policy, Communications & External Affairs (from 02.09.24), Marketing Director (until 02.02.24), and Commercial & Membership Director (until 02.02.24). Total pay & benefits received by key management personnel was £574,581 (2023: £638,475).

The number of employees whose emoluments (salaries and benefits in kind) exceeded £60,000 during the year is shown below. The emoluments are calculated on a full annualised basis, even if the employee concerned was only employed for part of the year in question.

	2024	**2023**
	No	**No**
£60,001 - £70,000	**1**	1
£70,001 - £80,000	**4**	4
£80,001 - £90,000	**-**	-
£90,001 - £100,000	**1**	-
£100,001 - £110,000	**-**	-
£110,001 - £120,000	**-**	-
£120,001 - £130,000	**-**	-
£130,001 - £140,000	**-**	-
£140,001 - £150,000	**-**	-
£150,001 - £160,000	**-**	-
£160,001 –£170,000	**1**	1

Pension contributions relating to employees earning more than £60,000 amounted to £40,804 *(2023: £45,781)*.

The Chief Executive Officer receives a fixed monthly car allowance as part of salary.

8 Income from fixed asset investments

	2024	2023
	£	£
Income from fixed asset investments:		
Listed and common investment funds	**129,683**	123,509

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

9 Indemnity insurance

The CIWM Group operates trustees' and officers' liability insurance cover at a total cost of £3,360 (*2023: £3,360*)

10 Intangible and Tangible Fixed Assets

Group

	Intangible Fixed Assets			Tangible Fixed Assets
	Computer Software £	Goodwill £	Intangible Total £	Fixtures & Fittings/Office Equipment £
Cost				
At 1 January 2024	296,213	-	296,213	222,814
Additions	77,522	234,550	312,072	4,153
Disposals	-	-	-	(35,002)
At 31 December 2024	373,735	234,550	608,285	191,965
Amortisation/Depreciation				
At 1 January 2024	265,485	-	265,485	211,257
Charge for year	13,832	23,455	37,287	9,276
Disposals	-	-	-	(35,002)
At 31 December 2024	279,317	23,455	302,772	185,531
Net book value				
At 31 December 2024	**94,418**	**211,095**	**305,513**	**6,434**
At 31 December 2023	30,728	-	30,728	11,557

The net book value at 31 December 2024 represents fixed assets used for:

	Fixtures & Fittings/Office Equipment £	Computer Software £	Goodwill £	Total £
Headquarters	6,434	94,418	211,095	311,947

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

10 Intangible and Tangible Fixed Assets *(continued)*

Charity

	Intangible Fixed Assets			Tangible Fixed Assets
	Computer Software £	Goodwill £	Intangible Total £	Fixtures & Fittings/Office Equipment £
Cost				
At 1 January 2024	296,213	-	296,213	222,814
Additions	77,522	234,550	312,072	4,153
Disposals	-	-	-	(35,002)
At 31 December 2024	373,735	234,550	608,285	191,965
Amortisation/Depreciation				
At 1 January 2024	265,485	-	265,485	211,257
Charge for year	13,832	23,455	37,287	9,276
Disposals	-	-	-	(35,002)
At 31 December 2024	279,317	23,455	302,772	185,531
Net book value				
At 31 December 2024	**94,418**	**211,095**	**305,513**	**6,434**
At 31 December 2023	30,728	-	30,728	11,557

The net book value at 31 December 2024 represents fixed assets used for:

	Fixtures & Fittings/Office Equipment £	Computer Software £	Goodwill £	Total £
Headquarters	6,434	94,418	211,095	311,947

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

11 Fixed asset investments

	Group 2024 £	Group 2023 £	**Charity 2024 £**	Charity 2023 £
Listed investments at market value	**5,803,050**	5,429,204	**5,803,050**	5,429,204
Cash held within the investment portfolio	**128,914**	138,417	**128,914**	138,417
Investment in unlisted securities	**297**	297	**297**	297
Group undertakings	**-**	-	**208**	207
	5,932,261	5,567,918	**5,932,469**	5,568,125

Listed investments:

	Group 2024 £	Group 2023 £	**Charity 2024 £**	Charity 2023 £
Market value at 1 January 2024	**5,429,204**	5,001,662	**5,429,204**	5,001,662
Additions at cost	**1,472,481**	1,033,205	**1,472,481**	1,033,205
Sales proceeds	**(1,371,807)**	(905,793)	**(1,371,807)**	(905,793)
Net gain/ (loss)	**273,172**	300,130	**273,172**	300,130
Market value at 31 December 2024	**5,803,050**	5,429,204	**5,803,050**	5,429,204
Historical cost at 31 December 2024	**5,200,094**	4,861,760	**5,200,094**	4,861,760

The market value of listed investments held by the group can be summarised as follows:

	2024 £	2023 £
Listed investments (excluding cash held on deposit within the portfolio)	**5,803,050**	5,429,204

No individual investment included in the portfolio is considered significant.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

11 Fixed asset investments *(continued)*

Unlisted investment

	2024 £	2023 £
Value at 1 January 2024	**297**	297
Provision	**-**	-
Impairment	**-**	-
Value at 31 December 2024	**297**	297

Shares in group undertakings

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
CIWM Enterprises Limited	**-**	-	**2**	2
CIWM International Limited	**-**	-	**100**	100
Waste Smart Limited	**-**	-	**2**	2
Resource Smart limited	**-**	-	**2**	2
The Waste Management Industry Training & Advisory Board Skills Ltd	**-**	-	**1**	1
Circular Economy Industry Training & Qualifications Limited	**-**	-	**1**	-
Circular Economy Institute Limited	**-**	-	**100**	100
	-	-	**208**	207

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

11 Fixed asset investments *(continued)*

The subsidiaries of CIWM at 31 December 2024 are set out below:

Name	Country of incorporation and company number	Nature of business	Proportion of equity held
CIWM Enterprises Limited	England and Wales (02731563)	Networking events	100%
CIWM International Limited	England and Wales (03510915)	Dormant	100%
Waste Smart Limited	England and Wales (08325813)	Dormant	100%
Resource Smart Limited	England and Wales (08330891)	Dormant	100%
Institute of Wastes Management (Company Limited by guarantee)	England and Wales (00229724)	Dormant	-
The Waste Management Industry Training and Advisory Board Limited	England and Wales (12471875)	Dormant	100%
WAMITAB Limited (Company limited by guarantee)	England and Wales (11139282)	Dormant	-
Circular Economy Institute Limited	England and Wales (15232864)	Training	100%
Circular Economy Club, C.I.C. (Company limited by guarantee)	England and Wales (11540466)	Membership	-
Circular Economy Industry Training & Qualifications Limited	England and Wales (15413972)	Dormant	100%

The issued share capital of CIWM Enterprises Limited is £2, divided into 2 ordinary shares of £1 each and shareholders' funds at 31 December 2024 totalled £128,365 *(2023: £135,462)*. The company had a surplus of £87,648 before Gift Aid in 2024 *(2023 surplus: 94,745)*. Turnover in 2024 was £306,789 *(2023: £305,452)*.

The Circular Economy Institute Limited was incorporated on 24 October 2023. The issued share capital is £100, divided into 100 ordinary shares of £1 each. The company started trading on 9 January 2024 and had a deficit of £26,251 in 2024. Turnover in 2024 was £26,935.

Circular Economy Industry Training & Qualifications Limited was incorporated on 15 January 2024. The issued share capital is 1 ordinary share of £1. The company remained dormant throughout 2024.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

12 Debtors

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Trade debtors	**339,425**	431,176	**330,939**	428,245
Amounts owed by subsidiary undertakings	**-**	-	**44,520**	4,980
Other debtors and taxation	**9,774**	9,256	**9,063**	10,792
Prepayments and accrued income	**270,288**	307,621	**265,962**	307,580
	619,487	748,053	**650,484**	751,597

13 Creditors: amounts falling due within one year

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Trade creditors	**67,863**	71,448	**67,231**	73,007
Amounts owed to subsidiary undertaking	**-**	-	**106**	205
Other creditors	**99,683**	78,581	**66,293**	46,785
Other taxation and social security	**39,601**	80,036	**62,174**	84,778
Accruals	**229,355**	267,279	**223,167**	265,874
Deferred income	**487,686**	496,706	**485,197**	496,083
Grant Commitment	**67,489**	96,953	**67,489**	96,953
	991,677	1,091,003	**971,657**	1,063,685

Creditors: amounts falling due after more than one year

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
Grant Commitment- WEERT Project	**151,692**	198,418	**151,692**	198,418
Grant Commitment- WasteAid Project	**-**	15,013	**-**	15,013
	151,692	213,431	**151,692**	213,431

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

14 Deferred income

	Group 2024 £	Group 2023 £	Charity 2024 £	Charity 2023 £
At beginning of the year	**496,706**	462,637	**496,083**	459,491
Movement in the year	**(9,020)**	34,069	**(10,886)**	36,592
At end of the year	**487,686**	496,706	**485,197**	496,083

Within the charity deferred income comprises membership, affiliated organisation subscriptions, training course fees and event fees. Within the group deferred income also includes event fees; all amounts relate to the next accounting period.

15 Statement of funds

Group – for the year ended 31 December 2024

	1 January 2024	Income	Expenditure	Investment Gain/(Losses)s	Transfers	31 December 2024
	£	£	£	£	£	£
General funds:	6,428,448	4,448,268	(4,156,793)	273,175	-	6,993,098
Designated funds:						
Projects- EDI Strategy	163,606	-	(25,570)	-	-	138,036
Projects- CE Innovators	68,750	-	(68,750)	-	-	-
Total unrestricted funds	6,660,804	4,448,268	(4,251,113)	273,175	-	7,131,134
Endowment funds:						
Permanent endowment Funds						
James Jackson award – est. 1948	250	-	-	-	-	250
PEEL Peoples Cup – est. 1988	1,000	-	-	-	-	1,000
James Sumner award – est. 1982	12,323	-	-	-	-	12,323
Henry Daley Memorial award	6,000	-	-	-	-	6,000
Frank Robinson Memorial Award est. 2007	5,000	-	-	-	-	5,000
Total endowment funds	24,573	-	-	-	-	24,573
Total funds	**6,685,377**	**4,448,268**	**(4,251,113)**	**273,175**	**-**	**7,155,707**

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

15 Statement of funds *(continued)*

General funds represent the funds of the charity which are not designated for particular purposes. The Designated fund is unrestricted funds which have been put aside at the discretion of the General Council for the particular purpose described in Note 1 "Fund accounting".

Group – for the year ended 31 December 2023

	1 January 2023	Income	Expenditure	Investment Gain/(Losses)s	Transfers	31 December 2023
	£	£	£	£	£	£
General funds:	6,325,458	4,315,165	(4,206,982)	300,130	(305,323)	6,428,448
Designated funds:						
Projects- Batteries	-	-	(20,000)	-	20,000	-
Projects- EDI Strategy	228,490	-	(64,884)	-	-	163,606
Projects- Tech Take Back	-	-	(70,324)	-	70,324	-
Projects- CE Innovators	-	-	-	-	68,750	68,750
Projects- WasteAid	-	-	(146,249)	-	146,249	-
Total unrestricted funds	6,553,948	4,315,165	(4,508,439)	300,130	-	6,660,804
Endowment funds:						
Permanent endowment Funds						
James Jackson award – est. 1948	250	-	-	-	-	250
PEEL Peoples Cup – est. 1988	1,000	-	-	-	-	1,000
James Sumner award – est. 1982	12,323	-	-	-	-	12,323
Henry Daley Memorial award	6,000	-	-	-	-	6,000
Frank Robinson Memorial Award est. 2007	5,000	-	-	-	-	5,000
Total endowment funds	24,573	-	-	-	-	24,573
Total funds	**6,578,521**	**4,315,165**	**(4,508,439)**	**300,130**	**-**	**6,685,377**

In February 2023 CIWM transferred £20,000 to the Designated Fund to fund a project 'Batteries- Towards a New Approach to Producer Responsibility'. In May 2023 £24,750 was transferred to the Designated Fund for a 3-month project Tech Takeback 'Reval*IT :* developing a replicable model for electrical reuse across the UK'. In December 2023 a further £45,574 was transferred for the next 6-month phase of this project. In August 2023, CIWM transferred a further £150,000 to the WasteAid project 'Dennakuwo- Gambia Phase 2- Deepen and Expand'. In October 2023 CIWM transferred £68,750 to the Designated Fund for a Circular Economy Innovators project. This fund will offer fast-track brand communications, marketing and design packages to SMEs delivering innovative services contributing towards a more circular economy.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

15 Statement of funds *(continued)*

The Permanent Endowment funds were established to provide capital funds for investment from which the income arising should be applied for awards to further the objectives of CIWM. To separate individual movements for each award would be unduly onerous given the size of the funds. Therefore, the net deficit between income arising and awards made has been treated as a movement on general funds.

Charity – for the year ended 31 December 2024

	1 January 2024	Income	Expenditure	Investment (Losses)/ Gains	Transfers	31 December 2024
	£	£	£	£	£	£
General funds:	6,292,988	4,221,290	(3,896,367)	273,175	-	6,891,086
Projects- EDI Strategy	163,606	-	(25,570)	-	-	138,036
Projects- CE Innovators	68,750	-	(68,750)	-	-	-
Total unrestricted funds	6,525,344	4,221,290	(3,990,687)	273,175	-	7,029,122
Endowment funds:						
Permanent endowment Funds						
James Jackson award – est. 1948	250	-	-	-	-	250
PEEL Peoples Cup – est. 1988	1,000	-	-	-	-	1,000
James Sumner award – est. 1982	12,323	-	-	-	-	12,323
Henry Daley Memorial award	6,000	-	-	-	-	6,000
Frank Robinson Memorial Award est. 2007	5,000	-	-	-	-	5,000
Total endowment funds	24,573	-	-	-	-	24,573
Total funds	**6,549,917**	**4,221,290**	**(3,990,687)**	**273,175**	**-**	**7,053,695**

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

15 Statement of funds *(continued)*

Charity – for the year ended 31 December 2023

	1 January 2023	Income	Expenditure	Investment (Losses)/ Gains	Transfers	31 December 2023
	£	£	£	£	£	£
General funds:	6,192,309	4,114,531	(4,008,659)	300,130	(305,323)	6,292,988
Projects- Batteries	-	-	(20,000)	-	20,000	-
Projects- EDI Strategy	228,490	-	(64,884)	-	-	163,606
Projects- Tech Take Back	-	-	(70,324)	-	70,324	-
Projects- CE Innovators	-	-	-	-	68,750	68,750
Projects- WasteAid	-	-	(146,249)	-	146,249	-
Total unrestricted funds	6,420,799	4,114,531	(4,310,116)	300,130	-	6,525,344
Endowment funds:						
Permanent endowment Funds						
James Jackson award – est. 1948	250	-	-	-	-	250
PEEL Peoples Cup – est. 1988	1,000	-	-	-	-	1,000
James Sumner award – est. 1982	12,323	-	-	-	-	12,323
Henry Daley Memorial award	6,000	-	-	-	-	6,000
Frank Robinson Memorial Award est. 2007	5,000	-	-	-	-	5,000
Total endowment funds	24,573	-	-	-	-	24,573
Total funds	**6,445,372**	**4,114,531**	**(4,310,116)**	**300,130**	**-**	**6,549,917**

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

16 Consolidated Statement of Financial Activities for year ended 31 December 2023

	Note	Unrestricted funds: General Funds	Designated Funds	Endowment Funds	Total funds 2023	Total funds 2022
Income		£	£	£	£	£
Income from charitable activities:						
Membership subscriptions		**701,689**	-	-	**701,689**	708,065
Affiliated Organisation income		**366,002**			**366,002**	340,647
Regional centre income		**48,194**	-	-	**48,194**	39,293
Charitable trading income		**1,210,226**	-	-	**1,210,226**	988,197
Income from provision of qualifications		**1,482,303**	-	-	**1,482,303**	1,369,486
Grant income	*19*	-	-	-	-	9,907
Income from trading activity:						
Commercial trading operations		**305,452**	-	-	**305,452**	281,309
Income from investments:						
Investment income	*8*	**123,509**	-	-	**123,509**	101,252
Interest receivable		**34,551**	-	-	**34,551**	7,059
Other income		**43,239**	-	-	**43,239**	44,732
Total income		**4,315,165**	-	-	**4,315,165**	3,889,947
Expenditure						
Expenditure on raising funds						
Investment management		**(30,227)**	-	-	**(30,227)**	(29,401)
Commercial trading operations		**(200,433)**	-	-	**(200,433)**	(178,643)
Charitable activities:						
Charitable trading expenditure		**(509,722)**	-	-	**(509,722)**	(437,315)
Provision of qualifications		**(331,173)**	-	-	**(331,173)**	(293,745)
Staff costs		**(2,288,026)**	-	-	**(2,288,026)**	(1,817,115)
Regional centre expenses		**(46,927)**	-	-	**(46,927)**	(38,360)
Committee directed costs		**(80,000)**	-	-	**(80,000)**	(57,852)
Committee running costs		**(10,117)**	-	-	**(10,117)**	(9,073)
Premises costs, postage, stationery, communications, marketing		**(483,877)**	-	-	**(483,877)**	(478,442)
Travel and accommodation		**(40,305)**	-	-	**(40,305)**	(25,225)
Insurances and other Professional fees		**(107,964)**	-	-	**(107,964)**	(155,226)
Amortisation		**(15,283)**	-	-	**(15,283)**	(14,053)
Depreciation		**(24,087)**	-	-	**(24,087)**	(41,352)
Financing costs		**(38,841)**			**(38,841)**	(31,991)
Grants for Projects	*15*	-	**(301,457)**		**(301,457)**	(270,570)
Total expenditure		**(4,206,982)**	**(301,457)**	-	**(4,508,439)**	(3,878,363)
Net income/ (expenditure)		**108,183**	**(301,457)**	-	**(193,274)**	11,584
Net gains/ (losses) on investment assets		**300,130**	-	-	**300,130**	(822,481)
Net income/ (expenditure)		**408,313**	**(301,457)**	-	**106,856**	(810,897)
Transfers between funds	*15*	**(305,323)**	**305,323**	-	-	-
Net movement in funds	*5*	**102,990**	**3,866**	-	**106,856**	(810,897)
Total funds brought forward	*15*	**6,325,458**	**228,490**	**24,573**	**6,578,521**	7,389,418
Total funds carried forward	*15*	**6,428,448**	**232,356**	**24,573**	**6,685,377**	6,578,521

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

17 Analysis of group net assets between funds

	Unrestricted Funds	Endowment & Restricted funds	Total
	£	£	£
Fund balances at 31 December 2024 are represented by:			
Tangible and intangible fixed assets	311,947	-	311,947
Investments	5,907,688	24,573	5,932,261
Current assets	2,054,868	-	2,054,868
Creditors falling due within one year	(991,677)	-	(991,677)
Creditors falling due in more than one year	(151,692)	-	(151,692)
Total net assets	**7,131,134**	**24,573**	**7,155,707**

	Unrestricted Funds	Endowment & Restricted funds	Total
	£	£	£
Fund balances at 31 December 2023 are represented by:			
Tangible and intangible fixed assets	42,285	-	42,285
Investments	5,543,345	24,573	5,567,918
Current assets	2,379,608	-	2,379,608
Creditors falling due within one year	(1,091,003)	-	(1,091,003)
Creditors falling due in more than one year	(213,431)	-	(213,431)
Total net assets	**6,660,084**	**24,573**	**6,685,377**

In the opinion of the Trustees, sufficient resources are held in an appropriate form for each fund to be applied in accordance with any restrictions imposed.

18 Commitments

Future minimum lease commitments under non-cancellable operating leases at 31 December 2024 were as follows:

	Group 2024	Group 2023	**Charity 2024**	Charity 2023
	£	£	**£**	£
Operating lease rentals payable				
In less than one year	**12,957**	59,840	**12,957**	59,840
In the second to fifth years inclusive	**16,197**	29,154	**16,197**	29,154
In more than five years	**-**	-	**-**	-
	29,154	88,994	**29,154**	88,994

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2024

18 Commitments *(continued)*

On 6 December 2024 CIWM signed a contract with Queen Elizabeth II Centre in London for hire of the venue in November 2026 for the ISWA World Congress event. The expected total commitment is £209,000, and the liability at 31 December 2024 is a 10% cancellation charge of £20,900. This liability has been included within other creditors and prepayments.

19 Related party transactions

There were no payments made to trustees for other services during the year. In May 2023 trustees allocated funds of £24,750 from reserves to a 3-month project by Tech-Takeback Ltd. In December 2023 a further £45,574 was allocated from reserves to Tech-Takeback Ltd for the next 6-month phase of the project. David Greenfield, who is a trustee in post since June 2023, is a director and shareholder of Tech-Takeback Ltd.

20 Taxation

As a charity, CIWM is exempt from tax on the income and gains arising from its charitable activities and its investments to the extent that the income and gains are applied for charitable purposes.

CHARTERED INSTITUTION OF WASTES MANAGEMENT

England & Wales - Charity number 1090968

Accounts

CIWM



Review of 2023

Plus trustees' report and financial statements
for the year ended 31 December 2023

Together, we stand for a world beyond waste



Contents

03 **President's foreword**
Introduction from Dan Cooke.

04 **Year in numbers**
Some keys stats from the past 12 months.

06 **It's what we do**
The 2023 presidential theme is one of celebration. Here's how CIWM's activities recognised and championed our sector.

08 **Influencing policy**
A crucial part of CIWM's work is shaping the policy that affects our sector's day-to-day activity. We examine the issues on the table.

11 **Your membership**
Our most value asset is our membership. From professional development to events.

14 **A regional roundup**
A look at the activities of our regional centres around the UK

17 **Looking ahead**
2024 will be an exciting year for CIWM – here's why.

18 **Trustees' report and consolidated financial statements**

19 Trustees' Report
31 Statement of responsibilities of Trustees
32 Independent Auditor's Report
37 Consolidated Statement of Financial Activities
38 Consolidated Balance Sheet
39 Charity Balance Sheet
40 Consolidated Statement of Cash Flows
41 Notes to the Financial Statements

From strength to strength



In Manchester in 1898, a group of Victorian gentlemen met to establish the Association of Cleansing Superintendents of Great Britain, the forerunner of the Chartered Institution of Wastes Management. So, 2023 marked our 125th anniversary, and CIWM goes from strength to strength. While our world and our sector have gone through many changes over those 125 years – fewer bowler and top hats, less austere moustaches, and, thankfully, greater diversity among our members and the wider sector (though that's still a work in progress) – the organisation's founding principles still resonate and inspire us today: sharing knowledge, ideas and best practice; building connections and collaborations; and deploying innovation and new technologies, all to protect human health and the environment.

Over the years, the dedicated professionals of CIWM and its predecessors have helped shape the way we work today. Pushing boundaries, challenging convention, solving problems, and serving the communities of the UK and Ireland. Today, we network globally, working to move the world beyond waste.

It was a successful 2023/24 for CIWM, as we continue to deliver against the six pillars of our strategy. We have cultivated our communities of practice by opening up CIWM membership to new audiences, growing our membership by more than 10%, connecting the sector at industry-leading events, and launching four new Strategic Expert Groups. We've also enhanced engagement and connectivity by extending our partnership with WasteAid, and laid the foundations for further international collaboration with the acquisition of the Circular Economy Institute and the Circular Economy Club.

Through 2023, we used our influential voice to advocate for our members and the sector by responding to important consultations, pressing the government to implement delayed waste reforms, and highlighting key issues through topical research and reports. We continue to encourage and enable innovation by shining a spotlight on the sector's pivotal role in advancing resource efficiency and circularity – via innovative technologies, skills and policies – through our 'Leading the Way' digital series, partnering with Content With Purpose and reaching new audiences and more than four million people.

We've set and raised standards for professional excellence in the sector through a new skills matrix, an enhanced Operator Competence Scheme, and new training courses and qualifications, including the Operational Excellence Programme with Veolia and tailored courses for the NHS. We continue to lead through excellence within CIWM, too, by enhancing our volunteer and member experience, and championing equality, diversity and inclusion. It was great to see CIWM highly commended in two categories – Best Virtual Event, for the Festival of Circular Economy, and Sustainability – at the MemCom Excellence Awards for membership organisations.

It's been an honour to serve as President for 2023/24. I've been welcomed by all of our Centres, and further afield at inspiring events showcasing the committed, inspiring professionals who work across our sector, and the world-class recycling, resources and waste management facilities and services they deliver, day in, day out. It's simply what we do!

As we look back with pride and celebrate what our institution has achieved over the past 125 years, our focus remains clearly on current and future challenges and opportunities in waste and resource management. Looking ahead, we're focused on embedding the Circular Economy Club and Institute, continuing to enhance member value, and nurturing innovation.

Now that we can clearly see the challenges of our age, working towards net zero, resource efficiency and a circular economy, while dealing with testing economic and social conditions, our sector's role has never been more important.



Dan Cooke
CIWM President, 2023/24

In numbers

CIWM's 2023:

1,938
new members welcomed

13
new Fellows and

62
new Chartered members this year

3,000+
attendees at our sector-leading conferences, events and webinars

16+
hours of thought-leadership content and global use-cases at the third Festival of Circular Economy (FOCE)

9,557
total qualification certifications issued in 2023

96
training courses delivered

9,860
qualification and course registrations

In numbers

CIWM's 2023:

More than **90,000**

unique visitors to Circular Online

59,688

page views for CIWM Connect



Number of Memcom Awards categories in which CIWM was shortlisted **3**

2 Number of Memcom Awards in which we were highly commended



1,178

posts on CIWM Connect



42

responses to consultations (formal and informal)



62

advisory panels, working groups and policy networks with CIWM representation



33,008

social media followers



It's what we do

2023 has been a year of celebration in the resources and waste sector. Taking a step back, we look at the role we play in society and how far we've come since our humble beginnings

The 2023 CIWM presidential theme took a broad holistic view of our sector. Rather than focusing on one specific aspect of the resources and waste sector, the President, Dan Cooke, took a step back to celebrate the vital work of the industry as a whole. In his presidential report, he cited feats such as technological progress, social impact, skills and training and decarbonisation.

"It's what we do" has been the mantra that's run through the year. Speaking in front of a packed audience in Bristol in June 2023, Cooke said: 'The services provided here in the UK – and the 140,000 dedicated and professional people who deliver them – are often at the leading edge of quality and innovation, delivering better resource efficiency and protecting our health and environment in ways that provide deep social value and are, often, simply world class.'

He went on to say that the purpose of the 2023 CIWM President's report was to "emphasise and celebrate the vital role and social value of our sector and those who work across it. Delivering essential services that touch every individual, business and organisation in the UK, we are an essential hub, helping other sectors to drive a more circular economy towards net-zero emissions."

Using a specially developed presidential microsite (**ciwmpresident.co.uk**), Cooke highlighted seven high-impact projects, from resource leadership in the Welsh government to the development of advanced robotics by RE3 and FCC that are boosting recycling rates and diverting more waste from landfill.

Cooke also showcased the work of more than a dozen circular economy pathfinders ('just a small selection of some of the most exciting in the sector right now'). These are examples of companies and councils that are working together to push forward the UK's circular economy and take us nearer to our goal – a world beyond waste.

The timing of Cooke's theme could not have been better: this is a pivotal moment, when we have the chance to accelerate progress and protect our planet at a time of global environmental crisis.

To that end, in September 2023 CIWM partnered with the creative agency CWP to launch World Beyond Waste – a

campaign celebrating the economic, environmental and social value that our sector delivers to society.

Using interviews, short films and podcasts – plus a 25-minute documentary premiered to great critical acclaim at RWM on13 September – the campaign aimed to raise awareness of what we do, and promote the resources and waste sector as a good place to work for those thinking about careers.

This is something that CIWM's Green Skills Working Group continues to champion – see page 9 for more details.

The campaign has been very well received, exceeding 4.3m impressions, 1.1m video views and 8,500 new microsite users. The average engagement across social media is an excellent 2 per cent and the view rate for the documentary reached a staggering 57 per cent (15 per cent is considered good).

Across the period of the campaign we noticed a 10 per cent rise in our LinkedIn following and X (formerly Twitter) rose 7 per cent.

This is an example of how CIWM can develop successful creative-industry partnerships that communicate our message to a wider audience.

After all, it's what we do.



Transforming lives in West Africa

CIWM's collaboration with WasteAid in The Gambia is helping to transform lives by introducing circular practices

Sustainability is a global answer to a global problem, so it's important that we use our skills and influence overseas, and not just in the UK. A third of the world's population does not have access to proper waste-disposal facilities, causing many health and environmental issues. CIWM is proud to offer expertise and funding to improve this picture.

A great example is the collaboration CIWM has undertaken with WasteAid in The Gambia, where a lack of waste-collection infrastructure and capital investment for entrepreneurs has led to waste being dumped or burned in the open air. Our funding of WasteAid projects is making a real difference.

The project is connecting people through a newly created Circular Economy Network, dubbed 'Dennakuwo' by local operators, which translates to 'together we can'. The network is linked to CIWM Connect here in the UK, where members are finding out that many of the problems faced by waste managers in The Gambia are also issues in the UK – even if the solutions are sometimes different.



We are also supporting entrepreneurial initiatives with seed funding and mentoring, encouraging recycling and reuse and the diversion of waste from burning and dump sites. For example, £5,000 was awarded to Plastics Recycling Gambia, a start-up that's aiming to capture HDPE from the waste stream for recycling.

We launched a fundraising campaign in 2023, asking CIWM members to donate to this worthy cause and we would like to thank everyone who donated – your generosity is changing lives for the better.

World Beyond Waste is part of a decade of action that's designed to take the world towards net carbon neutrality.

Influencing policy

A voice that represents resources and waste policy at the highest level – when CIWM speaks, government listens. Here's what our policy specialists worked on in 2023

After the economic and political turbulence experienced in the UK over the previous year, 2023 brought a policy landscape that presented fresh challenges and opportunities for CIWM. We continued to drive forward our World Beyond Waste purpose accelerating our sector towards a circular economy – all the time helping shape a vision of what this looks like for wider society.

CIWM's policy team engaged with the government as the Sunak administration readjusted its priorities and changed its approach to the implementation of its 2018 resources and waste strategy and the UK's journey to net zero.

Despite political headwinds, the resources and waste management sector maintains its key role in helping to shape a circular future. Recognising the fast-evolving nature of the sector, its core relationship with the wider industry, and its central importance to establishing a future without waste, informs much of CIWM's strategy, policy initiatives and other activities – from advancing education in the sector and promoting training, to driving sustainable technical innovation and championing the green skills agenda. The sector is, therefore, critical to the UK achieving its net-zero targets.



As the sector evolves and encompasses new areas requiring specialist knowledge and expertise, it is essential to ensure that resources and waste management practitioners have the right skill sets and training. CIWM is leading the way in this area, with a raft of initiatives and fresh training courses to deliver such skills.

In March, we launched our latest report, *Beyond Waste: Essential skills for a greener tomorrow*, and called on the UK government to provide additional support to bridge the rapidly expanding skills and labour gap in the sector, and help grow the green economy. This report is helping to inform the government's Green Jobs Delivery Group in its review of future sector skills.

"Our latest report is helping to inform the government's Green Jobs Delivery Group in its review of sector skills needs for the future"



CIWM estimates that existing policy and the more sustainable use of resources will create more than 74,200 new roles in the resources and waste sector by 2030, growing to an aggregate of 240,000 new roles by 2040. To support growth of the sector, CIWM has called on the government to provide additional support in three key areas:

- Increasing sector attractiveness – by championing the green credentials of the waste and recycling sector, including highlighting the range of roles available and how important the sector is for delivering the UK's environmental commitments and economic growth.
- Policy acceleration and timeframes – to provide confidence and encourage investment, while accelerating policy development, to catalyse the transition to a greener economy.
- Creating a green skills fund – unlocking new funds to attract people to the sector and help focus the transition to a circular economy.

Policy and innovation

Throughout the year, CIWM engaged with government on policy issues around the World Beyond Waste strategy. It continued to stress the importance and urgency of delivering on proposed circular economy policies. In some instances, however, the government's reprioritisation in certain policy areas led to some measures being put on hold or implementation schedules delayed. In June, for example, CIWM wrote to UK Prime Minister Rishi Sunak, urging him to push ahead with reforms on extended producer responsibility for packaging (pEPR) and consistent collections that the government introduced in its 2018 resources and waste strategy.

We pointed out that packaging producers and the UK's resources and waste sector had already begun to ensure compliance with regulations, and failure to implement pEPR would result in plans for more consistent household collections also being scrapped, because of the lack of funds from pEPR.

In addition, CIWM highlighted the opportunity for the reforms to create new jobs and economic growth – with investment in recycling infrastructure benefiting from greater confidence in the legislative framework and green-growth commitment – while also helping the UK's journey towards net zero.

Nonetheless, the government announced in July that pEPR fees had been deferred for a year. CIWM responded, reiterating its call for government to press ahead with executing the reforms on EPR and consistent collections. 'The sector is ready, willing and able to implement them and bring about the step-change in recycling rates that they are designed to deliver,' said Lee Marshall, CIWM's director of innovation and technical services. 'This is a valuable opportunity for the UK to show strong leadership and demonstrate its commitment to lead on combating climate change, and CIWM stands ready to support, as we continue our journey to a world beyond waste.'

On a different note, in October CIWM welcomed the long-awaited announcement from Defra on the Simpler Recycling reforms to household and business bin collections in England,

including for weekly food waste. We said that the proposals would enable the widest range of collection methods to be used, rather than a local assessment process on a case-by-case basis, and represented a pragmatic and sensible approach. As such, the reforms will allow local authorities to implement the collection systems that are most effective in their areas. However, we also expressed concerns that the requirement for residual waste to be collected at least every two-weeks runs contrary to allowing local authorities to determine the most effective systems, and will hinder recycling efforts.

Also in October, Defra announced reforms to the way carriers, brokers and dealers are regulated, along with the introduction of digital waste tracking. CIWM had supported such changes and welcomed them as 'transformative in combating waste crime and restricting criminal operations infiltrating the sector'.

Responding, CIWM emphasised the need to ensure that the profession operates at the highest standards, with clear and comprehensive regulatory systems key to achieving this.

CIWM also supported the move to bring forward requirements for waste transporters and controllers to demonstrate technical competence, with Defra highlighting the CIWM (WAMITAB) Qualifications standards for site permit technical competence as the template for this. CIWM is working with Defra and the Environment Agency to bring these new qualifications forward for the sector.

CIWM continued to engage government on a number of other fronts, too. On World Refill Day, in June, it called for the UK to take a leading role in promoting reuse as a sustainable solution to plastic pollution and reducing waste. This followed the Institution (in collaboration with Resource Futures) submitting a response to a call for evidence from Policy Connect, alongside the All-Party Parliamentary Sustainable Resource Group and the Sustainable Resource Forum. CIWM said the UK must show leadership on reuse, emphasising a comprehensive and effective approach to responsible resource management.

The Institution also urged the UK government to implement a long-term, holistic strategy to bridge the 'policy gap' on reuse, to provide certainty to all stakeholders within the value chain and encourage investment.

As well as advocating for the circular economy agenda domestically, CIWM engaged with issues around the global COP28 UN Climate Change Conference, in Dubai, in November. We highlighted the need for increased focus on resource efficiency on the COP28 agenda, stressing that it is imperative for better resources and waste management to be prioritised in climate action plans and nationally determined contributions.

We declared that resource efficiency is a policy area that requires more focus and called for it 'to be given the attention it deserves at COP summits and beyond'.

Green jobs for a green future

In 2023, CIWM continued to engage with the UK government's Green Jobs Delivery Group, with past president Dr Adam Read FCIWM representing the resources and waste management sector on the body.

The group, which was inaugurated in 2022, comprises leaders from business, industry, energy, local government, education, trade unions and academia, who have been selected to act on upskilling and training the green workforce of the future. It was conceived as the primary forum for government ministerial engagement with these representatives, working together to set out clear plans to enable the UK workforce to deliver net zero and wider environmental goals.

The group is focused on creating a Net Zero and Nature Workforce Action Plan, which is scheduled for publication in the first half of 2024. As part of this, the resources and waste strand of the group focused on gathering information on the workforce needed to deliver the government's resources and waste strategy. This was informed by CIWM's *Beyond Waste: Essential skills for a greener tomorrow* report, published in March 2023. This outlined, in detail, the key skills that will be required for the resources and waste sector to become more circular and to deliver a green industrial revolution, based on the government's net zero and environment objectives. The report's findings are set to inform the group's action plan and recommendations.



It's all about you

Your membership, your career, your CIWM. In 2023 we continued to put our members first, with new CPD courses, membership pathways and more

In a ceremony in Bristol, in June 2023, Dan Cooke was confirmed as CIWM President. His presidential theme was one of celebration (read more on page 6), and an inspiring speech went down well with the audience of movers and shakers from the resources and waste sector.

Dr Anna Willetts was thanked for her hard work as CIWM President in 2022 and took up the role of immediate past president. Completing the group of presidents, Dr David Greenfield was confirmed as the new CIWM junior vice president, and Tim Walker was advanced from 2022 junior vice president to 2023 senior vice president.

A special award was granted to Tina Benfield for her sterling service over 25 years at CIWM.



Introducing Dr David Greenfield, your new junior vice president



David Greenfield is professor of circular economy at the University of Brighton and lectures across multiple faculties, integrating circular economy principles into the curriculum and showcasing his dedication to sustainability.

Beyond his academic endeavours, Greenfield is deeply involved in practical applications of circular economy principles. He is managing director and founder of Soenecs, a research and innovation firm that has contributed significantly to circular economy roadmaps for Brighton and Hove and the West Midlands. He has also contributed to influential CIWM presidential reports in 2015 and 2021. Greenfield's leadership extends to etsaW Ventures, where he supports circular economy start-ups, and to Tech-Takeback, a successful not-for-profit initiative focused on the responsible disposal and recycling of electricals. This has garnered significant acclaim, including the 2021 BusinessGreen Leaders Award.

Greenfield's holistic approach to the circular economy drives significant change. His upcoming role in CIWM marks a significant milestone, underlining his commitment to pushing the boundaries of waste management and fostering a more sustainable future. He is scheduled to take over the role of CIWM President in 2025.

CIWM CEO Sarah Poulter has expressed confidence in Greenfield's abilities to contribute meaningfully to the organisation's leadership, further cementing his reputation as a leader in the field. 'I would like to congratulate David on his appointment to the important position of junior vice president,' she said. 'The presidential team performs a vital role in the leadership and direction of CIWM, and David's extensive experience will add real value at every stage in his journey to becoming CIWM President.'

The board of trustees

In 2023, the CIWM trustee board welcomed back three trustees for a further three-year term, reflecting the confidence the board has in its existing governance structure. Dr Adam Read, Wayne Hubbard and Marcus Gover were all reappointed following an assessment process by the selection committee and will serve a three-year term up to the 2026 presidential inauguration.

Dr David Greenfield also became a trustee following his appointment as junior vice president. Lyndon Ward ended his term as a trustee to focus on business development in his organisation, and CIWM thanks him for his contributions and hard work.

'Our board of trustees is fundamental to the effective running of CIWM, and we are delighted to welcome back Adam, Wayne and Marcus for a further term,' says CIWM board chair Liz Parkes.

Each year, CIWM requests applications from its members to become trustees. These applications are assessed by a selection panel, which includes CIWM members and a non-member, and then compared against a skills matrix that outlines the expertise needed on the board.

In 2023, the selection committee was pleased to see applications from a variety of members. CIWM encourages members from all areas of the sector to consider applying in 2024, to ensure our trustees reflect the diversity of CIWM's membership.

The board has also invited those who have not been successful in their trustee applications to get involved with CIWM in other ways.

More information on the CIWM trustee board is available on the **CIWM website**.

Our volunteer strategy steering group has also been working hard this year to create a blueprint that recognises our volunteers, members and staff. They are, without a doubt, CIWM's biggest asset, and our sincerest thanks go to everyone who has helped us succeed this year.

Looking ahead, we will create a thriving volunteer network that is aligned with delivering CIWM's goals. In particular, the strategy will:

- Provide more volunteering opportunities for members to contribute to the ongoing success of our organisation
- Empower our volunteer community to achieve our collective ambitions together
- Support volunteers to realise their goals by ensuring they have the resources, skills and authority they need, and that they can see the tangible difference their efforts achieve.

You can read more about the work of the CIWM region centres, led by volunteers, on page 14.

A more inclusive approach

When it comes to equality, diversity and inclusion (EDI), the resources and waste sector is lagging behind – something that CIWM intends to change with its EDI strategy, launched in mid-2022.

The strategy has two aims: to make CIWM a more diverse place for people to work, and for the organisation to feel the benefits of having a more inclusive workforce; and to be an example of best practice for other organisations in the resources and waste sector that will follow suit and reap the rewards.

What are those rewards? Commercially speaking, organisations that are more diverse can expect higher levels of innovation and productivity. One survey claims an increase in innovation revenue of 19 per cent for companies with more diversity in their management teams.

Research also shows that prospective employees choose organisations that take a strong moral stance on issues such as EDI – so, if you want a choice of the best candidates for a role, EDI has to be high on your organisation's list. Then there is the ethical stance; put bluntly, EDI is simply the right thing to do.

Speaking to *Circular* magazine, CIWM's first female CEO, Sarah Poulter, said: 'This is a three-year project, but we've already started making changes within the institution – striving for a more representative selection of speakers and panellists at events, for instance. Our aim is to position CIWM as a champion of EDI, and to inform, encourage and collaborate within the sector so that it's inspired to do so too.'

Poulter's message to those currently underrepresented in the resources and waste sector is simple: 'CIWM is here to represent you. Whoever you are and wherever you come from, we welcome you.'

Membership

In 2023, 1,938 new members joined CIWM – welcome to you all. We hope you are enjoying being part of the family.

We also saw 62 members upgrade to chartered status, while 13 members become Fellows. We've made the chartered upgrade pathway simpler and easier to follow: chartered interviews are now held quarterly and dates for the following year are published in advance, making it easier to plan. Panels are now selected nationally, not regionally, and the first ever chartered panellist standardisation event and chartered panellist guidance document have been introduced to support panellists.

Eight new members joined CIWM as Charted Environmentalists in 2023.

We also launched new ways to become a CIWM member: our Technical Member grade and a free affiliate membership for those undertaking CIWM/WAMITAB qualifications. Ellie Galibardi, CIWM head of digital and administration, told *Circular* in July 2023 that 'we are confident that offering this membership free of charge while learners are undertaking their qualification will support the learning experience and demonstrate the value of membership.'

'CIWM offers exclusive access to training, educational and professional development programmes, as well as industry news. We hope to see these learners use these resources, develop their careers, and become Technical, Chartered and Fellow members of CIWM in years to come.'

Changes were also made in 2023 to the IMIS system used to record members' CPD. Automation makes things easier – including reminder and final emails, as well as the uploading of completed files.

Skills and development

We've already seen (p9) that there is a shortage of skills and labour in the UK's resources and waste industry, and that CIWM is actively trying to address the problem. Alongside our policy work we are also focusing hard on continuing professional development for those working in the sector. It's something in which we have a proud heritage, and an area in which we continue to innovate and envolve.

'The transition to a greener, more circular economy is not optional,' commented Katie Cockburn, CIWM's senior director of policy and education. 'The UK waste and recycling sector is central to achieving this aim, but without additional support, we'll be unable to resource our services with the right people, with the right skills, at the right time.

'Government funding provided today will mean that the sector is able to unlock its potential as a powerhouse of economic growth and green job creation. In doing so, we will ensure that our finite and valuable resources are managed sustainably for the benefit of generations to come.'

In the here and now, CIWM continues to support and train its members, with a programme of continuing professional development courses that not only give the sector the expertise it so desperately needs, but also empowers our members with the skills they need for career advancement.

In 2023, we introduced a Skills Matrix (see **bit.ly/4cSI8Rd**), which sets out the essential knowledge, capabilities and proficiencies required to achieve success in a variety of roles at every career stage, providing a clear and personalised roadmap for individuals and businesses.

The Skills Matrix also has the potential to be a valuable tool for recruitment and future workforce planning, while helping to assess the skills and competency levels of existing staff. The information contained in the matrix can help provide focus for continuing professional development, forming the basis of mentoring conversations and helping to identify specific training and development needs.

In 2023, CIWM also launched a number of innovative new qualifications, certifications and training courses, including:

- Operator competence scheme
- Health and safety level 3
- Practical reuse and refurbishment
- Environment permitting and legislation essentials
- A series of 10 courses for NHS waste managers – a blend of new, existing, and redeveloped learning content

We also introduced 11 micro e-learning courses that are free to all members, and produced bespoke Operational Excellence Delivery training for managers at Veolia – the graduation cermony of the first cohort being attended by CIWM's CEO and President, Sarah Poulter and Dan Cook.

The breadth and depth of our activities in training, governance, career development and EDI underline the importance of CIWM's greatest asset: you, the membership. We will always be on your side, and by your side, as we venture forwards into an exciting world beyond waste.



A regional round-up

From site visits and networking events to seminars, webinars and drop-in sessions... it was a busy 12 months for our centres across the UK



CIWM's 10 regional centres had an active and busy 2023, contributing to core initiatives, attending regional and national events, and sharing expertise and knowledge online, via webinars. The volunteers who make our regional centres work are the lifeblood of CIWM – they are close to the 'coalface' and can collect invaluable information about how policy changes and government activity affect the professional lives of our members.

Scotland Centre

The Scotland Centre held a varied programme of virtual and face-to-face events in 2023, including a well-attended, in-person AGM and Spring Seminar in Edinburgh, and a Christmas lunch at the University of Glasgow. Several NetWalking events also took place, as well as various professional development network (PDN) site visits.

The Members' Council representative held three online drop-in sessions for Scottish members and gave their feedback to Members' Council. The centre also held regular meetings with industry bodies – including the Scottish Government, SEPA, Zero Waste Scotland, SESA and RMAS – and responded to numerous consultations.

North West Centre

It's been an action-packed year for volunteers and members in the north-west of England. The centre's AGM on 21 April was combined with a meeting of LARAC to provide a stimulating event where members could discuss some of the big policy shifts affecting our industry. Held at the University of Central Lancashire, in Preston, speakers from WRAP, Zero Waste Scotland, Cumbria Waste Management, AluPro and the Environment Agency spoke on topics including extended producer responsibility (EPR), persistent organic pollutants and the implications of a deposit return scheme.

In June, members visited Red Industries' aerosol recycling facility and Walleys Quarry landfill site. Here they got valuable insight into the work of industries that rely on the waste sector for the smooth operation of their businesses.

In November, centre members attended a joint event with UKELA to discuss EPR and receive an update on waste law. Networking followed, courtesy of Addleshaw Goddard, Manchester.

London and Southern Counties Centre

The centre and its PDN had another busy year, delivering a programme of site visits, webinars, social events, and chartership support for centre members.

Members visited the Beddington Energy Recovery Facility, Croydon; looked at underground waste storage and collection methods, including the Envac system in Barking; and visited the Sweeep Kuusakoski waste electrical and electronic equipment processing facility in Kent.

Three webinars were delivered, covering innovations in waste, new legislative updates, and skills development. The centre also

helped members going through the Chartership upgrade process with pre-interview support sessions. Members also enjoyed a number of networking events, including a visit to the City of London waste-transfer station, a joint social event with the London Recycling Officers Group, and our 65th annual luncheon.

South West Centre

David Lerpiniere handed over to our new Centre chair, Sarah Ottaway, at the centre's AGM in April. This was followed by a webinar on the 'Stuff of Life' research that Sarahjane Widdowson, of Intellios, has been carrying out for Suez.

The centre's main face-to-face event of the year, entitled 'What goes around comes around', took place in September, at the University of Exeter. Chaired by our deputy chair, Dhiran Chauhan, the event heard from CIWM President Dan Cooke on the topic of promoting and learning from best practice in the sector. There were also insightful presentations on international waste management, the role of research, and the development of reuse in our sector. Thanks to Ricardo for sponsoring the event.

The centre's professional development network held two site visits: to Urbaser's Gloucestershire EfW Facility at Javelin Park, Gloucester, and the Advetec processing facility in Trowbridge. The centre also launched its regional newsletter – thanks to volunteers Miriam Champion and Ocean Acheson-Crow – which now arrives in members' inboxes every three months or so.

The South West Centre has continued to feed into the developing Volunteer Strategy via our representative, Sarah Ottaway. The results of this work will start to be disseminated and consulted on in the first half of 2024.

Their total membership at the end of February stands at 696, an increase of more than 100 compared with last year. This increase is down to the introduction of the new technical and affilliate learner grades (see page 12), as well as increases in the number of affiliate members and chartered members in the region.

Wales Centre

In one of the world's best recycling countries, members were busy replying to consultations, attending events and forging new links. The Wales Centre was also heavily involved in CIWM's Volunteer Strategy working group, and responded to consultations on the:

- Fairer and Simpler Environmental Regulatory Charging Scheme
- Separate Collection of Waste Materials for Recycling: Code of Practice for Wales
- Proposals for enforcement of the Environmental Protection (Single-use Plastic Products) (Wales) Bill
- Proposals for Enforcing Business, Third and Public Sector Recycling Regulations in Wales
- Priorities for the Climate Change, Environment and Infrastructure Committee
- Review of Wales' renewable energy targets.

Alongside its AGM in April 2023, the Wales Centre planned a site visit to Viridor's Trident Park EfW in October 2023 and three webinars for members: NRW 'POPS', PAS 402, and Recycling in the Construction Industry Series.

East Anglian Centre

In 2023, the Centre council continued to support the CIWM's headquarters team to ensure the voice of the East Anglian membership is heard. This centre has a broad geography, covering Lincolnshire, Norfolk, Suffolk, Cambridgeshire, Bedfordshire, Northamptonshire and north Essex, and puts on a number of high-quality open events during the year.

A site visit to Viridor's ERW facility in Peterborough was so popular that a second date had to be added. In May, an open meeting at Still Good Food provided a fantastic outlet for members to learn about food that would otherwise go to waste. A number of members attended the ReCoup conference in Peterborough in September, and Suez hosted a site visit and speaker session in October at its Great Blakenham EfW facility.



Midlands Centre

The centre arranged six events throughout the year, ranging from site visits to webinars. It supplemented this with a members' drop-in session and arranged mock interviews for those looking to upgrade their CIWM membership.

Members have discussed and fed back on topics as diverse as:

- Consistent collections and embracing change, with LARAC
- End-of-waste legislation
- Fire prevention
- The circular economy.

A site visit to BDR's mechanical biological treatment facility was also enjoyed by members.

Republic of Ireland Centre

The centre held its AGM in Limerick in April 2023, alongside a site visit to the Limerick Polymers Production's state-of-the-art bottle-recovery facility. In March 2024, the centre – in conjunction with the Irish Waste Management Association – held the Irish Waste Management Conference at the Aviva Stadium, Dublin. Attended by more than 300 delegates (physically and online), the event focused on the theme of 'Implementing the circular economy – Are we on track?' The keynote speaker was current CIWM President Dan Cooke.

In February, the centre was represented by its chair at the launch of the new National Waste Management Plan for a Circular Economy 2024-2030, in Limerick. The centre was also heavily involved in the preparation of consultation responses, alongside Tina Benfield at CIWM HQ. There were more than 10 consultation responses over the year, covering areas such as food waste, end-of-waste status, climate action plans, standards for recycled aggregates and road plannings, circular economy guidance for the Irish construction sector, the Department of the Environment, Climate and Communications (DECC) Research and Innovation Strategy, vapes call for evidence, and the national waste management plan.

The centre represents CIWM on many external committees and groups, including the Construction Waste Resource Group and DECC's national waste and circular economy advisory forums.

Northern Ireland centre

In 2023, the CIWM Northern Ireland Centre (CIWM NI) successfully organised a variety of events that fostered discussions, networking, and education within the waste management and sustainability sector in Northern Ireland. Key activities included the NI Waste and Resources Conference (in partnership with Recycle NI), a policy round-table discussion, and several site visits to facilities such as CDE in Monstown and Skipway in Lisburn.

