CONSERVATION EDUCATION & RESEARCH TRUST

England & Wales · Charity number 1094467

Details

Other names	EARTHWATCH INSTITUTE (EUROPE)
Status	Registered
Legal form	Charitable company
Company number	04373313
Registered	2002-11-04
Register	View on the Charity Commission register

Contact

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Activities

Objects: TO ADVANCE THE EDUCATION AND AWARENESS OF THE PUBLIC IN THE SCIENCES AND HUMANITIES AND IN ALL MATTERS RELATING TO THE EXISTENCE AND DEVELOPMENT OF LIFE, HUMAN AND NON-HUMAN.

Activities: We engage people worldwide in scientific field research and education in order to promote the understanding and action necessary for a sustainable environment.

Classification

- **How:** Makes Grants To Organisations, Provides Human Resources, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** Education/training, Environment/conservation/heritage
- **Who:** The General Public/mankind

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Geography

- **Area of benefit:** NOT DEFINED. IN PRACTICE WORLDWIDE
- Brazil
- Canada
- China
- France
- Hong Kong
- India
- Malaysia
- Mexico
- Oman
- Philippines
- Seychelles
- South Africa
- Sweden
- United Arab Emirates
- United States
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-09-30	£3,398,464	£4,544,494	£2,491,963	63
2023-09-30	£3,447,533	£4,573,926	£3,530,242	60
2022-09-30	£3,395,118	£3,983,875	£4,626,717	55
2021-09-30	£1,271,179	£3,573,553	£5,583,314	57
2020-09-30	£2,055,785	£4,593,975	£7,769,170	66

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Trustees

Name	Role	Appointed
Adam John Powell		2018-01-09
Benjamin Ashley Wilson		2021-01-12
Dr Edmund Peter Green		2018-01-09
Dr Nina Bhola		2021-01-12
Emily-Jane Murrell		2021-01-12
Emmanuel Maunganidze		2024-03-22
JACK JAMES MATTHEWS		2018-01-09
Josephus Johannes Willem Maria Huijbregts		2021-01-12
Kain Bakhtiari		2024-03-22
LUCIAN JOHN HUDSON		2018-01-09
Sonia Shah		2024-03-22
Wen-Yu Weng		2024-03-22

Linked charities

- EARTHWATCH (1094467-1)

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CONSERVATION EDUCATION & RESEARCH TRUST

England & Wales - Charity number 1094467

Accounts

earthwatch
EUROPE

Conservation Education
& Research Trust

Report and Financial statements

For the year ended 30 September 2024

Company number: 4373313 | Charity number: 1094467

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Welcome

"Earthwatch plays a vital role in helping people understand our changing planet and inspiring action to protect it."

October 2023 - September 2024 was a year of milestones for Earthwatch. In March 2024, we planted the 250th Tiny Forest; halfway to our target of 500 forests by 2030. Each of these forests is as unique as the community which it serves and, though small, these forests are powerful tools to help people connect with nature and provide much-needed biodiverse greenspace.

This year was undoubtedly the year of freshwater for Earthwatch. Our regular FreshWater Watch programme continued to expand and, building on this, we hosted two highly successful Great UK WaterBlitz campaigns – the UK's largest citizen science water testing events. During these WaterBlitzes, thousands of people across the UK tested the health of their local freshwater bodies, building up a data-rich picture of water health across the nation.

This year we also launched a brand-new programme – Farming with Nature. This ambitious programme helps farmers and agribusinesses to adopt more sustainable practices. The programme is grounded in Earthwatch's core values of robust citizen science and collaborative working. Though still in its infancy, this programme is already making great progress and I look forward to watching it develop.

In January 2025, we will welcome a new CEO to Earthwatch, Harry Barton, who will take over from Steve Andrews. Steve has given exceptional service to Earthwatch over the last five years. Though we will be sorry to bid farewell to Steve, the Trustees and I are excited to start Earthwatch's new chapter with Harry at the helm.

As a science-led organisation, Earthwatch plays a vital role in helping people understand our changing planet and inspiring action to protect it. We empower communities to become agents of change, equipping them with the knowledge and tools to protect our environment. By fostering collaboration between scientists and communities, we work towards a sustainable future where people and nature thrive.

Lucian J Hudson
Chair, Earthwatch Europe

About Earthwatch Europe

Earthwatch Europe works to create a world where we live in balance with nature. We connect people with nature, motivate them to protect the environment and provide them with the knowledge and tools to make change happen.