The Centre also held social events, including a pre-conference networking dinner at the Titanic Centre, summer socials, and an early Christmas lunch at The Academy. Educational initiatives included a Waste Classification Technical Talk and a lecture for MSc students in Leadership for Sustainable Development at Queen's University Belfast. Additionally, members participated in the Circularity Hotspot event in Dublin and celebrated

North East Centre

The CIWM North East Centre held a major event in 2023: the Christmas open meeting and lunch in York. It was resounding success, attracting more attendees than the previous year, and featured engaging presentations from Arran Johnson, Adrian Bond, and CIWM's Senior Director of Policy and Education, Katie Cockburn, on the theme: "Wastes Past, Present and Future". The event also raised an impressive £918 for the Trussell Trust/York Food Bank thanks to generous donations and raffle prizes.

The first face-to-face AGM in five years was also a significant milestone for the Centre, and plans are in hand for numerous events for the coming year. The chair emphasised the importance of member engagement, particularly encouraging those with the new technical grade to get involved and seek support. The Centre is keen to foster more interaction and involvement from its members, offering knowledge, learning, and support.







Looking ahead

In June 2023, we celebrated our 125th anniversary, and we'll be continuing to mark this amazing milestone throughout 2024.

CIWM – or the Association of Cleansing Superintendents as it was called back then – was formed in a Manchester pub in 1898, when a number of officials responsible for waste management decided they could share knowledge and be stronger as a unit than they could be as individuals. That's a principle that still holds true today, more than a century later.

We've also had another landmark moment in 2024 – the acquisition of the Circular Economy Institute and Circular Economy Club. This marks a huge leap forward for CIWM, symbolising the shift in direction that's happening right through our industry, and cementing our status as an organisation with global influence that champions circular economics.

2024 is also a general election year. At the time of writing, we don't yet know the result, but CIWM will look to work collaboratively with whoever forms a government. We have already issued 10 'policy asks' for the incoming admninistration.

This year will also see the continuation of key projects:

- We'll continue to work on enhancing and improving our online member experience through our digital evolution project
- We will implement our volunteer strategy to enhance the experience of volunteering for CIWM and create new opportunities for members to get involved
- Our work on equality, diversity and inclusion will also continue with the launch of our early careers president and network, plus our new social inclusion forum.

We remain focused on continuing to grow our membership, raise our profile, grow our impact and influence, increase accessibility, and raise professional standards across the sector.

We look forward to another year of supporting our members in every way possible, from our award-winning members' magazine, *Circular*, to our range of courses and qualifications and behind-the-scenes policy work.

Until next year,

Sarah Poulter, CEO

Chartered Institution of Wastes Management (CIWM) (incorporated by Royal Charter)

Trustees' report and consolidated financial statements

Registered company number RC000777

A charity registered in England and Wales (1090968) and in Scotland (SC037903)

31 December 2023

Trustees' report for the year ended 31 December 2023

General Council members, key management personnel and advisers

General Council members

Members of General Council who are the Trustees of the Chartered Institution of Wastes Management and who all served in office throughout 2023, and up to the date of signature of the financial statements, except where indicated, were:

A Read FCIWM CEnv	**Immediate Past President until 29.06.23 then General Councillor from 29.06.23**
A Willetts FCIWM	**President (in post until 29.06.23), Immediate Past President (in post from 29.06.23)**
D Cooke FCIWM	**Vice President (in post until 29.06.23), President (in post from 29.06.23)**
T Nicoll FCIWM	
J Kutner FCA CTA FCIWM	**Honorary Treasurer**
T Walker FCIWM CEnv	**Junior Vice President (in post until 29.06.23), Vice President (in post from 29.06.23)**
W Hubbard FCIWM	
V Hughes FCIWM	
L Parkes FCIWM	
L Ward FCIWM	**(in post until 29.06.23)**
M Gover FCIWM	
D Simpson FCIWM	
D Greenfield FCIWM CEnv	**Junior Vice President (in post from 29.06.23)**

Trustees' report *(continued)*

Key Management Personnel

S Poulter	Chief Executive Officer
K Cockburn	Senior Director of Policy and Education
A Havard	Director of Governance and Strategic Projects
L Marshall FCIWM	Director of Innovation and Technical Services
P Sloggett	Marketing Director (in post until 05.02.24)
H Tovey	Commercial and Membership Director (in post until 05.02.24)

Registered office address

Quadra
500 Pavilion Drive
Northampton Business Park
Northampton
NN4 7YJ

Website: *www.ciwm.co.uk*

Advisers

Bankers:

HSBC Bank Plc
500 Pavilion Drive
Northampton Business Park
Northampton
NN4 7YJ

Solicitors:

EMW Law
Seebeck House,
1 Seebeck Place,
Knowlhill, Milton Keynes
MK5 8FR

Investment managers

Brewin Dolphin Limited
12 Smithfield Street,
London,
EC1A 9BD

Rathbone Brothers PLC
8 Finsbury Circus,
London
EC2M 7AZ

Auditors:

Moore Kingston Smith LLP
6th Floor
9 Appold Street
London, EC2A 2AP

Trustees' report *(continued)*

The General Council present their report and audited consolidated financial statements of CIWM and its subsidiaries for the year ended 31 December 2023.

OBJECTIVES AND ACTIVITIES

Charitable Objects

The stated Objects of the CIWM Group are to advance for the public benefit, the art and science of wastes management worldwide and so to promote education, the protection of public health and the preservation of the environment, and for that purpose to further promote and maintain good standards of practice, competence and conduct by all its members.

Charitable purposes that provide benefit to the public are defined by the Charities Act 2006. The Charity Commission have issued guidance concerning the sort of charitable activity that might fall within each of the charitable purposes defined by the Act including examples of the type of charity that might carry out appropriate activities.

The General Council has reviewed the definitions in the Act and considers that the Charitable Objects of CIWM fall within three of the charitable purposes, namely:

- the advancement of education;
- the advancement of environmental protection or improvement; and
- the advancement of health.

The General Council of CIWM have also reviewed the guidance issued by the Charity Commission and consider that the activities of the CIWM Group comply with the criteria stated in that guidance for each of the respective charitable purposes noted above

Objectives, Aims and Intended Impact

CIWM's purpose is to move the world beyond waste.

Our mission is to unite, equip and mobilise our professional community to lead, influence and deliver the science, strategies, businesses and policies for the sustainable management of resources and waste.

Our value proposition is 'creating more for professional life' the benchmark of professionalism, resources and achievement for our sector.

We deliver this through the CIWM Way which is a statement of our values; collaboration, creativity, determination, adaptation and consideration.

Trustees' report *(continued)*

Objectives, Aims and Intended Impact *(continued)*

Our strategy outlines the role CIWM and its members will play in shaping the future of waste, recycling and resource management, in line with the United Nations Sustainable Development Goals. It is centred around six themes that will enable our organisation to act as a vital change agent for the transition to a low-carbon circular economy.

1. Pioneering professional standards
2. Nurturing innovation
3. Advocating with an authoritative voice
4. Enhancing engagement and connectivity
5. Cultivating communities of practice
6. Leading through excellence

As we implement our strategy, you will see us doing more of what we do best: delivering high-quality services and developing new opportunities that are consistent with our core purpose and values. This will be enabled by continuing to operate a sound, not-for-profit business and sustaining day-to-day operations whilst investing in future opportunities.

The objectives outlined in these themes reflect both CIWM's long held priorities as the professional body for the sector and its additional objectives as a qualifications awarding body:

- advance the scientific, technical and practical aspects of resources and wastes management for the benefit of the environment;
- promote high standards of practice, competence and conduct across the sector;
- promote the importance of independently recognised professional competence;
- raise awareness and understanding of resource and waste issues amongst all sectors of society both within the United Kingdom and internationally;
- promote and award qualifications and learning that underpin high standards of education, practice and competence across the sectors it serves;
- develop and support systems for the assessment and award of apprenticeships;
- advise environmental regulators on skills and qualifications in support of technical competence;
- influence the development of policy for new education frameworks and qualifications; and
- research, devise and develop qualifications and learning products to support skills and learning requirements in relevant adjacent industry sectors of the UK and overseas.

In setting the CIWM Group's objectives and in planning the Group's activities the General Council have given careful consideration to the Charity Commission's general guidance on public benefit and to its supplementary public benefit guidance on fee-charging.

The General Council confirms that Trustees have complied with the duty in Section 17 of the Charities Act 2011, to have due regard to the Charity Commission's general guidance on public benefit, including the guidance "Public benefit: running a charity (PB2)".

Trustees' report *(continued)*

Principal activities

CIWM delivers its aims and objectives through different activities, most of which, because of their relevance and importance, remain constant from year to year. These are in line with the CIWM strategy which cements these activities into the six pillars and CIWM Way referenced above.

As a membership organisation, CIWM remains dedicated to seeking to improve the member experience and provide members with the tools and support to achieve success in their jobs and careers, including through qualifications and skills solutions.

CIWM works collaboratively internally and externally to share knowledge and good practice and to provide solutions for members, learners, customers, employees and the environment.

CIWM seeks to operate its organisation ethically, sustainably and professionally with excellent customer service. It promotes, maintains, improves and recognises professional standards in the sector; and promotes and awards qualifications and learning. In all its work, CIWM endeavours to be forward-thinking and innovative in how it develops and implements service and policy ideas, ensuring value for money for members, learners, and customers.

CIWM has a strong outward facing role, focussing on using the knowledge, credibility and authority it derives from its members to:

- influence policy and regulatory developments affecting the resources and waste management sector in the UK and Ireland;
- influence the sustainable performance of other industry sectors and of society generally; and
- help to show the sector in an accurate and positive light in the media and in direct communications.

Work in these areas includes;

- working closely with representatives of government departments and agencies to inform and influence policy and regulatory developments in England, Ireland, Northern Ireland, Scotland and Wales and in the UK as a whole;
- working with partners to inform and influence policy and regulatory developments in the EU and more widely;
- supporting government at central, devolved and local levels, their agencies and other organisations in the delivery of projects with relevant outcomes including the improvement of environmental quality; waste reduction; the establishment of improved reporting and monitoring methodologies and systems; and relevant qualifications and skills solutions; and
- working in collaboration with relevant partners to establish, promote and deliver technical research, relevant training and educational resources, and professional competence schemes and learning for the industry.

Trustees' report *(continued)*

Volunteers

The General Council is grateful to the large number of members (estimated to be in excess of 400) who support and contribute to the organisation's work through their service on committees, forums, Strategic Expert Groups, Centre Councils, and Working Parties and in representing the Group on other outside bodies and organisations. This commitment by volunteers enables the CIWM Group to draw on a depth and breadth of knowledge of resources and waste management and of other pertinent sectors and competencies which is unrivalled; and which establishes and enhances CIWM's status, reputation and influence.

ACHIEVEMENTS AND PERFORMANCE

Activities undertaken during the year

The CIWM Group has sought to deliver the objectives and activities outlined above by undertaking a variety of specific initiatives and activities during the year, many in partnership with other organisations. Further details about these are given in the Annual Review section of this document.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

Trustees are pleased to be able to report a consolidated net operating surplus on General Funds of £108,183 (2022: £282,154). The budget for the year had been set to show a small surplus and the actual result shows the continuing efforts put in by Trustees, Centres, and staff. The Trustees have again forecasted a small surplus for 2024.

Commitments for expenditure on awards to projects approved by Trustees under the Reserves Policy amounted to £301,457 (2022: £270,570). Further details of projects approved are set out below and in note 15 to the Financial Statements.

The financial markets recovered during the year and there were realised and unrealised gains on investments of £300,130 (2022: loss £822,481). These gains and losses are not critical in the short term as there is no likelihood of there being a requirement to sell the investments in the near future.

The Gala Dinner and the London Centre Christmas Lunch, which are deemed to be non-charitable activities, are the only activities in CIWM Enterprises. CIWM Enterprises closed the financial year ended 31 December 2023 with a profit before Gift Aid of £94,745; the comparative for 2022 was a profit of £92,434.

The total net movement in funds for the year after the expenditure on projects from reserves and the realised and unrealised losses on investments was a surplus of £106,856 (2022: deficit £810,897) which resulted in an increase in Total Funds from £6,578,521 at the end of 2022 to £6,685,377 at the end of 2023.

Trustees' report *(continued)*

Reserves policy

The total unrestricted funds (that is the Designated funds and the General Funds) held by the group as at 31 December 2023 were £6,660,804 (2022: £6,553,948).

Reserves are required to provide the charity with a firm financial foundation and to provide the stability required to fund day-to-day operations. They also provide the funding for future investment whether on essential capital requirements to support the operational delivery of the charity's aims and purposes, or on the research and development of new activities or longer term initiatives.

The Trustees have reviewed the reserves of CIWM taking into account relevant factors, including:

- forecasts for levels of income for the current and future years, taking into account the reliability of each source of income and the prospects for developing new income sources;
- forecasts for expenditure for the current and future years on the basis of planned activity;
- analysis of any future specific financing needs, for example to maintain and replace tangible and intangible fixed assets

Based on this detailed review, Trustees have concluded that reserves at a value of approximately £2.0 million are required to finance the charity's day-to-day operations.

Free reserves in the General Fund exceed this minimum level by £4,386k. The Trustees are utilising part of these reserves each year in the furtherance of their objectives by allocating amounts to specific projects. A total amount of £305,323 (2022: £249,060) was allocated to such projects and transferred from General Funds to Designated Funds

In February 2023 approval was given for £20,000 to fund a project 'Batteries - Towards a New Approach to Producer Responsibility'. In May 2023 approval was given for £24,750 for a 3-month project Tech Takeback 'Revalu*IT:* developing a replicable model for electrical reuse across the UK' and in December 2023 a further £45,574 was approved for the next 6-month phase of this project. In August 2023 approval was given for a further £150,000 to the WasteAid project 'Dennakuwo-Gambia Phase 2- Deepen and Expand'. In October 2023 approval was given for £68,750 for a Circular Economy Innovators project. This fund will offer fast-track brand communications, marketing and design packages to SMEs delivering innovative services contributing towards a more circular economy.

An amount of £301,457 (2022: £270,570) was spent or committed during the year in respect of approved projects.

Investment policy and objectives

CIWM holds two portfolios of investments for which Trustees obtain expert investment management advice from the respective discretionary investment managers.

Both portfolios have a policy of medium risk with the portfolios being invested primarily to obtain the most effective capital protection and capital growth over the longer term, with the objective of maintaining the capital value above the rate of inflation. Both portfolios exclude direct investment in companies involved in Tobacco, Armaments, Pornography, Gambling, Environmental pollution, and Fossil Fuels.

All investment income received on both portfolios is reinvested.

Trustees' report *(continued)*

Investment performance against objectives

CIWM's investment portfolios have been managed throughout the year by Brewin Dolphin and Rathbone Brothers PLC. Both investment managers are appointed on a discretionary management basis. During the year the Trustees received investment performance information and other general investment advice and comment from the respective discretionary investment managers.

The two portfolios generated investment income of £123,509 (2022: £101,252) which was re-invested. The investment portfolios recorded unrealised gains for the year which total £297,465 (2022: unrealised loss £801,686). Disposals of investments made during 2023 from the two portfolios resulted in realised gain of £2,665 (2022: realised loss £20,795).

Risk Management

General Council is responsible for the management of the risks faced by CIWM. Detailed considerations of risk are delegated to the Leadership Team. Trustees and senior managers recognise the importance of identifying risks and establishing systems and procedures to mitigate those identified; and this process is embedded in the charity's business planning which includes regular reviews and assessments of risks.

The following key controls are used by CIWM to minimise risk wherever possible and to identify and then mitigate risks where they occur:

- formal agendas and detailed minutes for all Committee and Board activity;
- detailed terms of reference for all Committees, Boards etc;
- formal external training on roles and responsibilities for all Trustees and senior staff;
- annual review of all risks by both the Trustees and the Audit & Risk Committee and quarterly monitoring of these risks by the Trustees;
- comprehensive strategic planning, budgeting and management accounting;
- established organisational structure and lines of reporting with clear authorisation and approval levels; and
- regular monitoring and review of Disaster Recovery Plan and Business Continuity Plan

Appropriate record keeping is maintained, including a Register of General Councillors' Interests.

The Audit and Risk Committee reviews all risks of CIWM. Moore Kingston Smith LLP, as part of their audit, provide management reports to the trustees, advising on recommendations to improve internal controls.

Trustees confirm that appropriate systems have been established to mitigate other risks identified; but recognise that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

The principal risks identified in Spring 2023 and then reconfirmed in December 2023 relate to the following areas:

1. **People**; resilience of our organisational structure, making the best use of the commitment and expertise of **staff and volunteers** and all working to the CIWM Way.
2. **Impact and relevance;** ensuring CIWM is relevant in the target market and its actions are recognised as impactful.

Trustees' report *(continued)*

Risk Management *(continued)*

3. **IT strategy**; specifically how we manage and make use of **data and the cyber risks** related to this and the impact of poor **digital infrastructure.**
4. Meeting our KPIs for **member and income growth.**
5. Strategic direction, particularly **focusing on the right things**.

These risk areas have been further analysed each with a specific mitigation action plan owned by a member of the Leadership Team. These risk areas will be reviewed in Summer 2024 with an update report provided to both the Audit and Risk Committee and the General Council.

FUTURE PLANS

CIWM's future plans are outlined in the CIWM five year strategy launched in 2021. Our strategy is about clear, decisive steps to shape a future-ready, resilient organisation that enables our professional community to be at its best and ready to make our actions count.

It is centred around six themes that will enable our organisation to act as a vital change agent for the transition to a low-carbon circular economy.

Pioneering professional standards
We will continue to set and raise standards for professional excellence – maintaining our support for the development of effective, successful, and qualified professionals.

Nurturing innovation
As the age of digitalisation changes our world with breath-taking speed, we will support our members and the global community by enabling and encouraging innovation.

Advocating with an authoritative voice
Our status as the leading voice in the sector underpins our ability to advocate on behalf of our members, represent the interests of professionals, influence society's approach to resource management, and promote the benefits of a circular economy.

Enhancing engagement and connectivity
Resource efficiency is a global social responsibility. Our role is not only to inform and educate businesses, organisations, and individuals about that responsibility, but also to inspire and enable them to take action – worldwide.

Cultivating communities of practice
We establish a culture and framework which encourages professional relationships to flourish and members to promote ideas, impart knowledge, share problems, suggest solutions, advocate best practice, and build personal networks that enhance their career opportunities.

Leading through excellence
Achieving our purpose requires an effective, efficient and high-performing membership organisation, with financial strength and organisational resilience, which leads by example.

Our ambitious purpose and strategy have been created as a collaboration between members and Trustees. It is owned by all of us. Because, together, we have the knowledge, creativity and determination to move the world beyond waste.

The full strategy is available on CIWM's website at ciwm.co.uk/strategy.

Trustees' report *(continued)*

FUTURE PLANS *(continued)*

In January 2024 CIWM acquired the Circular Economy Institute and Circular Economy Club. These acquisitions directly accelerate CIWM's progress toward delivering its strategic goals to build communities of practice and enhanced engagement and connectivity worldwide. The Circular Economy Institute's mission is to promote the highest standards of practice in the circular economy field, to build the strong leadership we need internationally to shift from linear to circular. The Circular Economy Club is the international network of the circular economy field, engaging and connecting over 8,000 Circular Economy professionals and organisations around the world

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Charity was formed in 1898, incorporated as a company limited by guarantee in 1908 and from 1981 was known as the Institute of Wastes Management. On 1 March 2002 it was granted a Royal Charter of Incorporation and was renamed the Chartered Institution of Wastes Management and, for the purposes of the Charities Act 2011, is a charitable company (registered company number RC000777) and has no share capital. It is registered with the Charity Commission in England and Wales under charity number 1090968 and with the Office of the Scottish Charity Regulator under charity number SC037903.

CIWM's governing instruments are the Royal Charter, its Bye-Laws, Regulations and Practice Directions sealed on 1 March 2002**.** Where changes are required each document requires a different approval process.

- The Royal Charter has not been changed since 2010 and must be approved by Full Members at an Extraordinary General Meeting (EGM) and then requires approval of the Crown.
- Changes to Bye-Laws must be approved by Full Members at an Extraordinary General Meeting (EGM), and then must be approved by the Privy Council.
- Changes to Regulations must be approved by Full Members at an Extraordinary General Meeting (EGM).
- Changes to Practice Directions can be made by General Council.

In January 2023 CIWM held an Extraordinary General Meeting in order to introduce the CIWM Technical grade. CIWM Members voted in favour of introducing this new grade and this resulted in changes to the CIWM regulations.

The governing documents can be viewed on CIWM's website at ciwm.co.uk/constitution.

Trustees' report *(continued)*

Appointment and election of General Council members

The General Councillors of CIWM, the registered charity, are its trustees for the purposes of charity law and throughout this report are collectively referred to as the General Council or Council members. The General Council consists of:

(a) The Honorary Officers – President, Senior Vice-President, Junior Vice-President, Immediate Past-President, & Honorary Treasurer.

(b) Seven General Councillors who have been selected based on skills

The Chair is elected annually by and from the General Council. General Councillors are normally elected for a term of three years; retire by rotation and are eligible to stand for re-election.

Induction and Training of General Councillors

All General Councillors attend training on Trustee responsibilities sourced via the National Council for Voluntary Organisations (NCVO).

We regularly provide updates to Trustees about relevant newsletters and guidance documents from the NCVO and the Charity Commission.

Periodically, training on specific topics is provided for Trustees by suitably qualified individuals or organisations.

Organisational Management

CIWM's General Council have overall responsibility for the management of CIWM and delegate various responsibilities to the CIWM leadership team and staff and to sub-committees. The terms of reference and members of these committees are outlined in the CIWM governing documents.

Members' Council, the Policy & Innovation Forum and the Qualifications & Professional Standards committee all report into General Council and there are two review committees, focused on Audit & Risk and Corporate Governance & Professional Ethics. These have independent Chairs, with relevant specialist skills and competencies, who are appointed for three year terms of office.

Group Structure and Relationships

CIWM has one trading subsidiary, CIWM Enterprises Limited, a separate organisation which arranges non primary purpose activities for CIWM.

During 2023 CIWM had the following dormant subsidiaries: CIWM International Limited, Waste Smart Limited, Resource Smart Limited, Institute of Wastes Management, WAMITAB Limited and The Waste Management Industry Training and Advisory Board Limited. In October 2023 the Circular Economy Institute Limited was incorporated and remained dormant throughout 2023.

CIWM works extensively at regional and local levels through its Centres, which provide members with free and low cost regional events on a variety of topics and liaise with local and regional organisations. The Centres in the Republic of Ireland, Scotland, Wales and Northern Ireland work closely with their respective governments and other stakeholders.

CIWM also runs several task and finish or working groups in order to influence and support CIWM projects.

Trustees' report *(continued)*

Remuneration policy for key management personnel

The General Councillors consider that the senior management team, comprise the key management personnel of CIWM in charge of directing, controlling, running and operating CIWM on a day to day basis. The pay of senior managers is reviewed annually and increased, as appropriate, in line with average earnings.

REFERENCE AND ADMINISTRATIVE INFORMATION

Auditors

The re-appointment of Moore Kingston Smith LLP as auditors of the company will be considered at the forthcoming Annual General Meeting on 27 September 2023.

Statement on disclosure of information to auditors

Each person who is a General Councillor at the date of approval of this report confirms that so far as the General Councillor is aware, there is no relevant audit information of which the company's auditors are unaware; and each General Councillor has taken all the steps that he/she ought to have taken as a General Councillor to make himself/herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Statement of responsibilities of the Trustees of the Chartered Institution of Wastes Management

The Trustees are responsible for preparing the Trustees' Report (called Report of the General Council) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales and Scotland requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charity and the group and of the incoming resources and application of resources of the charity and the group for that period.

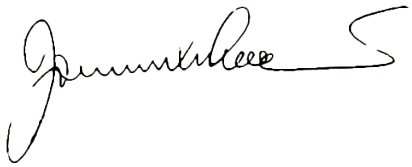
In preparing these financial statements, the General Council are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the group and the charity will continue its activities.

The General Council are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that its financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008; the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the Royal Charter. They are also responsible for safeguarding the assets of the charity and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The General Council are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

By order of the General Council



J Kutner
Honorary Treasurer
500 Pavilion Drive
Northampton
NN4 7YJ
11 June 2024

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT

Opinion

We have audited the financial statements of Chartered Institution of Wastes Management for the year ended 31 December 2023, which comprise the Group Statement of Financial Activities, the Group and Parent Charity Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charity's affairs as at 31 December 2023 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 (as amended) and regulations 6 and 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 charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity'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 annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT *(continued)*

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charity and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the trustees' annual report.

We have nothing to report in respect of the following matters where the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 28, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charity 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)© of the Charities and Trustee Investment (Scotland) Act 2005 and report to you 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT *(continued)*

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charity's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

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 is detailed below.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT *(continued)*

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charity.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charity and considered that the most significant are the Charities and Trustee Investment (Scotland) Act 2005 (as amended), regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended), the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council

- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.

- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.

- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT *(continued)*

Use of our Report

This report is made solely to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011 and Section 44(1)© of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the charity's members and trustees those matters which we are required to state to them in an auditor's report addressed to them and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charity and charity's members as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

Moore Kingston Smith LLP.

Jonathan Aikens (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

19 June 2024

6th Floor
9 Appold Street
London
EC2A 2AP

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006

Chartered Institution of Wastes Management
Consolidated statement of financial activities *for year ended 31 December 2023*

	Note	Unrestricted funds General Funds	Designated Funds	Endowment Funds	Total funds 2023	Total funds 2022
Income		£	£	£	£	£
Income from charitable activities:						
Membership subscriptions		**701,689**	-	-	**701,689**	708,065
Affiliated Organisation income		**366,002**			**366,002**	340,647
Regional centre income		**48,194**	-	-	**48,194**	39,293
Charitable trading income		**1,210,226**	-	-	**1,210,226**	988,197
Income from provision of qualifications		**1,482,303**	-	-	**1,482,303**	1,369,486
Grant income	19	-	-	-	-	9,907
Income from trading activity:						
Commercial trading operations		**305,452**	-	-	**305,452**	281,309
Income from investments:						
Investment income	8	**123,509**	-	-	**123,509**	101,252
Interest receivable		**34,551**	-	-	**34,551**	7,059
Other income		**43,239**	-	-	**43,239**	44,732
Total income		**4,315,165**	-	-	**4,315,165**	3,889,947
Expenditure						
Expenditure on raising funds						
Investment management		**(30,227)**	-	-	**(30,227)**	(29,401)
Commercial trading operations		**(200,433)**	-	-	**(200,433)**	(178,643)
Charitable activities:						
Charitable trading expenditure		**(509,722)**	-	-	**(509,722)**	(437,315)
Provision of qualifications		**(331,173)**	-	-	**(331,173)**	(293,745)
Staff costs		**(2,288,026)**	-	-	**(2,288,026)**	(1,817,115)
Regional centre expenses		**(46,927)**	-	-	**(46,927)**	(38,360)
Committee directed costs		**(80,000)**	-	-	**(80,000)**	(57,852)
Committee running costs		**(10,117)**	-	-	**(10,117)**	(9,073)
Premises costs, postage, stationery, Communications, marketing		**(483,877)**	-	-	**(483,877)**	(478,442)
Travel and accommodation		**(40,305)**	-	-	**(40,305)**	(25,225)
Insurances and other Professional fees		**(107,964)**	-	-	**(107,964)**	(155,226)
Amortisation		**(15,283)**	-	-	**(15,283)**	(14,053)
Depreciation		**(24,087)**	-	-	**(24,087)**	(41,352)
Financing costs		**(38,841)**			**(38,841)**	(31,991)
Grants for Projects	15	-	**(301,457)**		**(301,457)**	(270,570)
Total expenditure		**(4,206,982)**	**(301,457)**	-	**(4,508,439)**	(3,878,363)
Net income/ (expenditure)		**108,183**	**(301,457)**	-	**(193,274)**	11,584
Net gains/ (losses) on investment assets		**300,130**	-	-	**300,130**	(822,481)
Net income/ (expenditure)		**408,313**	**(301,457)**	-	**106,856**	(810,897)
Transfers between funds	15	**(305,323)**	**305,323**	-	-	-
Net movement in funds	5	**102,990**	**3,866**	-	**106,856**	(810,897)
Total funds brought forward	15	**6,325,458**	**228,490**	**24,573**	**6,578,521**	7,389,418
Total funds carried forward	15	**6,428,448**	**232,356**	**24,573**	**6,685,377**	6,578,521

The Charity has no recognised gains or losses for the year (2022: £nil) other than as detailed above. The net movements in the Charity's funds for the year arise from the Charity's continuing activities. Full details of comparative figures for the year ended 31 December 2022 and movements in the Unrestricted funds and Endowment & Restricted Funds during that year are shown in Note 15 to these financial statements. The notes on the following pages form part of these financial statements.

Chartered Institution of Wastes Management
Consolidated balance sheet as at 31 December 2023

	Note	2023		2022 As restated	
		£	£	£	£
Fixed assets					
Intangible assets	10		**30,728**		34,686
Tangible assets	10		**11,557**		29,811
Investments	11		**5,567,918**		5,180,158
			5,610,203		5,244,655
Current assets					
Debtors	12	**748,053**		750,309	
Cash at bank and on deposit		**1,631,555**		1,752,161	
		2,379,608		2,502,470	
Creditors: amounts falling due within one year	13	**(1,091,003)**		(970,186)	
Net current assets			**1,288,605**		1,532,284
Total assets less current liabilities			**6,898,808**		6,776,939
Creditors: amounts falling due after more than one year	13		**(213,431)**		(198,418)
Net assets			**6,685,377**		6,578,521
Endowment funds					
Permanent	15		**24,573**		24,573
Restricted funds	15		**-**		-
Unrestricted funds					
Designated funds	15		**232,356**		228,490
General funds	15		**6,428,448**		6,325,458
Total funds	15		**6,685,377**		6,578,521

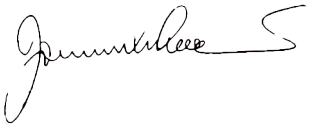
The notes on the following pages form part of these financial statements.

These financial statements were approved by the General Council on 11 June 2024 and were signed on its behalf by:

D Cooke
President



J Kutner
Honorary Treasurer



Chartered Institution of Wastes Management
Charity balance sheet as at 31 December 2023

	Note	2023		2022 As restated	
		£	£	£	£
Fixed assets					
Intangible assets	10		**30,728**		34,686
Tangible assets	10		**11,557**		29,811
Investments	11		**5,568,125**		5,180,265
			5,610,410		5,244,762
Current assets					
Debtors	12	**751,597**		742,764	
Cash at bank and on deposit		**1,465,026**		1,606,085	
		2,216,623		2,348,849	
Creditors: amounts falling due within one year	13	**(1,063,685)**		(949,821)	
Net current assets			**1,152,938**		1,399,028
Total assets less current liabilities			**6,763,348**		6,643,790
Creditors: amounts falling due after more than one year	13		**(213,431)**		(198,418)
Net assets			**6,549,917**		6,445,372
Endowment funds					
Permanent	15		**24,573**		24,573
Restricted funds	15		**-**		-
Unrestricted funds					
Designated funds	15		**232,356**		228,490
General funds	15		**6,292,988**		6,192,309
Total funds	15		**6,549,917**		6,445,372

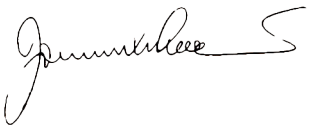
The notes on the following pages form part of these financial statements.

These financial statements were approved by the General Council on 11 June 2024 and were signed on its behalf by:

D Cooke
President



J Kutner
Honorary Treasurer



Chartered Institution of Wastes Management
Consolidated Statement of Cash Flows for the year ended 31 December 2023

	2023 £	2022 £
Cash flow/(outflow) from operating activities		
Net cash (used in)/ provided by operating activities	(173,879)	112,564
Cash flows from investing activities		
Interest, dividends and other investment income received	158,060	108,311
Proceeds from sale of fixed assets	-	-
Proceeds from disposal of fixed asset investments excluding endowment funds	905,793	781,996
Acquisition of fixed asset investments excluding endowment funds	(1,033,205)	(873,010)
(Additions)/disposals to investments in current assets	-	-
Payments to acquire tangible and intangible fixed assets	(17,157)	(10,188)
	13,491	7,109
Net increase in cash and cash equivalents	(160,388)	119,673
Cash and cash equivalents at beginning of year	1,355,360	1,235,687
Cash and cash equivalents at end of year	1,194,972	1,355,360
Cash and cash equivalents at end of year comprise		
Cash at bank and on deposit	1,056,555	1,177,161
Cash held within the investment portfolio	138,417	178,199
Cash and cash equivalents at end of year	1,194,972	1,355,360

Reconciliation of net income/ (expenditure) to net cash flow from operating activities

	2023 £	2022 £
Net income/(expenditure) including endowments	106,856	(810,897)
Adjustments for:		
Amortisation/Depreciation charges	39,370	55,405
Loss on disposal of fixed assets	-	-
Net (gains)/ losses on investments	(300,130)	822,481
Investment income	(158,060)	(108,311)
Decrease/ (increase) in debtors	2,256	(155,650)
Increase/ (decrease) in creditors	135,829	309,536
Net cash (used in)/ provided by operating activities	(173,879)	112,564

The notes on the following pages form part of these financial statements.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

These 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)' – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the requirements of the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008; the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended); the provisions of the Royal Charter.

The charity is a public benefit entity for the purposes of FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the company and its group. Monetary amounts in these financial statements are rounded to the nearest pound.

The financial statements have been prepared on the historical cost convention, modified by the recognition of certain investments and financial assets and liabilities measured at fair value through income and expenditure within the Statement of Financial Activities.

The preparation of financial statements in conformity with the Charities SORP (FRS 102) and FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the charity's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in note 3.

Going concern

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements.

There are no material uncertainties related to events or conditions that cast significant doubt on the charity's ability to continue as a going concern. The accounts therefore continue to be prepared on a going concern basis.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

1 Accounting policies *(continued)*

Basis of consolidation and Group financial statements

The financial statements consolidate the financial statements of CIWM and its wholly owned non-charitable subsidiaries, CIWM Enterprises Limited (trading), CIWM International Limited (dormant), Waste Smart Limited (dormant), Resource Smart Limited (dormant), Institute of Wastes Management (dormant), WAMITAB Limited (dormant), The Waste Management Industry Training and Advisory Board Limited (dormant) and Circular Economy Institute Limited (dormant), on a line-by-line basis.

Fund accounting

General unrestricted funds comprise accumulated surpluses and deficits on general funds and cumulative realised and unrealised gains of the investments. They are available for use at the discretion of the General Council in furtherance of the general charitable objectives.

Designated funds are unrestricted funds which have been put aside at the discretion of the General Council for particular purposes. Each year the General Council allocate an amount of money to be used to deliver Projects which support CIWM's objectives.

Endowment funds

Permanent

These are assets which must be held permanently by the charity. The capital element of permanent endowment funds is not utilised, only the income from permanent endowment funds is utilised.

Restricted funds

Restricted funds are funds received by CIWM for particular purposes and expenditure is restricted to that particular project.

Income

Income is recognised when CIWM or its trading subsidiary has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income includes amounts received and receivable during the year by CIWM at headquarters, its ten regional centres; and the turnover of the company's trading subsidiary, CIWM Enterprises Limited. It comprises subscriptions, donations, grants and charges for services provided stated net of value added tax where applicable. Income from Centres is incorporated on the basis of returns.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

1 Accounting policies *(continued)*

***Income** (continued)*

Income from membership subscriptions is recognised when received and is allocated across the relevant period of membership on a calendar year basis.

Income from government and other grants, whether "capital" grants or "revenue" grants, is recognised when either of the charities 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.

Interest receivable and investment income

Interest on funds held on deposit and income generated by Fixed Asset investments, including dividend income and interest, are included when receivable and the amounts can be measured reliably. This is normally upon notification by the bank or the discretionary investment managers of the interest paid or payable, or the income credited to the investment portfolios.

Donated services and facilities

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

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

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 accounted for reliably. Expenditure is classified under the following activity headings:

Expenditure on raising funds comprises the costs of commercial trading and fees paid for the discretionary management of the fixed asset investment portfolios and their associated support costs.

Charitable activities – expenditure includes the costs of administering the professional activities of CIWM, supporting the regional Centres and membership and other activities undertaken to further the purposes of the charity and the associated support costs.

Grants payable are recognised when they have been communicated to the recipient and any conditions are within the control of the grantee.

Other expenditure represents those items not falling into any other heading.

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

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

1 Accounting policies *(continued)*

Allocation of Support Costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support CIWM's professional and charitable activities. These costs have been allocated between the costs of raising funds, expenditure on charitable activities and other expenditure.

The bases on which support costs have been allocated are set out in Note 4.

Operating Leases

CIWM classifies the lease of printing equipment as operating leases; the title to the equipment remains with the lessor and the equipment is replaced at the end of the lease period whilst the economic life of such equipment is normally longer. CIWM classifies the lease of its office as an operating lease; the title remains with the lessor and the lease has fixed terms whilst the economic life of the property is normally longer. Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Tangible Fixed assets and depreciation

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated at rates calculated to write off the cost less estimated residual value by equal instalments over their estimated useful economic lives as follows:

Office equipment including computer equipment	-	33 1/3% on cost
Fixtures and fittings	-	15% to 33 1/3% on cost

Intangible Fixed assets and amortisation

Individual intangible fixed assets costing £500 or more are capitalised at cost and are amortised at rates calculated to write off the cost by equal instalments over their estimated useful economic lives up to a maximum of ten years as follows:

Computer Software - 20% on cost

At the end of each reporting period, the residual values and useful lives of tangible and intangible assets are reviewed and adjusted if necessary and if circumstances indicate that the carrying value may not be recoverable then it is adjusted for impairment.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

1 Accounting policies *(continued)*

Quoted Investments

Investments listed on a recognised stock exchange are initially measured at their cost and subsequently measured at fair value at the balance sheet date. All movements in value arising from investment changes or revaluations are shown as part of the Statement of Financial Activities and are included within unrestricted funds.

Realised gains and losses and unrealised gains and losses are not separated in the Statement of Financial Activities.

Unlisted Investments

Unlisted investments are held by CIWM to generate a return on capital invested for the charity.

Interests in subsidiaries and associated entities

Interests in subsidiaries, associates and jointly controlled entities are initially measured at cost and subsequently measured at cost less any accumulated impairment losses. All the subsidiaries except CIWM Enterprises Limited are currently dormant.

Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

CIWM 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.

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.

Cash at bank and on deposit

Cash at bank and on deposit includes cash and short-term liquid investments with an original maturity date of three months or less.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

1 Accounting policies *(continued)*

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

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.

Derecognition of financial liabilities

Financial liabilities are derecognised when, and only when, the company's obligations are discharged, cancelled, or they expire.

Pensions

CIWM operates a defined contribution pension scheme, the Legal and General Work Save Pension Plan. All new employees are eligible to join the Legal & General scheme. All existing employees and all employees joining since 1 May 2015 were automatically enrolled into the Legal and General Work Save Pension Plan unless they have exercised their right to opt out of scheme membership. Contributions are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the schemes.

Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets. The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

2 Legal status of the Charity

The Chartered Institution of Wastes Management is a Royal Charter company and is registered as a charity in England and Wales and in Scotland. It has no share capital and, in the event of the charity being wound up, no liability rests with either the Trustees or its members. The Trustees are listed at the start of the Trustees Report. The registered office is Quadra, 500 Pavilion Drive, Northampton Business Park, Northampton, NN4 7YJ.

3 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision & future periods if the revision affects both current & future periods.

The following judgements have had the most significant effect on amounts recognised in the financial statements:

a) The company makes an estimate of the recoverable value of trade and other debtors based on the ageing profile of debtors and historical experience.
b) The annual amortisation charge for intangible assets is sensitive to changes in the estimated lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates.
c) The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates.

Key sources of estimation uncertainty

For the years ended 31 December 2023 and 2022 the Trustees consider that there were no key sources of estimation uncertainty.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

4 Analysis of Support Costs

The breakdown of support costs and how these were allocated between charitable activities, the cost of raising funds, and other activities for the year to 31 December 2023 is shown below.

	Charitable Activities	Expenditure on raising funds	Other	Total allocated 2023	Basis
	£	£	£	£	
Governance – see below	115,706	-	-	115,706	Staff time and actual costs incurred
Finance & IT	328,089	8,996	8,631	345,716	Staff time and usage
HR & General Administration	11,028	-	-	11,028	Actual costs incurred
	454,823	8,996	8,631	472,450	

The breakdown of support costs and how these were allocated between charitable activities, the cost of raising funds, and other activities for the year to 31 December 2022 is shown below.

	Charitable Activities	Expenditure on raising funds	Other	Total allocated 2022	Basis
	£	£	£	£	
Governance – see below	101,499	-	-	101,499	Staff time and actual costs incurred
Finance & IT	291,736	8,471	8,158	308,365	Staff time and usage
HR & General Administration	10,273	-	-	10,273	Actual costs incurred
	403,508	8,471	8,158	420,137	

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

4 Analysis of Support Costs (continued)

Governance Costs

Governance costs represent the support necessary to deliver the management and reporting requirements for CIWM, the General Council and the other Committees and Boards, including strategic planning for future development, complying with constitutional and statutory requirements, and satisfying public accountability. They primarily comprise relevant proportions of senior management time, but also include the cost of external audit, legal and other professional advice.

	2023	2022
	£	£
General Council and other Committee & Meeting costs	**9,435**	8,290
Audit fees	**23,650**	24,840
Legal and professional fees	**9,532**	7,469
Staff costs	**73,089**	60,900
	115,706	101,499

5 Movement in net funds for the year

	2023	2022
	£	£
Movement in net funds is stated after charging:		
Auditors' remuneration:		
Audit fees - group	**23,650**	24,840
- charity	**23,650**	24,840
Non audit fees - group	**735**	2,913
Amortisation of intangible fixed assets	**15,283**	14,053
Depreciation of tangible fixed assets	**24,087**	41,352
Operating lease payments	**76,011**	78,071

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

6 Payments to General Council members

No Trustees received emoluments during the period (2022: £Nil).

As permitted by the constitutional documents, reimbursement of expenses incurred when travelling to, or engaged upon, the business of the charity or its trading subsidiary amount to:-

	2023 **£**	2022 £
Group – Travel	**3,550**	2,742
Charity – Travel	**3,550**	2,742
Number of Trustees	**8**	4

7 Staff numbers and costs

The average number of persons employed by the group during the year was 40 (2022: 36) and the average number of full-time equivalent employees (including casual and part-time staff) during the period was as follows:

	2023 **Number**	2022 Number
Charitable activities	**34**	31
Support	**4**	4
	38	35

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

7 Staff numbers and costs *(continued)*

The aggregate payroll costs of these persons were as follows:

	2023 £	2022 £
Wages and salaries	**1,752,786**	1,398,590
Social security costs	**192,022**	153,558
Pension contributions to defined contribution pension schemes	**142,310**	103,039
Termination payments	**20,494**	-
	2,107,612	1,655,187

All employees are eligible to join CIWM's health insurance schemes and premiums paid in respect of those who have opted for membership was: 2023 £11,600 *(2022: £9,575)*. CIWM also provides all employees with insurance cover for Death in Service and Permanent Health Insurance cover – premiums paid: 2023 £26,583 *(2022: £27,519)*.

Key management personnel include the Trustees, Chief Executive Officer, Senior Director of Policy and Education, Director of Governance and Strategic Projects, Director of Innovation and Technical Services, Marketing Director, and Commercial & Membership Director. Total pay & benefits received by key management personnel was £638,475 (2022: £525,241).

The number of employees whose emoluments (salaries and benefits in kind) exceeded £60,000 during the year is shown below. The emoluments are calculated on a full annualised basis, even if the employee concerned was only employed for part of the year in question.

	2023 No	2022 No
£60,001 - £70,000	**1**	4
£70,001 - £80,000	**4**	1
£80,001 - £90,000	**-**	-
£90,001 - £100,000	**-**	-
£100,001 - £110,000	**-**	-
£110,001 - £120,000	**-**	-
£120,001 - £130,000	**-**	-
£130,001 - £140,000	**-**	1
£140,001 - £150,000	**-**	-
£150,001 - £160,000	**-**	-
£160,001 –£170,000	**1**	-

Pension contributions relating to employees earning more than £60,000 amounted to £45,781 *(2022: £37,484)*.

The Chief Executive Officer receives a fixed monthly car allowance as part of salary.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

8 Income from fixed asset investments

	2023 £	2022 £
Income from fixed asset investments:		
Listed and common investment funds	**123,509**	101,252

9 Indemnity insurance

The CIWM Group operates trustees' and officers' liability insurance cover at a total cost of £3,360 (*2022: £3,360*)

10 Intangible and Tangible Fixed Assets

Group

	Intangible Fixed Assets	Tangible Fixed Assets
	Computer Software £	Fixtures & Fittings/Office Equipment £
Cost		
At 1 January 2023	284,888	216,982
Additions	11,325	5,832
Disposals	-	-
At 31 December 2023	296,213	222,814
Amortisation/Depreciation		
At 1 January 2023	250,202	187,170
Charge for year	15,283	24,087
Disposals	-	-
At 31 December 2023	265,485	211,257
Net book value		
At 31 December 2023	**30,728**	**11,557**
At 31 December 2022	34,686	29,811

The net book value at 31 December 2023 represents fixed assets used for:

	Fixtures & Fittings/Office Equipment £	Computer Software £	Total £
Headquarters	11,557	30,728	42,285

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

10 Intangible and Tangible Fixed Assets *(continued)*

Charity

	Intangible Fixed Assets	Tangible Fixed Assets
	Computer Software £	Fixtures & Fittings/Office Equipment £
Cost		
At 1 January 2023	284,888	216,982
Additions	11,325	5,832
Disposals	-	-
At 31 December 2023	296,213	222,814
Amortisation/Depreciation		
At 1 January 2023	250,202	187,170
Charge for year	15,283	24,087
Disposals	-	-
At 31 December 2023	265,485	211,257
Net book value		
At 31 December 2023	**30,728**	**11,557**
At 31 December 2022	34,686	29,811

The net book value at 31 December 2023 represents fixed assets used for:

	Fixtures & Fittings/Office Equipment £	Computer Software £	Total £
Headquarters	11,557	30,728	42,285

11 Fixed asset investments

	Group 2023 £	Group 2022 £	Charity 2023 £	Charity 2022 £
Listed investments at market value	**5,429,204**	5,001,662	**5,429,204**	5,001,662
Cash held within the investment portfolio	**138,417**	178,199	**138,417**	178,199
Investment in unlisted securities	**297**	297	**297**	297
Group undertakings	**-**	-	**207**	107
	5,567,918	5,180,158	**5,568,125**	5,180,265

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

11 Fixed asset investments *(continued)*

Listed investments:

	Group 2023 £	Group 2022 £	**Charity 2023 £**	Charity 2022 £
Market value at 1 January 2023	**5,001,662**	5,733,129	**5,001,662**	5,733,129
Additions at cost	**1,033,205**	873,010	**1,033,205**	873,010
Sales proceeds	**(905,793)**	(781,996)	**(905,793)**	(781,996)
Net gain/ (loss)	**300,130**	(822,481)	**300,130**	(822,481)
Market value at 31 December 2023	**5,429,204**	5,001,662	**5,429,204**	5,001,662
Historical cost at 31 December 2023	**4,861,760**	4,647,429	**4,861,760**	4,647,429

The market value of listed investments held by the group can be summarised as follows:

	2023 £	2022 £
Listed investments (excluding cash held on deposit within the portfolio)	**5,429,204**	5,001,662

No individual investment included in the portfolio is considered significant.

Unlisted investment

	2023 £	2022 £
Value at 1 January 2023	**297**	297
Provision	**-**	-
Impairment	**-**	-
Value at 31 December 2023	**297**	297

Shares in group undertakings

	Group 2023 £	Group 2022 £	**Charity 2023 £**	Charity 2022 £
CIWM Enterprises Limited	**-**	-	**2**	2
CIWM International Limited	**-**	-	**100**	100
Waste Smart Limited	**-**	-	**2**	2
Resource Smart limited	**-**	-	**2**	2
The Waste Management Industry Training & Advisory Board Skills Ltd	**-**	-	**1**	1
Circular Economy Institute Limited	**-**	-	**100**	-
	-	-	**207**	107

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

11 Fixed asset investments *(continued)*

The subsidiaries of CIWM at 31 December 2023 are set out below:

Name	Country of incorporation and company number	Nature of business	Proportion of equity held
CIWM Enterprises Limited	England and Wales (02731563)	Networking events	100%
CIWM International Limited	England and Wales (03510915)	Dormant	100%
Waste Smart Limited	England and Wales (08325813)	Dormant	100%
Resource Smart Limited	England and Wales (08330891)	Dormant	100%
Institute of Wastes Management (Company Limited by guarantee)	England and Wales (00229724)	Dormant	-
The Waste Management Industry Training and Advisory Board Limited	England and Wales (12471875)	Dormant	100%
WAMITAB Limited (Company limited by guarantee)	England and Wales (11139282)	Dormant	-
Circular Economy Institute Limited	England and Wales (15232864)	Dormant	100%

The issued share capital of CIWM Enterprises Limited is £2, divided into 2 ordinary shares of £1 each and shareholders' funds at 31 December 2023 totalled £135,462 *(2022: £133,151)*. The company had a surplus of £94,745 before Gift Aid in 2023 *(2022 surplus: 92,434)*. Turnover in 2023 was £305,452 *(2022: £281,309)*.

The Circular Economy Institute Limited was incorporated on 24 October 2023. The issued share capital is £100, divided into 100 ordinary shares of £1 each. The company remained dormant throughout 2023.

12 Debtors

	Group 2023 £	Group 2022 £	**Charity 2023 £**	Charity 2022 £
Trade debtors	**431,176**	588,282	**428,245**	580,738
Amounts owed by subsidiary undertakings	**-**	-	**4,980**	-
Other debtors and taxation	**9,256**	1,768	**10,792**	1,767
Prepayments and accrued income	**307,621**	160,259	**307,580**	160,259
	748,053	750,309	**751,597**	742,764

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

13 Creditors: amounts falling due within one year

	Group 2023 £	Group 2022 £	**Charity 2023 £**	Charity 2022 £
Trade creditors	**71,448**	57,323	**73,007**	58,866
Amounts owed to subsidiary undertaking	**-**	-	**205**	3,610
Other creditors	**78,581**	70,232	**46,785**	36,843
Other taxation and social security	**80,036**	98,438	**84,778**	110,530
Accruals	**267,279**	195,914	**265,874**	194,839
Deferred income	**496,706**	462,637	**496,083**	459,491
Grant Commitment	**96,953**	85,642	**96,953**	85,642
	1,091,003	970,186	**1,063,685**	949,821

Creditors: amounts falling due after more than one year

	Group 2023 £	Group 2022 £	**Charity 2023 £**	Charity 2022 £
Grant Commitment- WEERT Project	**198,418**	198,418	**198,418**	198,418
Grant Commitment- WasteAid Project	**15,013**	-	**15,013**	-
	213,431	198,418	**213,431**	198,418

14 Deferred income

	Group 2023 £	Group 2022 £	**Charity 2023 £**	Charity 2022 £
At beginning of the year	**462,637**	427,627	**459,491**	417,619
Movement in the year	**34,069**	35,010	**36,592**	41,872
At end of the year	**496,706**	462,637	**496,083**	459,491

Within the charity deferred income comprises membership, affiliated organisation subscriptions, training course fees, event fees and approved centre fees. Within the group deferred income also includes event fees; all amounts relate to the next accounting period.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

15 Statement of funds

Group – for the year ended 31 December 2023

	1 January 2023	Income	Expenditure	Investment Gain/(Losses)	Transfers	31 December 2023
	£	£	£	£	£	£
General funds:	6,325,458	4,315,165	(4,206,982)	300,130	(305,323)	6,428,448
Designated funds:						
Projects- Batteries	-	-	(20,000)	-	20,000	-
Projects- EDI Strategy	228,490	-	(64,884)	-	-	163,606
Projects- Tech Take Back	-	-	(70,324)	-	70,324	-
Projects- CE Innovators	-	-	-	-	68,750	68,750
Projects- WasteAid	-	-	(146,249)	-	146,249	-
Total unrestricted funds	6,553,948	4,315,165	(4,508,439)	300,130	-	6,660,804
Endowment funds:						
Permanent endowment Funds						
James Jackson award – est. 1948	250	-	-	-	-	250
PEEL Peoples Cup – est. 1988	1,000	-	-	-	-	1,000
James Sumner award – est. 1982	12,323	-	-	-	-	12,323
Henry Daley Memorial Award	6,000	-	-	-	-	6,000
Frank Robinson Memorial Award est. 2007	5,000	-	-	-	-	5,000
Total endowment funds	24,573	-	-	-	-	24,573
Total funds	**6,578,521**	**4,315,165**	**(4,508,439)**	**300,130**	**-**	**6,685,377**

General funds represent the funds of the charity which are not designated for particular purposes. The Designated fund is unrestricted funds which have been put aside at the discretion of the General Council for the particular purpose described in Note 1 "Fund accounting".

In February 2023 CIWM transferred £20,000 to the Designated Fund to fund a project 'Batteries- Towards a New Approach to Producer Responsibility'. In May 2023 £24,750 was transferred to the Designated Fund for a 3 month project Tech Takeback 'Revalu*IT* : developing a replicable model for electrical reuse across the UK'. In December 2023 a further £45,574 was transferred for the next 6-month phase of this project. In August 2023, CIWM transferred a further £150,000 to the WasteAid project 'Dennakuwo- Gambia Phase 2- Deepen and Expand'. In October 2023 CIWM transferred £68,750 to the Designated Fund for a Circular Economy Innovators project. This fund will offer fast-track brand communications, marketing and design packages to SMEs delivering innovative services contributing towards a more circular economy.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

15 Statement of funds *(continued)*

Group – for the year ended 31 December 2022

	1 January 2022	Income	Expenditure	Investment Gain/(Losses)	Transfers	31 December 2022
	£	£	£	£	£	£
General funds:	7,114,845	3,889,947	(3,607,793)	(822,481)	(249,060)	6,325,458
Designated funds:						
Projects- WEERT	250,000	-	(243,346)	-	(6,654)	-
Projects- EDI Strategy	-	-	(1,510)	-	230,000	228,490
Projects- Green Skills	-	-	(15,714)	-	15,714	-
Projects- WasteAid	-	-	(10,000)	-	10,000	-
Total unrestricted funds	7,364,845	3,889,947	(3,878,363)	(822,481)	-	6,553,948
Endowment funds:						
Permanent endowment Funds						
James Jackson award – est. 1948	250	-	-	-	-	250
PEEL Peoples Cup – est. 1988	1,000	-	-	-	-	1,000
James Sumner award – est. 1982	12,323	-	-	-	-	12,323
Henry Daley Memorial Award	6,000	-	-	-	-	6,000
Frank Robinson Memorial Award est. 2007	5,000	-	-	-	-	5,000
Total endowment funds	24,573	-	-	-	-	24,573
Total funds	**7,389,418**	**3,889,947**	**(3,878,363)**	**(822,481)**	**-**	**6,578,521**

In September 2022 CIWM entered into a five-year funded partnership with the Waste Environmental Education Research Trust (WEERT), for £243,346. The aim of this project is to fund 72 students from disadvantaged backgrounds per annum for five years to attend residential engineering courses at the University of Oxford; the courses tailored to include content relating to waste treatment. In 2022 CIWM transferred £230,000 to the Designated Fund to be used to deliver CIWM's 3-year EDI Strategy. This strategy will ensure the Institution is open and inclusive to all, regardless of background, ability, ethnicity, gender or sexual orientation. CIWM is committed to ensuring opportunities and support are fair and equal across the organisation, its membership and the whole recycling and resource management sector. In July 2022 CIWM transferred £15,714 to the Designated Fund to fund CIWM's Green Skills research.

The Permanent Endowment funds were established to provide capital funds for investment from which the income arising should be applied for awards to further the objectives of CIWM. To separate individual movements for each award would be unduly onerous given the size of the funds. Therefore, the net deficit between income arising and awards made has been treated as a movement on general funds.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

15 Statement of funds *(continued)*

Charity – for the year ended 31 December 2023

	1 January 2023	Income	Expenditure	Investment (Losses)/ Gains	Transfers	31 December 2023
	£	£	£	£	£	£
General funds:	6,192,309	4,114,531	(4,008,659)	300,130	(305,323)	6,292,988
Projects- Batteries	-	-	(20,000)	-	20,000	-
Projects- EDI Strategy	228,490	-	(64,884)		-	163,606
Projects- Tech Take Back	-	-	(70,324)		70,324	-
Projects- CE Innovators	-	-	-		68,750	68,750
Projects- WasteAid	-	-	(146,249)	-	146,249	-
Total unrestricted funds	6,420,799	4,114,531	(4,310,116)	300,130	-	6,525,344
Endowment funds:						
Permanent endowment Funds						
James Jackson award – est. 1948	250	-	-	-	-	250
PEEL Peoples Cup – est. 1988	1,000	-	-	-	-	1,000
James Sumner award – est. 1982	12,323	-	-	-	-	12,323
Henry Daley Memorial award	6,000	-	-	-	-	6,000
Frank Robinson Memorial Award est. 2007	5,000	-	-	-	-	5,000
Total endowment funds	24,573	-	-	-	-	24,573
Total funds	**6,445,372**	**4,114,531**	**(4,310,116)**	**300,130**	**-**	**6,549,917**

The Permanent Endowment funds were established to provide capital funds for investment from which the income arising should be applied for awards to further the objectives of CIWM. To separate individual movements for each award would be unduly onerous given the size of the funds. Therefore, the net deficit between income arising and awards made has been treated as a movement on general funds.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

15 Statement of funds *(continued)*

Charity – for the year ended 31 December 2022

	1 January 2022	Income	Expenditure	Investment (Losses)/ Gains	Transfers	31 December 2022
	£	£	£	£	£	£
General funds:	7,047,845	3,645,366	(3,429,361)	(822,481)	(249,060)	6,192,309
Projects- WEERT	250,000	-	(243,346)	-	(6,654)	-
Projects- EDI Strategy	-	-	(1,510)		230,000	228,490
Projects- Green Skills	-	-	(15,714)		15,714	-
Projects- WasteAid	-	-	(10,000)	-	10,000	-
Total unrestricted funds	7,297,845	3,645,366	(3,699,931)	(822,481)	-	6,420,799
Endowment funds:						
Permanent endowment Funds						
James Jackson award – est. 1948	250	-	-	-	-	250
PEEL Peoples Cup – est. 1988	1,000	-	-	-	-	1,000
James Sumner award – est. 1982	12,323	-	-	-	-	12,323
Henry Daley Memorial award	6,000	-	-	-	-	6,000
Frank Robinson Memorial Award est. 2007	5,000	-	-	-	-	5,000
Total endowment funds	24,573	-	-	-	-	24,573
Total funds	**7,322,418**	**3,645,366**	**(3,699,931)**	**(822,481)**	**-**	**6,445,372**

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

16 Consolidated Statement of Financial Activities for year ended 31 December 2022

	Note	Unrestricted funds: General Funds	Designated Funds	Endowment Funds	Total funds 2022	Total funds 2021
		£	£	£	£	£
Income						
Income from charitable activities:						
Membership subscriptions		**708,065**	-	-	**708,065**	723,297
Affiliated Organisation income		**340,647**			**340,647**	327,640
Regional centre income		**39,293**	-	-	**39,293**	6,194
Charitable trading income		**988,197**	-	-	**988,197**	765,486
Income from provision of qualifications		**1,369,486**	-	-	**1,369,486**	1,129,941
Income from trading activity:						
Commercial trading operations		**281,309**	-	-	**281,309**	216,234
Investment income	8	**101,252**	-	-	**101,252**	95,081
Interest receivable		**7,059**	-	-	**7,059**	272
Grant income	19	**9,907**	-	-	**9,907**	-
Other income		**44,732**	-	-	**44,732**	44,513
Total income		**3,889,947**	-	-	**3,889,947**	3,308,658
Expenditure						
Expenditure on raising funds						
Investment management		**(29,401)**	-	-	**(29,401)**	(35,285)
Commercial trading operations		**(178,643)**	-	-	**(178,643)**	(148,322)
Charitable activities:						
Charitable trading expenditure		**(437,315)**	-	-	**(437,315)**	(275,998)
Provision of qualifications		**(293,745)**	-	-	**(293,745)**	(221,106)
Staff costs		**(1,817,115)**	-	-	**(1,817,115)**	(1,568,306)
Regional centre expenses		**(38,360)**	-	-	**(38,360)**	(11,202)
Committee directed costs		**(57,852)**	-	-	**(57,852)**	(77,058)
Committee running costs		**(9,073)**	-	-	**(9,073)**	(5,121)
Premises costs, postage, stationery, Communications, marketing		**(478,442)**	-	-	**(478,442)**	(386,085)
Restructuring costs		-	-	-	-	(141,564)
Travel and accommodation		**(25,225)**	-	-	**(25,225)**	(7,965)
Insurances and other Professional fees		**(155,226)**	-	-	**(155,226)**	(103,976)
Amortisation		**(14,053)**	-	-	**(14,053)**	(13,828)
Depreciation		**(41,352)**	-	-	**(41,352)**	(55,667)
Loss of Disposal of Fixed Asset		-	-	-	-	(7,436)
Financing costs		**(31,991)**			**(31,991)**	(26,976)
Grants for Projects	15	-	**(270,570)**		**(270,570)**	(150,000)
Total expenditure		**(3,607,793)**	**(270,570)**	-	**(3,878,363)**	(3,235,895)
Net income/ (expenditure)		**282,154**	**(270,570)**	-	**11,584**	72,763
Net gains/ (losses) on investment assets		**(822,481)**	-	-	**(822,481)**	536,289
Net income/ (expenditure)		**(540,327)**	**(270,570)**	-	**(810,897)**	609,052
Transfers between funds	15	**(249,060)**	**249,060**	-	-	-
Net movement in funds	5	**(789,387)**	**(21,510)**	-	**(810,897)**	609,052
Total funds brought forward	15	**7,114,845**	**250,000**	**24,573**	**7,389,418**	6,780,366
Total funds carried forward	15	**6,325,458**	**228,490**	**24,573**	**6,578,521**	7,389,418

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

17 Analysis of group net assets between funds

	Unrestricted Funds	Endowment & Restricted funds	Total
	£	£	£
Fund balances at 31 December 2023 are represented by:			
Tangible and intangible fixed assets	42,285	-	42,285
Investments	5,543,345	24,573	5,567,918
Current assets	2,379,608	-	2,379,608
Creditors falling due within one year	(1,091,003)	-	(1,091,003)
Creditors falling due in more than one year	(213,431)	-	(213,431)
Total net assets	**6,660,804**	**24,573**	**6,685,377**

	Unrestricted Funds	Endowment & Restricted funds	Total
	£	£	£
Fund balances at 31 December 2022 are represented by:			
Tangible and intangible fixed assets	64,497	-	64,497
Investments	5,155,585	24,573	5,180,158
Current assets	2,502,470	-	2,502,470
Creditors falling due within one year	(970,186)	-	(970,186)
Creditors falling due in more than one year	(198,418)	-	(198,418)
Total net assets	**6,553,948**	**24,573**	**6,578,521**

In the opinion of the Trustees, sufficient resources are held in an appropriate form for each fund to be applied in accordance with any restrictions imposed.

18 Commitments

Future minimum lease commitments under non-cancellable operating leases at 31 December 2023 were as follows:

	Group 2023	Group 2022	**Charity 2023**	Charity 2022
	£	£	**£**	£
Operating lease rentals payable				
In less than one year	**59,840**	78,849	**59,840**	78,849
In the second to fifth years inclusive	**29,154**	23,797	**29,154**	23,797
In more than five years	**-**	-	**-**	-
	88,994	102,646	**88,994**	102,646

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2023

19 Grant income

There was no grant income in 2023. In 2022, CIWM was awarded a Welsh Language Support Grant from Qualifications Wales to translate qualifications materials into the Welsh language.

20 Related party transactions

There were no payments made to trustees for other services during the year. In May 2023 trustees allocated funds of £24,750 from reserves to a 3-month project by Tech-Takeback Ltd. In December 2023 a further £45,574 was allocated from reserves to Tech-Takeback Ltd for the next 6-month phase of the project. David Greenfield, who is a trustee in post since June 2023, is a director and shareholder of Tech-Takeback Ltd.

21 Taxation

As a charity, CIWM is exempt from tax on the income and gains arising from its charitable activities and its investments to the extent that the income and gains are applied for charitable purposes.

22 Post balance sheet event

On 9 January 2024 the charity acquired the trade and assets of Circular Economy Institute S.L, a company registered in Spain, for consideration of £168,000.

23 Prior year adjustment

In the prior year a deposit of £575,000 was disclosed as investments within current assets on the balance sheet. The original maturity date was less than three months, and the cash can be accessed with less than three months' notice. Therefore, the deposit has been reclassified as cash. This adjustment is a balance sheet reclassification only, so there is no effect on net movement in funds.

CHARTERED INSTITUTION OF WASTES MANAGEMENT

England & Wales - Charity number 1090968

Accounts

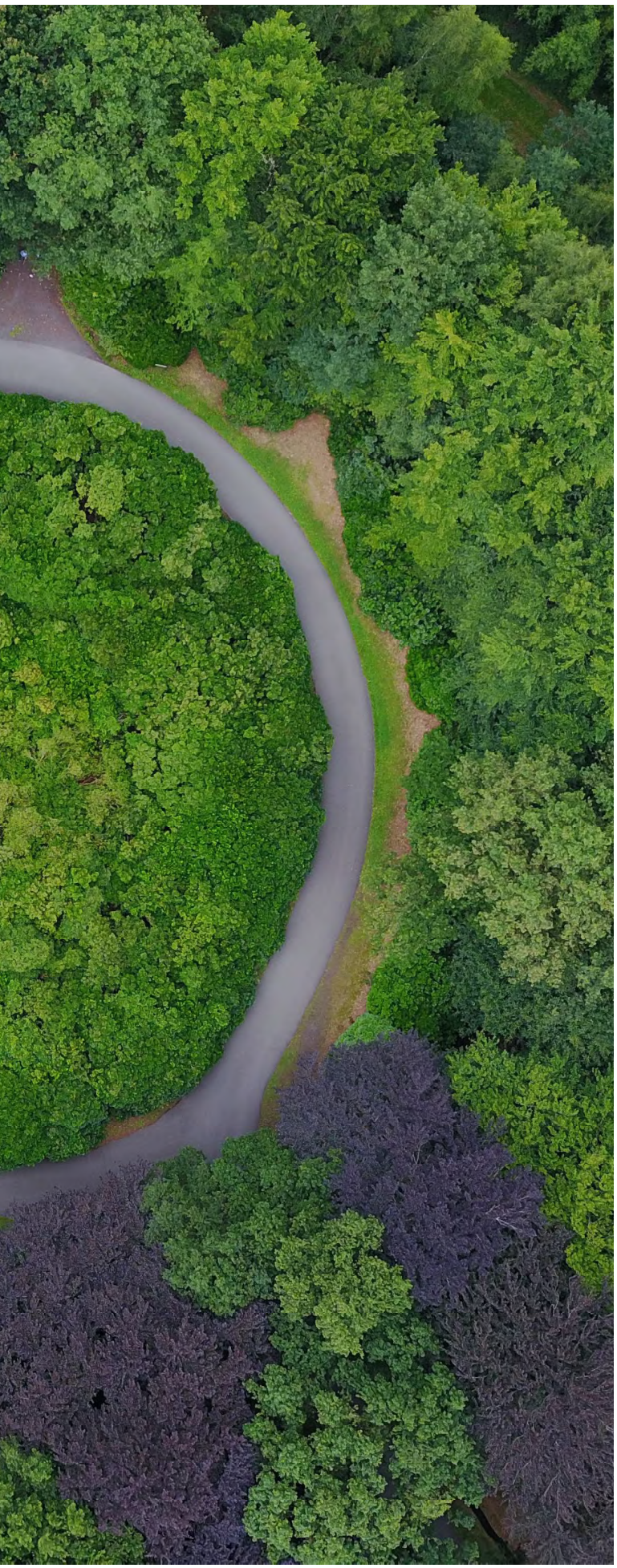
CIWM



Review of 2022

Plus trustees' report and financial statements for the year ended 31 December 2022

Together, we stand for a world beyond waste



Contents

03 **President's foreword**
Introduction from Dr Anna Willetts.

04 **Year in numbers**
Roundup of key stats from the year in infographic.

06 **Mapping out the future**
CIWM is working to equip the sector with the skills and innovation needed for a circular economy future. We look at some of its initiatives, including the Skills for the Future Working Group and the Policy and Innovation Forum.

09 **Breaking down barriers**
We reflect on the 2022 Presidential report '**Improving the way we regulate circular resources in the UK**' and assess the current practices and barriers in relation to the circular economy, and what can be done to encourage change.

12 **Knowledge sharing and thought leadership**
How CIWM helped shape the conversation within the sector and beyond throughout 2022, including regional updates.

16 **Impact and influence**
A focus on CIWM's policy initiatives, guidance and technical work that aims to accelerate the sector's drive towards a sustainable and equitable circular future.

19 **Looking ahead**
CIWM sets out its plans and aspirations for the remainder of 2023, and how it aims to continue the journey to a world beyond waste.

20 **Trustees' report and consolidated financial statements**

20 Trustees' Report
33 Statement of responsibilities of Trustees
34 Independent Auditor's Report
39 Consolidated Statement of Financial Activities
40 Consolidated Balance Sheet
41 Charity Balance Sheet
42 Consolidated Statement of Cash Flows
43 Notes to the Financial Statements

President's foreword



2022 was a year of pushing ahead, and ultimately a positive 12 months for CIWM and the wider resource and waste management sector, as we continued our journey towards creating a world beyond waste and helping to deliver a more circular economy. It did, of course, also turn out to be another year when unexpected challenges emerged. Many of us in the resource and waste management sector felt the force of strong economic headwinds, with war in Ukraine the catalyst for energy price shocks, as well as inflationary pressures, rising interest rates, and labour and supply chain issues that combined to create a difficult business environment.

But despite economic and political turbulence, real progress was made in many areas where CIWM is engaged in driving its five-year World Beyond Waste strategy, both with the government and among our industry partners and stakeholders. The transition to a circular economy is a long and complex journey, with numerous interrelated issues that need to be addressed. It is essential, then, to establish an approach that maintains a unified, consistent voice communicating in a coherent way around these issues. CIWM, as the sector champion, is increasingly active in ensuring our collective knowledge and expertise is central to the conversation around the future of waste – and that our trusted voice is heard at all levels.

Engagement

Reflecting this strengthening of CIWM's engagement with our partners and government, over the course of the year Defra approached CIWM to help identify key issues for the sector emerging in the post-Brexit environment. This led to a positive exchange of ideas, where concerns were presented and remedial action suggested.

Personally, I was extremely pleased with the reaction to the publication of my Presidential Report, *Improving the way we regulate circular resources in the UK*, which highlighted the issues around end of waste (EoW) assessments and the reforms necessary to promote and support circular economy innovation. Its impact has been encouraging; not only have a number of businesses come forward to showcase the type of imaginative circular solutions that EoW reforms could generate, but regulators also invited us to meet to discuss the report's recommendations. This is certainly a step in the right direction, and we hope meaningful action to deliver reform will follow.

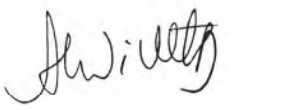
CIWM participated in a number of consultations over the year that we hope are going to move the resource and waste sector forward. It was pleasing to see the Institution consistently offering strong input into many of these key areas for the industry – you can see more details of these on page 10 of this Review.

Preparing for the future

As well as dealing with immediate challenges, much of CIWM's work during 2022 was distinctly forward-looking, in line with the World Beyond Waste strategy. It encompassed a range of policies, initiatives and guidance aimed at helping members to prepare for the transition to a circular future – and to position themselves for the opportunities this will bring. You can read more about these on pages 4-6 of this review.

On sustainability, CIWM is attempting to lead by example, with the launch of its Net Zero Roadmap, while the Institution introduced a new Strategic Expert Group on the Climate Emergency in the autumn as part of its coordinated response to this fundamental global challenge.

While today's waste sector has shifted beyond recognition from the industry I first experienced when I was doing my PhD in geology and environmental geochemistry 20-odd years ago, the pace of change is continuing to accelerate. There are plenty of challenges ahead, and much work to do, but good foundations have been laid. I now see an industry recognising the opportunities that the transition to a circular economy presents and striving to be part of this green future. I am sure CIWM will continue to lead the way.



Dr Anna Willetts,
CIWM President, 2022/23

Year in numbers

Members and training

1,024
new members welcomed

9
members upgraded to Fellow status

42
members upgraded to Chartered status

19,745
learners completed CIWM qualifications and training

162
EPOC certificates awarded

287
people registered on the Mentoring platform
170 registered as mentees, 91 as mentors, 26 as both mentors and mentees

Online presence

232,804
unique visitors to Circular Online

1,163
Number of Connect posts

67,961
Connect page views

36,000
followers on social media
A 29% increase on 2021 (Twitter, LinkedIn, Circular LinkedIn group)

In numbers

Wider influence

109

advisory panels, working groups and policy networks with CIWM representation

31

formal and informal consultations responded to

320

mentions in online UK media

This is a 47% increase on 2021

Events

4,000+

attendees collectively to our sector-leading conferences, events and webinars

107

attended the Presidential Inauguration

1,104

attended the London & Southern Counties Christmas Luncheon

289

attended the Scottish Resources Conference in person and online

1

award win for Circular Magazine at the Memcom Awards

450+

delegates from around the world hosted at the second Festival of Circular Economy



Mapping out the future

The first 12 months of CIWM's five-year *Leading the Way to a World Beyond Waste* strategy saw important work in establishing the pathway to a circular future

Last year was an important one for CIWM's commitment to delivering a more secure and sustainable future in the resource and waste management sector, as it set out on its five-year *Leading the Way to a World Beyond Waste* journey for 2022 to 2027.

Throughout the year, CIWM worked on a number of important – and often interlocking – initiatives, policies and projects based around the strategy, which seeks to shape the future of waste and establish a pathway to a greener, more circular future for the industry.

From the launch of the Net Zero Roadmap and establishment of the Skills for the Future Working Group, to the formation of the Climate Emergency Strategic Expert Group (SEG) and a new Policy and Innovation (P&I) Forum, CIWM continued to focus on developing a practical route towards this circular transition. The Institution's work involves a number of strands that pull together and run through all that CIWM does as an organisation. These are informed by the six themes – or pillars – upon which the World Beyond Waste strategy is centred:

- Pioneering professional standards
- Nurturing innovation
- Advocating with an authoritative voice
- Enhancing engagement and connectivity
- Cultivating communities of practice
- Leading through excellence.



The multifaceted CIWM strategy outlines the role the Institution and its members will play in shaping the future of waste, recycling and resource management, in line with the United Nations' Sustainable Development Goals. It aims to leverage the expertise of the waste and resource management sector, with a stated mission to 'unite, equip and mobilise our professional community to lead, influence and deliver the science, strategies, businesses and policies for the sustainable management of resources and waste'.

Net-zero roadmap

One notable milestone for the CIWM strategy was the launch, in August 2022, of *A Net Zero Roadmap for CIWM*, which details the Institution's pathway to net zero. It also brought forward its target date for achieving net-zero emissions by five years, to 2035.

CIWM's Net Zero Roadmap includes a 2019 calculation of the organisation's baseline carbon emissions. This provides a recent picture of emissions, prior to the Covid-19 pandemic, that reflects a more typical level of activity. The baseline for CIWM and WAMITAB was set at 2,315 tonnes CO_{2e}, with 95.8 per cent of the emissions classified as Scope 3 (such as those associated with investments and supply chains).

The roadmap also identifies the key areas that will be addressed to decarbonise and reduce emissions across scopes 1, 2 and 3. Steps on the roadmap include:

- Reducing emissions resulting from investments. This involves changing behaviour to improve energy efficiency and reducing reliance on fossil fuels in core business activities, while also engaging with the supply chain to gain a more detailed understanding of emissions associated with all business activities to assess Scope 3 emissions accurately
- Decarbonising the delivery of events and training services, with 90 per cent of training to be online
- Optimising business travel, cutting car journeys and only using air travel where it is unavoidable
- Divesting investments away from fossil fuels and selecting carbon-neutral investments
- Reducing the organisation's reliance on print media to communicate and switching to online as a default first choice.

CIWM intends to report annually against these targets so that it can lead by example while making a contribution to reducing greenhouse gas (GHG) emissions.

As part of this sustainability focus, in September CIWM also announced a new SEG on the Climate Emergency to oversee and guide its work in this area, led by CIWM's chair of General Council, Liz Parkes. The Climate Emergency SEG was formed to cover the resources and waste management sector's role in preventing climate change – as well as the need for the sector to be better prepared for climate impacts.

> **"The Climate Emergency SEG was formed to cover the resources and waste management sector's role in preventing climate change"**

Skills for the future

As the sector transitions towards a greener, more circular resources and waste management role, ensuring the sector has the right skills for the future has become a core part of CIWM's strategy. In May 2022, CIWM President for 2021-22 Dr Adam Read, was selected to join the UK Government's new Green Jobs Delivery Group (the GJDG). This was in response to his important 2021 *Skills for the Future* Presidential Report, which outlined how the sector should ensure it has the right skills and competencies to transition towards a future circular, decarbonised economy. The GJDG includes invited

leaders from business, industry, trade unions and academia to act on upskilling and training the green workforce of the future. CIWM's presence within the group ensures the sector's voice is heard and the Institution contributes fully to developing a national strategy, which aims to create and support up to 480,000 skilled, well-paid green jobs by 2030.

The importance of upskilling the sector for new opportunities in a growing circular economy saw CIWM commission a follow-on green skills report from consultancy Intelisos, with research conducted in autumn 2022 for publication in spring 2023. This is designed to provide an evidence base for CIWM's response to the GJDG, as well as help CIWM members, and the wider sector, to understand the skills and job needs for the future.

Also, as part of CIWM's ongoing Learning and Development Strategy, CIWM's Skills for the Future Working Group provided direction and developed a competence framework for the sector, which will be updated to ensure the full range of skills identified in the new research are represented.

The Skills for the Future Working Group also helped to deliver improved sector awareness through ongoing engagement with government departments, including Defra, the Department for Business, Energy and Industrial Strategy, the Department for Education, and the Department for Work and Pensions.

The future skills agenda was also the focus of a new Green Skills podcast launched in March, featuring Dr Read and CIWM's professional services director Katie Cockburn.

CIWM Key policy themes

CIWM Purpose – the place we are trying to get to

To move the world beyond waste

The circular economy is where our sector operates – we are key to it working

Circular Economy

The key policy areas that influence and impact the Circular Economy and where CIWM will focus its energies and efforts

Resource Efficient Design | **Behaviour Change** | **Producer Responsibility** | **Climate Emergency** | **Professional Standards & Skills** | **Infrastructure, Services & Operations**

Principles and themes that CIWM will look to promote and embed in all policy areas and the work that it does

Technological Innovation | **Health & Safety** | **EDI** | **Green Growth** | **Business Model Innovation**

Breaking down barriers

The 2022 Presidential Report – *Improving the way we regulate circular resources in the UK* – opened up an important conversation around end of waste assessments in relation to the circular economy

The resources and waste management sector plays a vital role in the establishment of a circular economy. It is within this sector that valuable resources are first collected post-use, then sorted, processed, and ultimately recycled into raw materials for use once again in the manufacturing supply chain.

Defining when a material meets its 'end of waste' (EoW) criteria is an important part of circularity, as this designation allows the material to be no longer subject to waste management regulations and instead be reprocessed into raw materials as part of a circular marketplace.

But ongoing issues around EoW tests and their application by regulators continues to create uncertainty within businesses working in the sector and beyond, which can be harmful to business operations and planning – and potentially hampers investment in circular economy innovation for both products and uses of recycled materials.



In 2022, CIWM President Dr Anna Willetts addressed the issues around EoW with the launch of her Presidential Report, *Improving the way we regulate circular resources in the UK*. This comprehensive review focused on how best to streamline and give confidence in the EoW process across the UK nations, looking at the issues from many sector perspectives. It also delivered key recommendations for improving regulation of EoW.

Circularity

Launching the document, Dr Willetts said: 'If we are to keep the UK at the forefront of the circular economy, we need a regulatory environment that offers both clarity and consistency in relation to achieving end of waste status. Failing to deliver this will deter investment and hamper the brilliant innovation we see across the resources and waste management sector.'

Essentially, if materials from waste treatment remain classified as waste, their markets are limited to businesses that can deal with waste and to customers with the required waste authorisations, so cannot be traded in the same way as other raw materials. Uncertainty around the regulatory issue of EoW designation is therefore detrimental to investment decisions, making global competitors potentially more attractive to investors.

Case for change

Making the case for change, the report highlighted that protecting the environment and human health must be a priority for EoW in terms of how materials are to be used and controlled – but that the complexity of the current EoW system was not achieving this.



It found that this was because it is not widely understood by those managing waste-derived materials and components, and so it is often ignored or misapplied. It also said the current system was actively pushing waste towards those ignorant of or deliberately ignoring EoW, while those attempting to adhere faced a financial/competitive burden.

The report concluded that the current approach to EoW was challenging for regulators, too, owing to factors around issues such as resources, regulatory focus, regime complexity, nuances across the UK nations, misunderstanding of the system, plus related issues, all feeding into uncertainty around application of the process.

Challenges

The report summarised the challenges around establishing an effective EoW process under five main areas:

Complexity

- The existing EoW regime is complex and seen as a specialist field by the sector and within the regulators
- The complexity drives a lack of understanding and engagement with the EoW rules and processes
- Because of the complexity, stakeholders seek confirmation from the regulator for reassurance for themselves and their customers.

Regulations and enforcement

- Currently, regulatory effort is focused on a very small tonnage of material, typically brought forward by businesses that are very focused on legal compliance, to small specialist teams
- General understanding of EoW among front-line inspectors is low, and there is little proactive identification or enforcement of EoW

Cost, speed and consistency of EoW assessments

- The teams dealing with EoW opinions in each nation are small, with knowledge limited to a small number of officers with the legal and technical expertise required
- This results in restricted capacity and low levels of resilience, leading to delays
- As teams are small and the work sits slightly outside the delivery of 'core business', there is the potential for individuals to have disproportionate influence on decision-making without ensuring sufficient scrutiny and accountability
- Limited joint working or harmonisation of approach and decisions between nations leads to multiple applications

Scope of opinions to the wider sector

- Some operators see an EoW opinion as a commercial advantage, and therefore deliberately seek to make them bespoke to their product or treatment process
- This requires significant regulatory effort for little environmental protection/outcome.

'Level playing field' beyond UK borders

- There is a perception that other nations (outside the UK) take a more relaxed approach to EoW
- Uncertainty around international movements – an opinion from a UK regulator may not be shared by the receiving county and vice versa.

Recommendations

Eight key proposed solutions were recommended that have the potential to improve the application and regulation of EoW in the UK:

- **Increase collaboration between national regulators –** Addressing different approaches and positions on EoW between national regulators in the UK, the report recommended re-establishing regular meetings between EoW teams in the national regulators, seeking to agree consistent positions and publishing joint UK-wide guidance wherever possible.
- **Leverage existing environment and market controls to demonstrate EoW –** Exploring the potential to leverage existing regulatory and product controls to control risk. Rather than the complex standalone process that focuses regulator resources on the compliant businesses, many of the concerns and risks it seeks to mitigate could be controlled by the markets, product standards and existing regulatory controls.
- **Improve intelligence through digital tracking –** Digital waste tracking has the potential to transform intelligence of wastes considered to have met EoW status. Helping to address the low levels of enforcement, regulators could have almost real-time data on loads moved as EoW, allowing fast intervention and monitoring to prevent environmental harm and risks to human health.
- **Improve understanding of EoW –** Training on EoW issues for regulator staff visiting waste management sites could address low levels of awareness and understanding of EoW issues.
- **Proactive support to clarify the EoW position for products produced by new technologies –** The government and regulators could reduce uncertainty and shape the environmental outcomes they want to see by working proactively with the sector to define how products would be treated and used in the supply chain.
- **Improve confidence in self-certification –** With a simplified system and improved guidance on EoW assessment, regulators could promote a strategy that empowers operators and the market to make self-certification decisions on EoW.
- **Small changes to the EoW application service to improve customer satisfaction –** With the EoW submission process, a number of low-cost changes could be made that would improve the perception of the service and advice. This could improve relationships between regulators and stakeholders.
- **Alternative approaches to assessing risk to the environment and human health –** The EoW assessment should also consider a life-cycle approach to the environmental and human health impacts of the alternative fate of material if it remains waste and has to go for recovery or disposal.

Outcome

The Presidential Report allowed Dr Anna Willetts the opportunity to engage actively and positively with the sector and regulators, commencing conversations with the EoW teams in each nation and considering waste streams that could be worked on, for the benefit of the sector. This work is ongoing and further conversations with regulators planned.



Knowledge sharing and thought leadership

CIWM continued to push forward on the green agenda and influence policy on waste and resources across a broad front in 2022, while regional centres staged events in person and online to inform members and help them share knowledge around key issues facing the sector

Across the UK and Ireland, CIWM's 10 regional centres had a busy 2022, with their vital input into CIWM's core initiatives such as the EDI and volunteer strategies, while also returning to in-person events after the pandemic. Centres also continued the use of webinars and virtual gatherings to share knowledge and expertise online.

- Over the course of 2022, **Wales Centre** held regular bi-monthly council meetings, with its AGM staged in April. The centre also held a winter webinar event in November.

  In May, the centre hosted the Resource Conference Cymru 2022 event in Cardiff, where delegates discussed the key issues and opportunities Wales faces on its journey to One Planet Living. Issues around achieving net zero, the green recovery and response to the climate emergency featured on the agenda.

  In September, the centre presented to the Welsh Government's Climate Change, Environments and Infrastructure Committee.

  Consultation responses included views on Natural Resources Wales' (NRW) permits and licences charges, while the centre also worked with the Institution of Civil Engineers (ICE) and participation in quarterly meetings with the Welsh Environmental Services Association (WESA). In addition, the region also participated in the Optimised Waste and Logistics (OWL) Wales Roadshow held in Cardiff in March.





- The year saw **South West Centre** hold its first in-person event after the pandemic, as well as continuing to make the most of opportunities presented by online events for broader participation within the region and beyond. A seminar in March at Bournemouth University explored new technology and regulatory developments, while in Plymouth, in October, members gathered in Plymouth for a seminar entitled 'Innovation and beyond – exploring the innovation revolution'.

  Several webinars were hosted during the year, covering topics such as skills and training. The AGM in April included an online presentation on new policy and regulatory developments, while the centre ran and part-funded an interactive workshop event in July – 'Behavioural change for the waste hierarchy' – that focused on behavioural science principles, and explored the barriers and motivations to increasing waste prevention, reuse and recycling.

  Drop-in sessions were organised for members to share views/concerns for them to take to Members' Council.

- Members of CIWM's **Midlands Centre** enjoyed a series of meetings and events during the year, several of which were staged in conjunction with other centres to maximise the potential for learning and knowledge sharing across the regions.

  April's AGM and open meeting included a waste industry seminar that focused on alternatively fuelled collection vehicles, which was followed by a site tour of Blaby Waste Maintenance Depot.

  In June, the annual Craemer, LARAC and CIWM Midlands one-day conference was staged, with the event based around the topic of 'Advancing Technologies to Net Zero', looking at both technological developments and the skills issues involved in advancing climate goals. Later in August, a joint Midlands/ East Anglian Centre reuse facility tour and presentation was held at an FCC drop-off facility in Norwich (see below).

  Over the year, the Midlands Centre also hosted several webinars, including a joint East Anglia and Midlands event on the 'Waste legislative landscape' at the end of February.

  In March and October, Midlands Members' Council Representative Nicola Walker hosted virtual drop-in sessions that enabled members to share their views on issues, while in November the centre arranged skills and mentorship sessions for CIWM's Professional Development Network, providing speakers for sessions on regulation and policy.



- Following its AGM in April, in May 2022, **East Anglian** and Midlands Centres hosted a joint Professional Development Network (PDN) meeting in Birmingham at the EMR facilities, with a session covering both WEEE and metals processing.

  In addition, the East Anglian Centre was also represented at various other regional and national events throughout the year including East Anglian CIWM upgrade workshops, Resourcing the Future 2022 in London, the RWM exhibition and dinner in Birmingham, and the RECOUP annual conference in Peterborough. Centre members also benefited from the opportunity to join other centres' online webinars across the year, sharing knowledge and best practice.

  In August 2022, the East Anglian Centre held a member meeting and hosted a joint visit with Midlands Centre to the FCC Norwich reuse drop-off centre mentioned above. This gave an opportunity to showcase the work FCC and the charitable organisation The Benjamin Foundation are doing to actively encourage reuse and repair.

Consultation responses 2022

Over the course of 2022, CIWM's Policy and Technical team and its UK and Republic of Ireland regional Centres responded and submitted evidence for more than 30 government consultations, Select Committee enquiries and EU consultations.

England

- CIWM response to Single-use plastic: banning the supply of commonly littered single-use plastic items
- CIWM response to call for evidence on commonly littered and problematic plastic items
- CIWM response Landfill tax review: call for evidence (England)
- CIWM response to consultation on waste carrier, broker, dealer reform in England
- CIWM response to consultation on introduction of mandatory digital waste tracking
- CIWM response to Reforms to the Packaging Waste Note System and Operator Approval
- CIWM response to Developing the UK Emissions Trading Scheme (UK ETS) – Chapter 7 is a call for evidence for expanding the scope of UKETS to incineration/ EfW/ ATT/ ACT
- CIWM response to Environmental Targets – Residual Waste and Resource Efficiency
- CIWM response to Consultation on preventing charges for DIY waste at household waste recycling centres and call for evidence on booking systems at household waste recycling centres
- CIWM response to Landspreading to improve soil health
- CIWM response to Standard Rules No.25

Scotland

- CIWM Scotland response Guiding principles on the environment: draft statutory guidance
- CIWM Scotland response Call for evidence: review of the role of incineration in the waste hierarchy
- CIWM Scotland response to An updated marine litter strategy for Scotland
- CIWM Scotland response to National Litter and Fly-tipping Strategy
- CIWM Scotland response to Draft National Planning Framework 4
- CIWM Scotland response to Delivering Scotland's circular economy – proposed Circular Economy Bill
- CIWM Scotland response to Delivering Scotland's circular economy: A Route Map to 2025 and beyond
- CIWM Scotland response to Waste Treatment Consultation for BAT review
- CIWM Scotland response to Scottish Aggregates Levy consultation

- **North West Centre** organised and held a number of events during 2022. In April, it combined its AGM with a site visit to a materials recovery facility that included presentations and discussion on topics such as deposit return schemes (DRS) and extended producer responsibility (EPR).

  In August, the centre held an event at Blackburn Enterprise Centre on the topic of flexible packaging, covering processing, policy and issues around collections. In addition, a Christmas event at Anfield football stadium raised £2,745 for Derian House Children's Hospice.

  North West Centre Council representatives also attended a Manchester University/CIWM nuclear waste event in June and supported the CIWM stand at the RWM exhibition in September.

- During 2022, the **North East Centre** continued with successful online formats for some events such as its AGM in April, but also reintroduced face-to-face meetings since the pandemic with a site visit to the Terberg Matec UK workshop in March.

  North East Centre Councillors continued to provide a vital link with CIWM headquarters and trustees over the year, ensuring the region's feedback was presented on a wide range of topics.

  One of the centre's Councillors led on the development and engagement of the new volunteer strategy, with work continuing on this to enhance CIWM volunteering opportunities. North East Centre Councillors contributed to a number of consultations throughout the year, and members also represented the Institution at the RWM exhibition in September.

  In November, the centre held a member meeting and hosted a joint visit with the NW centre to the SUEZ Renew Hub in Manchester, the largest-such facility in the north of England. A Christmas event, with an open meeting for members, was also held for the first time since Covid.

Consultation responses 2022

Northern Ireland

- CIWM response HTM 07 01 technical guidance review
- CIWM Northern Ireland response on the assessment of technical competence under the NI Waste Management Licensing and Permitting Regime
- CIWM Northern Ireland response Consultation for the reduction of single-use plastic beverage cups and food containers
- CIWM Northern Ireland response Environment Strategy consultation
- CIWM response to The OEP Strategy and Enforcement Policy

Wales

- CIWM Cymru Wales response on revoking and withdrawing twenty nine waste standard rules permits
- CIWM Cymru Wales response to Draft Environmental Protection (Single-use plastic products)(Wales) Bill

Republic of Ireland

- CIWM Ireland response to Public consultation on the Draft National Food Waste Prevention Roadmap
- CIWM Ireland response microplastics pollution – measures to reduce its impact on the environment
- CIWM Ireland response to EU revision of Waste Framework Directive
- CIWM Ireland response to EU Public Consultation: Soil health – protecting, sustainably managing and restoring EU soils



- The **Scotland Centre** held a varied programme of virtual and face-to-face events in 2022, including an online AGM in April and a Christmas lunch hosted at the University of Glasgow.

  Several NetWalking events also took place, with speakers from Zero Waste Scotland, North Ayrshire Council, and Ecosurety, as well as site visits to various resource and waste management facilities.

  The Members' Council representative held three online drop-in sessions to engage with Scottish members and give their feedback to Members' Council.The Scotland Centre also had regular meetings with industry bodies including the Scottish Government, SEPA, Zero Waste Scotland, SESA and RMAS. It also responded to 10 consultations.



- The **Republic of Ireland Centre** organised the Irish Waste Management Conference in conjunction with the Irish Waste Management Association (IWMA) at the Aviva Stadium Conference Centre in March, the theme of which was "The role of the circular economy in tackling climate change". The conference saw over 400 delegates in attendance and offered a hybrid online attendance for remote attendees. The Centre held its AGM online in 2022 and made submissions on six consultations during the year, including food waste prevention, microplastics and soil health. The Centre continues to represent CIWM on external groups and committees in Ireland, including the Construction Waste Resource Group and the Department of Environment, Climate and Communications (DECC) National Waste and Circular Economy Advisory Groups, as well as the National Waste Plan development forum.



- CIWM's **London and Southern Counties Centre** hosted four open meetings in 2022/23: "Getting to grips with Net Zero", the Illegal Exports of Plastic Waste, a visit to Beddington Lane Energy from Waste Facility, with a selection of presentations on the site itself, such as planning and operations, as well as a number of events organised by the Centre's Professional Development Network volunteers. The London Centre also held its AGM on Zoom in April, while its 64th annual luncheon went ahead in December as planned. The centre's council met eight times on Zoom throughout 2022/23 to plan events and conduct ongoing business.

- The **Northern Ireland Centre** were a busy bunch during 2022. We were proud to get the Litter Picking Volunteer Scheme in association with the Duke of Edinburgh Award Scheme and Gaisce The President's Award up and running. Our AGM on the 13th April was online and incorporated a technical talk on a digital DRS trial in Northern Ireland from Bryson Recycling and Cryptocycle. In June, the inaugural Northern Ireland Resources and Waste Management conference took place in Belfast and in November we hosted a breakfast briefing in Antrim focusing on the Waste Sector Sectoral Plan with a range of speakers from the Department of Agriculture, Environment and Rural Affairs (DAERA). Our members also enjoyed visits to Stericycle in May, and Enva in October.



Impact and influence:
leading the way towards a circular future



Throughout 2022, CIWM built on its World Beyond Waste strategy with important policy initiatives, guidance and technical work to accelerate the sector's journey towards a sustainable and equitable circular future

While 2022 brought a fresh set of economic challenges for member organisations after the travails of the pandemic, CIWM continued to chart its path towards a more sustainable future for both the resources and waste management sector and the wider economy.

The industry's critical and evolving role in helping to deliver a circular economy underpinned a number of the Institution's activities, from expanding education and learning and championing the green skills agenda (both in the UK and abroad) to initiatives around securing net zero and promoting sustainable innovation. Equality, diversity and inclusion was also high on the agenda in a year that saw CIWM introduce its first EDI strategy, reflecting its core values as it builds towards the future.

Learning and development

Over the course of 2022, CIWM launched a raft of new training courses, eLearning programmes and qualifications. This included three new training courses, nine new e-learning courses and three new healthcare waste qualifications.

The year also saw seven new prisons and three commercial businesses gain CIWM approval to deliver a range of qualifications. By growing the qualification centre network, more individuals across the UK have the opportunity to access training and gain a recognised, accredited CIWM qualification.

Elsewhere, CIWM reviewed and updated its Operator Competence Scheme in 2022, delivering the most thorough set of revisions for more than 10 years. The changes, which are being introduced in 2023, will ensure the programmes continue to be fit-for-purpose and equip learners with the skills, knowledge and understanding they need to work safely on site. They will also prioritise environmental protection and compliance with environmental permits.

In April, CIWM also launched the first professionally recognised contractor competency scheme to improve health and safety in the metal recycling sector. Developed by CIWM in association with the British Metals Recycling Association (BMRA), the Metal Recycling Contractor Competency Scheme (MRCCS) is designed to provide evidence of individual contractors' capability and

competency, enabling organisations to quickly and easily check that they have the required health, safety and wellbeing skills to work on-site in the metal recycling sector. Competence for MRCCS will be confirmed by a Pearson VUE test and evidenced via CIWM ProFile, a new digital credentials system launched by CIWM last year that allows it to be validated on-demand via a unique QR code.

In September, another partnership saw CIWM begin delivering **Veolia's new Operational Excellence Manager Programme**, a scheme aimed at strengthening Veolia's managerial skills base to achieve best-in-class operational management. An initial cohort of 15 employees began the nine to 12-month blended-learning programme in 2022, with another 15 joining in February 2023. The programme was carefully developed and tailored to deliver the technical skills base of the firm's operations, building organisational resilience, reflecting the competencies set out in the newly developed CIWM Competence Framework.

WasteAid

CIWM was involved in an important development partnership abroad, too, as from mid-January, CIWM began its partnership with WasteAid – the international NGO that shares waste management and recycling skills in lower- and middle-income countries. The aim was supporting the development of waste management in the Greater Banjul Area of The Gambia. The Dennakuwo Project, as it is known locally, was a first of its kind for CIWM, sharing knowledge and expertise of CIWM members through the funding of work on developing circular economy practices to advance waste and resource management capability. It included the formation of a circular economy network, the delivery of training and events, and a mentoring programme between CIWM members in the UK and Gambian members. Part of the initiative funded by CIWM included a Waste to Use Challenge, a competition designed to help fast-track circular economy initiatives in the west African nation.

Policy and innovation

As one of the pillars of CIWM's five-year strategy, nurturing innovation is inextricably linked with the other strands woven into the World Beyond Waste plan. Established in June 2022, the Policy and Innovation Forum (P&I) is designed to be the main policy advisory group within CIWM. It will provide insight and advice to the Trustee Board and the Policy and Technical Team on the main policy issues affecting the Institution and its members in the sector. It will also be a champion for CIWM and the work that the industry and its members undertake.

Under its remit, the P&I is in the process of developing a three-year policy and innovation plan that sets out the key policy and technical priorities for CIWM. It is also tasked with: developing budgeted proposals for supporting research and evidence; supporting and helping guide work under a number of pillars within CIWM's strategy; overseeing the establishment of SEGs to reflect the priorities; and steering/monitoring the outcomes of the work undertaken by the SEGs, which will report into the P&I.

As part of their future role, P&I members will act as knowledge ambassadors for CIWM, developing opportunities for collaborative working and research, helping to shape the knowledge capability, influence and profile of the Institution, as well as the broader resources and waste agenda.

As such, its role reflects the progress and ambitions of CIWM as it continues to chart a pathway for the sector towards a World Beyond Waste.

> **"The Dennakuwo Project was a first of its kind for CIWM, sharing knowledge and expertise of members on developing circular economy practices to advance waste and resource management capability"**



Festival of Circular Economy

Demonstrating the growing interest in the no-waste future, from 28 November to 1 December, the second Festival of Circular Economy took place, with more than 450 people from around the world participating in the interactive online event. More than 60 speakers offered a range of presentations and keynotes over the four-day event, which focused on how best to celebrate and support the global transition to a circular economy through sustainability and resource efficiency. It hosted speakers from some of the world's best-known brands, including Google, Amazon, LEGO, Diageo, and L'Oréal, as well as the Ellen MacArthur Foundation, plus circular economy pioneers Tony Juniper and Marga Hoek, and architect and TV presenter Charlie Luxton.

BATs and POPs

CIWM's expertise in technical issues saw it invited, in October 2022, to join the government's UK Best Available Techniques (BAT) advisory group. The UK BAT regime's purpose is to prevent or reduce industrial emissions and impacts on the environment. The group aims to collaboratively discuss the progress of the system, prioritisation of the future BAT sectors, and generate general debate around the issues and matters relevant to the industry and its direction of travel.

And following its response to the government's 2021 consultation on potential amendments to the Persistent Organic Pollutants (POPs) Regulation, in January 2022 CIWM joined the Defra Stakeholder Group looking at this issue. Following on from this, in September, the Environment Agency (EA) Resolver Group for POPs in waste upholstered seating was formed to work out solutions among the resources and waste management sector for managing this waste stream that could no longer be landfilled. CIWM's role in the groups helped to influence regulatory guidance and position statements, which were published at the end of 2022.

Equality, Diversity and Inclusion

Another important step towards inclusivity was taken by the organisation in April, when CIWM unveiled its Equality, Diversity and Inclusion (EDI) strategy, with a stated aim to 'ensure the Institution is open and inclusive to all, regardless of background, ability, ethnicity, gender or sexual orientation'.

The development of the three-year strategy follows the creation of CIWM's EDI Working Group in early 2021. With CIWM committed to ensuring opportunities and support are fair and equal across the organisation, its membership and the whole sector, the new EDI vision is that 'together, we will inspire and enable transformational change to create a more inclusive sector that reflects the communities we serve'.

Modern slavery

Addressing another issue of concern to the Institution and wider sector, CIWM marked 2022's **anti-slavery day** on 18 October by hosting a webinar on behalf of the Indirect Procurement Human Rights Forum (IPHR) to launch the IPHR Waste and Recycling Modern Slavery Protocol.

The IHPR Modern Slavery Protocol is a voluntary agreement and public pledge of commitment of organisations to work collaboratively to tackle modern slavery and prevent exploitation or abuse of workers. In July 2021, CIWM and ESA announced a joint commitment to tackle slavery, forced labour and human trafficking across the industry. Since the launch, CIWM has been supporting a number of organisations and initiatives to reduce the risk of modern slavery across its membership base and the wider sector.



2023 at a glance

We'll continue our journey to a world beyond waste by:



- Marking the **125th anniversary of CIWM** in June, celebrating our leadership in, and our influence of, the resources and waste management sector.
- Providing thought leadership on the changes, challenges and opportunities facing our sector through our newly formed **Policy & Innovation Forum** and the launch of **five new Strategic Expert Groups (SEGs)**.
- Creating new and enhanced **strategic partnerships** with the development of a comprehensive stakeholder map.
- Growing our community through our newly launched **Technical membership grade** and by creating **bespoke membership propositions** for qualification and apprenticeship learners, and technically competent managers.
- Improving the online experience for our members with the implementation of a **digital evolution project**.
- Developing a more modern, agile **volunteer strategy** to create a thriving, diverse and inclusive volunteer network.

Further information on CIWM's future plans can be found on page 29.