We help communities to protect the nature around them. We build meaningful nature connections and give people the tools they need to fight for our planet.

Working alongside communities and organisations, we build an understanding and a love of nature, and help everyone to protect the natural world. Guided by science and powered by people, we create change through connection.

To find out more about what we do and how you can support us, visit **www.earthwatch.org.uk**

Impact led

We work where we can have the biggest impact and drive the most change – in our towns and cities, our farmed fields and throughout our network of rivers, lakes and wetlands.

By working with communities, businesses and organisations across these three areas, we can build a movement to create a world where we live in balance with nature.

Powered by science

We are an Independent Research Organisation (IRO) and we use science to better understand the environmental challenges we face, and to find solutions to these issues.

We are leaders in – and passionate advocates of – citizen science: engaging the public in scientific research. We empower people from all walks of life to gather data, generate environmental insights and fight for change.

Nature in Cities

Earthwatch Europe's Nature in Cities programme aims to create greener, healthier urban areas and improve access to nature-rich spaces.

Through our community-centric work, we create new urban natural solutions, engage people of all ages in citizen science projects and offer educational programs for teachers, schools and young people, inspiring the next generation of environmental stewards and equipping them with the knowledge and skills to take action.

Programmatic Goal

Improve access to and connection with nature in urban areas lacking green spaces.

Scientific Goal

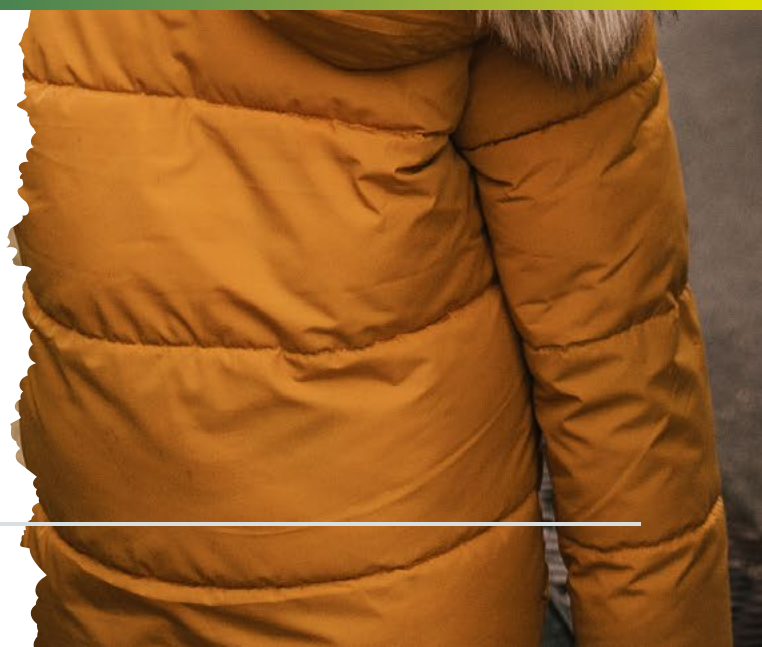
Evidence the socio-environmental benefits of nature-based solutions like Tiny Forest and Green Earth Schools.

Policy Goal

Integrate nature-based solutions into planning and education policy.

"We've had an amazing time being data scientists: making new friends, spending time in nature and improving our knowledge of trees."

Walsall Healthy Spaces Team



Overview of the year

This year we have continued to grow our Nature in Cities work, delivering community-scale nature recovery projects in 45 locations across the UK. From tree planting to pond creation, we have had the support of incredible volunteers, who have helped design, plant, monitor and maintain these new nature spaces.

Across our urban projects we have run 230 engagement events, training sessions and other activities as an opportunity for people to come together, take positive environmental actions, engage in citizen science and connect with nature. Directly engaging 8,837 people.

We have also engaged a community of over 7,600 teachers and educators to help build confidence in outdoor learning and inspire the next generation to take action for our planet.

Urban greenspace

In 2023-2024 we established 34 new Tiny Forests with communities, engaging 4, 993 volunteers nationwide.

These forests were made possible through the generous support of funders including: the Forestry Commission's Local Authority Treescapes Fund, The WFH Foundation, Heart of Bucks Community Foundation, The National Forest, Bannister Charitable Trust, Garfield Weston Foundation, Fairhive, Kier, Canon, Microsoft, Funding Circle, Edward and Poppy Lea and many more, including our Seed Investors who support the wider programme. In addition, we have partnered with the Welsh Government to train Local Delivery Partners on how to establish Coetiroedd Bachs (Tiny Forests) in Wales.