Chartered Institution of Wastes Management (CIWM) (incorporated by Royal Charter)

Trustees' report and consolidated financial statements

Registered company number RC000777

A charity registered in England and Wales (1090968) and in Scotland (SC037903)

31 December 2022

Trustees' report for the year ended 31 December 2022

General Council members, key management personnel and advisers

General Council members

Members of General Council who are the Trustees of the Chartered Institution of Wastes Management and who all served in office throughout 2022, and up to the date of signature of the financial statements, except where indicated, were:

A Read FCIWM CEnv	**President (in post until 30.06.22), Immediate Past President (in post from 30.06.22)**
A Willetts FCIWM	**Senior Vice President (in post until 30.06.22), President (in post from 30.06.22)**
D Cooke FCIWM	**Junior Vice President (in post until 30.06.22), Senior Vice President (in post from 30.06.22)**
T Nicoll FCIWM	**Immediate Past President (in post until 30.06.22)**
J Kutner FCA CTA FCIWM	**Honorary Treasurer**
T Walker FCIWM CEnv	**Junior Vice President (in post from 30.06.22)**
W Hubbard FCIWM	
V Hughes FCIWM	
L Parkes FCIWM	
L Ward FCIWM	
M Gover FCIWM	
D Simpson FCIWM	

Trustees' report *(continued)*

Key Management Personnel

S Poulter	Chief Executive Officer
P Sloggett	Marketing Director
A Havard	Operations Director
K Cockburn	Professional Services Director
L Marshall FCIWM	Policy and External Affairs Director
H Tovey	Commercial and Membership Director -(in post from Aug 2022)

Registered office address

Quadra
500 Pavilion Drive
Northampton Business Park
Northampton
NN4 7YJ

Website: *www.ciwm.co.uk*

Advisers

Bankers:

HSBC Bank Plc
500 Pavilion Drive
Northampton Business Park
Northampton
NN4 7YJ

Solicitors:

EMW Law
Seebeck House,
1 Seebeck Place,
Knowlhill, Milton Keynes
MK5 8FR

Investment managers

Brewin Dolphin Limited
12 Smithfield Street,
London,
EC1A 9BD

Rathbone Brothers PLC
8 Finsbury Circus,
London
EC2M 7AZ

Auditors:

Moore Kingston Smith LLP
6th Floor
9 Appold Street
London, EC2A 2AP

Trustees' report *(continued)*

The General Council present their report and audited consolidated financial statements of CIWM and its subsidiaries for the year ended 31 December 2022.

OBJECTIVES AND ACTIVITIES

Charitable Objects

The stated Objects of the CIWM Group are to advance for the public benefit, the art and science of wastes management worldwide and so to promote education, the protection of public health and the preservation of the environment, and for that purpose to further promote and maintain good standards of practice, competence and conduct by all its members.

Charitable purposes that provide benefit to the public are defined by the Charities Act 2006. The Charity Commission have issued guidance concerning the sort of charitable activity that might fall within each of the charitable purposes defined by the Act including examples of the type of charity that might carry out appropriate activities.

The General Council has reviewed the definitions in the Act and considers that the Charitable Objects of CIWM fall within three of the charitable purposes, namely:

- the advancement of education;
- the advancement of environmental protection or improvement; and
- the advancement of health.

The General Council of CIWM have also reviewed the guidance issued by the Charity Commission and consider that the activities of the CIWM Group comply with the criteria stated in that guidance for each of the respective charitable purposes noted above

Objectives, Aims and Intended Impact

CIWM's purpose is to move the world beyond waste.

Our mission is to unite, equip and mobilise our professional community to lead, influence and deliver the science, strategies, businesses and policies for the sustainable management of resources and waste.

Our value proposition is 'creating more for professional life' the benchmark of professionalism, resources and achievement for our sector.

We deliver this through the CIWM Way which is a statement of our values; collaboration, creativity, determination, adaptation and consideration.

Trustees' report *(continued)*

Objectives, Aims and Intended Impact *(continued)*

Our strategy outlines the role CIWM and its members will play in shaping the future of waste, recycling and resource management, in line with the United Nations Sustainable Development Goals. It is centred around six themes that will enable our organisation to act as a vital change agent for the transition to a low-carbon circular economy.

1. Pioneering professional standards
2. Nurturing innovation
3. Advocating with an authoritative voice
4. Enhancing engagement and connectivity
5. Cultivating communities of practice
6. Leading through excellence

As we implement our strategy, you will see us doing more of what we do best: delivering high-quality services and developing new opportunities that are consistent with our core purpose and values. This will be enabled by continuing to operate a sound, not-for-profit business and sustaining day-to-day operations whilst investing in future opportunities.

The objectives outlined in these themes reflect both CIWM's long held priorities as the professional body for the sector and its additional objectives as a qualifications awarding body:

- advance the scientific, technical and practical aspects of resources and wastes management for the benefit of the environment;
- promote high standards of practice, competence and conduct across the sector;
- promote the importance of independently recognised professional competence;
- raise awareness and understanding of resource and waste issues amongst all sectors of society both within the United Kingdom and internationally;
- promote and award qualifications and learning that underpin high standards of education, practice and competence across the sectors it serves;
- develop and support systems for the assessment and award of apprenticeships;
- advise environmental regulators on skills and qualifications in support of technical competence;
- influence the development of policy for new education frameworks and qualifications; and
- research, devise and develop qualifications and learning products to support skills and learning requirements in relevant adjacent industry sectors of the UK and overseas.

In setting the CIWM Group's objectives and in planning the Group's activities the General Council have given careful consideration to the Charity Commission's general guidance on public benefit and to its supplementary public benefit guidance on fee-charging.

The General Council confirms that Trustees have complied with the duty in Section 17 of the Charities Act 2011, to have due regard to the Charity Commission's general guidance on public benefit, including the guidance "Public benefit: running a charity (PB2)".

Trustees' report *(continued)*

Principal activities

CIWM delivers its aims and objectives through different activities, most of which, because of their relevance and importance, remain constant from year to year. These are in line with the CIWM strategy which cements these activities into the six pillars and CIWM Way referenced above.

As a membership organisation, CIWM remains dedicated to seeking to improve the member experience and provide members with the tools and support to achieve success in their jobs and careers, including through qualifications and skills solutions.

CIWM works collaboratively internally and externally to share knowledge and good practice and to provide solutions for members, learners, customers, employees and the environment.

CIWM seeks to operate its organisation ethically, sustainably and professionally with excellent customer service. It promotes, maintains, improves and recognises professional standards in the sector; and promotes and awards qualifications and learning. In all its work, CIWM endeavours to be forward-thinking and innovative in how it develops and implements service and policy ideas, ensuring value for money for members, learners, and customers.

CIWM has a strong outward facing role, focussing on using the knowledge, credibility and authority it derives from its members to:

- influence policy and regulatory developments affecting the resources and waste management sector in the UK and Ireland;
- influence the sustainable performance of other industry sectors and of society generally; and
- help to show the sector in an accurate and positive light in the media and in direct communications.

Work in these areas includes;

- working closely with representatives of government departments and agencies to inform and influence policy and regulatory developments in England, Ireland, Northern Ireland, Scotland and Wales and in the UK as a whole;
- working with partners to inform and influence policy and regulatory developments in the EU and more widely;
- supporting government at central, devolved and local levels, their agencies and other organisations in the delivery of projects with relevant outcomes including the improvement of environmental quality; waste reduction; the establishment of improved reporting and monitoring methodologies and systems; and relevant qualifications and skills solutions; and
- working in collaboration with relevant partners to establish, promote and deliver technical research, relevant training and educational resources, and professional competence schemes and learning for the industry.

Trustees' report *(continued)*

Volunteers

The General Council is grateful to the large number of members (estimated to be in excess of 400) who support and contribute to the organisation's work through their service on committees, forums, Strategic Expert Groups, Centre Councils, and Working Parties and in representing the Group on other outside bodies and organisations. This commitment by volunteers enables the CIWM Group to draw on a depth and breadth of knowledge of resources and waste management and of other pertinent sectors and competencies which is unrivalled; and which establishes and enhances CIWM's status, reputation and influence.

ACHIEVEMENTS AND PERFORMANCE

Activities undertaken during the year

The CIWM Group has sought to deliver the objectives and activities outlined above by undertaking a variety of specific initiatives and activities during the year, many in partnership with other organisations. Further details about these are given in the Annual Review section of this document.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

Trustees are pleased to be able to report a consolidated net operating surplus on General Funds of £282,154 (2021: £222,763). The budget for the year had been set to show a small surplus and the actual result reflects the commitment and hard work put in by Trustees, Centres, and staff. The Trustees have again forecasted a small surplus for 2023.

Commitments for expenditure on awards to projects approved by Trustees under the Reserves Policy amounted to £270,570 (2021: £150,000). Further details of projects approved are set out below and in note 15 to the Financial Statements.

Due to the downturn in the financial markets, there were realised and unrealised losses on investments of £822,481 (2021: gain £536,289). These are almost all unrealised losses on the investments and there is no likelihood of there being a requirement to sell the investments in the near future.

The Gala Dinner and the London Centre Christmas Lunch, which are deemed to be non-charitable activities, are the only activities in CIWM Enterprises. CIWM Enterprises closed the financial year ended 31 December 2022 with a profit of £66,149; the comparative for 2021 was a profit of £57,546.

The total net movement in funds for the year after the expenditure on projects from reserves and the realised and unrealised losses on investments was a deficit of £810,897 (2021: surplus £609,052) which resulted in a reduction in Total Funds from £7,389,418 at the end of 2021 to £6,578,521 at the end of 2022.

Trustees' report *(continued)*

Reserves policy

The total unrestricted funds (that is the Designated funds and the General Funds) held by the group as at 31 December 2022 were £6,553,948 (2021: £7,364,845).

Reserves are required to provide the charity with a firm financial foundation and to provide the stability required to fund day-to-day operations. They also provide the funding for future investment whether on essential capital requirements to support the operational delivery of the charity's aims and purposes, or on the research and development of new activities or longer term initiatives.

The Trustees have reviewed the reserves of CIWM taking into account relevant factors, including:

- forecasts for levels of income for the current and future years, taking into account the reliability of each source of income and the prospects for developing new income sources;
- forecasts for expenditure for the current and future years on the basis of planned activity;
- analysis of any future specific financing needs, for example to maintain and replace tangible and intangible fixed assets

Based on this detailed review, Trustees have concluded that reserves at a value of approximately £1.5 million are required to finance the charity's day-to-day operations.

Free reserves in the General Fund exceed this minimum level by £4,825k. The Trustees are utilising part of these reserves each year in the furtherance of their objectives by allocating amounts to specific projects. A total amount of £255,714 (2021: £400,000) was allocated to such projects and transferred from General Funds to Designated Funds

Having agreed, in principle, in 2021 to make donations of up to £250,000 to the Waste Environmental Education Research Trust (WEERT), an agreement was entered into with WEERT to enable them to enter into a back-to-back agreement with Oxford University to allow each year, for five years, 72 children from disadvantaged backgrounds to attend a residential course on engineering including waste management. This agreement is for a total sum of £243,346 which resulted in a sum of £6,654 being transferred back from Designated Funds to General Funds. Approval was also given for an amount of £230,000 to fund a study into EDI strategy in the Waste Industry, for an amount of £15,714 for a study into Green Skills in the Waste Industry, and for an additional £10,000 towards the Waste Aid project previously approved.

An amount of £270,570 (2021: £150,000) was spent or committed during the year in respect of approved projects.

Investment policy and objectives

CIWM holds two portfolios of investments for which Trustees obtain expert investment management advice from the respective discretionary investment managers.

Both portfolios have a policy of medium risk with the portfolios being invested primarily to obtain the most effective capital protection and capital growth over the longer term, with the objective of maintaining the capital value above the rate of inflation. Both portfolios exclude direct investment in companies involved in Tobacco, Armaments, Pornography, Gambling, Environmental pollution, and Fossil Fuels.

All investment income received on both portfolios is reinvested.

Trustees' report *(continued)*

Investment performance against objectives

CIWM's investment portfolios have been managed throughout the year by Brewin Dolphin and Rathbone Brothers PLC. Both investment managers are appointed on a discretionary management basis. During the year the Trustees received investment performance information and other general investment advice and comment from the respective discretionary investment managers.

The two portfolios generated investment income of £101,252 (2021: £95,081) which was re-invested. The investment portfolios recorded unrealised losses for the year which total £801,686 (2021: unrealised gain £523,460). Disposals of investments made during 2022 from the two portfolios resulted in realised loss of £20,795 (2021: realised gain £12,829).

Risk Management

General Council is responsible for the management of the risks faced by CIWM. Detailed considerations of risk are delegated to the Senior Management Team. Trustees and senior managers recognise the importance of identifying risks and establishing systems and procedures to mitigate those identified; and this process is embedded in the charity's business planning which includes regular reviews and assessments of risks.

The following key controls are used by CIWM to minimise risk wherever possible and to identify and then mitigate risks where they occur:

- formal agendas and detailed minutes for all Committee and Board activity;
- detailed terms of reference for all Committees, Boards etc;
- formal external training on roles and responsibilities for all Trustees and senior staff;
- annual review of all risks by both the Trustees and the Audit & Risk Committee and quarterly monitoring of these risks by the Trustees;
- comprehensive strategic planning, budgeting and management accounting;
- established organisational structure and lines of reporting with clear authorisation and approval levels; and
- regular monitoring and review of Disaster Recovery Plan and Business Continuity Plan

Appropriate record keeping is maintained, including a Register of General Councillors' Interests.

The Audit and Risk Committee reviews all risks of CIWM. Moore Kingston Smith LLP, as part of their audit, provide management reports to the trustees, advising on recommendations to improve internal controls.

Trustees confirm that appropriate systems have been established to mitigate other risks identified; but recognise that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

The principal risks identified in Spring 2023 relate to the following areas:

1. **People**; resilience of our organisational structure, making the best use of the commitment and expertise of **staff and volunteers** and all working to the CIWM Way
2. **Impact and relevance;** ensuring CIWM is relevant in the target market and its actions are recognised as impactful.
3. **IT strategy**; specifically how we manage and make use of **data and the cyber risks** related to this and the impact of poor **digital infrastructure**

Trustees' report *(continued)*

Risk Management *(continued)*

4. Meeting our KPIs for **member and income growth**
5. Strategic direction, particularly **focusing on the right things**.

These risk areas have been further analysed into 7 risks each with a specific mitigation action plan owned by a member of the Senior Management Team. These risk plans will be outlined to the Trustees at the June 2023 board meeting and then progress towards the mitigation actions identified using a RAG status reported at each board meeting.

FUTURE PLANS

CIWM's future plans are outlined in the CIWM five year strategy launched in 2021. Our strategy is about clear, decisive steps to shape a future-ready, resilient organisation that enables our professional community to be at its best and ready to make our actions count.

It is centred around six themes that will enable our organisation to act as a vital change agent for the transition to a low-carbon circular economy.

Pioneering professional standards
We will continue to set and raise standards for professional excellence – maintaining our support for the development of effective, successful, and qualified professionals.

Nurturing innovation
As the age of digitalisation changes our world with breath-taking speed, we will support our members and the global community by enabling and encouraging innovation.

Advocating with an authoritative voice
Our status as the leading voice in the sector underpins our ability to advocate on behalf of our members, represent the interests of professionals, influence society's approach to resource management, and promote the benefits of a circular economy.

Enhancing engagement and connectivity
Resource efficiency is a global social responsibility. Our role is not only to inform and educate businesses, organisations, and individuals about that responsibility, but also to inspire and enable them to take action – worldwide.

Cultivating communities of practice
We establish a culture and framework which encourages professional relationships to flourish and members to promote ideas, impart knowledge, share problems, suggest solutions, advocate best practice, and build personal networks that enhance their career opportunities.

Leading through excellence
Achieving our purpose requires an effective, efficient and high-performing membership organisation, with financial strength and organisational resilience, which leads by example.

Our ambitious purpose and strategy have been created as a collaboration between members and Trustees. It is owned by all of us. Because, together, we have the knowledge, creativity and determination to move the world beyond waste.

The full strategy is available on CIWM's website at ciwm.co.uk/strategy.

Trustees' report *(continued)*

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Charity was formed in 1898, incorporated as a company limited by guarantee in 1908 and from 1981 was known as the Institute of Wastes Management. On 1 March 2002 it was granted a Royal Charter of Incorporation and was renamed the Chartered Institution of Wastes Management and, for the purposes of the Charities Act 2011, is a charitable company (registered company number RC000777) and has no share capital. It is registered with the Charity Commission in England and Wales under charity number 1090968 and with the Office of the Scottish Charity Regulator under charity number SC037903.

CIWM's governing instruments are the Royal Charter, its Bye-Laws, Regulations and Practice Directions sealed on 1 March 2002**.** Where changes are required each document requires a different approval process.

- The Royal Charter has not been changed since 2010 and must be approved by Full Members at an Extraordinary General Meeting (EGM) and then requires approval of the Crown.
- Changes to Bye-Laws must be approved by Full Members at an Extraordinary General Meeting (EGM), and then must be approved by the Privy Council.
- Changes to Regulations must be approved by Full Members at an Extraordinary General Meeting (EGM).
- Changes to Practice Directions can be made by General Council.

In September 2021 an Extraordinary General Meeting was held to make changes to the Constitution, mainly to correct minor inconsistencies or to bring the constitution up to date with the current practices such as virtual rather than face to face meetings. The most significant changes were outlined in the 2021 Trustee Report. These changes were finalised by the Privy Council in February 2022.

In July 2022 a change was made to the committees listed under the Practice Directions in order to formally create the new Policy & Innovation Forum. This new committee replaces the previous Scientific & Technical Committee and provides insight and advice to the Trustee Board and the Policy and Technical Team on the main policy issues affecting the Institution and its members. It will also be a champion for CIWM and the work that the industry and its members undertake.

The governing documents can be viewed on CIWM's website at ciwm.co.uk/constitution.

Trustees' report *(continued)*

Appointment and election of General Council members

The General Councillors of CIWM, the registered charity, are its trustees for the purposes of charity law and throughout this report are collectively referred to as the General Council or Council members. The General Council consists of:

(a) The Honorary Officers – President, Senior Vice-President, Junior Vice-President, Immediate Past-President, & Honorary Treasurer.

(b) Seven General Councillors who have been selected based on skills

The Chair is elected annually by and from the General Council. General Councillors are normally elected for a term of three years; retire by rotation and are eligible to stand for re-election.

Induction and Training of General Councillors

All General Councillors attend training on Trustee responsibilities sourced via the National Council for Voluntary Organisations (NCVO).

We regularly provide updates to Trustees about relevant newsletters and guidance documents from the NCVO and the Charity Commission.

Periodically, training on specific topics is provided for Trustees by suitably qualified individuals or organisations.

Organisational Management

CIWM's General Council have overall responsibility for the management of CIWM and delegate various responsibilities to the CIWM leadership team and staff and to sub-committees. The terms of reference and members of these committees are outlined in the CIWM governing documents.

Members' Council, the Policy & Innovation Forum and the Qualifications & Professional Standards committee all report into General Council and there are two review committees, focused on Audit & Risk and Corporate Governance & Professional Ethics. These have independent Chairs, with relevant specialist skills and competencies, who are appointed for three year terms of office.

Group Structure and Relationships

CIWM has one trading subsidiary, CIWM Enterprises Limited, a separate organisation which arranges non primary purpose activities for CIWM.

On 20 December 2021 the activities of the Wastes Management Industry Training and Advisory Board (WAMITAB) was merged into CIWM and all activities of WAMITAB ceased. The dormant subsidiaries of WAMITAB, The Waste Management Industry Training and Advisory Board Skills Limited (formerly Asset Skills Ltd) and WAMITAB Limited (formerly WAMITAB Services Ltd) also transferred to CIWM and remained dormant during 2022.

During 2022 CIWM had four additional dormant subsidiaries; CIWM International Limited, Waste Smart Limited, Resource Smart Limited and Institute of Wastes Management.

CIWM works extensively at regional and local levels through its Centres, which provide members with free and low cost regional events on a variety of topics and liaise with local and regional organisations. The Centres in the Republic of Ireland, Scotland, Wales and Northern Ireland work closely with their respective governments and other stakeholders.

Trustees' report *(continued)*

Group Structure and Relationships (continued)

CIWM also runs several task and finish or working groups in order to influence and support CIWM projects. In 2022 this included the Skills for the Future working group which was formed to advise CIWM's work on development of green skills in the sector.

Remuneration policy for key management personnel

The General Councillors consider that the senior management team, comprise the key management personnel of CIWM in charge of directing, controlling, running and operating CIWM on a day to day basis. The pay of senior managers is reviewed annually and increased, as appropriate, in line with average earnings.

REFERENCE AND ADMINISTRATIVE INFORMATION

Auditors

The re-appointment of Moore Kingston Smith LLP as auditors of the company will be considered at the forthcoming Annual General Meeting on 27 September 2023.

Statement on disclosure of information to auditors

Each person who is a General Councillor at the date of approval of this report confirms that so far as the General Councillor is aware, there is no relevant audit information of which the company's auditors are unaware; and each General Councillor has taken all the steps that he/she ought to have taken as a General Councillor to make himself/herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Statement of responsibilities of the Trustees of the Chartered Institution of Wastes Management

The Trustees are responsible for preparing the Trustees' Report (called Report of the General Council) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales and Scotland requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charity and the group and of the incoming resources and application of resources of the charity and the group for that period.

In preparing these financial statements, the General Council are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the group and the charity will continue its activities.

The General Council are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that its financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008; the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the Royal Charter. They are also responsible for safeguarding the assets of the charity and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The General Council are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

By order of the General Council



J Kutner
Honorary Treasurer
500 Pavilion Drive
Northampton
NN4 7YJ
20 June 2023

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT

Opinion

We have audited the financial statements of Chartered Institution of Wastes Management for the year ended 31 December 2022, which comprise the Group Statement of Financial Activities, the Group and Parent Charity Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charity's affairs as at 31 December 2022 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 (as amended) and regulations 6 and 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 charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity'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 annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT *(continued)*

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charity and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the trustees' annual report.

We have nothing to report in respect of the following matters where the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 28, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charity 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)© of the Charities and Trustee Investment (Scotland) Act 2005 and report to you 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT *(continued)*

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charity's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

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 is detailed below.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT *(continued)*

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charity.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charity and considered that the most significant are the Charities and Trustee Investment (Scotland) Act 2005 (as amended), regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended), the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council

- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.

- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.

- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT *(continued)*

Use of our Report

This report is made solely to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011 and Section 44(1)© of the Charities and Trustee Investment (Scotland) Act 2005. Our audit work has been undertaken so that we might state to the charity's members and trustees those matters which we are required to state to them in an auditor's report addressed to them and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charity and charity's members as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

Moore Kingston Smith LLP

Date: 4 July 2023

Andrew Stickland (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

6th Floor
9 Appold Street
London
EC2A 2AP

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006

Chartered Institution of Wastes Management
Consolidated statement of financial activities *for year ended 31 December 2022*

	Note	Unrestricted funds General Funds	Designated Funds	Endowment Funds	Total funds 2022	Total funds 2021
Income		£	£	£	£	£
Income from charitable activities:						
Membership subscriptions		**708,065**	-	-	**708,065**	723,297
Affiliated Organisation income		**340,647**			**340,647**	327,640
Regional centre income		**39,293**	-	-	**39,293**	6,194
Charitable trading income		**988,197**	-	-	**988,197**	765,486
Income from provision of qualifications		**1,369,486**	-	-	**1,369,486**	1,129,941
Income from trading activity:						
Commercial trading operations		**281,309**	-	-	**281,309**	216,234
Investment income	8	**101,252**	-	-	**101,252**	95,081
Interest receivable		**7,059**	-	-	**7,059**	272
Grant income	19	**9,907**	-	-	**9,907**	-
Other income		**44,732**	-	-	**44,732**	44,513
Total income		**3,889,947**	-	-	**3,889,947**	3,308,658
Expenditure						
Expenditure on raising funds						
Investment management		**(29,401)**	-	-	**(29,401)**	(35,285)
Commercial trading operations		**(178,643)**	-	-	**(178,643)**	(148,322)
Charitable activities:						
Charitable trading expenditure		**(437,315)**	-	-	**(437,315)**	(275,998)
Provision of qualifications		**(293,745)**	-	-	**(293,745)**	(221,106)
Staff costs		**(1,817,115)**	-	-	**(1,817,115)**	(1,568,306)
Regional centre expenses		**(38,360)**	-	-	**(38,360)**	(11,202)
Committee directed costs		**(57,852)**	-	-	**(57,852)**	(77,058)
Committee running costs		**(9,073)**	-	-	**(9,073)**	(5,121)
Premises costs, postage, stationery, Communications, marketing		**(478,442)**	-	-	**(478,442)**	(386,085)
Restructuring costs	5	-	-	-	-	(141,564)
Travel and accommodation		**(25,225)**	-	-	**(25,225)**	(7,965)
Insurances and other Professional fees		**(155,226)**	-	-	**(155,226)**	(103,976)
Amortisation		**(14,053)**	-	-	**(14,053)**	(13,828)
Depreciation		**(41,352)**	-	-	**(41,352)**	(55,667)
Loss of Disposal of Fixed Asset		-	-	-	-	(7,436)
Financing costs		**(31,991)**			**(31,991)**	(26,976)
Grants for Projects	15	-	**(270,570)**		**(270,570)**	(150,000)
Total expenditure		**(3,607,793)**	**(270,570)**	-	**(3,878,363)**	(3,235,895)
Net income/ (expenditure)		**282,154**	**(270,570)**	-	**11,584**	72,763
Net gains/ (losses) on investment assets		**(822,481)**	-	-	**(822,481)**	536,289
Net income/ (expenditure)		**(540,327)**	**(270,570)**	-	**(810,897)**	609,052
Transfers between funds	15	**(249,060)**	**249,060**	-	-	-
Net movement in funds	5	**(789,387)**	**(21,510)**	-	**(810,897)**	609,052
Total funds brought forward	15	**7,114,845**	**250,000**	**24,573**	**7,389,418**	6,780,366
Total funds carried forward	15	**6,325,458**	**228,490**	**24,573**	**6,578,521**	7,389,418

The Charity has no recognised gains or losses for the year (2021: £nil) other than as detailed above. The net movements in the Charity's funds for the year arise from the Charity's continuing activities. Full details of comparative figures for the year ended 31 December 2021 and movements in the Unrestricted funds and Endowment & Restricted Funds during that year are shown in Note 15 to these financial statements. The notes on the following pages form part of these financial statements.

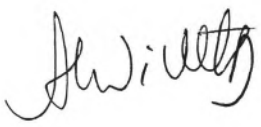
Chartered Institution of Wastes Management
Consolidated balance sheet as at 31 December 2022

	Note	2022		2021	
		£	£	£	£
Fixed assets					
Intangible assets	10		**34,686**		39,239
Tangible assets	10		**29,811**		70,476
Investments	11		**5,180,158**		5,938,592
			5,244,655		6,048,307
Current assets					
Debtors	12	**750,309**		594,660	
Investments		**575,000**		575,000	
Cash at bank and on deposit		**1,177,161**		1,030,521	
		2,502,470		2,200,181	
Creditors: amounts falling due within one year	13	**(970,186)**		(859,070)	
Net current assets			**1,532,284**		1,341,111
Total assets less current liabilities			**6,776,939**		7,389,418
Creditors: amounts falling due after more than one year	13		**(198,418)**		-
Net assets			**6,578,521**		7,389,418
Endowment funds					
Permanent	15		**24,573**		24,573
Restricted funds	15		**-**		-
Unrestricted funds					
Designated funds	15		**228,490**		250,000
General funds	15		**6,325,458**		7,114,845
Total funds	15		**6,578,521**		7,389,418

The notes on the following pages form part of these financial statements.

These financial statements were approved by the General Council on 20 June 2023 and were signed on its behalf by:

A Willetts
President



J Kutner
Honorary Treasurer



Chartered Institution of Wastes Management
Charity balance sheet as at 31 December 2022

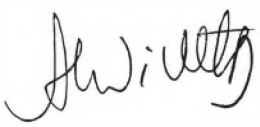
	Note	2022 £	2022 £	2021 £	2021 £
Fixed assets					
Intangible assets	10		**34,686**		39,239
Tangible assets	10		**29,811**		70,476
Investments	11		**5,180,265**		5,938,699
			5,244,762		6,048,414
Current assets					
Debtors	12	**742,764**		580,022	
Investments		**575,000**		575,000	
Cash at bank and on deposit		**1,031,085**		942,910	
		2,348,849		2,097,932	
Creditors: amounts falling due within one year	13	**(949,821)**		(823,928)	
Net current assets			**1,399,028**		1,274,004
Total assets less current liabilities			**6,643,790**		7,322,418
Creditors: amounts falling due after more than one year	13		**(198,418)**		-
Net assets			**6,445,372**		7,322,418
Endowment funds					
Permanent	15		**24,573**		24,573
Restricted funds	15		**-**		-
Unrestricted funds					
Designated funds	15		**228,490**		250,000
General funds	15		**6,192,309**		7,047,845
Total funds	15		**6,445,372**		7,322,418

The notes on the following pages form part of these financial statements.

These financial statements were approved by the General Council on 20 June 2023 and were signed on its behalf by:

A Willetts
President

J Kutner
Honorary Treasurer





Chartered Institution of Wastes Management
Consolidated Statement of Cash Flows for the year ended 31 December 2022

	2022 £	2021 £
Cash flow/(outflow) from operating activities		
Net cash (used in)/ provided by operating activities	112,564	(190,025)
Cash flows from investing activities		
Interest, dividends and other investment income received	108,311	95,353
Proceeds from sale of fixed assets	-	-
Proceeds from disposal of fixed asset investments excluding endowment funds	781,996	689,531
Acquisition of fixed asset investments excluding endowment funds	(873,010)	(790,610)
(Additions)/disposals to investments in current assets	-	424,823
Payments to acquire tangible and intangible fixed assets	(10,188)	(39,516)
	7,109	379,581
Net increase in cash and cash equivalents	119,673	189,556
Cash and cash equivalents at beginning of year	1,235,687	1,046,131
Cash and cash equivalents at end of year	1,355,360	1,235,687
Cash and cash equivalents at end of year comprise		
Cash at bank and on deposit	1,177,161	1,030,521
Cash held within the investment portfolio	178,199	205,166
Cash and cash equivalents at end of year	1,355,360	1,235,687

Reconciliation of net income/ (expenditure) to net cash flow from operating activities

	2022 £	2021 £
Net income/(expenditure) including endowments	(810,897)	609,052
Adjustments for:		
Amortisation/Depreciation charges	55,405	69,495
Loss on disposal of fixed assets	-	7,436
Net (gains)/ losses on investments	822,481	(536,289)
Investment income	(108,311)	(95,353)
Decrease/ (increase) in debtors	(155,650)	(485)
Increase/ (decrease) in creditors	309,536	(243,881)
Net cash (used in)/ provided by operating activities	112,564	(190,025)

The notes on the following pages form part of these financial statements.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

These 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)' – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the requirements of the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008; the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended); the provisions of the Royal Charter.

The charity is a public benefit entity for the purposes of FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the company and its group. Monetary amounts in these financial statements are rounded to the nearest pound.

The financial statements have been prepared on the historical cost convention, modified by the recognition of certain investments and financial assets and liabilities measured at fair value through income and expenditure within the Statement of Financial Activities.

The preparation of financial statements in conformity with the Charities SORP (FRS 102) and FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the charity's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in note 3.

Going concern

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements.
There are no material uncertainties related to events or conditions that cast significant doubt on the charity's ability to continue as a going concern. The accounts therefore continue to be prepared on a going concern basis.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

1 Accounting policies *(continued)*

Basis of consolidation and Group financial statements

The financial statements consolidate the financial statements of CIWM and its wholly owned non-charitable subsidiaries, CIWM Enterprises Limited (trading), CIWM International Limited (dormant), Waste Smart Limited (dormant), Resource Smart Limited (dormant), Institute of Wastes Management (dormant), WAMITAB Limited (dormant) and The Waste Management Industry Training and Advisory Board Limited (dormant) on a line-by-line basis.

Fund accounting

General unrestricted funds comprise accumulated surpluses and deficits on general funds and cumulative realised and unrealised gains of the investments. They are available for use at the discretion of the General Council in furtherance of the general charitable objectives.

Designated funds are unrestricted funds which have been put aside at the discretion of the General Council for particular purposes. Each year the General Council allocate an amount of money to be used to deliver Projects which support CIWM's objectives.

Endowment funds

Permanent

These are assets which must be held permanently by the charity. The capital element of permanent endowment funds is not utilised, only the income from permanent endowment funds is utilised.

Restricted funds

Restricted funds are funds received by CIWM for particular purposes and expenditure is restricted to that particular project.

Income

Income is recognised when CIWM or its trading subsidiary has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income includes amounts received and receivable during the year by CIWM at headquarters, its ten regional centres; and the turnover of the company's trading subsidiary, CIWM Enterprises Limited. It comprises subscriptions, donations, grants and charges for services provided stated net of value added tax where applicable. Income from Centres is incorporated on the basis of returns.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

1 Accounting policies *(continued)*

Income (continued)

Income from membership subscriptions is recognised when received and is allocated across the relevant period of membership on a calendar year basis.

Income from government and other grants, whether "capital" grants or "revenue" grants, is recognised when either of the charities 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.

Interest receivable and investment income

Interest on funds held on deposit and income generated by Fixed Asset investments, including dividend income and interest, are included when receivable and the amounts can be measured reliably. This is normally upon notification by the bank or the discretionary investment managers of the interest paid or payable, or the income credited to the investment portfolios.

Donated services and facilities

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

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

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 accounted for reliably. Expenditure is classified under the following activity headings:

Expenditure on raising funds comprises the costs of commercial trading and fees paid for the discretionary management of the fixed asset investment portfolios and their associated support costs.

Charitable activities – expenditure includes the costs of administering the professional activities of CIWM, supporting the regional Centres and membership and other activities undertaken to further the purposes of the charity and the associated support costs.

Grants payable are recognised when they have been communicated to the recipient and any conditions are within the control of the grantee.

Other expenditure represents those items not falling into any other heading.

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

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

1 Accounting policies *(continued)*

Allocation of Support Costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support CIWM's professional and charitable activities. These costs have been allocated between the costs of raising funds, expenditure on charitable activities and other expenditure.

The bases on which support costs have been allocated are set out in Note 4.

Operating Leases

CIWM classifies the lease of printing equipment as operating leases; the title to the equipment remains with the lessor and the equipment is replaced at the end of the lease period (printing equipment every 5 years) whilst the economic life of such equipment is normally longer. CIWM classifies the lease of its office as an operating lease; the title remains with the lessor and the lease has fixed terms whilst the economic life of the property is normally longer. CIWM has a 5 year lease to March 2024 with a 3 year break clause. Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Tangible Fixed assets and depreciation

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated at rates calculated to write off the cost less estimated residual value by equal instalments over their estimated useful economic lives as follows:

Office equipment including computer equipment	-	$33^{1}/_{3}$% on cost
Fixtures and fittings	-	15% to $33^{1}/_{3}$% on cost

Intangible Fixed assets and amortisation

Individual intangible fixed assets costing £500 or more are capitalised at cost and are amortised at rates calculated to write off the cost by equal instalments over their estimated useful economic lives up to a maximum of ten years as follows:

Computer Software - 20% on cost

At the end of each reporting period, the residual values and useful lives of tangible and intangible assets are reviewed and adjusted if necessary and if circumstances indicate that the carrying value may not be recoverable then it is adjusted for impairment.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

1 Accounting policies *(continued)*

Quoted Investments

Investments listed on a recognised stock exchange are initially measured at their cost and subsequently measured at fair value at the balance sheet date. All movements in value arising from investment changes or revaluations are shown as part of the Statement of Financial Activities and are included within unrestricted funds.

Realised gains and losses and unrealised gains and losses are not separated in the Statement of Financial Activities.

Unlisted Investments

Unlisted investments are held by CIWM to generate a return on capital invested for the charity.

Current asset investments

Current asset investments held are a COIF Charities Deposit Fund. Interest on this fund is included when receivable.

Interests in subsidiaries and associated entities

Interests in subsidiaries, associates and jointly controlled entities are initially measured at cost and subsequently measured at cost less any accumulated impairment losses. All the subsidiaries except CIWM Enterprises Limited are currently dormant.

Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

CIWM 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.

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.

Cash and cash equivalents

Cash at bank and 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.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

1 Accounting policies *(continued)*

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

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.

Derecognition of financial liabilities

Financial liabilities are derecognised when, and only when, the company's obligations are discharged, cancelled, or they expire.

Pensions

CIWM operates a defined contribution pension scheme, the Legal and General Work Save Pension Plan. All new employees are eligible to join the Legal & General scheme. All existing employees and all employees joining since 1 May 2015 were automatically enrolled into the Legal and General Work Save Pension Plan unless they have exercised their right to opt out of scheme membership. Contributions are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the schemes.

Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets. The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

2 Legal status of the Charity

The Chartered Institution of Wastes Management is a Royal Charter company and is registered as a charity in England and Wales and in Scotland. It has no share capital and, in the event of the charity being wound up, no liability rests with either the Trustees or its members. The Trustees are listed at the start of the Trustees Report. The registered office is Quadra, 500 Pavilion Drive, Northampton Business Park, Northampton, NN4 7YJ.

3 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision & future periods if the revision affects both current & future periods.

The following judgements have had the most significant effect on amounts recognised in the financial statements:

a) The company makes an estimate of the recoverable value of trade and other debtors based on the ageing profile of debtors and historical experience.
b) The annual amortisation charge for intangible assets is sensitive to changes in the estimated lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates.
c) The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates.

Key sources of estimation uncertainty

For the years ended 31 December 2022 and 2021 the Trustees consider that there were no key sources of estimation uncertainty.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

4 Analysis of Support Costs

The breakdown of support costs and how these were allocated between charitable activities, the cost of raising funds, and other activities for the year to 31 December 2022 is shown below.

	Charitable Activities	Expenditure on raising funds	Other	Total allocated 2022	Basis
	£	£	£	£	
Governance – see below	101,499	-	-	101,499	Staff time and actual costs incurred
Finance & IT	291,736	8,471	8,158	308,365	Staff time and usage
HR & General Administration	10,273	-	-	10,273	Actual costs incurred
	403,508	8,471	8,158	420,137	

The breakdown of support costs and how these were allocated between charitable activities, the cost of raising funds, and other activities for the year to 31 December 2021 is shown below.

	Charitable Activities	Expenditure on raising funds	Other	Total allocated 2021	Basis
	£	£	£	£	
Governance – see below	106,158	-	-	106,158	Staff time and actual costs incurred
Finance & IT	292,123	6,815	7,604	306,542	Staff time and usage
HR & General Administration	10,710	-	-	10,710	Staff time
Total	408,991	6,815	7,604	423,410	

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

4 Analysis of Support Costs (continued)

Governance Costs

Governance costs represent the support necessary to deliver the management and reporting requirements for CIWM, the General Council and the other Committees and Boards, including strategic planning for future development, complying with constitutional and statutory requirements, and satisfying public accountability. They primarily comprise relevant proportions of senior management time, but also include the cost of external audit, legal and other professional advice.

	2022	2021
	£	£
General Council and other Committee & Meeting costs	**8,290**	5,121
Audit fees	**24,840**	31,387
Legal and professional fees	**7,469**	6,873
Staff costs	**60,900**	62,777
	101,499	106,158

5 Movement in net funds for the year

		2022	2021
		£	£
Movement in net funds is stated after charging:			
Auditors' remuneration:			
Audit fees	- group	**24,840**	31,387
	- charity	**24,840**	31,387
Non audit fees	- group	**2,913**	413
Amortisation of intangible fixed assets		**14,053**	13,828
Depreciation of tangible fixed assets		**41,352**	55,667
Operating lease payments		**78,071**	74,859

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

5 Movement in net funds for the year *(continued)*

Restructuring Costs

	Group 2022 £	Group 2021 £	**Charity 2022 £**	Charity 2021 £
Staff recruitment costs	-	26,494	-	26,494
IT & office costs	-	31,290	-	31,290
Legal & Professional fees	-	83,780	-	83,780
	-	141,564	-	141,564

6 Payments to General Council members

No Trustees received emoluments during the period (2021: £Nil).

As permitted by the constitutional documents, reimbursement of expenses incurred when travelling to, or engaged upon, the business of the charity or its trading subsidiary amount to:-

	2022 £	2021 £
Group – Travel	**2,742**	440
Charity – Travel	**2,742**	440
Number of Trustees	**4**	2

7 Staff numbers and costs

The average number of persons employed by the group during the year was 36 (2021: 34) and the average number of full-time equivalent employees (including casual and part-time staff) during the period was as follows:

	2022 Number	2021 Number
Charitable activities	**31**	30
Support	**4**	4
	35	34

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

7 Staff numbers and costs *(continued)*

The aggregate payroll costs of these persons were as follows:

	2022	2021
	£	£
Wages and salaries	**1,398,590**	1,187,803
Social security costs	**153,558**	129,671
Pension contributions to defined contribution pension schemes	**103,039**	99,309
Termination payments	**-**	24,645
	1,655,187	1,441,428

All employees are eligible to join CIWM's health insurance schemes and premiums paid in respect of those who have opted for membership was: 2022 £9,575 *(2021: £9,968)*. CIWM also provides all employees with insurance cover for Death in Service and Permanent Health Insurance cover – premiums paid: 2021 £27,519 *(2021: £25,798)*.

Key management personnel include the Trustees, Chief Executive Officer, Marketing Director, Operations Director, Professional Services Director, Commercial & Membership Director and the Policy & External Affairs Director. Total pay & benefits received by key management personnel was £525,241 (2021: £386,842).

The number of employees whose emoluments (salaries and benefits in kind) exceeded £60,000 during the year is shown below. The emoluments are calculated on a full annualised basis, even if the employee concerned was only employed for part of the year in question.

	2022	**2021**
	No	**No**
£60,001 - £70,000	**4**	4
£70,001 - £80,000	**1**	-
£80,001 - £90,000	**-**	-
£90,001 - £100,000	**-**	-
£100,001 - £110,000	**-**	-
£110,001 - £120,000	**-**	-
£120,001 –£130,000	**1**	1

Pension contributions relating to employees earning more than £60,000 amounted to £37,484 *(2021: £29,564)*.

The Chief Executive Officer receives a fixed monthly car allowance as part of salary.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

8 Income from fixed asset investments

	2022 £	2021 £
Income from fixed asset investments:		
Listed and common investment funds	**101,252**	95,081

9 Indemnity insurance

The CIWM Group operates trustees' and officers' liability insurance cover at a total cost of £3,360 *(2021: £3,360)*

10 Intangible and Tangible Fixed Assets

Group

	Intangible Fixed Assets	Tangible Fixed Assets
	Computer Software £	**Fixtures & Fittings/Office Equipment £**
Cost		
At 1 January 2022	275,388	216,294
Additions	9,500	688
Disposals	-	-
At 31 December 2022	284,888	216,982
Amortisation/Depreciation		
At 1 January 2022	236,149	145,818
Charge for year	14,053	41,352
Disposals	-	-
At 31 December 2022	250,202	187,170
Net book value		
At 31 December 2022	**34,686**	**29,811**
At 31 December 2021	39,239	70,476

The net book value at 31 December 2022 represents fixed assets used for:

	Fixtures & Fittings/Office Equipment £	Computer Software £	Total £
Headquarters	29,811	34,686	64,497

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

10 Intangible and Tangible Fixed Assets *(continued)*

Charity

	Intangible Fixed Assets	Tangible Fixed Assets
	Computer Software £	**Fixtures & Fittings/Office Equipment £**
Cost		
At 1 January 2022	275,388	216,294
Additions	9,500	688
Disposals	-	-
At 31 December 2022	284,888	216,982
Amortisation/Depreciation		
At 1 January 2022	236,149	145,818
Charge for year	14,053	41,352
Disposals	-	-
At 31 December 2022	250,202	187,170
Net book value		
At 31 December 2022	**34,686**	**29,811**
At 31 December 2021	39,239	70,476

The net book value at 31 December 2022 represents fixed assets used for:

	Fixtures & Fittings/Office Equipment £	Computer Software £	Total £
Headquarters	29,811	34,686	64,497

11 Fixed asset investments

	Group 2022 £	Group 2021 £	**Charity 2022 £**	Charity 2021 £
Listed investments at market value	**5,001,662**	5,733,129	**5,001,662**	5,733,129
Cash held within the investment portfolio	**178,199**	205,166	**178,199**	205,166
Investment in unlisted securities	**297**	297	**297**	297
Group undertakings	**-**	-	**107**	107
	5,180,158	5,938,592	**5,180,265**	5,938,699

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

11 Fixed asset investments *(continued)*

Listed investments:

	Group 2022 £	Group 2021 £	**Charity 2022 £**	Charity 2021 £
Market value at 1 January 2022	**5,733,129**	5,095,761	**5,733,129**	5,095,761
Additions at cost	**873,010**	790,610	**873,010**	790,610
Sales proceeds	**(781,996)**	(689,531)	**(781,996)**	(689,531)
Net gain/ (loss)	**(822,481)**	536,289	**(822,481)**	536,289
Market value at 31 December 2022	**5,001,662**	5,733,129	**5,001,662**	5,733,129
Historical cost at 31 December 2022	**4,647,429**	4,514,207	**4,647,429**	4,514,207

The market value of listed investments held by the group can be summarised as follows:

	2022 £	2021 £
Listed investments (excluding cash held on deposit within the portfolio)	**5,001,662**	5,733,129

No individual investment included in the portfolio is considered significant.

Unlisted investment

	2022 £	2021 £
Value at 1 January 2022	**297**	297
Provision	**-**	-
Impairment	**-**	-
Value at 31 December 2022	**297**	297

Shares in group undertakings

	Group 2022 £	Group 2021 £	**Charity 2022 £**	Charity 2021 £
CIWM Enterprises Limited	**-**	-	**2**	2
CIWM International Limited	**-**	-	**100**	100
Waste Smart Limited	**-**	-	**2**	2
Resource Smart limited	**-**	-	**2**	2
The Waste Management Industry Training & Advisory Board Skills Ltd	**-**	-	**1**	1
	-	-	**107**	107

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

11 Fixed asset investments *(continued)*

The subsidiaries of CIWM at 31 December 2022 are set out below:

Name	Country of incorporation and company number	Nature of business	Proportion of equity held
CIWM Enterprises Limited	England and Wales (02731563)	Networking events	100%
CIWM International Limited	England and Wales (03510915)	Dormant	100%
Waste Smart Limited	England and Wales (08325813)	Dormant	100%
Resource Smart Limited	England and Wales (08330891)	Dormant	100%
Institute of Wastes Management (Company Limited by guarantee)	England and Wales (00229724)	Dormant	-
The Waste Management Industry Training and Advisory Board Limited	England and Wales (12471875)	Dormant	100%
WAMITAB Limited (Company limited by guarantee)	England and Wales (11139282)	Dormant	-

The issued share capital of CIWM Enterprises Limited is £2, divided into 2 ordinary shares of £1 each and shareholders' funds at 31 December 2022 totalled £133,151 *(2021: £67,002)*. The company had a surplus of £66,149 in 2022 *(2021 surplus: £57,546)*. Turnover in 2022 was £281,309 *(2021: £216,234)*.

The Waste Management Industry Training and Advisory Board (02332283) was dissolved on 3 January 2023. The Waste Management Industry Training & Advisory Board Skills Limited (12471875) changed its name to The Waste Management Industry Training and Advisory Board Limited on 5 January 2023.

12 Debtors

	Group 2022 £	Group 2021 £	**Charity 2022 £**	Charity 2021 £
Trade debtors	**588,282**	459,828	**580,738**	449,755
Amounts owed by subsidiary undertakings	**-**	-	**-**	514
Other debtors and taxation	**1,768**	1,102	**1,767**	1,174
Prepayments and accrued income	**160,259**	133,730	**160,259**	128,579
	750,309	594,660	**742,764**	580,022

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

13 Creditors: amounts falling due within one year

	Group 2022 £	Group 2021 £	**Charity 2022 £**	Charity 2021 £
Trade creditors	**57,323**	49,736	**58,866**	49,401
Amounts owed to subsidiary undertaking	**-**	-	**3,610**	105
Other creditors	**70,232**	72,716	**36,843**	39,772
Other taxation and social security	**98,438**	71,459	**110,530**	80,690
Accruals	**195,914**	162,532	**194,839**	161,341
Deferred income	**462,637**	427,627	**459,491**	417,619
Grant Commitment	**85,642**	75,000	**85,642**	75,000
	970,186	859,070	**949,821**	823,928

Creditors: amounts falling due after more than one year

	Group 2022 £	Group 2021 £	**Charity 2022 £**	Charity 2021 £
Grant Commitment- WEERT Project	**198,418**	-	**198,418**	-
	198,418	-	**198,418**	-

14 Deferred income

	Group 2022 £	Group 2021 £	**Charity 2022 £**	Charity 2021 £
At beginning of the year	**427,627**	506,581	**417,619**	493,055
Movement in the year	**35,010**	(78,954)	**41,872**	(75,436)
At end of the year	**462,637**	427,627	**459,491**	417,619

Within the charity deferred income comprises membership, affiliated organisation subscriptions, training course fees, event fees and approved centre fees. Within the group deferred income also includes event fees; all amounts relate to the next accounting period.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

15 Statement of funds

Group – for the year ended 31 December 2022

	1 January 2022	Income	Expenditure	Investment Gain/(Losses)	Transfers	31 December 2022
	£	£	£	£	£	£
General funds:	7,114,845	3,889,947	(3,607,793)	(822,481)	(249,060)	6,325,458
Designated funds:						
Projects- WEERT	250,000	-	(243,346)	-	(6,654)	-
Projects- EDI Strategy	-	-	(1,510)	-	230,000	228,490
Projects- Green Skills	-	-	(15,714)	-	15,714	-
Projects- WasteAid	-	-	(10,000)	-	10,000	-
Total unrestricted funds	7,364,845	3,889,947	(3,878,363)	(822,481)	-	6,553,948
Endowment funds:						
Permanent endowment Funds						
James Jackson award – est. 1948	250	-	-	-	-	250
PEEL Peoples Cup – est. 1988	1,000	-	-	-	-	1,000
James Sumner award – est. 1982	12,323	-	-	-	-	12,323
Henry Daley Memorial Award	6,000	-	-	-	-	6,000
Frank Robinson Memorial Award est. 2007	5,000	-	-	-	-	5,000
Total endowment funds	24,573	-	-	-	-	24,573
Total funds	**7,389,418**	**3,889,947**	**(3,878,363)**	**(822,481)**	**-**	**6,578,521**

General funds represent the funds of the charity which are not designated for particular purposes. The Designated fund is unrestricted funds which have been put aside at the discretion of the General Council for the particular purpose described in Note 1 "Fund accounting".

In September 2022 CIWM entered into a five year funded partnership with the Waste Environmental Education Research Trust (WEERT), for £243,346. The aim of this project is to fund 72 students from disadvantaged backgrounds per annum for five years to attend residential engineering courses at the University of Oxford; the courses tailored to include content relating to waste treatment.

In 2022 CIWM transferred £230,000 to the Designated Fund to be used to deliver CIWM's 3-year EDI Strategy. This strategy will ensure the Institution is open and inclusive to all, regardless of background, ability, ethnicity, gender or sexual orientation. CIWM is committed to ensuring opportunities and support are fair and equal across the organisation, its membership and the whole recycling and resource management sector.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

15 Statement of funds *(continued)*

In July 2022 CIWM transferred £15,714 to the Designated Fund to fund CIWM's Green Skills research. CIWM is representing the sector on the UK Government's Green Jobs Delivery Group, focussed on sectors and skills needed to ensure the UK has the workforce needed to deliver a green industrial revolution based on the Net Zero Strategy and 25 Year Environmental Plan set out by Government. Tasked with providing data and insight about the sector, CIWM is looking to answer five key questions through this research, to be shared with Government in 2023.

The Permanent Endowment funds were established to provide capital funds for investment from which the income arising should be applied for awards to further the objectives of CIWM. To separate individual movements for each award would be unduly onerous given the size of the funds. Therefore, the net deficit between income arising and awards made has been treated as a movement on general funds.

Group – for the year ended 31 December 2021

	1 January 2021	Income	Expenditure	Investment Gain/(Losses)	Transfers	31 December 2021
	£	£	£	£	£	£
General funds:	6,755,793	3,308,658	(3,085,895)	536,289	(400,000)	7,114,845
Designated funds:						
Projects- WEERT	-	-	-	-	250,000	250,000
Projects- WasteAid	-	-	(150,000)	-	150,000	-
Total unrestricted funds	6,755,793	3,308,658	(3,235,895)	536,289	-	7,364,845
Endowment funds:						
Permanent endowment Funds						
James Jackson award – est. 1948	250	-	-	-	-	250
PEEL Peoples Cup – est. 1988	1,000	-	-	-	-	1,000
James Sumner award – est. 1982	12,323	-	-	-	-	12,323
Henry Daley Memorial Award	6,000	-	-	-	-	6,000
Frank Robinson Memorial Award est. 2007	5,000	-	-	-	-	5,000
Total endowment funds	24,573	-	-	-	-	24,573
Total funds	**6,780,366**	**3,308,658**	**(3,235,895)**	**536,289**	**-**	**7,389,418**

In November 2021 CIWM entered into an 18-month funded partnership with an international non-governmental organisation, WasteAid UK, for £150,000. The aim of this project is to support the development of waste management in the Greater Banjul Area of The Gambia.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

15 Statement of funds *(continued)*

Charity – for the year ended 31 December 2022

	1 January 2022	Income	Expenditure	Investment (Losses)/ Gains	Transfers	31 December 2022
	£	£	£	£	£	£
General funds:	7,047,845	3,645,366	(3,429,361)	(822,481)	(249,060)	6,192,309
Projects- WEERT	250,000	-	(243,346)	-	(6,654)	-
Projects- EDI Strategy	-	-	(1,510)		230,000	228,490
Projects- Green Skills	-	-	(15,714)		15,714	-
Projects- WasteAid	-	-	(10,000)	-	10,000	-
Total unrestricted funds	7,297,845	3,645,366	(3,699,931)	(822,481)	-	6,420,799
Endowment funds:						
Permanent endowment Funds						
James Jackson award – est. 1948	250	-	-	-	-	250
PEEL Peoples Cup – est. 1988	1,000	-	-	-	-	1,000
James Sumner award – est. 1982	12,323	-	-	-	-	12,323
Henry Daley Memorial award	6,000	-	-	-	-	6,000
Frank Robinson Memorial Award est. 2007	5,000	-	-	-	-	5,000
Total endowment funds	24,573	-	-	-	-	24,573
Total funds	**7,322,418**	**3,645,366**	**(3,699,931)**	**(822,481)**	**-**	**6,445,372**

The Permanent Endowment funds were established to provide capital funds for investment from which the income arising should be applied for awards to further the objectives of CIWM. To separate individual movements for each award would be unduly onerous given the size of the funds. Therefore, the net deficit between income arising and awards made has been treated as a movement on general funds.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

15 Statement of funds *(continued)*

Charity – for the year ended 31 December 2021

	1 January 2021	Income	Expenditure	Investment (Losses)/ Gains	Transfers	31 December 2021
	£	£	£	£	£	£
General funds:	6,746,339	3,102,424	(2,937,207)	536,289	(400,000)	7,047,845
Projects- WEERT	-	-	-	-	250,000	250,000
Projects- WasteAid	-	-	(150,000)	-	150,000	-
Total unrestricted funds	6,746,339	3,102,424	(3,087,207)	536,289	-	7,297,845
Endowment funds:						
Permanent endowment Funds						
James Jackson award – est. 1948	250	-	-	-	-	250
PEEL Peoples Cup – est. 1988	1,000	-	-	-	-	1,000
James Sumner award – est. 1982	12,323	-	-	-	-	12,323
Henry Daley Memorial award	6,000	-	-	-	-	6,000
Frank Robinson Memorial Award est. 2007	5,000	-	-	-	-	5,000
Total endowment funds	24,573	-	-	-	-	24,573
Total funds	**6,770,912**	**3,102,424**	**(3,087,207)**	**536,289**	**-**	**7,322,418**

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

16 Consolidated Statement of Financial Activities for year ended 31 December 2021

	Note	Unrestricted funds: General Funds	Unrestricted funds: Designated Funds	Endowment Funds	Total funds 2021	Total funds 2020
Income		**£**	**£**	**£**	**£**	£
Income from charitable activities:						
Membership subscriptions		**723,297**	-	-	**723,297**	745,720
Affiliated Organisation income		**327,640**			**327,640**	314,873
Regional centre income		**6,194**	-	-	**6,194**	4,926
Charitable trading income		**765,486**	-	-	**765,486**	438,232
Income from provision of qualifications		**1,129,941**	-	-	**1,129,941**	1,137,401
Income from trading activity:						
Commercial trading operations		**216,234**	-	-	**216,234**	-
Investment income	8	**95,081**	-	-	**95,081**	103,490
Interest receivable		**272**	-	-	**272**	3,845
Other income		**44,513**	-	-	**44,513**	102,407
Total income		**3,308,658**	-	-	**3,308,658**	2,850,894
Expenditure						
Expenditure on raising funds						
Investment management		**(35,285)**	-	-	**(35,285)**	(31,272)
Commercial trading operations		**(148,322)**	-	-	**(148,322)**	(998)
Charitable activities:						
Charitable trading expenditure		**(275,998)**	-	-	**(275,998)**	(229,529)
Provision of qualifications		**(221,106)**	-	-	**(221,106)**	(259,349)
Staff costs		**(1,568,306)**	-	-	**(1,568,306)**	(1,721,448)
Regional centre expenses		**(11,202)**	-	-	**(11,202)**	(16,458)
Committee directed costs		**(77,058)**	-	-	**(77,058)**	(41,573)
Committee running costs		**(5,121)**	-	-	**(5,121)**	(5,714)
Premises costs, postage, stationery, communications		**(386,085)**	-	-	**(386,085)**	(471,113)
Restructuring costs	5	**(141,564)**	-	-	**(141,564)**	(271,358)
Travel and accommodation		**(7,965)**	-	-	**(7,965)**	(11,341)
Insurances and other Professional fees		**(103,976)**	-	-	**(103,976)**	(57,384)
Amortisation		**(13,828)**	-	-	**(13,828)**	(48,224)
Depreciation		**(55,667)**	-	-	**(55,667)**	(50,240)
Loss of Disposal of Fixed Asset		**(7,436)**	-	-	**(7,436)**	-
Financing costs		**(26,976)**			**(26,976)**	(22,466)
Grant to SWITCH Forum	15	-	-	-	-	(21,073)
Grant to WasteAid		-	**(150,000)**		**(150,000)**	-
Total expenditure		**(3,085,895)**	**(150,000)**	-	**(3,235,895)**	(3,259,540)
Net income/ (expenditure)		**222,763**	**(150,000)**	-	**72,763**	(408,646)
Net gains/ (losses) on investment assets		**536,289**	-	-	**536,289**	113,515
Net income/ (expenditure)		**759,052**	**(150,000)**	-	**609,052**	(295,131)
Transfers between funds	15	**(400,000)**	**400,000**	-	-	-
Net movement in funds	5	**359,052**	**250,000**	-	**609,052**	(295,131)
Total funds brought forward	15	**6,755,793**	-	**24,573**	**6,780,366**	7,075,497
Total funds carried forward	15	**7,114,845**	**250,000**	**24,573**	**7,389,418**	6,780,366

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

17 Analysis of group net assets between funds

	Unrestricted Funds	Endowment & Restricted funds	Total
	£	£	£
Fund balances at 31 December 2022 are represented by:			
Tangible and intangible fixed assets	64,497	-	64,497
Investments	5,155,585	24,573	5,180,158
Current assets	2,502,470	-	2,502,470
Creditors falling due within one year	(1,063,846)	-	(1,063,846)
Creditors falling due in more than one year	(198,418)	-	(198,418)
Total net assets	**6,460,288**	**24,573**	**6,484,861**

	Unrestricted Funds	Endowment & Restricted funds	Total
	£	£	£
Fund balances at 31 December 2021 are represented by:			
Tangible and intangible fixed assets	109,715	-	109,715
Investments	5,914,019	24,573	5,938,592
Current assets	2,200,181	-	2,200,181
Current liabilities	(859,070)	-	(859,070)
Total net assets	**7,364,845**	**24,573**	**7,389,418**

In the opinion of the Trustees, sufficient resources are held in an appropriate form for each fund to be applied in accordance with any restrictions imposed.

18 Commitments

Future minimum lease commitments under non-cancellable operating leases at 31 December 2022 were as follows:

	Group 2022	Group 2021	**Charity 2022**	Charity 2021
	£	£	**£**	£
Operating lease rentals payable				
In less than one year	**78,849**	77,330	**78,849**	77,330
In the second to fifth years inclusive	**23,797**	100,368	**23,797**	100,368
In more than five years	**-**	-	**-**	-
	102,646	177,698	**102,646**	177,698

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2022

19 Grant income

In April 2022, CIWM was awarded a Welsh Language Support Grant from Qualifications Wales to translate qualifications materials into the Welsh language.

20 Related party transactions

There were no payments made to trustees for other services during the year.

21 Taxation

As a charity, CIWM is exempt from tax on the income and gains arising from its charitable activities and its investments to the extent that the income and gains are applied for charitable purposes.

CHARTERED INSTITUTION OF WASTES MANAGEMENT

England & Wales - Charity number 1090968

Accounts

CIWM

Review of 2021

Plus trustees' report
and financial statements
for the year ended
31 December 2021





Together, we stand for a world beyond waste

Contents

03 President's foreword

04 The journey to net zero

06 Skills for the future

08 Knowledge sharing and thought leadership

11 2021 in numbers

12 Impact and influence

15 Trustees' Report and Consolidated Financial Statements

- 16 Trustees' Report
- 29 Independent Auditor's Report
- 34 Consolidated Statement of Financial Activities
- 35 Consolidated Balance Sheet
- 36 Charity Balance Sheet
- 37 Consolidated Statement of Cash Flows
- 38 Notes to the Financial Statements

President's foreword



2021 was a critical year in our drive towards creating a world beyond waste, and one in which the pace of change will have been felt by all of us working in the sector. At the start of the year, face-to-face meetings were still a rarity because of the COVID-19 pandemic and even the immediate future felt uncertain. Many were asking, 'what's next'? By the end of the year, and after COP26 in Glasgow, that question remained pertinent.

However, two key topics remained consistently in focus throughout 2021: decarbonisation, and equality, diversity and inclusion (EDI). With both, the sector and society as a whole are in a period of great transition, and many of our members are looking at how they can participate in building a more sustainable future for all. To remain influential and resilient in this changing world, we need to support our current and future members on that journey.

With this in mind, it has always been my philosophy that we should never stop learning, as individuals and professionally within the organisations for which we work. That is why I picked Skills for the Future as the theme for my presidential report. If we are to help our members, the skills agenda needs to be a priority. CIWM can and must play a crucial role in ensuring that our training programmes help to deliver the skills required to meet future sector needs, and that professionals across the sector have the skills and competences needed to deliver a green transition.

CIWM's Learning and Development strategy recognises that the systemic change that is happening across the green recovery sector won't only be about finding technological solutions; it will also need to extend to policy and skills.

In 2021, we continued to listen to our members and learn more about the concerns and tensions that run through the waste and resources sector. That meant hearing from members from all backgrounds and asking whether the institutions we work for are representative of society as a whole. CIWM launched a working group in 2021, which recognises the value in a diversity of voices and viewpoints in all that CIWM does. In embracing this approach, we also recognise that the workforce of the future will be a diverse one, and that we want to reflect our members and the communities that we serve. The working group's EDI Strategy will help steer the ongoing conversation and planning around EDI in the years ahead, and help drive CIWM's future success in helping to create a truly diverse and inclusive sector.

When it comes to decarbonisation and global commitments to net zero, 2021 will be remembered for COP26 in November. CIWM was present in Glasgow, representing our own sector, collaborating with other leading sector organisations and asking delegates to challenge the norms around waste and resources as they work to get up to speed on net zero and other policies.

CIWM, like many in the sector, was disappointed that waste wasn't on the main agenda at COP26, but we collaborated with Suez, Green Alliance, Aldersgate Group and ReLondon at fringe events in Glasgow to highlight how waste can play a key part in decarbonisation across the value chain.

COP26 also highlighted how successful strategies to meet net-zero goals will be dependent on collaboration. We must continue to grow our relationships with other professional bodies and organisations, learn from others' experiences, and work together to really make a difference.

In 2021, CIWM's policy and technical team worked tirelessly to input on consultations and lobby for the waste sector. I am pleased to be able to say that CIWM is a trusted voice in many of the discussions that are taking place nationally about decarbonisation and the skills we need to maintain that net-zero ambition. Our commitments towards green recovery and equality have been provided with a solid foundation in 2021. From here, we need to build.



Dr Adam Read
CIWM President, 2021/22

The journey to net zero

In 2021, CIWM took major steps to become a net-zero organisation and ensure the sector has an influential role in addressing climate change

In November 2021, CIWM published a position statement setting out its commitment to becoming a net-zero organisation. The statement underlined how improved resource management and resource efficiency will play a significant role in helping to achieve net-zero carbon emissions in the UK by 2050, and support efforts to limit global warming to 1.5°C.

CIWM believes that by fully embracing circular business models, the resources and waste sector is uniquely placed to help deliver some of the changes society needs to make to mitigate climate change. It also supports the vision set out in the Environmental Services Association's Net Zero Strategy for the resources and waste sector to reach net zero by 2040. The strategy rightly describes this as a collective ambition, emphasising that success depends on collaborative action across the whole supply chain, with clear policy and regulatory support from government.

A world beyond waste

CIWM's expertise, the statement said, 'can help bring about a shift from dealing with waste as an end-of-pipe problem to designing it out at the concept stage; minimising it; recovering greater proportions of resources during the required transition; promoting sharing, designing for durability, and leasing business models; and influencing and helping consumers and companies to move away from wasteful behaviours and towards a world beyond waste'.

CIWM is committed to the resources and waste sector's critical journey towards net zero and fundamentally believes that effective waste prevention, as part of a functioning circular economy, will be essential to support the UK's climate objectives.

The strategy for net zero also recognises the unique and wider role that CIWM, as the sector's professional body, can play in supporting the behaviours, skills and knowledge required to drive positive change across the whole gamut of actors involved in designing, producing, using and reusing products and resources. It also encompasses how CIWM can enable the sector to transition into one that embraces and supports circular business models, while recognising the crucial role that sustainable waste management practices will continue to play.

Pledge to net zero

CIWM is now a signatory to the Pledge to Net Zero and the Professional Bodies Climate Action Charter, and is working on its own organisational greenhouse gas (GHG) reduction measures in line with a 1.5°C climate change scenario. It is reporting annually against these targets, so that CIWM can lead by example and make its own direct contribution to reducing GHG emissions.

By signing the Pledge to Net Zero, CIWM committed to achieving net zero. In our Net Zero Routemap (to be published in 2022), we further commit to achieving this as an organisation by 2030 for Scope 1 and 2 emissions (from our own activities or those under our control, and emissions from the electricity and heat we purchase and use), and by 2035 for Scope 3 emissions (from sources we don't own or control, such as those associated with business travel, waste and water).



To meet these targets, CIWM will consider changes to the way it:

- Procures goods and services – for example, computers and energy
- Travels on business – for example, minimising car travel in favour of rail/public transport
- Delivers training – for example, offering more training online.

The Pledge to Net Zero also commits CIWM to publicly report GHG emissions and progress against this target each year, and to publish one piece of research or thought leadership each year on practical steps to delivering an economy in line with climate science and in support of net zero carbon emissions.

By signing up as a supporter of the Professional Bodies Climate Action Charter, CIWM has also committed to:

- Chart the path to sustainability for our members
- Speak with a unified voice to, and with, professional bodies, government and the public
- Empower and inspire our members to drive sustainable growth.

Next steps

As well as taking internal actions to reduce its operational carbon footprint, CIWM will support its members to do the same, both as individuals and within their organisations. It will use its influence and advocacy to encourage and enable others on their path to net zero.

In particular, it will:

- Support the sector's net zero journey through research, thought leadership and advocacy
- Champion the sector as part of the solution, articulating the relationship between zero waste, resource efficiency and net-zero carbon, and how waste minimisation and circular economy approaches can support green economic growth across all industry sectors
- Develop and deliver essential training, professional development and sector standards that contribute towards carbon reduction and climate change resilience
- Demonstrate that, as an essential utility, the resources and waste sector is also part of the climate resilience debate
- Collaborate with and support other stakeholders who are aligned with CIWM's net zero goals
- Work to connect different audiences and agendas at a global, national, local and citizen level – from challenging consumption and wasteful behaviour and pushing for effective policy and regulation, through to cross-government coordination in crucial areas such as green skills. To achieve this, a Climate Change Advisory Group, comprised of CIWM members, will further strengthen CIWM's ability to guide thinking and formulate a sector-wide strategy to help members on their journey towards net zero.

After working on a full roadmap to net zero throughout 2021, the CIWM Journey to Net Zero document will be published in 2022.

'Now, more than ever, people are increasingly aware of the impact their single-use lifestyles are having on the environment, and the practice of waste management has rightly been recognised as having a critical role to play in helping to mitigate the climate emergency, recover resources and protect biodiversity. CIWM stands ready to facilitate, drive and support the sector and its members on this journey.'
CIWM President Adam Read



Skills for the future

Dr Adam Read's presidential report set out a plan to ensure the waste sector develops and retains the skills that will be needed to move towards a world beyond waste

Ensuring employees across the sector have the right skills and competencies to support the transition to a circular and decarbonised economy will be a key aspect of professional development in the coming years.

In 2021, CIWM acknowledged this in Dr Adam Read's presidential report. The 40-page report, titled *Skills for the Future*, outlines the skills and knowledge that will help drive the green transition to fully circular systems. It also highlights the critical role of CIWM , government and industry in driving the transition. *Skills for the Future* was launched at CIWM's first-ever virtual presidential conference in June 2021 and was then used to inform CIWM's Learning and Development Strategy.

Featuring more than 40 contributors from universities, the government and other public and private sector zero-waste organisations, *Skills for the Future* captures the thoughts of CIWM and other professionals in the waste and resource management sector on the key skills, opportunities and competencies they will require to adapt to the changing needs of the sector, broken down into two, five-year transition periods. The report outlines six key skill sets that link into major policy reforms set to be implemented in the UK within the next 10 years, followed by those that will underpin the government's decarbonisation objectives, circular economy systems and green-recovery business models.

Skills for the Future was researched and produced by four Fellows appointed by CIWM: Sarahjane Widdowson, Dr Jane Beasley, Ray Georgeson MBE and Dr David Greenfield. The team of experts identified three key areas that would need to be addressed when forming a strategy for the waste management sector:

- **The environment** (the climate crisis, resource pressures, net zero, and so on)
- **The economy** (recession, austerity and increased data transparency)
- **Society** (urbanisation, changes in consumer behaviour, changes related to the COVID-19 pandemic and a shifting policy landscape).

This provided a useful framework for the report to identify those skills needed to make the transition from an early recycling economy, where our society recycles more than it wastes, to a fully fledged carbon economy with a regenerative approach to natural capital and resource life-cycles.

Collaborative relationships

The report outlines how businesses and organisations operating within the resource and waste sector will need to forge more



Key themes for the future

Environment
Climate crisis; resources and waste strategy and shifting policy landscape; ecological destruction; increased environmental protection; resource pressures; green recovery; COP26; net zero.

Economy
Recession; austerity; new methods of work; digital transformation; increased data transparency; further development of artificial intelligence.

Society
Changes in behaviour; consumer pressures; urbanisation; shifting policy landscape; COVID-19 pandemic accelerating societal and business change; shifting expectations.

collaborative, interconnected working relationships with specialists in other industries to complement the expanded skill set. Using data collected from interviews conducted throughout the sector, the next section lays out a set of six key skills that are needed for the economic transition:

- Communications and behaviour change
- 'Soft skills' including critical thinking, problem-solving, leadership and teamwork
- Systems thinking
- Data and information technology
- Circular economy expertise
- Reuse and repair skills.

Each of these skills was given its own section, detailing why it is necessary for the sector, the resources needed to promote and nurture it, any challenges or obstacles in the way, and the steps that must be taken to deal with these challenges.

Soft skills, for example, encompasses a wide variety of competencies, including crisis management, business model application and commercial awareness – all of which are vital for corporations and the government to adapt to a rapidly changing sector. The challenge here is that many organisations lack the knowledge, understanding, resource budgets and mentorship access needed to develop these skills.

This, the report states, is where CIWM can play a vital role, through coaching and mentorship programmes, webinars and sharing knowledge to provide training that fits into specific waste management contexts. CIWM can, the report says, position itself at the forefront of the sector, investing in skills development for new members and creating a robust skills framework for the organisations with which it works.

Finally, CIWM members will need to fully embrace the change to greener skills and resources, and take advantage of the support CIWM provides to create an environmentally forward-thinking culture in their organisations. Everyone must commit to keep learning and sharing knowledge at every opportunity.

Looking ahead

Skills for the Future will inform CIWM's plans for a new competence framework that will be updated annually. A steady programme of training, mentoring and development opportunities will be provided, both for existing resource professionals and those looking to enter the sector over the coming decade. The report was used for CIWM's Learning and Development Strategy in summer 2021 and tested with key stakeholders in the winter. A new Skills for the Future Working Group, consisting of more than 70 volunteers, will help CIWM continue to assess and respond to the skills needs of the sector.

Dr Read said:
'This year's CIWM Presidential Report not only identifies the key skills that will support the resource and waste sector through forthcoming policy-based changes, but also acts as a call to arms, outlining how forward planning, collaboration and government support are critical if this vitally important transition can take place.'



Knowledge sharing and thought leadership

In 2021, CIWM helped to shape national policy on waste, packaging, environment, crime and energy, while its centres shared knowledge to help members continue their professional development









CIWM's regional centres across the UK and Ireland had an active year in 2021. Many events were virtual, but the itinerary was as rich as ever, and some centres began to make the transition back to in-person social gatherings.

- In November, the CIWM **East Anglia Centre** hosted its first in-person meeting since 2020 – an outdoor gathering at which members shared coffee and mince pies. All other events at this centre were virtual, though some members were able to attend the RWM Gala Dinner in Birmingham and the inauguration of President Dr Adam Read at Chelsea Football Club. In June, the East Anglia Centre hosted a webinar on waste data and tracking that featured speakers on a number of topics. A well-attended AGM was held in April 2021.

- CIWM's **London and Southern Counties Centre** hosted two webinars in 2021: *Brexit revisited* explored the impact of Brexit on the waste management sector, and an equality, diversity and inclusion (EDI) seminar. Recordings for both sessions can be accessed via the Knowledge Centre on the CIWM website. The London Centre also held its AGM on Zoom in April, while its 63rd annual luncheon went ahead in December as planned. The centre's council met eight times on Zoom throughout 2021 to plan events and conduct ongoing business.

- The **South West Centre** organised four regionally focused webinars in 2021, and supported the Welsh Centre in organising an online session after its in-person winter event was cancelled. A webinar, *Towards a world beyond waste – waste prevention in the South West*, featured a speaker from Environment Plymouth. In March, the CIWM Wessex Professional Development Network, which operates as part of the South West Centre, held a full-day Back to Basics seminar at Bournemouth University. It introduced new CIWM members to different aspects of the

work this organisation does, including waste crime, pollution and developments in waste management technology. At the AGM, held in April, nine new members were elected.

- Members of the CIWM **North West Centre** enjoyed a range of online and in-person events including a joint event with the Local Authority Recycling Advisory Committee, held at the GMCA Renew Hub (reuse at an industrial scale). It featured speakers from Defra, Suez and Sharpe Pritchard. Other events included a Meet the Centre Council event to engage new members, an AGM on pandemic waste management, and a Christmas photo competition in aid of Derian House Children's Hospice.

- Over the course of 2021, the **North East Centre** underwent a restructuring process to ensure a better service and experience for members in the region. It also undertook a plan to further engage with members through a series of open events, including a 'meeting the North East Centre' event. It also actively encouraged members to become centre volunteers as part of its plan to increase engagement and community in the North East.

- The **Cymru Wales Centre** had a busy year, with six consultations on topics including clean air, fly-tipping, landfill taxes and digital waste tracking. While most activities were virtual, the centre maintained its efforts to engage with its members and reach out to the public, from a virtual Members' Drop-In in July to

Consultation responses 2021

The Policy and Technical team, with CIWM's UK centres, responded and submitted evidence to more than 40 consultations and Select Committee enquiries:

England

- BEIS Green Gas Support Scheme: digestate management, Jan 2021
- Green Jobs call for evidence, CIWM Response Executive Summary
- Green Jobs call for evidence, CIWM Response (Full version)
- BSI Flex 5555 community face coverings – specification v1.0
- Metal shredders: appropriate measures for permitted facilities
- National Planning Framework MHCLG
- Sustainable use of pesticides: draft national action plan
- Future arrangements for the disposal of maritime pyrotechnics
- Best available techniques – A future regime within the UK
- Standard Rules 23: proposals for healthcare waste permits
- Persistent organic pollutants: draft Stockholm Convention UK implementation plan 2021
- CIWM and IOM3 joint response to Environmental principles draft policy statement
- Extended producer responsibility for packaging
- Introducing a DRS in England, Wales and Northern Ireland
- Waste prevention plan for England
- Consistency in household and business recycling in England
- Attendance requirements for technically competent managers consultation
- Heavy goods vehicles: ending the sale of new non-zero emission models
- Defra call for evidence on plastic waste 2021
- Reforming the framework for better regulation
- Technical consultation on Plastic Packaging Tax (General) Regulations 2021
- Amendments to the EPR 2016 regulations as applied to groundwater activities and related surface water discharge activities

Northern Ireland

- A clean air strategy for Northern Ireland
- Climate Change Bill for Northern Ireland
- Environmental plans, principles and governance for Northern Ireland – public discussion document
- Call for evidence on a plan to eliminate plastic pollution in Northern Ireland
- CIWM Ireland and Northern Ireland response to Revision of EU legislation on hazard classification, labelling and packaging of chemicals
- NI Food Strategy Framework consultation
- Consultation on policy options for the new energy strategy for Northern Ireland
- Consultation on proposed changes to the carrier bag levy
- Draft Green Growth Strategy for Northern Ireland

an appearance at the two All Wales Careers Fairs, plus chartered interviews in December. The centre continued to establish links with other organisations in the sector by attending events such as the Waste Sector COVID-19 Stakeholder Group and the Welsh Government and Ministerial Roundtable.

- CIWM's **Scotland** Centre had a varied programme of virtual events. This included *Building sector resilience: what 2020 taught us and what happens now*, a 90-minute webinar, featuring panellists from the Scottish government, local councils and the Resource Management Association Scotland. It also included a Q&A and 'Network Roulette' to encourage informal networking. An *Ask your centre councillor* webinar on 6 November allowed members to get answers to any queries they might have. Other events included meetings with partner organisations, participation in Zero Waste Scotland's pre-consultation stakeholder event, a consultation on a draft strategy for environment and agriculture research, and an online quiz. In addition, the Scotland Centre began a partnership with Club Synergy to plan a programme of Net Walking events that will enable members to get to know each other while enjoying the outdoors.

- Following the release of the Irish government's *Waste action plan for a circular economy* in 2021, the CIWM centre in the **Republic of Ireland** spent the year collaborating with the government to produce a more comprehensive waste management strategy. Standout projects included a draft Circular Economy Bill and a revision of the EU Hazard Classification, Labelling and Packaging guidance. Centre councillors were active on the Department of the Environment, Climate and Communication's waste advisory group, and on workshops with regional and local authorities to develop a new national waste management plan.

ROI
- National Hazardous Waste Management Plan 2021-2027
- Consultation on the second SDG National Implementation Plan
- CIWM Ireland and Northern Ireland response to Revision of EU legislation on hazard classification, labelling and packaging of chemicals
- DRS consultation on a legislative framework response
- Construction and demolition waste guidelines

Scotland
- Cleaner air for Scotland
- Nitrogen balance
- Introducing market restrictions for single-use plastics
- Draft Public Engagement Strategy for Climate Change
- River basin management plans — silage, slurry and anaerobic digestate – improving storage and application
- Draft Environmental Protection (Single-use Plastic Products and Oxo-degradable Plastic Products) (Scotland) Regulations 2021: discussion paper
- National Planning Framework for Scotland
- Scottish landfill tax – further clarity and certainty: consultation
- Hidden economy conditionality – Northern Ireland and Scotland

Wales
- Priorities for Climate Change, Environment and Infrastructure Committee
- Landfill disposal tax (Wales) 2017 review
- White Paper on a Clean Air (Wales) Bill
- Litter and fly-tipping prevention plan for Wales



Immediate past President Trevor Nicoll (2020-2021)

2021 in numbers

290,000
unique visitors to Circular Online

28,000
followers on social (Twitter, LinkedIn, Circular LinkedIn group)

124,000
Connect page views

1,500
Connect posts

227
delegates on scheduled courses

83
people registered on the Mentoring platform
70 registered as mentees,
10 as mentors
3 as both mentors and mentees

19
members achieved Fellow status (two direct entry)

52
members approved for chartered status (10 direct entry)

355
professionals completed CIWM e-learning courses

152
EPOC certificates awarded

2021 in numbers

73

advisory panels, working groups and policy networks with CIWM representation

103

formal and informal consultations responded to (HQ & CIWM centre responses)

18

collaborative technical and policy initiatives and events

217

mentions in online UK media



157

attended the Presidential Inauguration online

2,642

attended webinars

252

attended the Scottish Resources Conference online

637

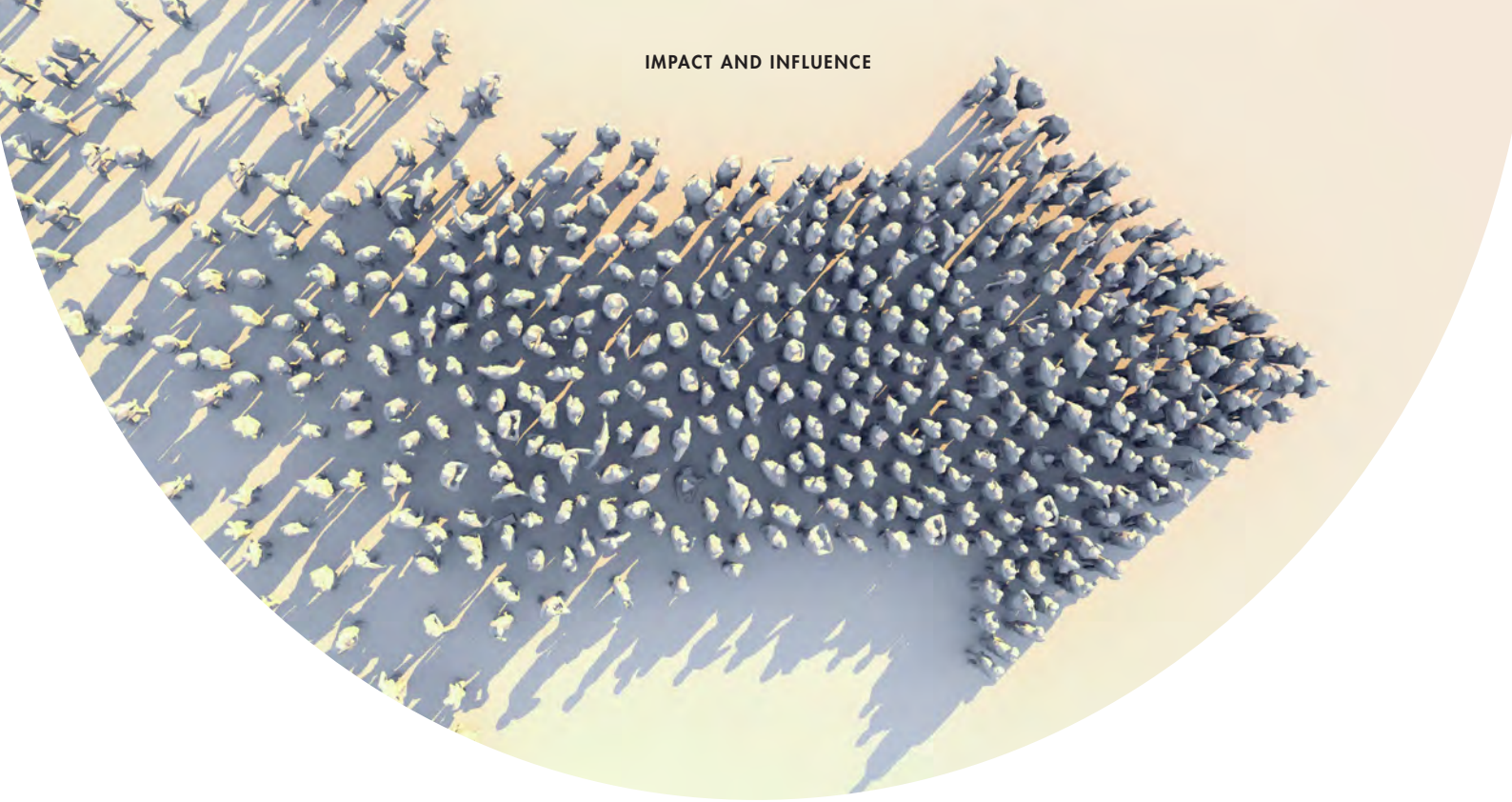
attended Resourcing the Future online

798

attended the London & Southern Counties Christmas Luncheon

388

attended the Gala Dinner



Impact and influence: taking action for a resilient future

In 2021, up-front in CIWM's priorities was a focus on how the organisation and its members could help create a more equal, inclusive and sustainable future for all

If 2020 will be remembered as a year shaped by the need for people and organisations to adapt to the Covid-19 pandemic, 2021 was a year of looking ahead and taking positive steps to meet the challenges of the future.

Equality, diversity and inclusion

In March, CIWM established its first-ever equality, diversity and inclusion (EDI) working group, an important step in the long-term process of revitalising its EDI strategy. The three-year strategy will ensure the Institution is open and inclusive to all, regardless of background, ability, ethnicity, gender or sexual orientation. More than that, CIWM is committed to ensuring opportunities and support are fair and equal across the organisation, its membership and the whole recycling and resource management sector.

The group organised seven focus groups, arranged around ethnicity, age, gender, social mobility, LGBT, disability and general inclusivity. Among the topics they discussed were policies, training and events. At this stage, the goals of the focus groups were to widen the reach of the EDI working group, receive feedback, and gain perspectives on what CIWM and the sector as a whole can do to improve EDI.

Circular economy

April brought a first for CIWM, with the inaugural Festival of Circular Economy. The two-day flagship event celebrated all aspects of the circular economy and the organisations working towards it, acting as a forum for idea generation and learning from those at the forefront of change. The itinerary included case studies, interactive exhibitions and plenary conference sessions. The opening keynote speech was given by sustainability pioneer Dr Walter Stahel, who is credited with inventing the concept of the circular economy in 1982.

'It will be my privilege to show how "recyclers" and "waste managers" in charge of today's legacy waste will become managers of "value platforms" for components and molecules, once circular materials have been commercialised,' Dr Stahel said before the festival. His speech on the day provided a new vision for realising the full value of our natural resources in the commercial sector. Other big-name speakers from the corporate sector included Laura Richards, senior business development manager at eBay, and Niall Walker, from the multinational beverage company Diageo.

Learning and development

June saw the release of CIWM president Dr Adam Read's *Skills*

for the Future report, which outlines how CIWM can collaborate with scientific sectors, the government and manufacturing industries to make the circular economy a reality. Following its launch at a conference, *Skills for the Future* provided a foundation for CIWM's Learning and Development Strategy.

The report maps out the road to creating a fully decarbonised economy with a regenerative approach to natural capital, then expands on the connections that must be made with scientific, design and manufacturing industries for this to happen. It outlines six key skill sets that link to the Government's decarbonisation objectives, circular economy systems and green-recovery business models: systems thinking, communication, soft skills, IT, specialist circular economy expertise, and reuse and repair skills. By highlighting the role each industry plays in product life-cycles, the report opens opportunities for collaboration and connection.

Commenting on the *Skills for the Future* launch, Read said: 'The resource and waste sector will sit at the heart of a future circular economy and a post-pandemic green recovery, but to ensure this can happen we need to upskill our workforce and attract new talent while collaborating with other industries, academic institutions and leading professional bodies.'

Acting against modern slavery

In July, CIWM released a joint Modern Slavery Pledge alongside the Environmental Services Association (ESA), in accordance with the 2015 Modern Slavery Act. The pledge marks ESA and CIWM's commitment to raising awareness of modern slavery and stamping it out where it arises. Both organisations will also provide guidance and signposting support to help the waste management sector develop proactive anti-slavery strategies.

In 2018, around 7,000 people were formally identified as being potential victims of modern slavery in the UK – up 300 per cent from 2013. The situation is, however, likely to be far more severe, with The Global Slavery Index estimating that there are around 136,000 people living in modern slavery in the UK at any one time.

'Issues as complex as modern slavery can only be addressed through meaningful collaborative and cross-sector working,' said CIWM CEO Sarah Poulter. 'The UK waste and recycling sector has developed some of the most robust employment practices in the UK, but there is always more that we can do. Both CIWM and ESA have been committed to addressing this issue for some time now, and a crucial first step was to recognise that we work in an industry where this can be a problem, and to promote honest and open dialogue.

'We look forward to working with ESA and our members to implement effective working practices that will protect the people and businesses delivering this vital service.'

Five-year plan

CIWM maintained this spirit of growth and preparation throughout the autumn quarter. September 2021 saw the release of its Strategy Document – a five-year plan for 2022-27 that lays out the steps towards a world without waste in accordance with CIWM's values as an organisation. The strategy focuses on six key areas:

- **Pioneering professional standards**
  Continuing to raise standards for professional excellence – maintaining support for the development of effective, successful and qualified professionals.
- **Nurturing innovation**
  Encouraging innovation and adaptation in an increasingly mobile and digital world.
- **Advocating with an authoritative voice**
  Advocating on behalf of members, representing the interests of professionals, influencing society's approach to resource management, and promoting the benefits of a circular economy.
- **Enhancing engagement and connectivity**
  Treating resource efficiency as a global social responsibility – empowering businesses to take action worldwide.



Many local authorities faced resource challenges



- **Cultivating communities of practice**
  Establishing a culture and framework that encourages professional relationships to flourish and members to promote ideas, impart knowledge, share problems, suggest solutions, advocate best practice, and build personal networks that enhance their career opportunities.

- **Leading through excellence**
  Building an effective, efficient and high-performing membership organisation with financial strength and organisational resilience.

As well as reinforcing CIWM's core values of collaboration, creativity, determination, adaptation and consideration, the document opens a conversation on how CIWM can become a more resilient, forward-thinking organisation over the next five years.

Social responsibility

In November, after several months of hard work, CIWM was awarded Gold-level accreditation from CSR Accreditation (CSR-A), a leading UK-based awarding body for corporate social responsibility.

Achieving CSR Accreditation is a visible testimony of excellence in social responsibility. The accreditation helps you integrate social, environmental, ethical, human rights and consumer concerns into your business operations and strategy. Receiving this is an acknowledgement of CIWM's ability to deliver on promises, engage in meaningful philanthropic work and remain accountable to the public. In the same month, CIWM released its *Social Impact Report* detailing its work on inclusion, net zero, health and wellbeing, community engagement, and philanthropy.

Task and Finish group webinars

The CIWM Policy and Technical team established a series of Task and Finish group webinars giving attendees insight from the main players involved in the Deposit Return Scheme, Extended Producer Responsibility and Consistent Collection consultations, as well as enabling thoughts and feedback from members and the wider resources and waste sector to contribute to CIWM's consultation responses.

WAMITAB integration

In December, after two years of hard work, CIWM's process of integration with the Waste Management Industry Training & Advisory Board (WAMITAB) awarding body was completed.

The integration required development of a withdrawal plan for WAMITAB to cease delivery of all regulated qualifications and apprenticeship end-point assessments. CIWM also needed to develop the documentation, systems, teams and processes to apply to become an awarding organisation and end-point assessment organisation recognised by the educational regulators in England, Wales and Northern Ireland. As of 20 December, all WAMITAB activities successfully transferred to CIWM including the development and awarding of WAMITAB's waste management qualifications, as well as current learners and training providers. The two organisations now operate from CIWM's head office in Northampton.

CEO Sarah Poulter said: 'The integration of CIWM and WAMITAB will help realise our ambition to move the world beyond waste by building on our respective industry experience, recognition and reputation to educate, professionalise and advocate for the waste and resource management sector.

'We want to ensure that CIWM is positioned to deliver high-quality education, training and qualifications, creating and supporting a skilled workforce that is equipped to deliver the vital transition to a circular economy. I am keen to work closely with WAMITAB centres and stakeholders to identify new partnership opportunities, open up new markets, and share ideas and best practice, ultimately building a world-class education portfolio for our sector.'

Partnership with WasteAid

November also marked the beginning of CIWM's landmark partnership with international NGO WasteAid, to promote waste management best practice in Banjul, the capital of The Gambia. This 18-month project will build on WasteAid's current recycling projects in the area, while supporting local innovation and new engagement opportunities. The aim is to help the Banjul community and other stakeholders develop a shared vision for a circular economy. The partnership with WasteAid will help CIWM deliver on the goals set in its 2022-27 strategy and ensure professional support remains up to date.

"CIWM's achievements throughout 2021 demonstrate the impact the organisation has on a national and global level."

CIWM's achievements throughout 2021 demonstrate the impact the organisation has on a national and global level. The strategic planning, decision-making and knowledge sharing undertaken this year is sure to pay off in the future, bringing us ever closer to making the circular economy a reality.



Chartered Institution of Wastes Management (CIWM) (incorporated by Royal Charter)

Trustees' report and consolidated financial statements

Registered company number RC000777

A charity registered in England and Wales (1090968) and in Scotland (SC037903)

31 December 2021

General Council members, key management personnel and advisers

General Council members

Members of General Council who are the Trustees of the Chartered Institution of Wastes Management and who all served in office throughout 2021, and up to the date of signature of the financial statements, except where indicated, were:

T Nicoll FCIWM	**President (in post until 29.06.21), Immediate Past President (in post from 29.06.21)**
A Read FCIWM CEnv	**Senior Vice President (in post until 29.06.21), President (in post from 29.06.21)**
A Willetts FCIWM	**Junior Vice President (in post until 29.06.21), Senior Vice President (in post from 29.06.21)**
E Kiernan FCIWM CEnv	**Immediate Past President (in post until 29.06.21)**
J Kutner FCA CTA FCIWM	**Honorary Treasurer**
D Cooke FCIWM	**Junior Vice President (in post from 29.06.21)**
W Hubbard MCIWM	
T Walker FCIWM CEnv	
V Hughes FCIWM	
L Parkes FCIWM	
L Ward MCIWM	
M Gover MCIWM	
D Simpson FCIWM	**(in post from 29.06.21)**

Key Management Personnel

S Poulter	Group Chief Executive
P Sloggett	Marketing Director
A Havard	Operations Director
K Cockburn	Professional Services Director
L Marshall FCIWM	Policy and External Affairs Director **(in post from 1.12.21)**

Registered office address

Quadra
500 Pavilion Drive
Northampton Business Park
Northampton
NN4 7YJ

Website: *www.ciwm.co.uk*

Advisers

Bankers:

HSBC Bank Plc
500 Pavilion Drive
Northampton Business Park
Northampton
NN4 7YJ

National Westminster Bank PLC
41 The Drapery
Northampton
NN1 2EY

Solicitors:

EMW Law
Seebeck House,
1 Seebeck Place,
Knowlhill, Milton Keynes
MK5 8FR

Investment managers

Brewin Dolphin Limited
12 Smithfield Street,
London,
EC1A 9BD

Rathbone Brothers PLC
8 Finsbury Circus,
London
EC2M 7AZ

Auditors:

Moore Kingston Smith LLP
6th Floor
9 Appold Street
London, EC2A 2AP

The General Council present their report and audited consolidated financial statements of CIWM and its subsidiaries for the year ended 31 December 2021.

OBJECTIVES AND ACTIVITIES

Charitable Objects

The stated Objects of the CIWM Group are to advance for the public benefit, the art and science of wastes management worldwide and so to promote education, the protection of public health and the preservation of the environment, and for that purpose to further promote and maintain good standards of practice, competence and conduct by all its members.

On 20 December 2021 the activities of the Wastes Management Industry Training and Advisory Board (WAMITAB) was merged into CIWM and all activities of WAMITAB ceased. This merger was undertaken following extensive consideration and assessment of the CIWM and WAMITAB Trustees and was completed with approval of the Charity Commission under a section 105 order authorised in November 2020. In assessing the merger the Trustees considered that CIWM and WAMITAB share charitable objects and it was therefore in the best interest of both charities to merge their activities.

Charitable purposes that provide benefit to the public are defined by the Charities Act 2006. The Charity Commission have issued guidance concerning the sort of charitable activity that might fall within each of the charitable purposes defined by the Act including examples of the type of charity that might carry out appropriate activities.

The General Council has reviewed the definitions in the Act and considers that the Charitable Objects of CIWM fall within three of the charitable purposes, namely:

- the advancement of education;
- the advancement of environmental protection or improvement; and
- the advancement of health.

The General Council of CIWM have also reviewed the guidance issued by the Charity Commission and consider that the activities of the CIWM Group comply with the criteria stated in that guidance for each of the respective charitable purposes noted above

Objectives, Aims and Intended Impact

In August 2021 CIWM launched a new strategy and outlined an updated purpose, mission and value proposition.

CIWM's purpose is to move the world beyond waste.

Our mission is to unite, equip and mobilise our professional community to lead, influence and deliver the science, strategies, businesses and policies for the sustainable management of resources and waste.

Trustees' report *(continued)*

Objectives, Aims and Intended Impact *(continued)*

Our value proposition is 'creating more for professional life' the benchmark of professionalism, resources and achievement for our sector.

We deliver this through the CIWM Way which is a statement of our values; collaboration, creativity, determination, adaptation and consideration.

Our strategy outlines the role CIWM and its members will play in shaping the future of waste, recycling and resource management, in line with the United Nations Sustainable Development Goals. It is centred around six themes that will enable our organisation to act as a vital change agent for the transition to a low-carbon circular economy.

1. Pioneering professional standards
2. Nurturing innovation
3. Advocating with an authoritative voice
4. Enhancing engagement and connectivity
5. Cultivating communities of practice
6. Leading through excellence

As we implement our strategy, you will see us doing more of what we do best: delivering high-quality services and developing new opportunities that are consistent with our core purpose and values. This will be enabled by continuing to operate a sound, not-for-profit business and sustaining day-to-day operations whilst investing in future opportunities.

The objectives outlined in these themes reflect both CIWM's long held priorities as the professional body for the sector and its additional objectives as a qualifications awarding body:

- advance the scientific, technical and practical aspects of resources and wastes management for the benefit of the environment;
- promote high standards of practice, competence and conduct across the sector;
- promote the importance of independently recognised professional competence;
- raise awareness and understanding of resource and waste issues amongst all sectors of society both within the United Kingdom and internationally;
- promote and award qualifications and learning that underpin high standards of education, practice and competence across the sectors it serves;
- develop and support systems for the assessment and award of apprenticeships;
- advise environmental regulators on skills and qualifications in support of technical competence;
- influence the development of policy for new education frameworks and qualifications; and
- research, devise and develop qualifications and learning products to support skills and learning requirements in relevant adjacent industry sectors of the UK and overseas.

In setting the CIWM Group's objectives and in planning the Group's activities the General Council have given careful consideration to the Charity Commission's general guidance on public benefit and to its supplementary public benefit guidance on fee-charging.

The General Council confirms that Trustees have complied with the duty in Section 17 of the Charities Act 2011, to have due regard to the Charity Commission's general guidance on public benefit, including the guidance "Public benefit: running a charity (PB2)".

Trustees' report *(continued)*

Principal activities

CIWM delivers its aims and objectives through different activities, most of which, because of their relevance and importance, remain constant from year to year. These have been revisited inline with the new CIWM strategy which cements these activities into the six pillars and CIWM Way referenced above.

As a membership organisation, CIWM remains dedicated to seeking to improve the member experience and provide members with the tools and support to achieve success in their jobs and careers, including through qualifications and skills solutions.

CIWM works collaboratively internally and externally to share knowledge and good practice and to provide solutions for members, learners, customers, employees and the environment.

CIWM seeks to operate its organisation ethically, sustainably and professionally with excellent customer service. It promotes, maintains, improves and recognises professional standards in the sector; and promotes and awards qualifications and learning. In all its work, CIWM endeavours to be forward-thinking and innovative in how it develops and implements service and policy ideas, ensuring value for money for members, learners, and customers.

CIWM has a strong outward facing role, focussing on using the knowledge, credibility and authority it derives from its members to:

- influence policy and regulatory developments affecting the resources and waste management sector in the UK and Ireland;
- influence the sustainable performance of other industry sectors and of society generally; and
- help to show the sector in an accurate and positive light in the media and in direct communications.

Work in these areas includes;

- working closely with representatives of government departments and agencies to inform and influence policy and regulatory developments in England, Ireland, Northern Ireland, Scotland and Wales and in the UK as a whole;
- working with partners to inform and influence policy and regulatory developments in the EU and more widely;
- supporting government at central, devolved and local levels, their agencies and other organisations in the delivery of projects with relevant outcomes including the improvement of environmental quality; waste reduction; the establishment of improved reporting and monitoring methodologies and systems; and relevant qualifications and skills solutions; and
- working in collaboration with relevant partners to establish, promote and deliver technical research, relevant training and educational resources, and professional competence schemes and learning for the industry.

General Council and members generally are encouraging and supporting the CIWM Group to develop and extend collaborative working arrangements, whether formal or informal. Such partnerships are enabling and, will enable, the Group to use its own resources to leverage assistance from others to strengthen, widen and extend the scope and reach of all its activities so as to deliver the maximum possible impacts.

Volunteers

The General Council is grateful to the large number of members (estimated to be in excess of 400) who support and contribute to the organisation's work through their service on committees, Special Interest Groups, Centre Councils, and Working Parties and in representing the Group on other outside bodies and organisations. This commitment by volunteers enables the CIWM Group to draw on a depth and breadth of knowledge of resources and waste management and of other pertinent sectors and competencies which is unrivalled; and which establishes and enhances CIWM's status, reputation and influence.

ACHIEVEMENTS AND PERFORMANCE

Activities undertaken during the year

The CIWM Group has sought to deliver the objectives and activities outlined above by undertaking a variety of specific initiatives and activities during the year, many in partnership with other organisations. Further details about these are given in the Annual Review section of this document.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

Trustees are pleased to be able to report a consolidated net operating surplus of £364,327 (2020 deficit: £137,288) before restructuring costs of £141,564, despite some continuing impact of the Covid-19 outbreak on the operations. The budget for the year had been set to show a small surplus and the actual result reflects the commitment and hard work put in by Trustees, Centres, and staff to address the continuing challenges. The impact of the Covid-19 outbreak now no longer significantly affects the results although the nature of the provision of some of the services will permanently change because of the development of on-line events and courses. The Trustees have again forecasted a small surplus for 2022.

The restructuring costs arose from the decision by the Trustees of CIWM and WAMITAB to merge and this resulted in restructuring costs in the 2021 accounts of £141,564 (2020: £271,358). The restructure has now been completed and all the assets of WAMITAB were transferred to CIWM on 20 December 2021 and no further restructuring costs are anticipated.

As a result of the merger the funds held by WAMITAB which had been shown as a Restricted Fund have now been absorbed into the CIWM General Funds in accordance with an order issued by the Charity Commission and separate figures for WAMITAB are no longer shown.

Following a review of the Reserves Policy by the Trustees it was decided that awards would be made to projects which are in line with guidelines set by the Trustees. The first of such awards was made to WasteAid and a sum of £150,000 was granted from funds designated for this purpose.

CIWM (including CIWM Enterprises Limited) has recorded net income (a surplus) for the year of £72,763 after allowing for restructuring costs of £141,564 and the grant to WasteAid of £150,000; the comparative for 2020 was a deficit of £408,646.

The Gala Dinner and the London Centre Christmas Lunch, which are deemed to be non-charitable activities, are the only activities in CIWM Enterprises. CIWM Enterprises closed the financial year ended 31 December 2021 with a profit of £57,546; the comparative for 2020 was a loss of £999.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR (*continued*)

After recognition of realised and unrealised investment gains of £536,289 (2020: £113,515), the net consolidated income (a surplus) to be transferred to all reserves was £609,052 (2020: net consolidated expenditure, a deficit, £295,131) which means that the CIWM Group consolidated funds have increased from £6,780,366 to £7,389,418.

Reserves policy

The total unrestricted funds (that is the Designated funds and the General Funds) held by the group as at 31 December 2021 were £7,364,845 (2020: £6,755,793).

Reserves are required to provide the charity with a firm financial foundation and to provide the stability required to fund day-to-day operations. They also provide the funding for future investment whether on essential capital requirements to support the operational delivery of the charity's aims and purposes, or on the research and development of new activities or longer term initiatives.

The Trustees have reviewed the reserves of CIWM taking into account relevant factors, including:

- forecasts for levels of income for the current and future years, taking into account the reliability of each source of income and the prospects for developing new income sources;
- forecasts for expenditure for the current and future years on the basis of planned activity;
- analysis of any future specific financing needs, for example to maintain and replace tangible and intangible fixed assets

Based on this detailed review, Trustees have concluded that reserves at a value of approximately £1.5 million are required to finance the charity's day-to-day operations.