For each Tiny Forest planted, we endeavour to recruit volunteer Tree Keepers who act as the ambassadors for the Tiny Forest, supporting with activities such as maintenance and monitoring. We now have over 690 amazing Tree Keepers supporting the national network of Tiny Forests. To support our volunteers, we have hosted two Tree Keeper parties, run 29 induction and training webinars, shared regular newsletters and helped build connections between Tree Keepers through online forums and in-person events.

Earthwatch is committed to improving the reach of our projects and reducing inequalities in access to nature. In 2023, we secured a two-year partnership project, funded by The National Lottery Climate Action Fund to engage people from under-represented groups with the Tiny Forest movement in England and Scotland at 60 locations. We also secured a partnership with Rethink Mental Illness to explore how nature connection in urban spaces can improve mental health. Both of these partnerships are proving invaluable in building our understanding of engaging diverse audiences and potential barriers to participation and will continue into next year.

"Being in an outside environment and doing something useful (even in some small way) to help mitigate the changing environment makes me happy. I thank you for making that happen."

Volunteer, John Clare Recreation Ground Tiny Forest, Peterborough

Throughout the summer of 2024, we ran 61 Tiny Forest engagement events in the UK and the Netherlands, including Discovery Days, pop up stalls in local communities, workshops and local festivals, such as the British Science Festival which was a sold-out event. Discovery Days are run by Earthwatch staff and provide an opportunity for the community to come together at the Tiny Forest to connect with nature and learn about the benefits these forests can provide through citizen science and fun outdoor activities.

In the Netherlands, we led a pilot project in the Provincie Noord-Brabant to research the process of creating long-term social impact in local green spaces (Tiny Forests), using community consultation and nature events. The local communities were invited to co-create their Tiny Forest event, resulting in a varied range of events including outdoor yoga, nature walks, citizen science monitoring, nature crafting and even a bird feeder workshop. We collaborated with 20 local organisations, volunteer groups and community hubs to create and deliver these community-focused Tiny Forest events and the project has provided valuable ideas to embed into the wider programme.

Between Oct 23 – Sept 24 citizen scientists conducted 5,458 monitoring surveys, providing valuable data on research topics including biodiversity, tree growth and carbon storage, thermal comfort, and flood management. This equates to approximately 678 hours of data collection by our volunteers! Currently, our scientists are rigorously analysing this data, and the findings are set to be published in January 2025. Results from last year's monitoring report have been presented in several forums including at the British Ecological Society annual conference and the European Citizen Science Association (ECSA) conference. In addition, our science team has continued to coordinate the Miyawaki Research Network, bringing researchers from across the world together to explore the development and usage of tree planting using the Miyawaki method. This year we had two PhD students commence research projects on Tiny Forests and secured NERC funding to deliver an engaged listening session with community members finding out what they are concerned about in environmental science.

Future generations

Through our education programmes, we collaborate with educators to create lasting change for all children and young people through building a strong and sustained connection to nature, building green skills for the future, and creating a space for learning and exploration that builds constructive hope.

In the past year, we delivered four Teach Earth Teacher Training Programmes in London and Leicester, supporting educators at the initial teacher training phase and with educators in Science Lead roles. We also delivered two Teach Earth in the Field residential programmes, hosting a primary phase weekend, and a secondary phase weekend. These projects were made possible through the generous support of funders including: First Sentier Foundation.

In 2024 we grew our Green Earth Schools programme, working with a further six schools across London, Bristol and South Wales - transforming schools grounds with new nature spaces to support outdoor learning and running a learning programme to nurture equitable access to green skills and connection to nature, through the power of youth voice. All this was made possible thanks to the generous support of funders including: First Sentier Foundation; Inflexion Foundation; Isobaa and WFH Foundation. Earthwatch Europe also became a Pilot Affiliate Partner of the National Education Nature Park and will continue this partnership into the year ahead.

Green STEM Futures was piloted as a brand-new learning programme supported by a targeted intervention grant from STEM Learning, aiming to nurture equitable and inclusive pathways into green STEM careers for young people in Hackney and Tower Hamlets, London.

"The garden space will create a safe and therapeutic environment for pupils who need time away from the hustle and bustle of busy school life. The garden will also serve a great purpose in helping pupils to thrive emotionally and socially through an enriching and holistic curriculum."