Free reserves exceed this minimum level by £5,865k. The Trustees have considered how to utilise some of the reserves each year in the furtherance of their objectives and will allocate amounts each year to specific projects. The first of these projects was the grant to WasteAid of £150,000 in 2021 and further project awards have already been approved in 2022.

In 2016 WAMITAB agreed to make donations to the Waste Environmental Education Research Trust (WEERT) of up to £250,000 for projects to be agreed subject to certain conditions. Following the merger of WAMITAB into CIWM in 2021, the Trustees of CIWM have agreed, in principle, to make such donations provided that they are for specific projects which the Trustees consider meet the criteria for CIWM projects, and any proposed projects are approved by the Trustees. Therefore, a sum of £250,000 has been transferred to designated funds.

Investment policy and objectives

CIWM holds two portfolios of investments for which Trustees obtain expert investment management advice from the respective discretionary investment managers.

Both portfolios have a policy of medium risk with the portfolios being invested primarily to obtain the most effective capital protection and capital growth over the longer term, with the objective of maintaining the capital value above the rate of inflation. Both portfolios exclude direct investment in companies involved in Tobacco, Armaments, Pornography, Gambling, Environmental pollution, and Fossil Fuels.

All investment income received on both portfolios is reinvested.

Investment performance against objectives

CIWM's investment portfolios have been managed throughout the year by Brewin Dolphin and Rathbone Brothers PLC. Both investment managers are appointed on a discretionary management basis. During the year the Trustees received investment performance information and other general investment advice and comment from the respective discretionary investment managers.

The two portfolios generated investment income of £95,081 (2020: £103,490) which was re-invested. The investment portfolios recorded unrealised gains for the year which total £523,460 (2020: unrealised gain £100,710). Disposals of investments made during 2021 from the two portfolios resulted in realised gain of £12,829 (2020: realised gain £12,805).

Risk Management

General Council is responsible for the management of the risks faced by CIWM. Detailed considerations of risk are delegated to the Senior Management Team. Trustees and senior managers recognise the importance of identifying risks and establishing systems and procedures to mitigate those identified; and this process is embedded in the charity's business planning which includes regular reviews and assessments of risks.

The following key controls are used by CIWM to help to mitigate the risks:

- formal agendas and detailed minutes for all Committee and Board activity;
- detailed terms of reference for all Committees, Boards etc;
- formal external training on roles and responsibilities for all Trustees and senior staff;
- comprehensive strategic planning, budgeting and management accounting;
- established organisational structure and lines of reporting with clear authorisation and approval levels; and
- regular monitoring and review of Disaster Recovery Plan and Business Continuity Plan

Appropriate record keeping is maintained, including a Register of General Councillors' Interests.

The Audit and Risk Committee reviews the financial risks of CIWM. Moore Kingston Smith LLP, as part of their audit, provide management reports to the trustees, advising on recommendations to improve internal controls.

Trustees confirm that appropriate systems have been established to mitigate other risks identified; but recognise that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

FUTURE PLANS

CIWM's future plans are outlined in the CIWM five year strategy launched in August 2021. Our new strategy is about clear, decisive steps to shape a future-ready, resilient organisation that enables our professional community to be at its best and ready to make our actions count.

It is centred around six themes that will enable our organisation to act as a vital change agent for the transition to a low-carbon circular economy.

Pioneering professional standards
We will continue to set and raise standards for professional excellence – maintaining our support for the development of effective, successful, and qualified professionals.

Nurturing innovation
As the age of digitalisation changes our world with breath-taking speed, we will support our members and the global community by enabling and encouraging innovation.

Advocating with an authoritative voice
Our status as the leading voice in the sector underpins our ability to advocate on behalf of our members, represent the interests of professionals, influence society's approach to resource management, and promote the benefits of a circular economy.

Enhancing engagement and connectivity
Resource efficiency is a global social responsibility. Our role is not only to inform and educate businesses, organisations, and individuals about that responsibility, but also to inspire and enable them to take action – worldwide.

Cultivating communities of practice
We establish a culture and framework which encourages professional relationships to flourish and members to promote ideas, impart knowledge, share problems, suggest solutions, advocate best practice, and build personal networks that enhance their career opportunities.

Leading through excellence
Achieving our purpose requires an effective, efficient and high-performing membership organisation, with financial strength and organisational resilience, which leads by example.

Our ambitious purpose and strategy have been created as a collaboration between members and Trustees. It is owned by all of us. Because, together, we have the knowledge, creativity and determination to move the world beyond waste.

The full strategy is available on CIWM's website at ciwm.co.uk/strategy.

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Charity was formed in 1898, incorporated as a company limited by guarantee in 1908 and from 1981 was known as the Institute of Wastes Management. On 1 March 2002 it was granted a Royal Charter of Incorporation and was renamed the Chartered Institution of Wastes Management and, for the purposes of the Charities Act 2011, is a charitable company (registered company number RC000777) and has no share capital. It is registered with the Charity Commission in England and Wales under charity number 1090968 and with the Office of the Scottish Charity Regulator under charity number SC037903.

CIWM's governing instruments are the Royal Charter, its Bye-Laws, Regulations and Practice Directions sealed on 1 March 2002**.** The General Council made changes to the Practice Directions in June 2021 (to confirm that Fellows retain their Chartered status and to allow for an Extraordinary General Meeting to be held remotely). In September 2021, following an Extraordinary General Meeting CIWM made changes to the Bye-Laws, Regulations and Practice Directions.

These changes were mainly to correct minor inconsistencies or to bring the constitution up to date with the current practices such as virtual rather than face to face meetings. The most significant changes were -

- Confirmation that Honorary Officers are automatically General Councillors – clarifying that the CIWM Presidential Team are General Councillors and therefore Trustees.
- Confirmation that Chartered status is not a pre-requisite to be CIWM General Councillor – there were inconsistencies in the document as to whether a General Councillor had to be Chartered or a CIWM Member at any grade.
- Change to allow Centre Councils (CIWM's regional volunteer groups) to appoint members at any grade to be Co-Opted Centre Councillors and of the terms of these Councillors – this allows a broader range of views on Centre Council and clarifies confusion about how long a Co-Opted Centre Councillor can be in post.
- Confirmation of the requirement for an annual Presidential Inauguration and the maximum time allowed between each inauguration – this also confirmed that the Presidential Inauguration is the date on which all Trustees terms start and that the time between each Presidential Inauguration is a Period.
- Confirmation of the number of Periods a General Councillor (Trustee) can serve – including confirmation that those who are appointed on the Presidential team can be a Trustees for an additional four Periods.

The Practice Directions were also changed in October 2021 in preparation for the merger of WAMITAB into CIWM which took place on 20 December 2021. The change to the Practice Directions was to create a Qualifications & Professional Standards committee, to ensure CIWM meets it responsibilities as an Awarding Organisation, and an End Point Assessment Organisation, and to advise and support the implementation of the CIWM learning and development strategy.

Changes to the Bye-Laws were confirmed by the Privy Council in February 2022.

The governing documents can be viewed on CIWM's website at ciwm.co.uk/constitution.

Appointment and election of General Council members

The General Councillors of CIWM, the registered charity, are its trustees for the purposes of charity law and throughout this report are collectively referred to as the General Council or Council members. The General Council consists of:

(a) The Honorary Officers – President, Senior Vice-President, Junior Vice-President, Immediate Past-President, & Honorary Treasurer.

(b) Seven General Councillors who have been selected based on skills

The Chair is elected annually by and from the General Council. General Councillors are normally elected for a term of three years; retire by rotation and are eligible to stand for re-election.

Induction and Training of General Councillors

All General Councillors attend training on Trustee responsibilities sourced via the National Council for Voluntary Organisations (NCVO).

We provide regularly provide updates to Trustees about relevant newsletters and guidance documents from the NCVO and the Charity Commission.

Periodically, training on specific topics is provided for Trustees by suitably qualified individuals or organisations.

Organisational Management

CIWM's General Council have overall responsibility for the management of CIWM and delegate various responsibilities to the CIWM leadership team and staff and to sub-committees. The terms of reference and members of these committees are outlined in the CIWM governing documents.

Members' Council, the Scientific & Technical committee and the Qualifications & Professional Standards committee all report into General Council and there are two review committees, focused on Audit & Risk and Corporate Governance & Professional Ethics. These have independent Chairs, with relevant specialist skills and competencies, who are appointed for three year terms of office.

Group Structure and Relationships

CIWM has one trading subsidiary, CIWM Enterprises Limited, a separate organisation which arranges non primary purpose activities for CIWM.

On 20 December 2021 the activities of the Wastes Management Industry Training and Advisory Board (WAMITAB) was merged into CIWM and all activities of WAMITAB ceased. The dormant subsidiaries of WAMITAB, Asset Skills Ltd and WAMITAB Services Ltd also transferred to CIWM.

During 2021, CIWM also had three dormant subsidiaries, CIWM International Limited, Waste Smart Limited and Resource Smart Limited.

CIWM works extensively at regional and local levels through its Centres, which provide members with free and low cost regional events on a variety of topics and liaise with local and regional organisations. The Centres in the Republic of Ireland, Scotland, Wales and Northern Ireland work closely with their respective governments and other stakeholders.

Group Structure and Relationships (continued)

CIWM also runs several task and finish or working groups in order to influence and support CIWM projects. In 2021 this included the CIWM Equality, Diversity & Inclusion (EDI) working group which was set up to help deliver CIWM's EDI strategy, which was launched in April 2022.

Remuneration policy for key management personnel

The General Councillors consider that the senior management team, comprise the key management personnel of CIWM in charge of directing, controlling, running and operating CIWM on a day to day basis. The pay of senior managers is reviewed annually and increased, as appropriate, in line with average earnings.

REFERENCE AND ADMINISTRATIVE INFORMATION

Auditors

The re-appointment of Moore Kingston Smith LLP as auditors of the company will be considered at the forthcoming Annual General Meeting on 21 September 2022.

Statement on disclosure of information to auditors

Each person who is a General Councillor at the date of approval of this report confirms that so far as the General Councillor is aware, there is no relevant audit information of which the company's auditors are unaware; and each General Councillor has taken all the steps that he/she ought to have taken as a General Councillor to make himself/herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Statement of responsibilities of the Trustees of the Chartered Institution of Wastes Management

The Trustees are responsible for preparing the Trustees' Report (called Report of the General Council) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales and Scotland requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charity and the group and of the incoming resources and application of resources of the charity and the group for that period.

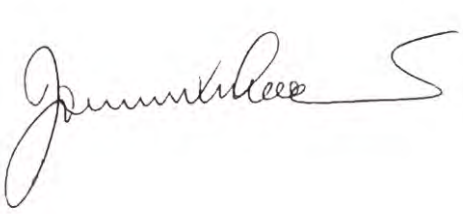
In preparing these financial statements, the General Council are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the group and the charity will continue its activities.

The General Council are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that its financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008; the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the Royal Charter. They are also responsible for safeguarding the assets of the charity and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The General Council are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

By order of the General Council



J Kutner
Honorary Treasurer
500 Pavilion Drive
Northampton
NN4 7YJ
24 June 2022

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT

Opinion

We have audited the financial statements of Chartered Institution of Wastes Management for the year ended 31 December 2021, which comprise the Group Statement of Financial Activities, the Group and Parent Charity Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charity's affairs as at 31 December 2021 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 (as amended) and regulations 6 and 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 charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity'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 annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charity and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the trustees' annual report.

We have nothing to report in respect of the following matters where the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 28, the trustees are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charity 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 report to you 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 aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charity's internal control.

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilties, 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 is detailed below.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT *(continued)*

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charity.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charity and considered that the most significant are the Charities and Trustee Investment (Scotland) Act 2005 (as amended), regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended), the Charities Act 2011, the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council

- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.

- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.

- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

There are inherent limitations in the audit procedures described above. We are less likely to become aware of instances of non-compliance with laws and regulations that are not closely related to events and transactions reflected in the financial statements. Also, the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT *(continued)*

Use of our Report

This report is made solely to the charity's trustees, as a body, in accordance with Chapter 3 of Part 8 of the Charities Act 2011 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 charity's members and trustees those matters which we are required to state to them in an auditor's report addressed to them and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charity and charity's members as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

Moore Kingston Smith LLP

Andrew Stickland (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

7 July 2022

6th Floor
9 Appold Street
London
EC2A 2AP

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006

Chartered Institution of Wastes Management
Consolidated statement of financial activities *for year ended 31 December 2021*

	Note	Unrestricted funds General Funds	Designated Funds	Endowment Funds	Total funds 2021	Total funds 2020
		£	£	£	£	£
Income						
Income from charitable activities:						
Membership subscriptions		**723,297**	-	-	**723,297**	745,720
Affiliated Organisation income		**327,640**			**327,640**	314,873
Regional centre income		**6,194**	-	-	**6,194**	4,926
Charitable trading income		**765,486**	-	-	**765,486**	438,232
Income from provision of qualifications		**1,129,941**	-	-	**1,129,941**	1,137,401
Income from trading activity:						
Commercial trading operations		**216,234**	-	-	**216,234**	-
Investment income	8	**95,081**	-	-	**95,081**	103,490
Interest receivable		**272**	-	-	**272**	3,845
Other income		**44,513**	-	-	**44,513**	102,407
Total income		**3,308,658**	-	-	**3,308,658**	2,850,894
Expenditure						
Expenditure on raising funds						
Investment management		**(35,285)**	-	-	**(35,285)**	(31,272)
Commercial trading operations		**(148,322)**	-	-	**(148,322)**	(998)
Charitable activities:						
Charitable trading expenditure		**(275,998)**	-	-	**(275,998)**	(229,529)
Provision of qualifications		**(221,106)**	-	-	**(221,106)**	(259,349)
Staff costs		**(1,568,306)**	-	-	**(1,568,306)**	(1,721,448)
Regional centre expenses		**(11,202)**	-	-	**(11,202)**	(16,458)
Committee directed costs		**(77,058)**	-	-	**(77,058)**	(41,573)
Committee running costs		**(5,121)**	-	-	**(5,121)**	(5,714)
Premises costs, postage, stationery, communications		**(386,085)**	-	-	**(386,085)**	(471,113)
Restructuring costs	5	**(141,564)**	-	-	**(141,564)**	(271,358)
Travel and accommodation		**(7,965)**	-	-	**(7,965)**	(11,341)
Insurances and other Professional fees		**(103,976)**	-	-	**(103,976)**	(57,384)
Amortisation		**(13,828)**	-	-	**(13,828)**	(48,224)
Depreciation		**(55,667)**	-	-	**(55,667)**	(50,240)
Loss of Disposal of Fixed Asset		**(7,436)**	-	-	**(7,436)**	-
Financing costs		**(26,976)**			**(26,976)**	(22,466)
Grant to SWITCH Forum	15	-	-	-	-	(21,073)
Grant to WasteAid		-	**(150,000)**		**(150,000)**	-
Total expenditure		**(3,085,895)**	**(150,000)**	-	**(3,235,895)**	(3,259,540)
Net income/ (expenditure)		**222,763**	**(150,000)**	-	**72,763**	(408,646)
Net gains/ (losses) on investment assets		**536,289**	-	-	**536,289**	113,515
Net income/ (expenditure)		**759,052**	**(150,000)**	-	**609,052**	(295,131)
Transfers between funds	15	**(400,000)**	**400,000**	-	-	-
Net movement in funds	5	**359,052**	**250,000**	-	**609,052**	(295,131)
Total funds brought forward	15	**6,755,793**	-	**24,573**	**6,780,366**	7,075,497
Total funds carried forward	15	**7,114,845**	**250,000**	**24,573**	**7,389,418**	6,780,366

The Charity has no recognised gains or losses for the year (2020: £nil) other than as detailed above. The net movements in the Charity's funds for the year arise from the Charity's continuing activities. Full details of comparative figures for the year ended 31 December 2020 and movements in the Unrestricted funds and Endowment & Restricted Funds during that year are shown in Note 15 to these financial statements. The notes on the following pages form part of these financial statements.

Chartered Institution of Wastes Management
Consolidated balance sheet as at 31 December 2021

	Note	2021		2020	
		£	£	£	£
Fixed assets					
Intangible assets	10		**39,239**		41,867
Tangible assets	10		**70,476**		105,264
Investments	11		**5,938,592**		5,345,000
			6,048,307		5,492,131
Current assets					
Debtors	12	**594,660**		594,174	
Investments		**575,000**		999,823	
Cash at bank and on deposit		**1,030,521**		797,189	
		2,200,181		2,391,186	
Creditors: amounts falling due within one year	13	**(859,070)**		(1,102,951)	
Net current assets			**1,341,111**		1,288,235
Total assets less current liabilities			**7,389,418**		6,780,366
Net assets			**7,389,418**		6,780,366
Endowment funds					
Permanent	15		**24,573**		24,573
Restricted funds	15		**-**		-
Unrestricted funds					
Designated funds	15		**250,000**		-
General funds	15		**7,114,845**		6,755,793
Total funds	15		**7,389,418**		6,780,366

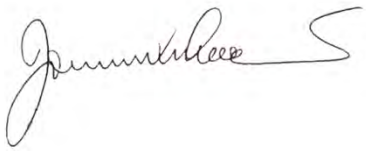
The notes on the following pages form part of these financial statements.

These financial statements were approved by the General Council on 24 June 2022 and were signed on its behalf by:

A Read
President



J Kutner
Honorary Treasurer



Chartered Institution of Wastes Management
Charity balance sheet as at 31 December 2021

	Note	2021 £	£	2020 £	£
Fixed assets					
Intangible assets	10		**39,239**		41,867
Tangible assets	10		**70,476**		105,264
Investments	11		**5,938,699**		5,345,107
			6,048,414		5,492,238
Current assets					
Debtors	12	**580,022**		575,922	
Investments		**575,000**		999,823	
Cash at bank and on deposit		**942,910**		760,136	
		2,097,932		2,335,881	
Creditors: amounts falling due within one year	13	**(823,928)**		(1,057,207)	
Net current assets			**1,274,004**		1,278,674
Total assets less current liabilities			**7,322,418**		6,770,912
Net assets			**7,322,418**		6,770,912
Endowment funds					
Permanent	15		**24,573**		24,573
Restricted funds	15		**-**		-
Unrestricted funds					
Designated funds	15		**250,000**		-
General funds	15		**7,047,845**		6,746,339
Total funds	15		**7,322,418**		6,770,912

The notes on the following pages form part of these financial statements.

These financial statements were approved by the General Council on 24 June 2022 and were signed on its behalf by:

A Read
President

J Kutner
Honorary Treasurer

Chartered Institution of Wastes Management
Consolidated Statement of Cash Flows for the year ended 31 December 2021

	2021 £	2020 £
Cash flow/(outflow) from operating activities		
Net cash (used in)/ provided by operating activities	(190,025)	(114,941)
Cash flows from investing activities		
Interest, dividends and other investment income received	95,353	107,335
Proceeds from sale of fixed assets	-	-
Proceeds from disposal of fixed asset investments excluding endowment funds	689,531	794,008
Acquisition of fixed asset investments excluding endowment funds	(790,610)	(780,796)
(Additions)/disposals to investments in current assets	424,823	(1,522)
Payments to acquire tangible and intangible fixed assets	(39,516)	(44,401)
	379,581	74,624
Net increase in cash and cash equivalents	189,556	(40,317)
Cash and cash equivalents at beginning of year	1,046,131	1,086,448
Cash and cash equivalents at end of year	1,235,687	1,046,131
Cash and cash equivalents at end of year comprise		
Cash at bank and on deposit	1,030,521	797,189
Cash held within the investment portfolio	205,166	248,942
Cash and cash equivalents at end of year	1,235,687	1,046,131

Reconciliation of net income/ (expenditure) to net cash flow from operating activities

	2021 £	2020 £
Net income/(expenditure) including endowments	609,052	(295,131)
Adjustments for:		
Amortisation/Depreciation charges	69,495	98,464
Loss on disposal of fixed assets	7,436	-
Net (gains)/ losses on investments	(536,289)	(113,515)
Investment income	(95,353)	(107,335)
Decrease/ (increase) in debtors	(485)	25,253
Increase/ (decrease) in creditors	(243,881)	277,323
Net cash (used in)/ provided by operating activities	(190,025)	(114,941)

The notes on the following pages form part of these financial statements.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2021

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

These 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)' – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the requirements of the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008; the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended); the provisions of the Royal Charter.

The charity is a public benefit entity for the purposes of FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the company and its group. Monetary amounts in these financial statements are rounded to the nearest pound.

The financial statements have been prepared on the historical cost convention, modified by the recognition of certain investments and financial assets and liabilities measured at fair value through income and expenditure within the Statement of Financial Activities.

The preparation of financial statements in conformity with the Charities SORP (FRS 102) and FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the charity's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in note 3.

Going concern

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements.
There are no material uncertainties related to events or conditions that cast significant doubt on the charity's ability to continue as a going concern. The accounts therefore continue to be prepared on a going concern basis.

1 Accounting policies *(continued)*

Basis of consolidation and Group financial statements

On 20 December 2021 CIWM officially merged with its charitable subsidiary, The Wastes Management Industry Training and Advisory Board (WAMITAB). Merger accounting has been applied to this group reconstruction in accordance with Section 19 of FRS 102. With merger accounting, the financial statements are presented as if the new structure had always been in existence.

The financial statements consolidate the financial statements of CIWM (which include the results of WAMITAB, as described above) and its wholly owned non-charitable subsidiaries, CIWM Enterprises Limited (trading), CIWM International Limited (dormant),Waste Smart Limited (dormant), Resource Smart Limited (dormant), Asset Skills Ltd (dormant) and WAMITAB Services Ltd (dormant) on a line-by-line basis.

Fund accounting

General unrestricted funds comprise accumulated surpluses and deficits on general funds and cumulative realised and unrealised gains of the investments. They are available for use at the discretion of the General Council in furtherance of the general charitable objectives.

Designated funds are unrestricted funds which have been put aside at the discretion of the General Council for particular purposes. Each year the General Council allocate an amount of money to be used to deliver Projects which support CIWM's objectives.

Endowment funds

Permanent

These are assets which must be held permanently by the charity. The capital element of permanent endowment funds is not utilised, only the income from permanent endowment funds is utilised.

Restricted funds

Restricted funds are funds received by CIWM for particular purposes and expenditure is restricted to that particular project.

Income

Income is recognised when CIWM or its trading subsidiary has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income includes amounts received and receivable during the year by CIWM at headquarters, its ten regional centres; and the turnover of the company's trading subsidiary, CIWM Enterprises Limited. It comprises subscriptions, donations, grants and charges for services provided stated net of value added tax where applicable. Income from Centres is incorporated on the basis of returns.

1 Accounting policies *(continued)*

***Income** (continued)*

Income from membership subscriptions is recognised when received and is allocated across the relevant period of membership on a calendar year basis.

Income from government and other grants, whether "capital" grants or "revenue" grants, is recognised when either of the charities 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.

Interest receivable and investment income

Interest on funds held on deposit and income generated by Fixed Asset investments, including dividend income and interest, are included when receivable and the amounts can be measured reliably by either of the charities. This is normally upon notification by the bank or the discretionary investment managers of the interest paid or payable, or the income credited to the investment portfolios.

Donated services and facilities

Donated professional services are recognised as income when the charity or its wholly owned charitable subsidiary has control over the item, any conditions associated with the donated professional services have been met, the receipt of economic benefit from the use by the charity of the services is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the Members of CIWM is not recognised – please refer to the Trustees' Annual Report for more information about their contribution.

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

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 accounted for reliably. Expenditure is classified under the following activity headings:

Expenditure on raising funds comprises the costs of commercial trading and fees paid for the discretionary management of the fixed asset investment portfolios and their associated support costs.

Charitable activities – expenditure includes the costs of administering the professional activities of CIWM, supporting the regional Centres and membership and other activities undertaken to further the purposes of the charity and the associated support costs.

Other expenditure represents those items not falling into any other heading.

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

1 Accounting policies *(continued)*

Allocation of Support Costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support CIWM's professional and charitable activities. These costs have been allocated between the costs of raising funds, expenditure on charitable activities and other expenditure.

The bases on which support costs have been allocated are set out in Note 4.

Operating Leases

CIWM classifies the lease of printing equipment as operating leases; the title to the equipment remains with the lessor and the equipment is replaced at the end of the lease period (printing equipment every 5 years) whilst the economic life of such equipment is normally longer. CIWM classifies the lease of its office as an operating lease; the title remains with the lessor and the lease has fixed terms whilst the economic life of the property is normally longer. CIWM has a 5 year lease to March 2024 with a 3 year break clause. Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Post relocation to the CIWM office in March 2021, WAMITAB surrendered its lease early on 31 March 2021 and consequently an onerous lease provision for the full balance of rentals due to the 31 May 2023 has been made in WAMITAB in 2020 and is reflected in the restructuring costs line on the Statement of Financial Activities.

Tangible Fixed assets and depreciation

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated at rates calculated to write off the cost less estimated residual value by equal instalments over their estimated useful economic lives as follows:

Freehold buildings	-	2% on cost
Office equipment including computer equipment	-	$33^{1}/_{3}$% on cost
Fixtures and fittings	-	15% to $33^{1}/_{3}$% on cost

No depreciation is provided on freehold land.

Intangible Fixed assets and amortisation

Individual intangible fixed assets costing £500 or more are capitalised at cost and are amortised at rates calculated to write off the cost by equal instalments over their estimated useful economic lives up to a maximum of ten years as follows:

Computer Software - 20% on cost

At the end of each reporting period, the residual values and useful lives of tangible and intangible assets are reviewed and adjusted if necessary and if circumstances indicate that the carrying value may not be recoverable then it is adjusted for impairment.

1 Accounting policies *(continued)*

Quoted Investments

Investments listed on a recognised stock exchange are initially measured at their cost and subsequently measured at fair value at the balance sheet date. All movements in value arising from investment changes or revaluations are shown as part of the Statement of Financial Activities and are included within unrestricted funds.

Realised gains and losses and unrealised gains and losses are not separated in the Statement of Financial Activities.

Unlisted Investments

Unlisted investments are held by CIWM to generate a return on capital invested for the charity.

Current asset investments

Current asset investments held are a COIF Charities Deposit Fund. Interest on this fund is included when receivable.

Interests in subsidiaries and associated entities

Interests in subsidiaries, associates and jointly controlled entities are initially measured at cost and subsequently measured at cost less any accumulated impairment losses. All the subsidiaries except CIWM Enterprises Limited are currently dormant.

Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

CIWM 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.

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.

Cash and cash equivalents

Cash at bank and 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.

1 Accounting policies *(continued)*

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

Creditors and provisions

Creditors and provision 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.

Derecognition of financial liabilities

Financial liabilities are derecognised when, and only when, the company's obligations are discharged, cancelled, or they expire.

Pensions

CIWM operates a contribution pension scheme, the Legal and General Work Save Pension Plan. All new employees are eligible to join the Legal & General scheme. All existing employees and all employees joining since 1 May 2015 were automatically enrolled into the Legal and General Work Save Pension Plan unless they have exercised their right to opt out of scheme membership. Contributions are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the schemes.

Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets. The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Legal status of the Charity

The Chartered Institution of Wastes Management is a Royal Charter company domiciled and is registered as a charity in England and Wales and in Scotland. It has no share capital and, in the event of the charity being wound up, no liability rests with either the Trustees or its members. The Trustees are listed at the start of the Trustees Report. The registered office is Quadra, 500 Pavilion Drive, Northampton Business Park, Northampton, NN4 7YJ.

3 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision & future periods if the revision affects both current & future periods.

The following judgements have had the most significant effect on amounts recognised in the financial statements:

a) The company makes an estimate of the recoverable value of trade and other debtors based on the ageing profile of debtors and historical experience.
b) The annual amortisation charge for intangible assets is sensitive to changes in the estimated lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates.
c) The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates.

Key sources of estimation uncertainty

For the years ended 31 December 2021 and 2020 the Trustees consider that there were no key sources of estimation uncertainty.

4 Analysis of Support Costs

The breakdown of support costs and how these were allocated between charitable activities, the cost of raising funds, and other activities for the year to 31 December 2021 is shown below.

	Charitable Activities	Expenditure on raising funds	Other	Total allocated 2021	Basis
	£	£	£	£	
Governance – see below	106,158	-	-	106,158	Staff time and actual costs incurred
Finance & IT	292,123	6,815	7,604	306,542	Staff time and usage
HR & General Administration	10,710	-	-	10,710	Actual costs incurred
	408,991	6,815	7,604	423,410	

The breakdown of support costs and how these were allocated between charitable activities, the cost of raising funds, and other activities for the year to 31 December 2020 is shown below.

	Charitable Activities	Expenditure on raising funds	Other	Total allocated 2020	Basis
	£	£	£	£	
Governance – see below	158,620	-	-	158,620	Staff time and actual costs incurred
Finance & IT	285,910	6,433	9,195	301,538	Staff time and usage
HR & General Administration	25,202	-	-	25,202	Staff time
Total	469,732	6,433	9,195	485,360	

4 Analysis of Support Costs (continued)

Governance Costs

Governance costs represent the support necessary to deliver the management and reporting requirements for CIWM, the General Council and the other Committees and Boards, including strategic planning for future development, complying with constitutional and statutory requirements, and satisfying public accountability. They primarily comprise relevant proportions of senior management time, but also include the cost of external audit, legal and other professional advice.

	2021	2020
	£	£
General Council and other Committee & Meeting costs	**5,121**	4,591
Audit fees	**31,387**	25,128
Legal and professional fees	**6,873**	29,453
Staff costs	**62,777**	99,448
	106,158	158,620

5 Movement in net funds for the year

	2021	2020
	£	£
Movement in net funds is stated after charging:		
Auditors' remuneration:		
Audit fees - group	**31,387**	25,128
- charity	**31,387**	25,128
Non audit fees - group	**413**	2,550
Amortisation of intangible fixed assets	**13,828**	48,224
Depreciation of tangible fixed assets	**55,667**	50,240
Operating lease payments	**74,859**	200,930

5 Movement in net funds for the year *(continued)*

Restructuring Costs

	Group 2021 £	Group 2020 £	**Charity 2021 £**	Charity 2020 £
Staff termination costs	**-**	161,182	**-**	161,182
Onerous lease provision	**-**	95,893	**-**	95,893
Staff recruitment costs	**26,494**	-	**26,494**	-
IT & office costs	**31,290**	-	**31,290**	-
Legal & Professional fees	**83,780**	14,283	**83,780**	14,283
	141,564	271,358	**141,564**	271,358

6 Payments to General Council members

No Trustees received emoluments during the period (2020: £Nil).

As permitted by the constitutional documents, reimbursement of expenses incurred when travelling to, or engaged upon, the business of the charity or its trading subsidiary amount to:-

	2021 £	2020 £
Group – Travel	**440**	1,540
Charity – Travel	**440**	1,540
Number of Trustees	**2**	3

7 Staff numbers and costs

The average number of persons employed by the group during the year was 34 (2020: 38) and the average number of full-time equivalent employees (including casual and part-time staff) during the period was as follows:

	2021 Number	2020 Number
Charitable activities	**30**	31
Support	**4**	5
	34	36

7 Staff numbers and costs *(continued)*

The aggregate payroll costs of these persons were as follows:

	2021 £	2020 £
Wages and salaries	**1,187,803**	1,411,815
Social security costs	**129,671**	144,460
Pension contributions to defined contribution pension schemes	**99,309**	106,917
Termination payments	**24,645**	161,182
	1,441,428	1,824,374

All employees are eligible to join CIWM's health insurance schemes and premiums paid in respect of those who have opted for membership was: 2021 £9,968 *(2020: £14,812)*. CIWM also provides all employees with insurance cover for Death in Service and Permanent Health Insurance cover - premiums paid: 2021 £25,798 *(2020: £20,052)*.

Key management personnel include the Trustees, Chief Executive Officer, Marketing Director, Operations Director, Professional Services Director and the Policy & External Affairs Director. Total pay & benefits received by key management personnel was £386,842 (2020: £405,099).

The number of employees whose emoluments (salaries and benefits in kind) exceeded £60,000 during the year is shown below. The emoluments are calculated on a full annualised basis, even if the employee concerned was only employed for part of the year in question.

	2021 No	2020 No
£60,001 - £70,000	**4**	1
£70,001 - £80,000	**-**	1
£80,001 - £90,000	**-**	-
£90,001 - £100,000	**-**	-
£100,001 - £110,000	**-**	-
£110,001 - £120,000	**-**	-
£120,001 –£130,000	**1**	2
£130,001 - £140,000	**-**	-

Pension contributions relating to employees earning more than £60,000 amounted to £29,564 *(2020: £30,413)*.

The Chief Executive Officer receives a fixed monthly car allowance as part of salary.

8 Income from fixed asset investments

	2021 £	2020 £
Income from fixed asset investments:		
Listed and common investment funds	**95,081**	103,490

9 Indemnity insurance

The CIWM Group operates trustees' and officers' liability insurance cover at a total cost of £3,360 (*2020: £3,360*)

10 Intangible and Tangible Fixed Assets

Group

	Intangible Fixed Assets	Tangible Fixed Assets
	Computer Software £	Fixtures & Fittings/Office Equipment £
Cost		
At 1 January 2021	264,188	473,527
Additions	11,200	28,316
Disposals	-	(285,549)
At 31 December 2021	275,388	216,294
Amortisation/Depreciation		
At 1 January 2021	222,321	368,263
Charge for year	13,828	55,667
Disposals	-	(278,112)
At 31 December 2021	236,149	145,818
Net book value		
At 31 December 2021	**39,239**	**70,476**
At 31 December 2020	41,867	105,264

The net book value at 31 December 2021 represents fixed assets used for:

	Fixtures & Fittings/Office Equipment £	Computer Software £	Total £
Headquarters	70,476	39,239	109,715

10 Intangible and Tangible Fixed Assets *(continued)*

Charity

	Intangible Fixed Assets	Tangible Fixed Assets
	Computer Software £	Fixtures & Fittings/Office Equipment £
Cost		
At 1 January 2021	264,188	473,527
Additions	11,200	28,316
Disposals	-	(285,549)
At 31 December 20201	275,388	216,294
Amortisation/Depreciation		
At 1 January 2021	222,321	368,263
Charge for year	13,828	55,667
Disposals	-	(278,112)
At 31 December 2021	236,149	145,818
Net book value		
At 31 December 2021	**39,239**	**70,476**
At 31 December 2020	41,867	105,264

The net book value at 31 December 2021 represents fixed assets used for:

	Fixtures & Fittings/Office Equipment £	Computer Software £	Total £
Headquarters	70,476	39,239	109,715

11 Fixed asset investments

	Group 2021 £	Group 2020 £	Charity 2021 £	Charity 2020 £
Listed investments at market value	**5,733,129**	5,095,761	**5,733,129**	5,095,761
Cash held within the investment portfolio	**205,166**	248,942	**205,166**	248,942
Investment in unlisted securities	**297**	297	**297**	297
Group undertakings	**-**	-	**107**	107
	5,938,592	5,345,000	**5,938,699**	5,345,107

11 Fixed asset investments *(continued)*

Listed investments:

	Group 2021 £	Group 2020 £	**Charity 2021 £**	Charity 2020 £
Market value at 1 January 2021	**5,095,761**	4,995,458	**5,095,761**	4,995,458
Additions at cost	**790,610**	780,796	**790,610**	780,796
Sales proceeds	**(689,531)**	(794,008)	**(689,531)**	(794,008)
Net gain/ (loss)	**536,289**	113,515	**536,289**	113,515
Market value at 31 December 2021	**5,733,129**	5,095,761	**5,733,129**	5,095,761
Historical cost at 31 December 2021	**4,514,207**	4,184,967	**4,514,207**	4,184,967

The market value of listed investments held by the group can be summarised as follows:

	2021 £	2020 £
Listed investments (excluding cash held on deposit within the portfolio)	**5,733,129**	5,095,761

No individual investment included in the portfolio is considered significant.

Unlisted investment

	2021 £	2020 £
Value at 1 January 2021	**297**	297
Provision	**-**	-
Impairment	**-**	-
Value at 31 December 2021	**297**	297

Shares in group undertakings

	Group 2021 £	Group 2020 £	**Charity 2021 £**	Charity 2020 £
CIWM Enterprises Limited	**-**	-	**2**	2
CIWM International Limited	**-**	-	**100**	100
Waste Smart Limited	**-**	-	**2**	2
Resource Smart limited	**-**	-	**2**	2
Asset Skills Limited	**-**	-	**1**	1
	-	-	**107**	107

11 Fixed asset investments *(continued)*

The subsidiaries of CIWM at 31 December 2021 are set out below:

Name	Country of incorporation and company number	Nature of business	Proportion of equity held
CIWM Enterprises Limited	England and Wales (02731563)	Networking events	100%
CIWM International Limited	England and Wales (03510915)	Dormant	100%
Waste Smart Limited	England and Wales (08325813)	Dormant	100%
Resource Smart Limited	England and Wales (08330891)	Dormant	100%
Asset Skills Ltd	England and Wales (12471875)	Dormant	100%
WAMITAB Services Ltd (Company limited by guarantee)	England and Wales (11139282)	Dormant	-
The Waste Management Industry Training and Advisory Board (Company limited by guarantee)	England and Wales (02332283)	Qualifications	-

The issued share capital of CIWM Enterprises Limited is £2, divided into 2 ordinary shares of £1 each and shareholders' funds at 31 December 2021 totalled £67,002. The company had a surplus of £57,546 in 2021 *(2020 deficit: £999)*. Turnover in 2021 was £216,234 *(2020: £nil)*.

12 Debtors

	Group 2021 £	Group 2020 £	Charity 2021 £	Charity 2020 £
Trade debtors	**459,828**	377,834	**449,755**	376,924
Amounts owed by subsidiary undertakings	**-**	-	**514**	3,961
Other debtors and taxation	**1,102**	51,166	**1,174**	51,165
Prepayments and accrued income	**133,730**	165,174	**128,579**	143,872
	594,660	594,174	**580,022**	575,922

13 Creditors: amounts falling due within one year

	Group 2021 £	Group 2020 £	Charity 2021 £	Charity 2020 £
Trade creditors	**49,736**	70,006	**49,401**	71,775
Amounts owed to subsidiary undertaking	**-**	-	**105**	105
Other creditors	**72,716**	79,156	**39,772**	46,194
Other taxation and social security	**71,459**	78,088	**80,690**	78,033
Accruals	**162,532**	369,120	**161,341**	368,045
Deferred income	**427,627**	506,581	**417,619**	493,055
Grant Commitment	**75,000**	-	**75,000**	-
	859,070	1,102,951	**823,928**	1,057,207

14 Deferred income

	Group 2021 £	Group 2020 £	Charity 2021 £	Charity 2020 £
At beginning of the year	**506,581**	411,044	**493,055**	409,257
Movement in the year	**(78,954)**	95,537	**(75,436)**	83,798
At end of the year	**427,627**	506,581	**417,619**	493,055

Within the charity deferred income comprises membership, affiliated organisation subscriptions, training course fees, event fees and approved centre fees. Within the group deferred income also includes event fees; all amounts relate to the next accounting period.

15 Statement of funds

Group – for the year ended 31 December 2021

	1 January 2021	Income	Expenditure	Investment Gain/(Losses)	Transfers	31 December 2021
	£	£	£	£	£	£
General funds:	6,755,793	3,308,658	(3,085,895)	536,289	(400,000)	7,114,845
Designated funds:						
Projects- WEERT	-	-	-	-	250,000	250,000
Projects - WasteAId	-	-	(150,000)	-	150,000	-
Total unrestricted funds	6,755,793	3,308,658	(3,235,895)	536,289	-	7,364,845
Endowment funds:						
Permanent endowment Funds						
James Jackson award – est. 1948	250	-	-	-	-	250
PEEL Peoples Cup – est. 1988	1,000	-	-	-	-	1,000
James Sumner award – est. 1982	12,323	-	-	-	-	12,323
Henry Daley Memorial Award	6,000	-	-	-	-	6,000
Frank Robinson Memorial Award est. 2007	5,000	-	-	-	-	5,000
Total endowment funds	24,573	-	-	-	-	24,573
Total funds	**6,780,366**	**3,308,658**	**(3,235,895)**	**536,289**	**-**	**7,389,418**

General funds represent the funds of the charity which are not designated for particular purposes. The Designated fund is unrestricted funds which have been put aside at the discretion of the General Council for the particular purpose described in Note 1 "Fund accounting". In November 2021 CIWM entered into an 18-month funded partnership with an international non-governmental organisation, WasteAid UK, for £150,000. The aim of this project is to support the development of waste management in the Greater Banjul Area of The Gambia. In 2021 CIWM transferred £250,000 to the Designated Fund to be used for projects to be agreed in the future with the Waste Environmental Education Research Trust (WEERT).

The Permanent Endowment funds were established to provide capital funds for investment from which the income arising should be applied for awards to further the objectives of CIWM. To separate individual movements for each award would be unduly onerous given the size of the funds. Therefore, the net deficit between income arising and awards made has been treated as a movement on general funds.

15 Statement of funds *(continued)*

Group – for the year ended 31 December 2020

	1 January 2020	Income	Expenditure	Investment Gain/(Losses)	Transfers	31 December 2020
	£	£	£	£	£	£
General funds:	7,029,851	2,850,894	(3,238,467)	113,515	-	6,755,793
Designated funds:						
Projects	-	-	-	-	-	-
Total unrestricted funds	7,029,851	2,850,894	(3,238,467)	113,515	-	6,755,793
Endowment funds:						
Permanent endowment Funds						
James Jackson award – est. 1948	250	-	-	-	-	250
PEEL Peoples Cup – est. 1988	1,000	-	-	-	-	1,000
James Sumner award – est. 1982	12,323	-	-	-	-	12,323
Henry Daley Memorial Award	6,000	-	-	-	-	6,000
Frank Robinson Memorial Award est. 2007	5,000	-	-	-	-	5,000
Total endowment funds	24,573	-	-	-	-	24,573
Restricted Funds:						
Scottish Waste Award est. 2013	21,073	-	(21,073)	-	-	-
WAMITAB	-	-	-	-	-	-
Total restricted funds	21,073	-	(21,073)	-	-	-
Total funds	**7,075,497**	**2,850,894**	**(3,259,540)**	**113,515**	**-**	**6,780,366**

15 Statement of funds *(continued)*

Charity – for the year ended 31 December 2021

	1 January 2021	Income	Expenditure	Investment (Losses)/ Gains	Transfers	31 December 2021
	£	£	£	£	£	£
General funds:	6,746,339	3,102,424	(2,937,207)	536,289	(400,000)	7,047,845
Projects- WEERT	-	-	-	-	250,000	250,000
Projects- WasteAid	-	-	(150,000)	-	150,000	-
Total unrestricted funds	6,746,339	3,102,424	(3,087,207)	536,289	-	7,297,845
Endowment funds:						
Permanent endowment Funds						
James Jackson award – est. 1948	250	-	-	-	-	250
PEEL Peoples Cup – est. 1988	1,000	-	-	-	-	1,000
James Sumner award – est. 1982	12,323	-	-	-	-	12,323
Henry Daley Memorial award	6,000	-	-	-	-	6,000
Frank Robinson Memorial Award est. 2007	5,000	-	-	-	-	5,000
Total endowment funds	24,573	-	-	-	-	24,573
Total funds	**6,770,912**	**3,102,424**	**(3,087,207)**	**536,289**	**-**	**7,322,418**

The Permanent Endowment funds were established to provide capital funds for investment from which the income arising should be applied for awards to further the objectives of CIWM. To separate individual movements for each award would be unduly onerous given the size of the funds. Therefore, the net deficit between income arising and awards made has been treated as a movement on general funds.

15 Statement of funds *(continued)*

Charity – for the year ended 31 December 2020

	1 January 2020	Income	Expenditure	Investment (Losses)/ Gains	Transfers	31 December 2020
	£	£	£	£	£	£
General funds:	7,019,393	2,817,478	(3,204,047)	113,515	-	6,746,339
Designated funds:						
Projects	-	-	-	-	-	-
Total unrestricted funds	7,019,393	2,817,478	(3,204,047)	113,515	-	6,746,339
Endowment funds:						
Permanent endowment Funds						
James Jackson award – est. 1948	250	-	-	-	-	250
PEEL Peoples Cup – est. 1988	1,000	-	-	-	-	1,000
James Sumner award – est. 1982	12,323	-	-	-	-	12,323
Henry Daley Memorial award	6,000	-	-	-	-	6,000
Frank Robinson Memorial Award est. 2007	5,000	-	-	-	-	5,000
Total endowment funds	24,573	-	-	-	-	24,573
Restricted Funds:						
Scottish Waste Award est. 2013	21,073	-	(21,073)	-	-	-
Total restricted funds	21,073	-	(21,073)	-	-	-
Total funds	**7,065,039**	**2,817,478**	**(3,225,120)**	**113,515**	**-**	**6,770,912**

In November 2020 trustees approved the proposal by the SWRC partner committee made up of SESA, SEPA, CIWM Scotland centre and the Glasgow Caledonian University, to transfer the remaining funds of £21,073 held in the Scottish Waste Award restricted fund to support the SWITCH forum (Scottish Waste Industry Training, Competency, Health & Safety).

16 Consolidated Statement of Financial Activities for year ended 31 December 2020

	Note	Unrestricted funds General Funds £	Designated Funds £	Endowment & Other Restricted funds £	Total funds 2020 £	Total funds 2019 £
Income						
Income from charitable activities:						
Membership subscriptions		**745,720**	-	-	**745,720**	737,659
Affiliated Organisation income		**314,873**			**314,873**	286,084
Regional centre income		**4,926**	-	-	**4,926**	93,201
Charitable trading income		**438,232**	-	-	**438,232**	1,072,184
Income from provision of qualifications		**1,137,401**	-	-	**1,137,401**	1,183,781
Income from trading activity:						
Commercial trading operations		-	-	-	-	237,367
Investment income	8	**103,490**	-	-	**103,490**	97,600
Interest receivable		**3,845**	-	-	**3,845**	14,657
Other income		**102,407**	-	-	**102,407**	52,881
Total income		**2,850,894**	-	-	**2,850,894**	3,775,414
Expenditure						
Expenditure on raising funds						
Investment management		**(31,272)**	-	-	**(31,272)**	(30,878)
Commercial trading operations		**(998)**	-	-	**(998)**	(162,887)
Charitable activities:						
Charitable trading expenditure		**(229,529)**	-	-	**(229,529)**	(452,084)
Provision of qualifications		**(259,349)**	-	-	**(259,349)**	(243,401)
Staff costs		**(1,721,448)**	-	-	**(1,721,448)**	(1,884,193)
Regional centre expenses		**(16,458)**	-	-	**(16,458)**	(88,757)
Committee directed costs		**(41,573)**	-	-	**(41,573)**	(73,328)
Committee running costs		**(5,714)**	-	-	**(5,714)**	(18,670)
Premises costs, postage, stationery, communications		**(471,113)**	-	-	**(471,113)**	(490,096)
Restructuring costs	5	**(271,358)**	-	-	**(271,358)**	-
Honoraria		-	-	-	-	(1,250)
Travel and accommodation		**(11,341)**	-	-	**(11,341)**	(56,429)
Insurances and other Professional fees		**(57,384)**	-	-	**(57,384)**	(78,452)
Amortisation		**(48,224)**	-	-	**(48,224)**	(45,411)
Depreciation		**(50,240)**	-	-	**(50,240)**	(33,958)
Financing costs		**(22,466)**			**(22,466)**	(34,429)
Grant to SWITCH Forum	15	-	-	**(21,073)**	**(21,073)**	-
Total operating expenditure		**(3,238,467)**	-	**(21,073)**	**(3,259,540)**	(3,694,223)
Net operating income/ (expenditure)		**(387,573)**	-	**(21,073)**	**(408,646)**	81,191
Net gain on the sale of fixed assets		-	-	-	-	488,310
Net gains/ (losses) on investment assets		**113,515**	-	-	**113,515**	507,294
Net income/ (expenditure)		**(274,058)**	-	**(21,073)**	**(295,131)**	1,076,795
Transfers between funds		-	-	-	-	-
Net movement in funds	5	**(274,058)**	-	**(21,073)**	**(295,131)**	1,076,795
Total funds brought forward	15	**7,029,851**	-	**45,646**	**7,075,497**	5,998,702
Total funds carried forward	15	**6,755,793**	-	**24,573**	**6,780,366**	7,075,497

17 Analysis of group net assets between funds

	Unrestricted Funds	Endowment & Restricted funds	Total
	£	£	£
Fund balances at 31 December 2021 are represented by:			
Tangible and intangible fixed assets	109,715	-	109,715
Investments	5,914,019	24,573	5,938,592
Current assets	2,200,181	-	2,200,181
Current liabilities	(859,070)	-	(859,070)
Total net assets	**7,364,845**	**24,573**	**7,389,418**

	Unrestricted Funds	Endowment & Restricted funds	Total
	£	£	£
Fund balances at 31 December 2020 are represented by:			
Tangible and intangible fixed assets	147,131	-	147,131
Investments	5,320,427	24,573	5,345,000
Current assets	2,391,186	-	2,391,186
Current liabilities	(1,102,951)	-	(1,102,951)
Total net assets	**6,755,793**	**24,573**	**6,780,366**

In the opinion of the Trustees, sufficient resources are held in an appropriate form for each fund to be applied in accordance with any restrictions imposed.

18 Commitments

Future minimum lease commitments under non-cancellable operating leases at 31 December 2021 were as follows:

	Group 2021	Group 2020	**Charity 2021**	Charity 2020
	£	£	**£**	£
Operating lease rentals payable				
In less than one year	**77,330**	114,778	**77,330**	114,778
In the second to fifth years inclusive	**100,368**	112,198	**100,368**	112,198
In more than five years	**-**	-	**-**	-
	177,698	226,976	**177,698**	226,976

19 Related party transactions

Payments made to trustees for other services during the year were as follows:

Payment To:	*Payment From*:	£
Duncan Simpson Associates Limited	CIWM	2,000
Provision of training materials for a virtual training course		
		2,000

All transactions relating to payments made by CIWM to trustees for training services are on a third party arm's length basis at rates comparable with payments to other tutors and consultants. Fee rates paid to all tutors and consultants are monitored and assessed regularly against market rates payable both in the waste industry sector and more widely.

20 Taxation

As a charity, CIWM is exempt from tax on the income and gains arising from its charitable activities and its investments to the extent that the income and gains are applied for charitable purposes.

CHARTERED INSTITUTION OF WASTES MANAGEMENT

England & Wales - Charity number 1090968

Accounts

CIWM

Review of 2020

And trustees' report and financial statements for the year ended 31 December 2020

Together, we stand for a world beyond waste

Contents

03 President's foreword

04 Rising to the challenge

05 Member benefits

06 Supporting professional development

07 Awards and recognition

08 Knowledge sharing and thought leadership

10 Select statistics

11 Impact and influence

15 Trustees' Report and Consolidated Financial Statements

- 16 Trustees' Report
- 28 Independent Auditor's Report
- 32 Consolidated Statement of Financial Activities
- 33 Consolidated Balance Sheet
- 34 Charity Balance Sheet
- 35 Consolidated Statement of Cash Flows
- 36 Notes to the Financial Statements

President's foreword



Looking back over 2020, there is no doubt that it was a tough year for everyone. It was a year of uncertainty and worry. It was a year of loss – whether that was loss of our normal way of life, loss of employment or, tragically for some, the loss of loved ones.

However, it is amazing what people can achieve in times of adversity and what strikes me about CIWM's work during this time – encapsulated in these pages – is the degree to which the organisation stepped up to the challenge of supporting its members and the wider sector during the year.

As the reality of the first lockdown began to bite, I am proud to say that CIWM was quick to realise that this new world demanded different types of connectivity and communication, and a stronger sense of community, to help people to do their jobs in new ways and ward off the sense of isolation that resulted from being largely confined to our homes.

In April, CIWM launched its CIWM Connect platform, through which members were able to share ideas and advice and find solutions to problems. It proved immediately popular and, by the end of 2020, there had been more than 2,500 posts across 400 topic areas. More member support came a month later as CIWM's mentoring platform went live, providing a portal for those looking for professional development support to easily and confidentially find a mentor who is right for them. Alongside this, the CIWM team moved quickly to develop other virtual opportunities for members to connect and learn, from online meeting capability for CIWM Centres to a programme of more than 50 webinars on a wide range of technical, policy and business support topics. These webinars were not just free to members but were open to all, as CIWM wanted to support professionals right across the sector to help meet the challenges arising from the pandemic.