Rachael Spain, Brynteg Secondary School

Community engagement

In August 2024 our Naturehood Oxford project, funded by the National Lottery Reaching Communities Fund, came to a close.

This project was focused on working with community representatives to create better spaces for people and wildlife and increasing community cohesion and wellbeing through collective action.

The project successfully engaged with five communities in Oxford (Barton, Risinghurst, Rose Hill, Sandhills and Wood Farm) to bring people together, boost connection to nature and create more wildlife-rich spaces. The project saw a total of 1,065 local people attend Naturehood events and engaged 237 volunteers in the development and delivery of Naturehood community action plans. Community Leaders were supported in nature initiatives including bulb and tree planting, pond creation, toad and frog patrols and establishing mini meadows.

Science Camp

In 2024 we supported 24 Early Career Scientists on two Science Camps hosted at Hill End, Oxford.

Participants came from nine different countries including the UK, Oman, Venezuela, Ecuador, Nigeria, Zimbabwe, Malawi, Nepal and Iran. They represented 16 different institutions and organisations. The five day training covered topics on community engagement in research, citizen science and science communication and supported early career scientists throughout their research journey – including 11 PhD students, 9 graduates and masters students, 2 undergraduates and 2 working in the sector.

This year, we were thrilled to welcome 11 Omani early career scientists, which marked the beginning of our new programme work with Oman. The support of the British Omani Society and new partnerships with institutions in Oman made this possible. An international group promotes sharing of knowledge across borders, development of language and confidence, and growth of international networks. It enables participants to explore environmental career paths and opportunities in different contexts across the globe.

Research topics being undertaken by participants included nature based solutions to flood risk management, water quality, the impact of aquaculture on ecosystems and the threats to fish populations in wadis; community engagement work using GIS to understand the connection between humans and ecosystems in urban areas; how to develop a safe and sustainable project from seaweed and marine flora, the use of participatory communication in disaster risk reduction, using environmental science and outdoor learning as a tool to engage gypsy, Roma and traveller community children; assessing the impact of forest restoration policies in Latin America on community

rights and participation, empowering communities in high-risk areas exposed to hazards such as volcanic eruptions, earthquakes, heavy rain, and landslides, through using citizen science as a tool to connect people to science; and biodiversity projects looking at impact of tourism in nature reserves in Oman, distribution and impact of the invasive species such as the common mynah bird and palm squirrels and the restoration of Scottish peatlands.

NATALIE

This year, we completed our first year of the NATALIE project, a five-year long European Union research project contributing to the objectives of the EU mission, “Adaptation to Climate Change”, which aims to support European regions to build resilience to climate change.

NATALIE aims to implement a range of different Nature-based Solutions (NbS) across 13 different countries, to address specific climate risks in the region. Earthwatch Europe is working with project partners in implementing citizen science activities at four of these NbS sites, with the aim to research the societal benefits of using citizen science as an engagement tool for NbS implementation.

We will address whether citizen science improves the acceptance of NbS and increases nature connectedness of its participants. In year one, we have established relationships with our European partners, selected the NbS and countries we will be delivering events in (Gran Canaria, Romania, France and Latvia) and developed our research methodologies.

Looking ahead

As we move into 2025, we have exciting plans to deliver even more nature recovery activities with communities, providing opportunities for people to take part in practical actions for our planet using our boots-on-the-ground approach.

We will continue to engage communities in nature recovery activities and establish 45 new Tiny Forests across England, prioritising under-represented communities. Additionally, we will co-create five new community food gardens, starting with a project in Hendon. To further enhance biodiversity and community connection, we will create a Tiny Meadow in Barnet.

We will also expand our education programmes in the coming year. We will collaborate with 10 new schools to transform their school grounds and provide educator training. The Teach Earth in the Field program will offer professional development for educators. We will continue our partnerships with the National Education Nature Park, CAPE Alliance, and participate in a global Games 4 Change Student Challenge to foster nature connection and STEM skills.

Robust scientific research is at the heart of our Nature in Cities work. In 2025, we will release an annual monitoring report on the environmental and social benefits of Tiny Forests and publish a paper on the cultural significance of tree planting. We will continue to coordinate the Miyawaki Research Network and participate in the EU NATALIE project, exploring the role of citizen science in Nature-based Solutions. Additionally, we will collaborate with Oman to enhance environmental field research skills and support their national sustainability goals.