As UK governments and the sector geared up to meet the COVID-19 challenges, it was uncharted territory and the rulebook was being written and rewritten on a daily basis. CIWM was one of the key stakeholders invited by all four UK governments to be part of regular sector-wide COVID-19 contingency planning meetings. Through these, it inputted into the various measures and mechanisms put in place to support the sector in delivering its vital frontline role – most crucially ensuring that, from early on, waste management was seen as an essential sector and was included in the critical worker provisions.

Drawing on the amazing body of knowledge within the Institution, a CIWM COVID-19 Advisory Group was convened and this team of experts worked with staff and Trustees to ensure that CIWM could feed real-time information and recommendations into the UK governments to inform their thinking and improve the sector's resilience. CIWM also worked with the governments, WISH and other key stakeholders to support the development of ongoing guidance on health and safety matters and the appropriate management of COVID-19- related waste streams.

Despite the difficult circumstances, CIWM Centres also worked hard to support members, holding a range of online events during 2020 on a diverse range of subjects including healthcare waste management, asbestos, the circular economy, wellbeing and mental health, waste crime, and equality, diversity and inclusivity.

As the year drew to an end, CIWM and the University of Exeter published a report on the UK resources and waste sector response and resilience during the COVID-19 pandemic. As I noted at the time, what stood out for me was how people working across the sector had responded and risen to the challenges posed by the pandemic. From stories about collection crews going the extra mile to maintain services to collaborative cross-sectoral working and information-sharing at the highest strategic level, everyone pulled together. I believe that CIWM played an important role in supporting this and I would like to thank all our staff, members, Centres, and volunteers for the amazing contributions they made.

In closing, I am pleased to report that CIWM ended the year in a strong position organisationally and financially. In November 2020, the full integration of WAMITAB into CIWM was agreed and the programme of work to achieve this began. The integration provides CIWM with an opportunity to further improve the range and quality of vital sector qualifications, training, and member and learner services, and supports the wider skills agenda, which is a 2021 priority for CIWM.

In addition, despite the difficult trading conditions that everyone, including membership organisations such as CIWM, experienced during 2020, robust measures were implemented to minimise the impact of the pandemic and offset the reduction in income from training courses and events. Trustees are confident in the underlying strength of CIWM and its brands, and the balance sheet remains strong with substantial reserves. These will continue to provide the strength and depth to enable CIWM to meet and overcome the ongoing challenges posed by the pandemic and position itself for growth in 2021 and beyond.



Trevor Nicoll
CIWM President 2020/21



2020: rising to the challenge

As the Covid-19 pandemic swept across the globe, CIWM worked continuously to support its members and stakeholders across the sector

During the first three months of 2020, CIWM hit all its targets – then everything changed as the Covid-19 pandemic took hold across the globe. Like many organisations, CIWM faced major challenges as the crisis put pressure on the resource and waste sector like never before.

For CIWM staff, a switch to remote working meant we had to find new ways to connect with members. The ensuing lockdowns created logistical issues for regional and national events and training courses. The day-to-day challenges faced by members also changed. As the weeks progressed, CIWM was quick to shift focus to continue supporting members and the resource and waste management community during unprecedented times.

> "CIWM was quick to shift focus to continue supporting members and the resource and waste management community during unprecedented times"

Member recruitment

In January 2020, a new member recruitment campaign went live. This was paused in March when the pandemic called for urgent action from members and professionals across the sector, and CIWM's focus shifted to supporting them in the fast-unfolding 'new normal'.

By September, promotion of CIWM membership was resumed, with a 'We're stronger together' campaign and community-focused messaging that was relevant for existing members and potential new ones.

The campaign highlighted a fact brought to the fore in the previous months – that community sits at the heart of CIWM.

Faced with a previously unimaginable crisis, members and volunteers had come together to support one another like never before, sharing knowledge, ideas and advice, asking and answering questions, and working collaboratively to solve problems.

During the pandemic, CIWM offered three months' free membership to frontline resource and waste professionals to help support them through difficult times.

After a surge in applications, CIWM also awarded 21 new Fellows this year, compared with eight the previous year, to increase the total number by 20 per cent. Among 2020's successful applicants was Harriet Parke, who is CIWM's youngest ever Fellow.

Member renewals

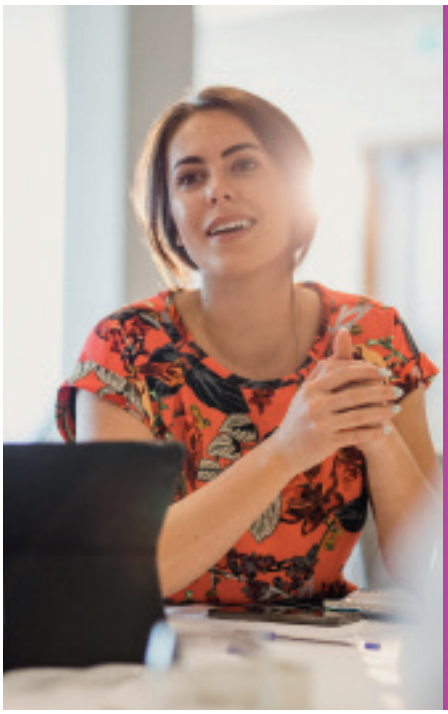
CIWM's annual renewals campaign began in November 2020. For the first time, its promotion highlighted the hardship rate available to members, to raise awareness of how CIWM might be able to offer support with fees to those in financial difficulty.

Launch of new member benefits

CIWM launched several new benefits in 2020, some of which proved invaluable to members in the pandemic

Office furniture discounts

As CIWM members pivoted to working from home and holding virtual meetings, CIWM helped them adapt to the 'new normal' and furnish their homes or company offices sustainably. A partnership with Rype Office offers CIWM members a 10 per cent discount on as-new chairs, desks, storage and more in the Rype Office furniture shop. Through its circular economy approach, Rype Office reduces waste by remanufacturing used furniture and creating new pieces from waste materials. This results in furniture that looks and performs as new, but with an 80 per cent reduced carbon footprint and at less than half the list price of a new item.



CIWM Mentoring

In May, CIWM launched a mentoring platform as part of a programme of work to support members' career progression and skills, and to encourage them to progress through its grades of membership towards Chartered status. The new platform, CIWM Mentoring, enables those who would like the support of a mentor to connect, in an easy and confidential way, with experienced CIWM members and Fellows, who volunteer their time and expertise to give advice, guidance and coaching. It is designed to support a range of career objectives, from developing leadership and communications skills, to finding effective solutions to specific work challenges or getting help towards achieving Chartered status. Since its launch, we now have 101 mentors registered on the mentoring platform.

Discounts with DELL

CIWM members can get discounts of up to 20 per cent on DELL laptops, desktops and accessories, as well as free access to its highly trained small business technology advisers for help and advice to grow their business.

HR advice

CIWM members can now access expert HR and employment law advice, risk audits, and topical webinars from consultancy HR Solutions. The member benefit is specifically designed to support managers and supervisors with HR queries at an organisational level.

CIWM Connect

In April, CIWM launched a dedicated online community, CIWM Connect, through which members could share ideas and advice, solve problems, ask and answer questions, and connect with each other. The value of this forum became increasingly obvious during the pandemic, as it allowed members to respond rapidly to the developing Covid-19 crisis. Since its launch, the platform saw 2,669 posts from members in 2020.

Virtual AGMs and online upgrades

CIWM made webinar software available to Centres to support them in running their AGMs. The software was also available to facilitate webinars and virtual meetings at a regional level. The Chartered upgrade process was moved online to support members on their journey to Chartered membership during the spring and autumn upgrade programmes. CIWM also hosted new, informal, online drop-in sessions for members who were interested in upgrading.

2,669 posts, across 402 topics, on CIWM Connect in 2020

Supporting the wider sector

To support resource and waste management professionals during the Covid-19 crisis, the content in CIWM's online Knowledge Centre was made available to non-members as well as members. A range of articles, webinars and blog posts about mental health were also added to the Knowledge Centre, to support the community in managing the stresses of the pandemic and the switch to remote working.

Supporting professional development

Recent updates on learning, apprenticeships and qualifications opportunities

In September, CIWM launched new virtual training programmes based on its most popular face-to-face courses. These provided an option for learners who prefer to learn online as well as ensuring learners were able to access training during the pandemic, when face-to-face courses could not go ahead. The courses are:

- Introduction to the management of wastes and resources
- Hazardous waste regulations
- Hazardous waste classification and coding
- Duty of care
- Waste legislation update (England)

In 2020, CIWM partnered with the Circular Economy Club (CEC) to offer members a 10 per cent discount on its certificated e-learning course *Principles and Business Models in a Circular Economy*.

The CEC Certificate is a professional credential offered internationally by the CEC to people aiming to become circular economy professionals. The self-study programme covers a broad range of circular economy topics relating to its principles, design of circular strategies, new business models, and provides a generalist knowledge of other areas of the circular economy, including benefits and barriers. It is suitable for a range of audiences, including students and public and private sector professionals, and consultants looking to master and embed circular economy principles.

CIWM also partnered with Re-Gen Waste to create the Re-Gen Academy, providing free access to CIWM training and membership for local authority waste teams. Through the Re-Gen Academy, bursaries are to be provided for those working in local authority waste management roles to access a range of training and development services offered by CIWM, including face-to-face training, on-demand e-learning courses, virtual training programmes and CIWM membership. Membership includes access to CIWM's member-only mentoring platform and online Knowledge Centre.

Also in 2020, *Fundamentals of Combustion*, modules 1 and 2 – developed by eTech and accredited by CIWM – was added to CIWM's e-learning portfolio.

WAMITAB integration

In July, CIWM announced that WAMITAB, the awarding body for qualifications in the waste and resources sector, would be more closely integrated into CIWM. The move is designed to strengthen the provision of relevant and fit-for-purpose qualifications, particularly for the resources and waste management sector.

In the initial stage of the integration, WAMITAB will continue to operate as usual across all its client sectors, with its own governance structure, but with some streamlining and sharing of resources.

As work develops to more closely align the operation and future strategies of both organisations, CIWM will consult and communicate fully with staff, members, learners and training providers, and other stakeholders, to strengthen its offering.

In 2020, WAMITAB's End Point Assessment Organisation became operational for waste and resource operatives, metals recycling general operatives, and safety, health and environment technicians. In the latter part of the year, WAMITAB applied for a series of special adjustments to be approved by the Institute for Apprenticeships and Technical Education, which allowed it to begin remote delivery of assessments. WAMITAB was also instrumental in the trailblazer group responsible for the design of the Healthcare Cleaning Operative Standard. Towards the end of the year WAMITAB completed development for End Point Assessments of the Healthcare Cleaning Operative Apprenticeship, as well as an underpinning qualification designed to support apprenticeship training providers to deliver the off-the-job elements of the standard. Learners are expected to sit first assessments in 2021.

Awards and recognition

In 2020, a number of award wins and shortlistings highlighted the high standard of work achieved by CIWM colleagues during challenging times

Membership communications

At the esteemed Memcom industry awards in September 2020, CIWM achieved wins for its magazine, *Circular,* and its daily news and insight website, Circular Online, which also includes the member access-only CIWM Knowledge Centre.

The Memcom awards recognise membership excellence and are among the most anticipated of the year, showcasing innovation and celebrating achievement among membership organisations. Circular Online was awarded Best Website and *Circular* won Best Magazine Launch or Relaunch. The Circular brand was launched in 2019 to excite and challenge CIWM's membership – as well as the wider sector – and to set the agenda for resources-sector debate.

Association awards

In 2020, CIWM was a finalist in six categories at the Association Awards UK – prestigious, non-profit awards that recognise excellence among trade associations and membership bodies.

As well as CIWM making the final of the Individual Member Association of the Year category, CEO Sarah Poulter was a finalist for Executive Director of the Year, marketing manager Gemma Smith for Marketing & Communications Executive of the Year, and Pat Jennings for Association Executive of the Year.

Circular Online made the final of Best Digital Transformation, while a webinar series that CIWM ran in partnership with SUEZ during the summer lockdown was a finalist in the Best Event (Non-Conference) category.

Award-winning work

CIWM won the following awards in 2020:

- Best Website, Memcom Awards: Circular Online
- Best Magazine Launch or Relaunch, Memcom Awards: *Circular*
- Best Association Magazine, Association Excellence Awards: *Circular*
- Certificate of Excellence at the Institute of Internal Communication Awards: *Circular*
- Marketing & Communications Executive of the Year, Association Awards UK: Gemma Smith

CIWM was also shortlisted for the following awards:

- Executive Director of the Year, Association Awards UK: Sarah Poulter
- Association Executive of the Year, Association Awards UK: Pat Jennings
- Best Event (Non-Conference), Association Awards UK: CIWM & SUEZ Summer Webinar Series
- Best Digital Transformation, Association Awards UK: Circular Online
- Individual Member Association of the Year, Association Awards UK: CIWM
- Finalist, CMA International Content Marketing Awards: *Circular*

Case study: webinar partnership

Like many membership organisations, much of CIWM's member value is delivered through face-to-face events – from national conferences and exhibitions to regional meetings, site visits and social gatherings.

Because of restrictions implemented by the government in response to the Covid-19 pandemic, these events were suddenly put on hold, and CIWM had to quickly find new ways to engage with its members and deliver tangible value remotely.

By partnering with SUEZ, one of the UK's leading resource management companies, on a series of interactive webinars, CIWM was able to overcome the challenges it faced in the absence of in-person events and deliver real, tangible value – not only for members, but for the resources and waste sector as a whole.

Through this project, CIWM was able to connect with more than 1,200 professionals in live, topical webinars, with the content extended to include blog posts. This gave those who were unable to attend sessions in real time an opportunity to benefit from the discussion.

The webinar series was a finalist in the Best Event (Non-Conference) category at 2020's Associations Awards UK.



Knowledge sharing and thought leadership

At national and regional levels, CIWM has continued to provide members with valuable ways to engage and continue their professional development

CIWM Centre activity

- In March, the **North West** Centre's final in-person meeting before the first national lockdown was *The problem with plastic*, sponsored by TLT Solicitors and Cromwell Polythene. Other notable events included a CIWM and the Institute of Environmental Management and Assessment (IEMA) joint new-member network meeting, and a site visit to Crystal Doors, in Rochdale, to see its new biomass boiler. Fly-tipping and the Environment Bill were on the agenda at the AGM in April, while the Centre delivered a joint event with the Local Authority Recycling Advisory Committee (LARAC) in November, on how the resources and waste strategy will impact the future of waste policy in a post-Covid world.

- The **North East** Centre was active over 2020, hosting a number of webinars. In July, a *Let's talk about asbestos* webinar looked at asbestos collections and regulations. In August, it held a new member networking webinar on equality, diversity and inclusion, and in October another focused on people sleeping in bins. A healthcare event was held in November, and the year closed with two more webinars, the first covering litter, Covid-19, artificial intelligence and citizen action, and the second looked at the advanced recycling of plastics, extended producer responsibility (EPR) and festive-season waste minimisation.

- The **London and Southern Counties** Centre held two open meetings before lockdown prevented further gatherings. The first, in January, was focused on urban solutions to waste, recycling and reducing our impact. Speakers presented information on climate effects, consolidation of operations between businesses, borrowing goods rather than buying, improving recycling in flats, and the use of chutes as a collection solution in tall towers. The event also included a visit to Battersea Reach, to see the measures incorporated in a new development. In February, the Centre continued its biennial series of Healthcare Wastes open meetings at

Industry-leading events and conferences

CIWM has 10 regional Centres that organise local events, such as site visits and open meetings, and keep members informed of the latest news, developments and opportunities from across the CIWM network. Centres are fundamental to the membership experience, allowing members to engage with the organisation and to network with fellow sector professionals on a local level. This helps to create a sense of community and shared purpose.

For all the Centres, 2020 was a year like no other. All three of CIWM's annual national conferences – CIWM Resource Conference Cymru, Resourcing the Future, and the Scottish Resources Conference – were cancelled because of the Covid-19 pandemic.

In place of the CIWM Resource Conference Cymru, CIWM ran a series of four webinars in partnership with the Welsh government – *Beyond recycling: a new circular economy strategy for Wales* (September 2020); *Climate change and the circular economy in Wales* (November 2020); *Reuse, repair, refill and remanufacture* (November 2020); *and Circular towns – driving sustainability in the built environment* (December 2020).

In November, in place of the Scottish Resources Conference, CIWM ran a webinar exploring how the COVID-19 pandemic has impacted on Scotland and its journey towards a circular economy. A panel of experts from government planning, green finance, behaviour change, local authorities and the private sector presented a 'health check' of the resources sector in Scotland, and discussed what needs to happen to build back better, greener and more resilient.

CIWM also ran two webinar series in partnership with SUEZ, exploring a range of topical issues such as compostable packaging, reuse and repair, the role of behaviour change in the success or failure of the circular economy, and future recycling collection systems and materials quality.

In total in 2020, CIWM ran more than 50 webinars, with 8,365 registrants – 5,203 of whom tuned in live.

Hillingdon Hospital. Presentations covered a potential network approach to recycling, the new UN numbering system for Category A contaminated wastes, international perspectives, and management of healthcare wastes. Webinars organised by the Centre in 2020 covered topics including carbon from waste, Covid-19 resilience and recovery, and the future of waste digitisation.

- The **Midlands** Centre Council met virtually online six times during 2020, to plan webinar events, comment on head office proposals, and consider regional issues. It also adopted a carbon-reduction plan, which means online meetings are likely to continue in 2021/22, with the goal of reducing carbon emissions and increasing participation. Free online webinars included a joint event on environmental waste crime with the South West and Cymru Wales Centre Councils. Others covered the circular economy, waste collection vehicles, and recyclate contamination. A drop-in webinar was also held to give Midlands members a chance to express their views on local and national issues and governance. This successful event is now set to become a standard part of the Centre's annual activities.

- In February 2020, the **East Anglia** Centre ran a successful Love Waste event at Waterbeach. Peter Lennard, from the Environment Agency, gave a talk titled *Love waste compliance, hate waste crime*. Emma Cheetham, of waste management specialists Elleteq, also spoke about how to *Love your staff*, while Lisa Hathway, of the National House Building Council, gave advice on *Coping with mental health in the workplace*. In December, the Centre delivered a webinar on *The menace of littering*, with speakers Andrew Kemp (from Littercam), Helen McFarlane (McDonald's), Gavin Ellis (Hubbub) and David Proctor (Milton Keynes City Council).

- The **South West** Centre arranged five webinars in 2020, with the presentations made available afterwards in its online resource library. Highlights included a first ever three-host event with the Midlands and Cymru Wales, on illegal waste, and one with the South West Waste Recycling Forum, on food waste. Other topics covered by webinars included: a member briefing during the first wave of the pandemic in April; digital innovation; cutting carbon and delivering resource and waste efficiencies; food waste; and a new-member networking event in December, complete with a waste and environment themed 'pub quiz'.

- In addition to regular meetings with the Welsh government and the Welsh Local Government Association, **Cymru Wales** Centre Councillors participated in meetings with: ICE Waste Infrastructure Alliance; the Welsh Environmental Services Association; and groups including the Welsh government Litter Task Force, CIWM Centre Chairs, and the Members' Council. In place of the Resource Conference Cymru, the Centre – in partnership with CIWM HQ and the Welsh government – produced a series of webinars. These included: an investigation into the concept and outcomes of circular towns; a debate about how to build on the excellent recycling work in Wales to progress further up the waste hierarchy; a review of the responses to the Welsh government's strategy to make the circular economy a reality; and an investigation into climate change and the circular economy in Wales. CIWM Cymru Wales joined the Midlands and South West to co-host the webinar on reducing the UK's illegal waste footprint.

- In June 2020, the **Northern Ireland** Centre held a joint webinar on litter and fly-tipping with the Republic of Ireland Centre. Mark Cherry, head of enforcement at the Northern Ireland branch of the Environment Agency, provided insight into the challenges ahead, while Ian Humphries, chief executive of Keep Northern Ireland Beautiful, outlined current issues and potential next steps. Emlyn Cullen, programme manager at the environmental education unit of An Taisce, The National Trust for Ireland, spoke about anti-litter initiatives. Community-based case studies from Northern Ireland and the Republic were provided by Jim Bradley, of the Belfast Hills Partnership, and Cormac McCarthy, of Ennis Tidy Towns. In October, the Centre held an online membership upgrade workshop, and it responded to a number of consultations throughout the year.

- The **Republic of Ireland** Centre – in addition to the joint webinar on litter and fly-tipping with the Northern Ireland Centre (see above) – organised a webinar in December focusing on climate change and resource management. The Centre also made submissions to consultations on developing national end-of-waste standards for quality compost and digestate, guidance on by-products, end-of-waste guidance, and deposit and refund schemes. Ongoing work includes contributions to consultations on: access to information on the environment; best practice for the preparation of resource management plans for construction and demolition projects; and the launch of the circular economy strategy consultation and grant scheme.

2020 in numbers

50+
advisory panels, working groups and policy networks with CIWM representation

30+
formal and informal consultations

20+
collaborative technical and policy initiatives and events

20+
national and regional press, radio and TV mentions and media briefings

52
webinars

242,893
unique users on Circular Online

23,741
followers on social

1,122
new LinkedIn followers

2,669
posts on Connect

402
topics on Connect

8,445
registered to attend webinars

221
professionals completed CIWM e-learning courses

188
delegates on scheduled courses

101
mentors registered on the Mentoring platform

5,258
attended webinars

98
EPOC certificates awarded

73
delegates on virtual training

71
members approved for chartered status

Impact and influence: CIWM's policy and technical work

With 2020 bringing an unprecedented range of challenges, CIWM's Policy and Technical work was shaped by a collaborative drive to deliver for its members and the environment

The beginning of 2020 saw the CIWM Policy and Technical team focusing on waste crime, with the launch of the Joint Unit for Waste Crime (JUWC), a new interagency body bringing together UK regulators, the police, the National Crime Agency, and HM Revenue and Customs. CIWM president Trevor Nicoll was invited to sit on the JUWC Advisory Board, and CIWM worked with the unit, as well as Defra, ESA, and other key stakeholders, to run a series of free waste crime webinars.

Plastic waste was also under the spotlight during the first quarter, and CIWM participated in a collaborative project to assist the Department for International Development (DfID) in the development of the scope and rollout of a major circular economy and plastics programme. The project partners (CIWM, Professor David Wilson, Tearfund, WasteAid, WRAP, WRI (PACE), and WWF, in consultation with the Ellen MacArthur Foundation and Dr Costas Velis, University of Leeds and Chair of the ISWA Task Force on Marine Litter) produced and presented a detailed concept note, which was well received by the DfID.

COVID-19 response

The period from February to July was, unsurprisingly, increasingly taken up by the COVID-19 pandemic. As the seriousness of the situation became apparent through late February and early March, CIWM and CIWM centres in Wales, Scotland, Northern Ireland and the Republic of Ireland (ROI) were invited as key stakeholders by the UK and ROI governments to be part of regular sector-wide COVID-19 contingency planning meetings. On these calls, CIWM and other sector bodies inputted into contingency planning and guidance including:



The response to the pandemic dominated much of 2020



The importance of waste management was underlined in 2020

- Ensuring that waste management was seen as an essential sector and was included in the critical worker provisions
- The extensions to drivers' hours regulations, and driving tests and MOTs for heavy vehicles
- Developments from a regulatory perspective, including temporary regulatory positions
- Guidance on health and safety measures – for example, Waste Industry Safety and Health (WISH) and on the relaxation of some lockdown measures, such as the reopening of household waste recycling centres (HWRCs)

This meant that by the end of March, the main elements of the COVID-19 contingency planning framework for the sector were clear, and CIWM had set up a system for daily COVID-19 member updates where required, as well as a full weekly briefing in the Member Newsletter. This covered not only specific COVID-related updates linked to resources and waste issues, but also general business support measures as they were introduced.

One of the most important internal steps CIWM took was to create the CIWM COVID-19 Advisory Group, calling in experts from across CIWM's Special Interest Groups (SIGs) and networks in key areas including healthcare and hazardous waste management; local authority collections and recycling; transport and logistics; planning; and waste treatment. The first meeting took place on 7 April, and throughout 2020 the group helped to shape CIWM's work and thinking, informing our input to the UK governments on a range of important questions around the impact of the pandemic on the sector. This included issues such as access to testing, availability of personal protective equipment (PPE) and PPE litter, guidance on



reopening of HWRCs, regulatory issues, and feedstocks challenges in parts of the recycling supply chain.

We also used our trustees and presidential team as a regular sounding board, and president Trevor Nicoll wrote to Michael Gove, Minister for the Cabinet Office, and George Eustice, Defra's Secretary of State for Environment, Food and Rural Affairs, to request that the waste sector was included on the list of essential industries. CIWM also liaised closely with WISH to provide feedback from CIWM's membership while the guidance for the resources and waste sector was developed, and to ensure that the successive iterations of the guidance were made available and disseminated.

As the first wave of the pandemic took hold, local authority collection services were hit with staff absences, while commercial and industrial (C&I) waste collection companies were furloughing staff as business demand plummeted. Looking to match up spare capacity in the C&I waste sector with additional resource needs of local authorities, CIWM developed the WasteSupport platform, with cross-sector support from the Association of Directors of Environment, Economy, Planning and Transport (ADEPT), the Environmental Services Association (ESA), the Local Authority Recycling Advisory Committee (LARAC), the London Waste and Recycling Board (LWRAB, now renamed ReLondon), the United Resource Operators Consortium (UROC) and WRAP, in discussion with Defra.

The service aimed to provide an online sharing forum that enabled local authorities facing resource challenges to indicate where they need service capacity support, as well as other requirements such as PPE or vehicle maintenance engineers. In turn, commercial waste collection firms with surplus capacity could use the platform to indicate those services they were able to supply, thereby providing a 'virtual marketplace' to facilitate sharing.

Engagement on the NHS Test and Trace system and its potential impact on service provision if cases of self-isolation were to rise


Many local authorities faced resource challenges

significantly, were on the agenda during early May and, as UK border controls were implemented, CIWM fed into the thinking around exemptions for those coming into the UK who had specialist skills to help keep waste management plant and facilities functioning. Later in the month, as talk turned to the easing of lockdown, CIWM was receiving a number of calls from various sectors – from construction to chiropractors – about managing occupational 'social distancing' PPE. While we commissioned assistance from one of our healthcare experts to advise the chiropractic community and to produce a podcast about managing non-healthcare PPE, CIWM also flagged up to government the need for guidance for the business community as a whole on the disposal of social distancing PPE as the economy started opening up. The result was official guidance (for England) on how to dispose of personal or business waste, including face coverings and PPE, during the coronavirus pandemic, which was published in early July.


CIWM offered advice on occupational PPE disposal

By the end of June, CIWM issued its final full weekly COVID-19 briefing as the first lockdown started to ease: in total, 14 detailed weekly briefings had been issued, as well as more than 20 daily updates sent to communicate sector-relevant information as it emerged. Attention then turned to learning the lessons from the first wave of the pandemic in order to prepare for winter 2020, and a major collaborative research project was launched with the University of Exeter to document how the sector had responded so far, assess what was immediately needed for further preparedness for the second half of 2020, and explore longer-term sector resilience.

The research was based around workshops held in the four UK countries, with invitees from the relevant government departments; regulators; local authority, private and healthcare sector professionals; third sector representatives; and health and safety experts. These were supplemented where necessary with specific interviews and covered topics including:

- Contingency planning, key stakeholder engagement, guidance and communications
- Service delivery, including early warning of disruption and how the sector was affected by COVID-19 policy measures – such as key worker status and regulatory easements
- Staffing and resources, including staff absence and redeployment, and operational health and safety considerations

- Access to data
- Ongoing economic and environmental impacts.

The resulting report, *The UK Waste Sector COVID-19 Response and Resilience Report*, also forms part of a larger and longer-term COVID-19 Waste Project funded by the Economic and Social Research Council as part of UK Research and Innovation's (UKRI) rapid response to COVID-19, and led by the University of Exeter, in collaboration with the University of Nottingham, King's College London, the Open University and CIWM.

Collaboration and change

As 2020 rolled on, CIWM joined the Indirect Procurement Human Rights (IPHR) Forum's Waste and Recycling Working Group. The IPHR Forum is a group of UK retailers, brands and manufacturers with a common vision to protect and respect human rights, and the Waste and Recycling Working Group was formed to understand and address human rights issues in the sector.

Energy from waste (EfW) was high on the agenda too, and chair of CIWM's Thermal Treatment SIG Paul James produced a detailed and thorough response to the Sustainable Resource Forum's Energy from Waste inquiry. On the back of this, CIWM partnered up with sponsors FCC Environment and Policy Connect to deliver a webinar, chaired by Lord Teverson, then chair of the House of Lords EU Energy and Environment Committee, that explored the issues and opportunities raised.

Other major strands of long-term work were also initiated, with CIWM starting on its net zero journey by signing up to the Pledge to Net Zero. A major review of CIWM's Scientific and Technical (S&T) Committee and SIGs got under way, led initially by a working group comprising Trustees and representatives from the Members Council and S&T Committee representatives. The aim of the review, which is still ongoing, is to ensure that CIWM is a 'powerhouse' of knowledge and expertise for the sector in the future. A proposed new structure was considered by the Board of Trustees in November and then presented to CIWM SIGs and centres.

In September, CIWM teamed up with WRAP to participate in an Institute of Materials, Minerals & Mining (IOM3) podcast on recycling to mark Recycle Week, and was invited to be part of a multi-stakeholder initiative by the Institute of Grocery Distribution (IGD). The IGD Sustainable Packaging Systems Working Group was convened to create a new shared ambition for the industry





Waste management became a key issue in many sectors

and develop a roadmap to reduce the environmental impacts of all packaging systems.

Organics and soils were hot topics in 2020, and CIWM joined a SocEnv Soils and Stones Task Group, along with a number of CIWM members, to produce a document that highlights soil and stones as resources to be managed for the benefit of the environment and soil health. As a member of the Organics Road Map Advisory Group, CIWM has also contributed to work being taken forward under WRAP's Quality Action Plan and Food Waste Strategy, culminating in the development of a roadmap for organic biomass material usage that protects the environment and gives the material value. This complemented work being done by CIWM's Biological Treatment SIG on the Environment Agency's Appropriate Measures consultation, which incorporated the waste treatment BREF requirements for organics.

Other autumn activity included a Waste Prevention SIG meeting organised to provide feedback to Defra on the shaping of the draft Waste Prevention Programme that was expected for consultation, and CIWM also contributed to guidance developed by the Royal Institution of Chartered Surveyors (RICS) for landlords and tenants to help ensure that they do not become victims of illegal waste activities and abandoned sites.

CIWM continued to host the International Solid Waste Association's (ISWA) UK National Committee meetings, and ISWA's Biological Treatment of Waste Working Group produced a series of reports under their soil project, with a leading contribution from CIWM members. There were reports on the production and benefits of compost and anaerobic digestate, along with a report quantifying the benefits of compost for soil, including a financial analysis. The reports were authored by the group's vice-chair, Dr Jane Gilbert, who also participated in the webinars that accompanied the project. Dr Anne Woolridge, as chair of the ISWA Healthcare Waste Working Group and vice-chair of CIWM's Healthcare Waste SIG, was involved in a major project and report on the *Assessment of the Cytotoxic Waste Management in Western Balkan Countries*, which sets out guidance for managing cytotoxic waste. Another CIWM member, Ian Dudding, took over the chair of ISWA's Waste Collection and Transportation Working Group.

As well as continuing to sit on the government's Resources and Waste Strategy Advisory Board, CIWM also contributed to Defra's

Resources and Waste Targets Stakeholder Forum, and joined an active and ongoing stakeholder engagement process with Defra to prepare for the second round of consultations on packaging extended producer responsibility, deposit return schemes and consistency in household and business waste collection. CIWM also continued to work with the government to inform planned changes to the regulatory framework for waste carriers, brokers and dealers. As a member of Defra's Industry Data Group, the Policy and Technical team also continued to provide input into improving data around waste and resources, including the development of the electronic waste tracking system and the National Materials Datahub.

In November, CIWM's Regulation SIG and other CIWM experts contributed to the Environment Agency's consultation on non-hazardous and inert waste appropriate measures guidance, covering all treatment processes needing to incorporate the waste treatment BREF requirements. Dr Anne Woolridge participated on CIWM's behalf in a facilities management event in November, covering issues related to healthcare waste management and the COVID-19 pandemic. CIWM president Trevor Nicoll was interviewed by *Skip Hire* magazine about the key developments and issues impacting on the sector during 2020, and as the year drew to a close, a series of presidential podcasts was organised by CIWM's professional development manager Claire Poole. These gave members a chance to hear the full CIWM presidential team giving their views on 'big think' topics including 'Consumerism and waste' and 'Waste as a Utility'.



Communications in COVID-19 times

Consultation Responses 2020

The Policy and Technical team, along with CIWM's UK country centres, responded and submitted evidence to more than 20 consultations and Select Committee enquiries during 2020, including:

England/UK

- CIWM response: Defra Draft Waste Management Plan for England
- CIWM response: Ministry of Justice Departure from retained EU case law by UK courts and tribunals
- CIWM and IOM3 submission: Comprehensive Spending Review 2020
- CIWM response: Sustainable Resource Forum Energy From Waste Inquiry 2020
- CIWM response: Waste Quality Protocols Review – Biowaste
- CIWM response: Basel Convention – Technical Guidelines on the Environmentally Sound Management of Plastics Waste
- CIWM response: HMRC Plastic Tax policy design
- CIWM response: Environment Agency Appropriate measures for biological treatment of waste
- CIWM response: BEIS Combined Heat and Power: the route to 2050 Call for Evidence

Northern Ireland

- CIWM Northern Ireland response: DAERA Waste Prevention Programme 2019
- CIWM Northern Ireland response: DUP Policy Consultation Paper: Future Infrastructure

ROI

- CIWM Ireland response: Deposit Return Scheme – Consultation on Potential Models for Ireland

Scotland

- CIWM Scotland response: Draft Infrastructure Investment Plan 2021-2022 to 2025-2026
- CIWM Scotland response: Scottish Government Just Transition Commission Call For Evidence
- CIWM Scotland response: Scottish Government Infrastructure Investment Plan 2021-2026
- CIWM Scotland response: Scottish Government The management and Disposal of Polychlorinated Biphenyls (PCBs) in Scotland
- CIWM Scotland response: SEPA Revised guidance regarding provision and assessment of technically competent management at licensed waste management facilities
- CIWM Scotland response: Scottish Government Draft Strategy for Environment, Natural Resources and Agriculture Research 2022-2027
- CIWM Scotland response: SEPA Consultation on the revised guidance on the use of enforcement action
- CIWM Scotland response: SEPA Non-Hazardous Landfill Permit Consultation
- CIWM Scotland response: SEPA Consultation on amendment of the conditions allowing the receipt of radioactive waste and contaminated items

Wales

- CIWM Cymru Wales response: Reducing Single Use Plastic in Wales
- CIWM Cymru Wales response: Beyond Recycling



Chartered Institution of Wastes Management (CIWM) (incorporated by Royal Charter)

Trustees' report and consolidated financial statements

Registered company number RC000777

A charity registered in England and Wales (1090968) and in Scotland (SC037903)

31 December 2020

Trustees' report for the year ended 31 December 2020

General Council members, key management personnel and advisers

General Council members

Members of General Council who are the Trustees of the Chartered Institution of Wastes Management and who all served in office throughout 2020, and up to the date of signature of the financial statements, except where indicated, were:

TJ Nicoll FCIWM	**President (in post until 29.06.21), Immediate Past President (in post from 29.06.21)**
AD Read FCIWM CEnv	**Senior Vice President (in post until 29.06.21), President (in post from 29.06.21)**
AL Willetts FCIWM	**Junior Vice President (in post until 29.06.21), Senior Vice President (in post from 29.06.21)**
E Kiernan FCIWM CEnv	**Immediate Past President (in post until 29.06.21)**
J Kutner FCA CTA FCIWM	**Honorary Treasurer**
DAP Cooke FCIWM	**Junior Vice President (in post from 29.06.21)**
W Hubbard MCIWM	
T Walker FCIWM CEnv	
V Hughes FCIWM	
L Parkes FCIWM	
L Ward MCIWM	
M Gover MCIWM	
D Simpson FCIWM	**(in post from 29.06.21)**

Trustees' report *(continued)*

Key Management Personnel

SL Poulter	Group Chief Executive
CP James FCIWM	Chief Executive – WAMITAB- in post until 31.07.20

Registered office address

Quadra
500 Pavilion Drive
Northampton Business Park
Northampton
NN4 7YJ

Website: www.ciwm.co.uk

Advisers

Bankers:

HSBC Bank Plc
500 Pavilion Drive
Northampton Business Park
Northampton
NN4 7YJ

National Westminster Bank PLC
41 The Drapery
Northampton
NN1 2EY

Solicitors:

EMW Law
Seebeck House,
1 Seebeck Place,
Knowlhill, Milton Keynes
MK5 8FR

Investment managers

Brewin Dolphin Limited
12 Smithfield Street,
London,
EC1A 9BD

Rathbone Brothers PLC
8 Finsbury Circus,
London
EC2M 7AZ

Auditors:

Moore Kingston Smith LLP
Devonshire House,
60 Goswell Road,
London, EC1M 7AD

Trustees' report *(continued)*

The General Council present their report and audited consolidated financial statements of CIWM and its subsidiaries for the year ended 31 December 2020.

OBJECTIVES AND ACTIVITIES

Charitable Objects

The stated Objects of the CIWM Group are to advance for the public benefit, the art and science of wastes management worldwide and so to promote education, the protection of public health and the preservation of the environment, and for that purpose to further promote and maintain good standards of practice, competence and conduct by all its members.

The Wastes Management Industry Training and Advisory Board (WAMITAB) became a subsidiary of CIWM on 25 July 2016. It is a registered charity and its stated Objects are to advance education in the sciences of waste management, waste disposal (including waste contracting, processing, management, recycling and transportation) and ancillary sectors including but not limited to facilities management, for the public benefit in both the United Kingdom and worldwide.

Charitable purposes that provide benefit to the public are defined by the Charities Act 2006. The Charity Commission have issued guidance concerning the sort of charitable activity that might fall within each of the charitable purposes defined by the Act including examples of the type of charity that might carry out appropriate activities.

The General Council has reviewed the definitions in the Act and considers that the Charitable Objects of CIWM fall within three of the charitable purposes, namely:

- the advancement of education;
- the advancement of environmental protection or improvement; and
- the advancement of health.

The Trustees of WAMITAB have reviewed the definitions in the Act and consider that the Charitable Objects of WAMITAB fall primarily within one of the charitable purposes, namely the advancement of education. However, they also consider that the advancement of education in the resources and waste sector contributes to two other charitable purposes defined in the Charities Act 2006, namely:

- the advancement of environmental protection or improvement; and
- the advancement of health.

The General Council of CIWM have also reviewed the guidance issued by the Charity Commission and consider that the activities of the CIWM Group comply with the criteria stated in that guidance for each of the respective charitable purposes noted above.

Objectives, Aims and Intended Impact

CIWM's vision is making the best and safest use of resources to protect and enrich life on our planet. Our mission is to influence, inform and inspire the sustainable management of resources and waste.

This we seek to do through the promotion and development of:

- continuous improvement in and the maintenance of high standards of professionalism in sustainable wastes and resources management; and
- relevant and high quality qualifications and learning to support career progression, skills and technical competence in the facilities management and sustainable wastes and resources management sector.

Trustees' report *(continued)*

Objectives, Aims and Intended Impact *(continued)*

The CIWM Group's objectives for both the immediate future and in the longer term, are to:

- advance the scientific, technical and practical aspects of resources and wastes management for the benefit of the environment;
- promote high standards of practice, competence and conduct across the sector;
- promote the importance of independently recognised professional competence; and
- raise awareness and understanding of resource and waste issues amongst all sectors of society both within the United Kingdom and internationally.

Within this, WAMITAB's objectives are to:

- promote and award qualifications and learning that underpin high standards of education, practice and competence across the sectors it serves;
- promote the importance of independently recognised qualifications and standards of competence;
- develop and support systems for the assessment and award of apprenticeships;
- advise environmental regulators on skills and qualifications in support of technical competence;
- influence the development of policy for new education frameworks and qualifications; and
- research, devise and develop qualifications and learning products to support skills and learning requirements in relevant adjacent industry sectors of the UK and overseas.

The objectives set for each year reflect these educational, research and environmental aims and the importance placed both on supporting individual learners in their work and educational development and also on raising standards and competence throughout the resources and wastes management industry and broader facilities management industry.

The General Council planned to review the CIWM Group five-year Strategy in early 2020. This work was delayed due to the impact of Covid-19 and the need to focus on delivering immediate services for members and the wider sector whilst securing the financial stability of the organisation.

In setting the CIWM Group's objectives and in planning the Group's activities the General Council have given careful consideration to the Charity Commission's general guidance on public benefit and to its supplementary public benefit guidance on fee-charging. The General Council confirms that Trustees have complied with the duty in Section 17 of the Charities Act 2011, to have due regard to the Charity Commission's general guidance on public benefit, including the guidance "Public benefit: running a charity (PB2)".

Principal activities

CIWM delivers its aims and objectives through different activities, most of which, because of their relevance and importance, remain constant from year to year.

As a membership organisation, CIWM remains dedicated to seeking to improve the member experience and provide members with the tools and support to achieve success in their jobs and careers, including through qualifications and skills solutions promoted and awarded by WAMITAB.

Trustees' report *(continued)*

Principal activities *(continued)*

CIWM works collaboratively internally and externally to share knowledge and good practice and to provide solutions for members, learners, customers, employees and the environment.

CIWM seeks to operate its organisation ethically and professionally with excellent customer service. It promotes, maintains, improves and recognises professional standards in the sector; and, through WAMITAB, promotes and awards qualifications and learning. In all its work, CIWM endeavours to be forward-thinking and innovative in how it develops and implements service and policy ideas, ensuring value for money for members, learners, and customers.

CIWM has a strong outward facing role, focussing on using the knowledge, credibility and authority it derives from its members to:

- influence policy and regulatory developments affecting the resources and waste management sector in the UK and Ireland;
- influence the sustainable performance of other industry sectors and of society generally; and
- help to show the sector in an accurate and positive light in the media and in direct communications.

Work in these areas includes;

- working closely with representatives of government departments and agencies to inform and influence policy and regulatory developments in England, Ireland, Northern Ireland, Scotland and Wales and in the UK as a whole;
- working with partners to inform and influence policy and regulatory developments in the EU and more widely;
- supporting government at central, devolved and local levels, their agencies and other organisations in the delivery of projects with relevant outcomes including the improvement of environmental quality; waste reduction; the establishment of improved reporting and monitoring methodologies and systems; and relevant qualifications and skills solutions; and
- working in collaboration with relevant partners to establish, promote and deliver technical research, relevant training and educational resources, and professional competence schemes and learning for the industry.

General Council and members generally are encouraging and supporting the CIWM Group to develop and extend collaborative working arrangements, whether formal or informal. Such partnerships are enabling and, will enable, the Group to use its own resources to leverage assistance from others to strengthen, widen and extend the scope and reach of all its activities so as to deliver the maximum possible impacts.

Volunteers

The General Council is grateful to the large number of members (estimated to be in excess of 400) who support and contribute to the organisation's work through their service on committees, Special Interest Groups, Centre Councils, and Working Parties and in representing the Group on other outside bodies and organisations. This commitment by volunteers enables the CIWM Group to draw on a depth and breadth of knowledge of resources and waste management and of other pertinent sectors and competencies which is unrivalled; and which establishes and enhances CIWM's status, reputation and influence.

Trustees' report *(continued)*

ACHIEVEMENTS AND PERFORMANCE

Activities undertaken during the year

The CIWM Group has sought to deliver the objectives and activities outlined above by undertaking a variety of specific initiatives and activities during the year, many in partnership with other organisations. Further details about these are given in the Annual Review section of this document.

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

Trustees are pleased to be able to report a consolidated net operating deficit of only £137,288 (2019 surplus: £81,191)before restructuring costs of £271,358, despite the very significant impact of the Covid-19 outbreak on the operations. This reflects the commitment and hard work put in by Trustees, Centres, and staff to address the challenges which arose. The budget for the year 2020 was set to show a small surplus and up to the end of March the actual results were on budget. The impact of the Covid-19 outbreak resulted in a reduction in income from training courses and events. In response, some staff were furloughed, on-line events and courses developed, and robust alternative business plans were put in place to contain that impact.

The restructuring costs arose from the decision by the Trustees of CIWM and WAMITAB to merge and this resulted in restructuring costs in the 2020 accounts of £66,229 for CIWM and £205,129 for WAMITAB and will incur a further total cost of around £160,000 in 2021. Trustees are confident that the merger will result in significant annual savings going forward and will improve the efficiency of the operations of the merged organisation and open new opportunities.

Trustees remain confident in the underlying strength of CIWM and its brands, and the Group consolidated balance sheet remains strong with substantial accumulated financial reserves which provided the strength and depth to enable it to meet and overcome the challenges which arose by the unforeseen outbreak of the Covid-19 virus.

Although the impact of the Covid-19 outbreak continued to impact the first half of 2021, the forecast for the full year is still in line with the original budget of around a break-even for the year. Even on a worst case scenario the Trustees do not consider that there would be a deficit significantly greater than 2020 and are confident that the CIWM has sufficient reserves to enable it to continue operations for the foreseeable future.

Presenting the results for each part of the Group separately:

CIWM (including CIWM Enterprises Limited) has recorded net operating expenditure (a deficit) on Unrestricted General Reserves for the year of £205,530 after allowing for restructuring costs of £66,229; the comparative for 2019 was a deficit of £14,509 (please see the detailed 2019 Statement of Financial Activities).

The Gala Dinner and the London Centre Christmas Lunch, which are deemed to be non-charitable activities, are the only activities in CIWM Enterprises. Due to the Covid-19 pandemic these events did not run in 2020. CIWM Enterprises, therefore, closed the financial year end 31 December 2020 with a deficit of £999; the comparative for 2019 was a surplus of £65,315.

WAMITAB has recorded a net operating deficit of £182,043 after allowing for restructuring costs of £205,129; the comparative for 2019 was a surplus of £95,700.

Trustees' report *(continued)*

FINANCIAL REVIEW AND RESULTS FOR THE YEAR (*continued*)

Including the grant of £21,073 from the Scottish Waste Award restricted fund, the results for the CIWM Group as a whole (CIWM, CIWM Enterprises and WAMITAB) are, therefore, to record a net operating expenditure (a deficit) of £408,646; the comparative for 2019 is £81,191 net operating income (a surplus).

WAMITAB's results and reserves are shown as a Restricted Fund because it is a registered charity in its own right and its reserves can only be expended in furtherance of its charitable objectives. WAMITAB's income and expenditure for the year is, therefore, recorded separately from the other results of the CIWM Group and is shown in a separate column.

After recognition of realised and unrealised investment gains of £113,515 (2019: £507,294 net gains), the net consolidated expenditure (a deficit) to be transferred to all reserves was £295,131 (2019 net consolidated income £1,076,795) which means that the CIWM Group consolidated funds have decreased from £7,075,497 to £6,780,366.

Reserves policy

The total unrestricted funds (that is the Designated funds and the General Funds) held by the charitable group as at 31 December 2020 were £3,685,736 (2019: £3,717,034). This excludes funds held by WAMITAB which are shown as Restricted because they can only be used in furtherance of the charitable purposes of this separate charity.

Reserves are required to provide the charity with a firm financial foundation and to provide the stability required to fund day-to-day operations. They also provide the funding for future investment whether on essential capital requirements to support the operational delivery of the charity's aims and purposes, or on the research and development of new activities or longer term initiatives.

The Trustees have reviewed the reserves of CIWM taking into account relevant factors, including:

- forecasts for levels of income for the current and future years, taking into account the reliability of each source of income and the prospects for developing new income sources;
- forecasts for expenditure for the current and future years on the basis of planned activity;
- analysis of any future specific financing needs, for example to maintain and replace tangible and intangible fixed assets
- their best current estimate of the financial effect of the disruption caused by the Covid-19 outbreak; and
- the financial impact of the decision to merge CIWM and WAMITAB

Based on this detailed review, Trustees have concluded that reserves at a value of approximately £1.5 million are required to finance the charity's day-to-day operations.

Free reserves exceed this minimum level by £2,039k. The Trustees are carrying out a detailed consideration of how to utilise each year some of the reserves in the furtherance of their objectives and are proposing to allocate an amount each year to specific projects. This review will be completed after the merger of CIWM with WAMITAB when the extent of the reserves and amounts required to be retained for day-to-day activities can be considered.

Trustees' report *(continued)*

Investment policy and objectives

CIWM and WAMITAB each hold a portfolio of investments for which Trustees obtain expert investment management advice from the respective discretionary investment managers.

CIWM's policy is medium risk with the portfolio being invested primarily to obtain the most effective capital protection and capital growth over the longer term, with the objective of maintaining the capital value allowing for changes in the Retail Prices Index - that is, to grow the capital value over time above the rate of inflation.

WAMITAB's investment policy is medium risk emphasising both capital appreciation and income growth with an overarching target to provide a total return of, at least, RPI plus 3%.

All investment income received on both portfolios is also reinvested.

Investment performance against objectives

CIWM's investment portfolio has been managed throughout the year by Brewin Dolphin and WAMITAB's by Rathbone Brothers PLC. Both investment managers are appointed on a discretionary management basis. During the year the Trustees of CIWM and WAMITAB received investment performance information and other general investment advice and comment from the respective discretionary investment managers.

The two portfolios generated investment income of £103,490 (2019: £97,600) which was re-invested. The investment portfolios recorded unrealised gains for the year which total £100,710 (2019: unrealised gain £513,877). Disposals of investments made during 2020 from the two portfolios resulted in realised gain of £12,805 (2019: realised loss £6,583).

In addition to the CIWM Group's listed investments, CIWM also holds 8,456,450 Ordinary Shares in Ditto AI Limited as an unlisted investment. Ditto AI Limited is a software development company specialising in artificial intelligence platforms developing products for use in the finance, law and healthcare sectors. Trustees have reviewed this investment and found it prudent to retain the carrying value at £297.

Risk Management

General Council is responsible for the management of the risks faced by the CIWM Group. Detailed considerations of risk are delegated to the Senior Management Team. Trustees and senior managers recognise the importance of identifying risks and establishing systems and procedures to mitigate those identified; and this process is embedded in the charity's business planning which includes regular reviews and assessments of risks.

The following key controls are used by CIWM to help to mitigate the risks:

- formal agendas and detailed minutes for all Committee and Board activity;
- detailed terms of reference for all Committees, Boards etc;
- formal external training on roles and responsibilities for all Trustees and senior staff;
- comprehensive strategic planning, budgeting and management accounting;
- established organisational structure and lines of reporting with clear authorisation and approval levels; and
- regular monitoring and review of Disaster Recovery Plan and Business Continuity Plan

Trustees' report *(continued)*

Risk Management *(continued)*

Appropriate record keeping is maintained, including a Register of General Councillors' Interests.

The Audit Committee reviews the financial risks of CIWM. Moore Kingston Smith LLP, as part of their audit, provide management reports to the trustees, advising on recommendations to improve internal controls.

Trustees confirm that appropriate systems have been established to mitigate other risks identified; but recognise that systems can only provide reasonable but not absolute assurance that major risks have been adequately managed.

FUTURE PLANS

Despite the significant impact of Covid-19 on the 2020 business plan the General Council and Senior Management Team maintained the commitment made in January 2020 to create a new CIWM strategy.

Due to the impact of Covid-19 this work was divided into two parts, a short term business plan to guide the organisation to achieve its short term goals in 2021 and a medium term strategy outlining the strategic plan for 2021-2024. The strategy will be published in Autumn 2021.

WAMITAB Integration into CIWM

Included in the short term business plan is the implementation of the merger of WAMITAB fully into CIWM.

In early 2020 CIWM and WAMITAB Trustees commissioned a project to assess the future of WAMITAB as part of the CIWM Group. This included considering whether it is in the best interest of both charities to fully integrate the two organisations. Following this assessment WAMITAB and CIWM Trustees approved a project to fully integrate WAMITAB into CIWM and the Charity Commission approved the proposed merger in November 2020.

This project started in December 2020 with restructuring across the CIWM and WAMITAB teams. In March 2021 the WAMITAB office was closed and all staff were moved to the CIWM office in Brackmills. In April 2021 CIWM submitted its application to the education regulator to become an awarding body in anticipation for moving the qualifications portfolio from WAMITAB to CIWM. During the Summer the finance systems of the two organisations will be merged and a decision will be made on the branding of the qualifications. It is anticipated that the project will conclude by the end of 2021 when WAMITAB will be wound up and all activities, assets and liabilities will transfer to CIWM.

Trustees' report *(continued)*

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing Document

The Charity was formed in 1898, incorporated as a company limited by guarantee in 1908 and from 1981 was known as the Institute of Wastes Management. On 1 March 2002 it was granted a Royal Charter of Incorporation and was renamed the Chartered Institution of Wastes Management and, for the purposes of the Charities Act 2011, is a charitable company (registered company number RC000777) and has no share capital. It is registered with the Charity Commission in England and Wales under charity number 1090968 and with the Office of the Scottish Charity Regulator under charity number SC037903.

CIWM's governing instruments are the Royal Charter, its Bye-Laws, Regulations and Practice Directions sealed on 1 March 2002**.** Minor changes were made to the Practice Directions in 2020 to allow CIWM to deliver its Annual General Meetings, both for CIWM and the CIWM Centres, via video conference facilities. This resulted in a higher than average attendees for the CIWM AGM in September 2020 with 35% of the attendees declaring that they had not been to a CIWM AGM before and 91% of attendees requesting that the CIWM AGM be online in the future.

2020 was the first full year with both the newly formed General Council and Members' Council in place and all meetings, including a joint meeting between the Members Council and Trustee Board, took place using video conferencing software allowing the Councils to continue to move the organisation forward.

Terms of two of the Trustees were extended into 2021 to ensure consistency and stability during the pandemic and to align the terms with the Presidential Inauguration which was moved from November 2020 to June 2021 due to Covid-19.

The governing documents can be viewed on CIWM's website.

Appointment and election of General Council members

The General Councillors of CIWM, the registered charity, are its trustees for the purposes of charity law and throughout this report are collectively referred to as the General Council or Council members. Throughout 2019, the above changes to the Constitution were fully implemented. The General Council consists of:

(a) The Honorary Officers – President, Senior Vice-President, Junior Vice-President, Immediate Past-President, & Honorary Treasurer.

(b) Seven General Councillors who have been selected based on skills

The Chair is elected annually by and from the General Council. General Councillors are normally elected for a term of three years; retire by rotation and are eligible to stand for re-election.

Trustees' report *(continued)*

Training of General Councillors

All General Councillors attend training on Trustee responsibilities sourced via the National Council for Voluntary Organisations (NCVO).

Periodically, training on specific topics is provided for Trustees by suitably qualified individuals or organisations.

Organisational Management

CIWM is operated through its General Council. Members Council and the Scientific committee both report into General Council and there are two review committees - Audit and Corporate Governance and Professional Ethics. These have independent chairmen, with relevant specialist skills and competencies, who are appointed for three year terms of office.

Group Structure and Relationships

CIWM has one trading subsidiary, CIWM Enterprises Limited, a separate organisation which arranges non primary purpose activities for CIWM.

On 25 July 2016 WAMITAB became part of the CIWM Group. It is a registered charity in England and Wales, promoting relevant and high quality qualifications and learning to support career progression, skills and technical competence in the facilities management and sustainable wastes and resources management sectors.

On 19 February 2020 Asset Skills Ltd, a company limited by shares, was incorporated as a wholly owned subsidiary of WAMITAB and has remained dormant since incorporation.

During 2020, CIWM also had three dormant subsidiaries, CIWM International Limited, Waste Smart Limited and Resource Smart Limited, and WAMITAB had another dormant subsidiary, WAMITAB Services Ltd.

CIWM works extensively at regional and local levels through its Centres, which provide members with free and low cost regional events on a variety of topics and liaise with local and regional organisations. The Centres in the Republic of Ireland, Scotland, Wales and Northern Ireland work closely with their respective governments and other stakeholders.

Remuneration policy for key management personnel

The General Councillors consider that the senior management team, comprise the key management personnel of CIWM in charge of directing, controlling, running and operating CIWM on a day to day basis. The pay of senior managers is reviewed annually and increased, as appropriate, in line with average earnings.

Trustees' report *(continued)*

REFERENCE AND ADMINISTRATIVE INFORMATION

Auditors

The re-appointment of Moore Kingston Smith LLP as auditors of the company will be considered at the forthcoming Annual General Meeting on 29 September 2021.

Statement on disclosure of information to auditors

Each person who is a General Councillor at the date of approval of this report confirms that so far as the General Councillor is aware, there is no relevant audit information of which the company's auditors are unaware; and each General Councillor has taken all the steps that he/she ought to have taken as a General Councillor to make himself/herself aware of any relevant audit information and to establish that the company's auditors are aware of that information.

Statement of responsibilities of the Trustees of the Chartered Institution of Wastes Management

The Trustees are responsible for preparing the Trustees' Report (called Report of the General Council) and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

The law applicable to charities in England and Wales and Scotland requires trustees to prepare financial statements for each financial year which give a true and fair view of the state of the affairs of the charity and the group and of the incoming resources and application of resources of the charity and the group for that period.

In preparing these financial statements, the General Council are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the group and the charity will continue its activities.

The General Council are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that its financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008; the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended) and the provisions of the Royal Charter. They are also responsible for safeguarding the assets of the charity and the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The General Council are responsible for the maintenance and integrity of the charity and financial information included on the charity's website. Legislation in the UK governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

By order of the General Council

J Kutner
Honorary Treasurer
500 Pavilion Drive
Northampton
NN4 7YJ
14 July 2021

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT

Opinion

We have audited the financial statements of Chartered Institution of Wastes Management for the year ended 31 December 2020, which comprise the Group Statement of Financial Activities, the Group and Parent Charity Balance Sheets, the Group Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the parent charity's affairs as at 31 December 2020 and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 (as amended) and regulations 6 and 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 charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charity'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 annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. 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.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT *(continued)*

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charity and its environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the trustees' annual report.

We have nothing to report in respect of the following matters where the Charities Accounts (Scotland) Regulations 2006 (as amended) require us to report to you if, in our opinion:

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

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 27, the trustees (who are also the directors of the charity for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group and parent charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charity 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 report to you 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 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

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT *(continued)*

in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below.

Explanation as to what extent the audit was considered capable of detecting irregularities, including fraud

The objectives of our audit in respect of fraud, are; to identify and assess the risks of material misstatement of the financial statements due to fraud; to obtain sufficient appropriate audit evidence regarding the assessed risks of material misstatement due to fraud, through designing and implementing appropriate responses to those assessed risks; and to respond appropriately to instances of fraud or suspected fraud identified during the audit. However, the primary responsibility for the prevention and detection of fraud rests with both management and those charged with governance of the charity.

Our approach was as follows:

- We obtained an understanding of the legal and regulatory requirements applicable to the charity and considered that the most significant are the Charities and Trustee Investment (Scotland) Act 2005 (as amended), regulations 6 and 8 of the Charities Accounts (Scotland) Regulations 2006 (as amended), the Charity SORP, and UK financial reporting standards as issued by the Financial Reporting Council

- We obtained an understanding of how the charity complies with these requirements by discussions with management and those charged with governance.

- We assessed the risk of material misstatement of the financial statements, including the risk of material misstatement due to fraud and how it might occur, by holding discussions with management and those charged with governance.

- We inquired of management and those charged with governance as to any known instances of non-compliance or suspected non-compliance with laws and regulations.

- Based on this understanding, we designed specific appropriate audit procedures to identify instances of non-compliance with laws and regulations. This included making enquiries of management and those charged with governance and obtaining additional corroborative evidence as required.

As part of an audit in accordance with ISAs (UK) we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purposes of expressing an opinion on the effectiveness of the group and parent charity's internal control.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS OF CHARTERED INSTITUTION OF WASTES MANAGEMENT *(continued)*

- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the trustees.

- Conclude on the appropriateness of the trustees' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the group and parent charity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the group or parent charity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the group to express an opinion on the consolidated financial statements. We are responsible for the direction, supervision and performance of the group audit. We remain solely responsible for our audit report.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

Use of our Report

This report is made solely to the charity's trustees, as a body, in accordance with 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 charity's members and trustees those matters which we are required to state to them in an auditor's report addressed to them and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to any party other than the charity and charity's members as a body, and the charity's trustees, as a body, for our audit work, for this report, or for the opinions we have formed.

4 August 2021

Andrew Stickland (Senior Statutory Auditor)
for and on behalf of Moore Kingston Smith LLP, Statutory Auditor

Devonshire House
60 Goswell Road
London
EC1M 7AD

Moore Kingston Smith LLP is eligible to act as auditor in terms of Section 1212 of the Companies Act 2006.

Chartered Institution of Wastes Management
Consolidated statement of financial activities *for year ended 31 December 2020*

	Note	Unrestricted funds: General Funds £	Designated Funds £	Restricted Funds- WAMITAB £	Endowment & Other Restricted funds £	Total funds 2020 £	Total funds 2019 £
Income							
Income from charitable activities:							
Membership subscriptions		**745,720**	-	-	-	**745,720**	737,659
Affiliated Organisation income		**314,873**				**314,873**	286,084
Regional centre income		**4,926**	-	-	-	**4,926**	93,201
Charitable trading income		**438,232**	-	-	-	**438,232**	1,072,184
Income from provision of qualifications		**175,474**	-	**961,927**	-	**1,137,401**	1,183,781
Income from trading activity:							
Commercial trading operations		-	-	-	-	-	237,367
Investment income	8	**40,081**	-	**63,409**	-	**103,490**	97,600
Interest receivable		**1,219**	-	**2,626**	-	**3,845**	14,657
Other income		**102,407**	-	-	-	**102,407**	52,881
Total income		**1,822,932**	-	**1,027,962**	-	**2,850,894**	3,775,414
Expenditure							
Expenditure on raising funds							
Investment management		**(13,132)**	-	**(18,140)**	-	**(31,272)**	(30,878)
Commercial trading operations		**(998)**	-	-	-	**(998)**	(162,887)
Charitable activities:							
Charitable trading expenditure		**(229,529)**	-	-	-	**(229,529)**	(452,084)
Provision of qualifications		**(40,016)**	-	**(219,333)**	-	**(259,349)**	(243,401)
Staff costs		**(1,166,784)**	-	**(554,664)**	-	**(1,721,448)**	(1,884,193)
Regional centre expenses		**(16,458)**	-	-	-	**(16,458)**	(88,757)
Committee directed costs		**(41,573)**	-	-	-	**(41,573)**	(73,328)
Committee running costs		**(5,714)**	-	-	-	**(5,714)**	(18,670)
Premises costs, postage, stationery, communications		**(295,508)**	-	**(175,605)**	-	**(471,113)**	(490,096)
Restructuring costs	5	**(66,229)**	-	**(205,129)**	-	**(271,358)**	-
Honoraria		-	-	-	-	-	(1,250)
Travel and accommodation		**(9,958)**	-	**(1,383)**	-	**(11,341)**	(56,429)
Insurances and other Professional fees		**(30,846)**	-	**(26,538)**	-	**(57,384)**	(78,452)
Amortisation		**(48,224)**	-	-	-	**(48,224)**	(45,411)
Depreciation		**(43,155)**	-	**(7,085)**	-	**(50,240)**	(33,958)
Financing costs		**(20,338)**		**(2,128)**		**(22,466)**	(34,429)
Grant to SWITCH Forum	15	-	-	-	**(21,073)**	**(21,073)**	-
Total operating expenditure		**(2,028,462)**	-	**(1,210,005)**	**(21,073)**	**(3,259,540)**	(3,694,223)
Net operating income/ (expenditure)		**(205,530)**	-	**(182,043)**	**(21,073)**	**(408,646)**	81,191
Net gain on the sale of fixed assets		-	-	-	-	-	488,310
Net gains/ (losses) on investment assets		**174,232**	-	**(60,717)**	-	**113,515**	507,294
Net income/ (expenditure)		**(31,298)**	-	**(242,760)**	**(21,073)**	**(295,131)**	1,076,795
Transfers between funds		-	-	-	-	-	-
Net movement in funds	5	**(31,298)**	-	**(242,760)**	**(21,073)**	**(295,131)**	1,076,795
Total funds brought forward	15	**3,717,034**	-	**3,312,817**	**45,646**	**7,075,497**	5,998,702
Total funds carried forward	15	**3,685,736**	-	**3,070,057**	**24,573**	**6,780,366**	7,075,497

The Charity has no recognised gains or losses for the year (2019: £nil) other than as detailed above. The net movements in the Charity's funds for the year arise from the Charity's continuing activities. Full details of comparative figures for the year ended 31 December 2019 and movements in the Unrestricted funds and Endowment & Restricted Funds during that year are shown in Note 15 to these financial statements. The notes on the following pages form part of these financial statements.

Chartered Institution of Wastes Management
Consolidated balance sheet as at 31 December 2020

	Note	2020		2019	
		£	£	£	£
Fixed assets					
Intangible assets	10		**41,867**		63,531
Tangible assets	10		**105,264**		137,663
Investments	11		**5,345,000**		5,160,350
			5,492,131		5,361,544
Current assets					
Debtors	12	**594,174**		619,427	
Investments		**999,823**		998,301	
Cash at bank and on deposit		**797,189**		921,852	
		2,391,186		2,539,580	
Creditors: amounts falling due within one year	13	**(1,102,951)**		(825,627)	
Net current assets			**1,288,235**		1,713,953
Total assets less current liabilities			**6,780,366**		7,075,497
Net assets			**6,780,366**		7,075,497
Endowment funds					
Permanent	15		**24,573**		24,573
Restricted funds	15				
Scottish Waste Award			**-**		21,073
The Waste Management Industry & Training Board			**3,070,057**		3,312,817
Unrestricted funds					
Designated funds	15		**-**		-
General funds	15		**3,685,736**		3,717,034
Total funds	15		**6,780,366**		7,075,497

The notes on the following pages form part of these financial statements.

These financial statements were approved by the General Council on 14 July 2021 and were signed on its behalf by:

A Read
President

J Kutner
Honorary Treasurer

Chartered Institution of Wastes Management
Charity balance sheet as at 31 December 2020

	Note	2020 £	2020 £	2019 £	2019 £
Fixed assets					
Intangible assets	10		**41,867**		63,531
Tangible assets	10		**90,326**		122,575
Investments	11		**2,739,188**		2,540,695
			2,871,381		2,726,801
Current assets					
Debtors	12	**417,905**		440,846	
Investments		**575,000**		575,000	
Cash at bank and on deposit		**657,510**		705,660	
		1,650,415		1,721,506	
Creditors: amounts falling due within one year	13	**(820,947)**		(696,085)	
Net current assets			**829,468**		1,025,421
Total assets less current liabilities			**3,700,849**		3,752,222
Net assets			**3,700,849**		3,752,222
Endowment funds					
Permanent	15		**24,573**		24,573
Restricted funds	15		**-**		21,073
Unrestricted funds					
Designated funds	15		**-**		-
General funds	15		**3,676,276**		3,706,576
Total funds	15		**3,700,849**		3,752,222

The notes on the following pages form part of these financial statements.

These financial statements were approved by the General Council on 14 July 2021 and were signed on its behalf by:

A Read
President

J Kutner
Honorary Treasurer

Chartered Institution of Wastes Management
Consolidated Statement of Cash Flows for the year ended 31 December 2020

	2020 £	2019 £
Cash flow/(outflow) from operating activities		
Net cash (used in)/ provided by operating activities	(114,941)	(7,531)
Cash flows from investing activities		
Interest, dividends and other investment income received	107,335	112,258
Proceeds from sale of fixed assets	-	937,553
Proceeds from disposal of fixed asset investments excluding endowment funds	794,008	416,877
Acquisition of fixed asset investments excluding endowment funds	(780,796)	(1,202,184)
(Additions)/disposals to investments in current assets	(1,522)	97,271
Payments to acquire tangible and intangible fixed assets	(44,401)	(173,489)
	74,624	188,286
Net increase in cash and cash equivalents	(40,317)	180,755
Cash and cash equivalents at beginning of year	1,086,448	905,693
Cash and cash equivalents at end of year	1,046,131	1,086,448
Cash and cash equivalents at end of year comprise		
Cash at bank and on deposit	797,189	921,852
Cash held within the investment portfolio	248,942	164,596
Cash and cash equivalents at end of year	1,046,131	1,086,448

Reconciliation of net income/ (expenditure) to net cash flow from operating activities

	2020 £	2019 £
Net income/(expenditure) including endowments	(295,131)	1,076,795
Adjustments for:		
Amortisation/Depreciation charges	98,464	79,369
Profit on sale of fixed assets	-	(488,310)
Net (gains)/ losses on investments	(113,515)	(507,294)
Investment income	(107,335)	(112,258)
Decrease/ (increase) in debtors	25,253	(88,337)
Increase/ (decrease) in creditors	277,323	32,504
Net cash (used in)/ provided by operating activities	(114,941)	(7,531)

The notes on the following pages form part of these financial statements.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

1 Accounting policies

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the financial statements are as follows:

Basis of preparation

These 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 2015)' – (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the requirements of the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008; the Charities and Trustee Investment (Scotland) Act 2005, the Charities Accounts (Scotland) Regulations 2006 (as amended); the provisions of the Royal Charter.

The charity is a public benefit entity for the purposes of FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the company and its group. Monetary amounts in these financial statements are rounded to the nearest pound.

The financial statements have been prepared on the historical cost convention, modified by the recognition of certain investments and financial assets and liabilities measured at fair value through income and expenditure within the Statement of Financial Activities.

The preparation of financial statements in conformity with the Charities SORP (FRS 102) and FRS 102 requires the use of certain critical accounting estimates. It also requires management to exercise its judgement in the process of applying the charity's accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements are disclosed in note 3.

Going concern

The Trustees have assessed whether the use of the going concern basis is appropriate and have considered possible events or conditions that might cast significant doubt on the ability of the charity and group to continue as a going concern. The Trustees have made this assessment for a period of at least one year from the date of approval of the financial statements.
The Covid-19 outbreak in early 2020 had a significant impact on the activities of the CIWM resulting in a reduction in income from training courses and events. In response, some staff were furloughed, and on-line events and courses developed, and measures taken to minimise the disruption and financial effect. The outcome for 2020 was a relatively small deficit and a break-even is forecast for 2021. The charity maintains a significant investment portfolio which can be converted into cash if necessary. The Trustees are confident that the CIWM has sufficient reserves to enable it to continue operations until the situation has completely returned to normal. The accounts therefore continue to be prepared on a going concern basis.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

1 Accounting policies *(continued)*

Basis of consolidation and Group financial statements

The financial statements consolidate the financial statements of CIWM and its wholly owned charitable subsidiary, The Wastes Management Industry and Training Advisory Board (WAMITAB) and its wholly owned non-charitable subsidiaries, CIWM Enterprises Limited (trading), CIWM International Limited, Waste Smart Limited (dormant), and Resource Smart Limited (dormant) on a line-by-line basis.

On 1 January 2019 all activities in CIWM Enterprises Ltd identified as primary purpose transferred to CIWM. Comparatives have been restated to reflect this reclassification of primary purpose activities.

Fund accounting

General unrestricted funds comprise accumulated surpluses and deficits on general funds and cumulative realised and unrealised gains of the investments. They are available for use at the discretion of the General Council in furtherance of the general charitable objectives.

Designated funds are unrestricted funds which have been put aside at the discretion of the General Council for particular purposes.

The Designated funds comprise

Fixed assets replacement reserve
This represents amounts needed to maintain the CIWM's fixed asset base.

Endowment funds

Permanent

These are assets which must be held permanently by the charity. The capital element of permanent endowment funds is not utilised, only the income from permanent endowment funds is utilised.

Restricted funds

Restricted funds are funds received by CIWM for particular purposes and expenditure is restricted to that particular project.

The funds held by WAMITAB are classified as Restricted because they can only be used in furtherance of the charitable objectives of that company.

Income

Income is recognised when either of the charities or its trading subsidiary has entitlement to the funds, any performance conditions attached to the item(s) of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income includes amounts received and receivable during the year by CIWM at headquarters, its ten regional centres; by its charitable subsidiary, WAMITAB, and the turnover of the company's trading subsidiary, CIWM Enterprises Limited. It comprises subscriptions, donations, grants and charges for services provided stated net of value added tax where applicable. Income from Centres is incorporated on the basis of returns.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

1 Accounting policies *(continued)*

Income (continued)

Income from membership subscriptions is recognised when received and is allocated across the relevant period of membership on a calendar year basis.

Income from government and other grants, whether "capital" grants or "revenue" grants, is recognised when either of the charities 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.

Interest receivable and investment income

Interest on funds held on deposit and income generated by Fixed Asset investments, including dividend income and interest, are included when receivable and the amounts can be measured reliably by either of the charities. This is normally upon notification by the bank or the discretionary investment managers of the interest paid or payable, or the income credited to the investment portfolios.

Donated services and facilities

Donated professional services are recognised as income when the charity or its wholly owned charitable subsidiary has control over the item, any conditions associated with the donated professional services have been met, the receipt of economic benefit from the use by the charity of the services is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), the general volunteer time of the Members of CIWM is not recognised – please refer to the Trustees' Annual Report for more information about their contribution.

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

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 accounted for reliably. Expenditure is classified under the following activity headings:

Expenditure on raising funds comprises the costs of commercial trading and fees paid for the discretionary management of the fixed asset investment portfolios and their associated support costs.

Charitable activities – expenditure includes the costs of administering the professional activities of CIWM and WAMITAB, supporting the regional Centres and membership and other activities undertaken to further the purposes of either of the charities and their associated support costs.

Other expenditure represents those items not falling into any other heading.

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

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

1 Accounting policies *(continued)*

Allocation of Support Costs

Support costs are those functions that assist the work of either of the charities but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support CIWM's or WAMITAB's professional and charitable activities. These costs have been allocated between the costs of raising funds, expenditure on charitable activities and other expenditure.

The bases on which support costs have been allocated are set out in Note 4.

Operating Leases

CIWM classifies the lease of printing equipment as operating leases; the title to the equipment remains with the lessor and the equipment is replaced at the end of the lease period (printing equipment every 5 years and cars every 3 years) whilst the economic life of such equipment is normally longer. CIWM and WAMITAB classify the lease of their offices as operating leases; the titles remain with the lessor and the leases have fixed terms whilst the economic life of the property is normally longer. WAMITAB's lease ends 31 May 2023 and CIWM has a 5 year lease to March 2024 with a 3 year break clause. Rentals payable under operating leases are charged to the Statement of Financial Activities on a straight line basis over the period of the lease.

Post relocation to the CIWM office in March 2021, WAMITAB surrendered its lease early on 31 March 2021 and consequently an onerous lease provision for the full balance of rentals due to the 31 May 2023 has been made in WAMITAB in 2020 and is reflected in the restructuring costs line on the Statement of Financial Activities.

Tangible Fixed assets and depreciation

Individual fixed assets costing £500 or more are capitalised at cost and are depreciated at rates calculated to write off the cost less estimated residual value by equal instalments over their estimated useful economic lives as follows:

Freehold buildings	-	2% on cost
Office equipment including computer equipment	-	$33^{1}/_{3}$% on cost
Fixtures and fittings	-	15% to $33^{1}/_{3}$% on cost

No depreciation is provided on freehold land.

Intangible Fixed assets and amortisation

Individual intangible fixed assets costing £500 or more are capitalised at cost and are amortised at rates calculated to write off the cost by equal instalments over their estimated useful economic lives up to a maximum of ten years as follows:

Computer Software - 20% on cost

At the end of each reporting period, the residual values and useful lives of tangible and intangible assets are reviewed and adjusted if necessary and if circumstances indicate that the carrying value may not be recoverable then it is adjusted for impairment.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

1 Accounting policies *(continued)*

Quoted Investments

Investments listed on a recognised stock exchange are initially measured at their cost and subsequently measured at fair value at the balance sheet date. All movements in value arising from investment changes or revaluations are shown as part of the Statement of Financial Activities and for CIWM's portfolio are included within unrestricted funds, for WAMITAB's portfolio they are included within the respective restricted fund.

Realised gains and losses and unrealised gains and losses are not separated in the Statement of Financial Activities.

Unlisted and Mixed Motive Investments

Mixed motive investments are held by CIWM both to generate a return on capital invested for the charity, but also to contribute to its charitable purposes. Unlisted investments are held by CIWM to generate a return on capital invested for the charity.

CIWM's investment in Cloud Sustainability Limited at 31 December 2016 was considered to be a mixed motive investment. However, after 20 June 2017, Ditto AI Limited acquired the entire issued share capital of Cloud Sustainability in a share for share transaction, CIWM's investment has been in Ditto AI Limited. Trustees reassessed the investment considering factors including: the much reduced percentage of equity held and the fact that Ditto AI Limited's business is now covering a much broader product range. They concluded that the investment in Ditto AI Limited was no longer a mixed motive investment but simply an investment in an unlisted company.

The investment takes the form of Ordinary shares. As the shares are not quoted on a recognised stock market, CIWM has adopted the principles and methodology set out in the International Private Equity and Venture Capital Valuation Guidelines to establish the current fair value of the investment. Those guidelines advise that, in the absence of an external open market for the shares, the best indicator of, and evidence for, the current fair value per share is the actual price recorded in recent external transactions involving third parties. This valuation technique should be applied consistently, however, a change in technique is appropriate if it results in a measurement that is more representative of Fair Value in the circumstances.

Ditto AI Limited raised £3,476,000 equity capital in January 2018 through the issue of 354,695,122 Ordinary shares of £0.0001 pence per share at a price of £0.0082 pence per share. This price per share was lower than that attributed in the share for share acquisition of Cloud Sustainability on 20 June 2017 and, accordingly, CIWM's investment was written down at 31 December 2017 to reflect this.

The Trustees have assessed the investment and consider that the significant further investment and development required to bring Ditto products to market indicates that further operating deficits are likely to be reported in the short to medium term. These factors, together with the fact that CIWM is not able to sell its shares without the agreement of the company and other shareholders indicate that CIWM's investment in Ditto AI Limited has been impaired; accordingly, the investment was restated at 31 December 2017 at Fair Value and there has been no change at 31 December 2020.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

1 Accounting policies *(continued)*

Current asset investments

Current asset investments held are a COIF Charities Deposit Fund. Interest on this fund is included when receivable.

Interests in subsidiaries and associated entities

Interests in subsidiaries, associates and jointly controlled entities are initially measured at cost and subsequently measured at cost less any accumulated impairment losses. All the subsidiaries except WAMITAB and CIWM Enterprises Limited are currently dormant.

Financial instruments

The company has elected to apply the provisions of Section 11 'Basic Financial Instruments' of FRS 102 to all of its financial instruments.

CIWM 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.

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.

Cash and cash equivalents

Cash at bank and 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.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire, or when it transfers the financial asset and substantially all the risks and rewards of ownership to another entity.

Creditors and provisions

Creditors and provision 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.

Derecognition of financial liabilities

Financial liabilities are derecognised when, and only when, the company's obligations are discharged, cancelled, or they expire.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

1 Accounting policies *(continued)*

Pensions

The group operates two defined contribution pension schemes, the Legal and General Work Save Pension Plan for employees of CIWM and the Royal London Personal Pension Plan for former employees of WAMITAB. All new employees are eligible to join the Legal & General scheme. All existing employees and all employees joining since 1 May 2015 were automatically enrolled into either the Legal and General Work Save Pension Plan or the Royal London Personal Pension Plan unless they have exercised their right to opt out of scheme membership. Contributions are charged to the Statement of Financial Activities as they become payable in accordance with the rules of the schemes.

Employee benefits

The costs of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets. The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

Termination benefits are recognised immediately as an expense when the company is demonstrably committed to terminate the employment of an employee or to provide termination benefits.

2 Legal status of the Charity

The Chartered Institution of Wastes Management is a Royal Charter company domiciled and is registered as a charity in England and Wales and in Scotland. It has no share capital and, in the event of the charity being wound up, no liability rests with either the Trustees or its members. The Trustees are listed at the start of the Trustees Report. The registered office is Quadra, 500 Pavilion Drive, Northampton Business Park, Northampton, NN4 7YJ.

3 Critical accounting estimates and judgements

In the application of the charity's accounting policies, the Trustees are required to make judgements, estimates and assumptions about the carrying amount of assets and liabilities that are not readily apparent from other sources. The estimates and associated assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised, if the revision affects only that period, or in the period of the revision & future periods if the revision affects both current & future periods.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

3 Critical accounting estimates and judgements *(continued)*

The following judgements have had the most significant effect on amounts recognised in the financial statements:

a) The company makes an estimate of the recoverable value of trade and other debtors based on the ageing profile of debtors and historical experience.

b) The annual amortisation charge for intangible assets is sensitive to changes in the estimated lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates.

c) The annual depreciation charge for property, plant and equipment is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates.

Key sources of estimation uncertainty

For the years ended 31 December 2020 and 2019 the Trustees consider that there were no key sources of estimation uncertainty.

4 Analysis of Support Costs

The breakdown of support costs and how these were allocated between charitable activities, the cost of raising funds, and other activities for the year to 31 December 2020 is shown below.

	Charitable Activities	Expenditure on raising funds	Other	Total allocated 2020	Basis
	£	£	£	£	
Governance – see below	158,620	-	-	158,620	Staff time and actual costs incurred
Finance & IT	285,910	6,433	9,195	301,538	Staff time and usage
HR & General Administration	25,202	-	-	25,202	Actual costs incurred
	469,732	6,433	9,195	485,360	

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

4 Analysis of Support Costs *(continued)*

The breakdown of support costs and how these were allocated between charitable activities, the cost of raising funds, and other activities for the year to 31 December 2019 is shown below.

	Charitable Activities	Expenditure on raising funds	Other	Total allocated 2019	Basis
	£	£	£	£	
Governance – see below	181,916	-	-	181,916	Staff time and actual costs incurred
Finance & IT	262,059	16,503	8,760	287,322	Staff time and usage
HR & General Administration	18,322	-	-	18,322	Staff time
Total	462,297	16,503	8,760	487,560	

Governance Costs

Governance costs represent the support necessary to deliver the management and reporting requirements for CIWM, the General Council and the other Committees and Boards, including strategic planning for future development, complying with constitutional and statutory requirements, and satisfying public accountability. They primarily comprise relevant proportions of senior management time, but also include the cost of external audit, legal and other professional advice.

	2020 £	2019 £
General Council and other Committee & Meeting costs	**4,591**	8,122
Audit fees	**25,128**	31,220
Legal and professional fees	**29,453**	26,398
Staff costs	**99,448**	116,176
	158,620	181,916

5 Movement in net funds for the year

	2020 £	2019 £
Movement in net funds is stated after charging:		
Auditors' remuneration:		
Audit fees - group	**25,128**	31,220
- charity	**15,797**	20,775
Non audit fees - group	**2,550**	3,018
Amortisation of intangible fixed assets	**48,224**	45,411
Depreciation of tangible fixed assets	**50,240**	33,958
Operating lease payments	**200,930**	94,919

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

5 Movement in net funds for the year *(continued)*

Restructuring Costs

	Group 2020 £	Group 2019 £	Charity 2020 £	Charity 2019 £
Staff termination costs	**161,182**	-	**54,052**	-
Onerous lease provision	**95,893**	-	**-**	-
Legal & Professional fees	**14,283**	-	**12,177**	-
	271,358	-	**66,229**	-

6 Payments to General Council members

No Trustees received emoluments during the period (2019: £Nil).

As permitted by the constitutional documents, reimbursement of expenses incurred when travelling to, or engaged upon, the business of the charity or its trading subsidiary amount to:-

	2020 £	2019 £
Group – Travel	**1,540**	5,670
Charity – Travel	**1,540**	5,279
Number of Trustees	**3**	11

7 Staff numbers and costs

The average number of persons employed by the group during the year was 38 (2019: 40) and the average number of full-time equivalent employees (including casual and part-time staff) during the period was as follows:

	2020 Number	2019 Number
Charitable activities	**31**	32
Support	**5**	5
	36	37

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

7 Staff numbers and costs *(continued)*

The aggregate payroll costs of these persons were as follows:

	2020 £	2019 £
Wages and salaries	**1,411,815**	1,466,459
Social security costs	**144,460**	154,184
Pension contributions to defined contribution pension schemes	**106,917**	111,594
Termination payments	**161,182**	30,000
	1,824,374	1,762,237

All employees are eligible to join the Group health insurance schemes and premiums paid in respect of those who have opted for membership was: 2020 £14,812 *(2019: £14,114)*. The Group also provides all employees with insurance cover for Death in Service and eligible employees with Permanent Health Insurance cover - premiums paid: 2020 £20,052 *(2019: £17,148)*.

Key management personnel include the Trustees, Chief Executive Officer & Marketing Director of CIWM; and the Trustees, Chief Executive (in post until end July 2020) & Commercial Director of WAMITAB (in post until end May 2020). Total pay & benefits received by key management personnel was £405,099 (2019: £556,319).

The number of employees whose emoluments (salaries and benefits in kind) exceeded £60,000 during the year is shown below. The emoluments are calculated on a full annualised basis, even if the employee concerned was only employed for part of the year in question.

	2020 No	2019 No
£60,001 - £70,000	**1**	1
£70,001 - £80,000	**1**	1
£80,001 - £90,000	**-**	-
£90,001 - £100,000	**-**	1
£100,001 - £110,000	**-**	-
£110,001 - £120,000	**-**	-
£120,001 –£130,000	**2**	1
£130,001 - £140,000	**-**	1

Pension contributions relating to employees earning more than £60,000 amounted to £30,413 *(2019: £43,295)*.

The Chief Executive Officer of CIWM and the Chief Executive (in post until end July 2020) and the Commercial Director (in post until end May 2020) of WAMITAB receive a fixed monthly car allowance as part of salary.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

8 Income from fixed asset investments

	2020 £	2019 £
Income from fixed asset investments:		
Listed and common investment funds	**103,490**	97,600

9 Indemnity insurance

The CIWM Group operates trustees' and officers' liability insurance cover at a total cost of £3,360 (*2019: £3,360*)

10 Intangible and Tangible Fixed Assets

Group

	Intangible Fixed Assets	Tangible Fixed Assets
	Computer Software £	Fixtures & Fittings/Office Equipment £
Cost		
At 1 January 2020	237,628	455,686
Additions	26,560	17,841
Disposals	-	-
At 31 December 2020	264,188	473,527
Amortisation/Depreciation		
At 1 January 2020	174,097	318,023
Charge for year	48,224	50,240
Disposals	-	-
At 31 December 2020	222,321	368,263
Net book value		
At 31 December 2020	**41,867**	**105,264**
At 31 December 2019	63,531	137,663

The net book value at 31 December 2020 represents fixed assets used for:

	Fixtures & Fittings/Office Equipment £	Computer Software £	Total £
Headquarters	105,264	41,867	147,131

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

10 Intangible and Tangible Fixed Assets *(continued)*

Charity

	Intangible Fixed Assets	Tangible Fixed Assets
	Computer Software £	**Fixtures & Fittings/Office Equipment £**
Cost		
At 1 January 2020	237,628	415,352
Additions	26,560	10,906
Disposals	-	-
At 31 December 2020	264,188	426,258
Amortisation/Depreciation		
At 1 January 2020	174,097	292,777
Charge for year	48,224	43,155
Disposals	-	-
At 31 December 2020	222,321	335,932
Net book value		
At 31 December 2020	**41,867**	**90,326**
At 31 December 2019	63,531	122,575

The net book value at 31 December 2020 represents fixed assets used for:

	Fixtures & Fittings/Office Equipment £	Computer Software £	Total £
Headquarters	90,326	41,867	132,193

11 Fixed asset investments

	Group 2020 £	Group 2019 £	**Charity 2020 £**	Charity 2019 £
Listed investments at market value	**5,095,760**	4,995,457	**2,645,961**	2,514,044
Cash held within the investment portfolio	**248,942**	164,596	**92,824**	26,248
Investment in unlisted securities	**297**	297	**297**	297
Group undertakings	**1**	-	**106**	106
	5,345,000	5,160,350	**2,739,188**	2,540,695

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

11 Fixed asset investments *(continued)*

Listed investments:

	Group 2020 £	Group 2019	**Charity 2020 £**	Charity 2019 £
Market value at 1 January 2020	**4,995,457**	3,702,856	**2,514,044**	1,487,338
Additions at cost	**780,796**	1,202,184	**378,024**	916,790
Sales proceeds	**(794,008)**	(416,877)	**(420,339)**	(156,874)
Net gain/ (loss)	**113,515**	507,294	**174,232**	266,790
Market value at 31 December 2020	**5,095,760**	4,995,457	**2,645,961**	2,514,044
Historical cost at 31 December 2020	**4,184,967**	4,230,132	**2,071,112**	2,086,913

The market value of listed investments held by the group can be summarised as follows:

	2020 £	2019 £
Listed investments (excluding cash held on deposit within the portfolio)	**5,095,760**	4,995,457

No individual investment included in the portfolio is considered significant.

Unlisted investment

	2020 £	2019 £
Value at 1 January 2020	**297**	297
Provision	**-**	-
Impairment	**-**	-
Value at 31 December 2020	**297**	297

Shares in group undertakings

	Group 2020 £	Group 2019 £	**Charity 2020 £**	Charity 2019 £
CIWM Enterprises Limited	**-**	-	**2**	2
CIWM International Limited	**-**	-	**100**	100
Waste Smart Limited	**-**	-	**2**	2
Resource Smart limited	**-**	-	**2**	2
Asset Skills Limited	**1**	-	**-**	-
	1	-	**106**	106

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

11 Fixed asset investments *(continued)*

The subsidiaries of CIWM at 31 December 2020 are set out below:

Name	Country of incorporation and company number	Nature of business	Proportion of equity held
Waste Management Industry Training & Advisory Board (WAMITAB) (Registered charity number: 1006826)	England and Wales (02332283)	Qualifications Awarding Body	n/a
CIWM Enterprises Limited	England and Wales (02731563)	Conferences & training	100%
CIWM International Limited	England and Wales (03510915)	Dormant	100%
Waste Smart Limited	England and Wales (08325813)	Dormant	100%
Resource Smart Limited	England and Wales (08330891)	Dormant	100%

WAMITAB is a company limited by guarantee, registered as a charity in England and Wales. It has no share capital and, in the event of the charity being wound up, no liability rests with either the Trustees or its members.

At 31 December 2020 WAMITAB had Unrestricted funds of £3,070,057; however, they must be used only in furtherance of its charitable purposes. For the year ended 31 December 2020, the charity had a deficit of £242,760 and its total income was £1,027,962. As a charity, WAMITAB is exempt from tax on the income and gains arising from its charitable activities and its investments to the extent that the income and gains are applied for charitable purposes.

The issued share capital of CIWM Enterprises Limited is £2, divided into 2 ordinary shares of £1 each and shareholders' funds at 31 December 2020 totalled £9,456. The company had a deficit of £999 in 2020 *(2019 surplus: £65,315)*. Turnover in 2020 was £nil *(2019: £238,207)*.

On 9 January 2018 WAMITAB Services Ltd (company number 11139282) was incorporated as a wholly owned subsidiary of WAMITAB. This is a company limited by guarantee and was dormant throughout 2020.

On 19 February 2020 Asset Skills Ltd (company number 12471875) was incorporated as a wholly owned subsidiary of WAMITAB. This is a company limited by shares- 1 ordinary share of £1. It has remained dormant since incorporation.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

12 Debtors

	Group 2020 £	Group 2019 £	Charity 2020 £	Charity 2019 £
Trade debtors	**377,834**	439,369	**261,672**	290,349
Amounts owed by subsidiary undertakings	**-**	-	**35,887**	43,417
Other debtors and taxation	**51,166**	50,361	**8,029**	16,280
Prepayments and accrued income	**165,174**	129,697	**112,317**	90,800
	594,174	619,427	**417,905**	440,846

13 Creditors: amounts falling due within one year

	Group 2020 £	Group 2019 £	Charity 2020 £	Charity 2019 £
Trade creditors	**70,006**	64,803	**58,003**	48,096
Amounts owed to subsidiary undertaking	**-**	-	**104**	104
Other creditors	**79,156**	80,919	**25,356**	32,400
Other taxation and social security	**78,088**	89,176	**72,323**	81,977
Accruals	**369,120**	179,685	**188,960**	141,109
Deferred income	**506,581**	411,044	**476,201**	392,399
	1,102,951	825,627	**820,947**	696,085

14 Deferred income

	Group 2020 £	Group 2019 £	Charity 2020 £	Charity 2019 £
At beginning of the year	**411,044**	403,239	**392,399**	272,654
Movement in the year	**95,537**	7,805	**83,802**	119,745
At end of the year	**506,581**	411,044	**476,201**	392,399

Within the charity deferred income comprises membership, affiliated organisation subscriptions, training course fees and event fees. Within the group deferred income also includes WAMITAB's approved centre fees; all amounts relate to the next accounting period.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

15 Statement of funds

Group – for the year ended 31 December 2020

	1 January 2020	Income	Expenditure	Investment Gain/(Losses)	Transfers	31 December 2020
	£	£	£	£	£	£
General funds:	3,717,034	1,822,932	(2,028,462)	174,232	-	3,685,736
Designated funds:						
Fixed assets replacement reserve	-	-	-	-	-	-
Total unrestricted funds	3,717,034	1,822,932	(2,028,462)	174,232	-	3,685,736
Endowment funds:						
Permanent endowment Funds						
James Jackson award – est. 1948	250	-	-	-	-	250
PEEL Peoples Cup – est. 1988	1,000	-	-	-	-	1,000
James Sumner award – est. 1982	12,323	-	-	-	-	12,323
Henry Daley Memorial Award	6,000	-	-	-	-	6,000
Frank Robinson Memorial Award est. 2007	5,000	-	-	-	-	5,000
Total endowment funds	24,573	-	-	-	-	24,573
Restricted Funds:						
Scottish Waste Award est. 2013	21,073	-	(21,073)	-	-	-
WAMITAB	3,312,817	1,027,962	(1,210,005)	(60,717)	-	3,070,057
Total restricted funds	3,333,890	1,027,962	(1,231,078)	(60,717)	-	3,070,057
Total funds	**7,075,497**	**2,850,894**	**(3,259,540)**	**113,515**	**-**	**6,780,366**

General funds represent the funds of the charity which are not designated for particular purposes. The Designated fund is unrestricted funds which have been put aside at the discretion of the General Council for the particular purpose described in Note 1 "Fund accounting". The Permanent Endowment funds were established to provide capital funds for investment from which the income arising should be applied for awards to further the objectives of CIWM. To separate individual movements for each award would be unduly onerous given the size of the funds. Therefore, the net deficit between income arising and awards made has been treated as a movement on general funds.

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

15 Statement of funds *(continued)*

Group – for the year ended 31 December 2019

	1 January 2019	Income	Expenditure	Investment Gain/(Losses)	Transfers	31 December 2019
	£	£	£	£	£	£
General funds:	2,396,563	3,138,563	(2,664,762)	266,790	579,880	3,717,034
Designated funds:						
Fixed assets replacement reserve	579,880	-	-	-	(579,880)	-
Total unrestricted funds	2,976,443	3,138,563	(2,664,762)	266,790	-	3,717,034
Endowment funds:						
Permanent endowment Funds						
James Jackson award – est. 1948	250	-	-	-	-	250
PEEL Peoples Cup – est. 1988	1,000	-	-	-	-	1,000
James Sumner award – est. 1982	12,323	-	-	-	-	12,323
Henry Daley Memorial Award	6,000	-	-	-	-	6,000
Frank Robinson Memorial Award est. 2007	5,000	-	-	-	-	5,000
Total endowment funds	24,573	-	-	-	-	24,573
Restricted Funds:						
Scottish Waste Award est. 2013	21,073	-	-	-	-	21,073
WAMITAB	2,976,613	1,125,161	(1,029,461)	240,504	-	3,312,817
Total restricted funds	2,997,686	1,125,161	(1,029,461)	240,504	-	3,333,890
Total funds	**5,998,702**	**4,263,724**	**(3,694,223)**	**507,294**	**-**	**7,075,497**

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

15 Statement of funds *(continued)*

Charity – for the year ended 31 December 2020

	1 January 2020	Income	Expenditure	Investment (Losses)/ Gains	Transfers	31 December 2020
	£	£	£	£	£	£
General funds:	3,706,576	1,789,516	(1,994,048)	174,232	-	3,676,276
Designated funds:						
Fixed assets replacement reserve	-	-	-	-	-	-
Total unrestricted funds	3,706,576	1,789,516	(1,994,048)	174,232	-	3,676,276
Endowment funds:						
Permanent endowment Funds						
James Jackson award – est. 1948	250	-	-	-	-	250
PEEL Peoples Cup – est. 1988	1,000	-	-	-	-	1,000
James Sumner award – est. 1982	12,323	-	-	-	-	12,323
Henry Daley Memorial award	6,000	-	-	-	-	6,000
Frank Robinson Memorial Award est. 2007	5,000	-	-	-	-	5,000
Total endowment funds	24,573	-	-	-	-	24,573
Restricted Funds:						
Scottish Waste Award est. 2013	21,073	-	(21,073)	-	-	-
Total restricted funds	21,073	-	(21,073)	-	-	-
Total funds	**3,752,222**	**1,789,516**	**(2,015,121)**	**174,232**	**-**	**3,700,849**

The Permanent Endowment funds were established to provide capital funds for investment from which the income arising should be applied for awards to further the objectives of CIWM. To separate individual movements for each award would be unduly onerous given the size of the funds. Therefore, the net deficit between income arising and awards made has been treated as a movement on general funds. In November 2020 trustees approved the proposal by the SWRC partner committee made up of SESA, SEPA, CIWM Scotland centre and the Glasgow Caledonian University, to transfer the remaining funds of £21,073 held in the Scottish Waste Award restricted fund to support the SWITCH forum (Scottish Waste Industry Training, Competency, Health & Safety).

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

15 Statement of funds *(continued)*

Charity – for the year ended 31 December 2019

	1 January 2019	Income	Expenditure	Investment (Losses)/ Gains	Transfers	31 December 2019
	£	£	£	£	£	£
General funds:	2,387,426	2,960,988	(2,488,508)	266,790	579,880	3,706,576
Designated funds:						
Fixed assets replacement reserve	579,880	-	-	-	(579,880)	-
Total unrestricted funds	2,967,306	2,960,988	(2,488,508)	266,790	-	3,706,576
Endowment funds:						
Permanent endowment Funds						
James Jackson award – est. 1948	250	-	-	-	-	250
PEEL Peoples Cup – est. 1988	1,000	-	-	-	-	1,000
James Sumner award – est. 1982	12,323	-	-	-	-	12,323
Henry Daley Memorial award	6,000	-	-	-	-	6,000
Frank Robinson Memorial Award est. 2007	5,000	-	-	-	-	5,000
Total endowment funds	24,573	-	-	-	-	24,573
Restricted Funds:						
Scottish Waste Award est. 2013	21,073	-	-	-	-	21,073
Total restricted funds	21,073	-	-	-	-	21,073
Total funds	**3,012,952**	**2,960,988**	**(2,488,508)**	**266,790**	**-**	**3,752,222**

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

16 Consolidated Statement of Financial Activities for year ended 31 December 2019

	Note	Unrestricted funds: General Funds £	Designated Funds £	Restricted Funds- WAMITAB £	Endowment & Other Restricted funds £	Total funds 2019 £	Total funds 2018 £
Income							
Income from charitable activities:							
Membership subscriptions		737,659	-	-	-	737,659	741,050
Affiliated Organisation income		286,084				286,084	228,325
Regional centre income		93,201	-	-	-	93,201	77,187
Charitable trading income		1,072,184	-	-	-	1,072,184	1,208,023
Income from provision of qualifications		129,369	-	1,054,412	-	1,183,781	1,238,478
Income from trading activity:							
Commercial trading operations		237,367	-	-	-	237,367	242,387
Investment income	8	37,585	-	60,015	-	97,600	87,171
Interest receivable		3,923	-	10,734	-	14,657	11,434
Other income		52,881	-	-	-	52,881	76,259
Total income		2,650,253	-	1,125,161	-	3,775,414	3,910,314
Expenditure							
Expenditure on raising funds							
Investment management		(12,429)	-	(18,449)	-	(30,878)	(27,986)
Commercial trading operations		(162,887)	-	-	-	(162,887)	(176,278)
Charitable activities:							
Charitable trading expenditure		(452,084)	-	-	-	(452,084)	(511,577)
Provision of qualifications		(23,268)	-	(220,133)	-	(243,401)	(272,202)
Staff costs		(1,309,487)	-	(574,706)	-	(1,884,193)	(2,384,489)
Regional centre expenses		(88,757)	-	-	-	(88,757)	(85,661)
Committee directed costs		(73,328)	-	-	-	(73,328)	(97,979)
Committee running costs		(18,670)	-	-	-	(18,670)	(29,385)
Premises costs, postage, stationery, communications		(316,118)	-	(173,978)	-	(490,096)	(490,435)
Institution awards		-	-	-	-	-	(200)
Honoraria		(1,250)	-	-	-	(1,250)	-
Travel and accommodation		(45,706)	-	(10,723)	-	(56,429)	(51,809)
Insurances and other Professional fees		(54,447)	-	(24,005)	-	(78,452)	(223,876)
Amortisation		(45,411)	-	-	-	(45,411)	(42,449)
Depreciation		(28,757)	-	(5,201)	-	(33,958)	(18,087)
Financing costs		(32,163)	-	(2,266)	-	(34,429)	(16,923)
Total operating expenditure		(2,664,762)	-	(1,029,461)	-	(3,694,223)	(4,429,336)
Net operating income/ (expenditure)		(14,509)	-	95,700	-	81,191	(519,022)
Net gain on the sale of fixed assets		488,310	-	-	-	488,310	-
Net gains/ (losses) on investment assets		266,790	-	240,504	-	507,294	(248,633)
Net income/ (expenditure)		740,591	-	336,204	-	1,076,795	(767,655)
Transfers between funds		579,880	(579,880)	-	-	-	-
Net movement in funds	5	1,320,471	(579,880)	336,204	-	1,076,795	(767,655)
Total funds brought forward	15	2,396,563	579,880	2,976,613	45,646	5,998,702	6,766,357
Total funds carried forward	15	3,717,034	-	3,312,817	45,646	7,075,497	5,998,702

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

17 Analysis of group net assets between funds

	Unrestricted Funds	Endowment & Restricted funds	Total
	£	£	£
Fund balances at 31 December 2020 are represented by:			
Tangible and intangible fixed assets	147,131	-	147,131
Investments	2,250,370	3,094,630	5,345,000
Current assets	2,391,186	-	2,391,186
Current liabilities	(1,102,951)	-	(1,102,951)
Total net assets	**3,685,736**	**3,094,630**	**6,780,366**

	Unrestricted Funds	Endowment & Restricted funds	Total
	£	£	£
Fund balances at 31 December 2019 are represented by:			
Tangible and intangible fixed assets	201,194	-	201,194
Investments	1,801,887	3,358,463	5,160,350
Current assets	2,539,580	-	2,539,580
Current liabilities	(825,627)	-	(825,627)
Total net assets	**3,717,034**	**3,358,463**	**7,075,497**

In the opinion of the Trustees, sufficient resources are held in an appropriate form for each fund to be applied in accordance with any restrictions imposed.

18 Commitments

Future minimum lease commitments under non-cancellable operating leases at 31 December 2020 were as follows:

	Group 2020	Group 2019	**Charity 2020**	Charity 2019
	£	£	**£**	£
Operating lease rentals payable				
In less than one year	**114,778**	105,120	**75,098**	65,440
In the second to fifth years inclusive	**112,198**	174,024	**52,678**	74,824
In more than five years	**-**	-	**-**	-
	226,976	279,144	**127,776**	140,264

Chartered Institution of Wastes Management
Notes to the Financial Statements for the year ended 31 December 2020

19 Related party transactions

There were no payments made to trustees for other services during the year.

20 Taxation

As a charity, CIWM is exempt from tax on the income and gains arising from its charitable activities and its investments to the extent that the income and gains are applied for charitable purposes.