2024/25 in numbers

Overall programme:

Community-scale nature recovery projects delivered in

45 locations

230 engagement activities delivered

8,837 people directly engaged

Tiny Forest :

20,400 trees planted in **34** Tiny Forests

4,993 Volunteers engaged

5,458 Monitoring surveys, equating to c.678 hours of data collection

Education:

6 Green Earth Schools created

4 Teach Earth Teacher Training Packages run

2 Teach Earth In The Field run

1 Green STEM Futures programme run

256 teachers and educators, and **1,660** children directly engaged

17,170 children and young people reached indirectly

FreshWater Watch

FreshWater Watch trains communities to use our simple water monitoring toolkit to detect nutrient pollution.

It is not always possible to determine water quality at first glance. The FreshWater Watch toolkit helps to uncover the secrets hidden underneath the surface and makes the invisible, visible. With this robust data we can fight for real change.

Programmatic Goal

Provide people with the tools to monitor and advocate for their blue spaces.

Scientific Goal

Generate a dataset on freshwater pollution that is too significant to ignore.

Policy Goal

Incorporate citizen science data into official monitoring by the Environment Agency (UK) and SDG reporting (globally).

Overview of the year

Freshwater Watch in the UK and Europe

FreshWater Watch is the largest citizen science water quality testing programme across the UK. With the support of The WFH Foundation, we ran the first Great UK Waterblitz in June 2024 followed by the second in September. 7,161 citizen scientists gathered information on the quality of their local rivers, ponds and lakes across these two weekends. Of the 1,380 and 2,338 sites investigated 75% and 61% showed poor water quality, respectively. This data demonstrated the pressing need for both improvements to wastewater treatment processes and reductions in agricultural pollution to reduce threats to vulnerable freshwater systems and species.

Our 132 community groups continued to gather regular and robust data from their local waterbodies. The regular monitoring activities of groups are incredibly valuable to our global dataset by helping to build a greater temporal and spatial picture of changing water quality over time. We welcomed 24 new groups in FY24 with wide-ranging motivations for taking part – from monitoring historically understudied ponds, to engaging school children with their local rivers. One group based in West London are now monitoring the water quality coming in and out of the Ealing Beaver Project at Paradise Fields in Greenford, Ealing to demonstrate the newly introduced Eurasian beavers' effects on water quality over time. These projects were made possible through the generous support of funders, including Microsoft in London and Hastings Direct in East Sussex.

As part of the Thames Water Smarter Water Catchments programme we have been working with citizen scientists from the Evenlode Catchment. Over 60 volunteers have been taking monthly measurements all over the catchment, collecting 850+ datapoints this year. This data is amalgamated with data from sensors to report on water quality across the catchment to direct further activity, engage citizens, publish reports and contact the media. We have also co-hosted a series of podcasts/webinars entitled "Voices of the River" sharing insights from a wide range of passionate water advocates.

We continued our work as part of the Catchment Systems Thinking Cooperative (CaSTCo) project to promote citizen science as a way to monitor and protect our waters. Sharing our expertise and engaging with Statutory bodies (e.g. the Environment Agency), Rivers Trusts and other stakeholders across a number of demonstration catchments.

In Europe we have grown our activity in The Netherlands, associated with our Farming with Nature Programme, and in Italy, where a number of community groups across Bologna, north of Venice and south of Florence are gathering data on their local waterways. We also started a partnership with Italian NGO Parma Sostenibile to find ways of using the FreshWater Watch methodology in Parma – as a result of this collaboration, we hosted a two-day workshop in September 2024 and actively engaged local stakeholders, including universities, schools, and NGOs.

FreshWater Watch in Africa

This year, our work in Malawi as part of the CLIMB (Climate Influenced Migration: Big Data and Predictive Analytics) project, with Plan International supported by Jersey Oversees Aid (JOA), helped communities in Mzimba and Mount Mulanje gather water quality data for their local area.

Earthwatch has expanded its reach across Africa and we are now monitoring in more countries and regions than ever with in-country partners facilitating FreshWater Watch data collection in Sierra Leone, Kenya, Tanzania, Malawi, Zambia, and Ethiopia. This work would not be possible without the efforts of our local partners, inc. National Water Resources Management Agency (NWRMA) of Sierra Leone, the Water Resource User Associations (WRUAs) of Kenya, the Nairobi River Citizen Science group of Kenya, the Lake Victoria Basin Water Board (LVBWB) of Tanzania, the Ministry of Water and Sanitation of Malawi, WWF Zambia and the Ministry of Water and Energy (MoWE) of Ethiopia. We were delighted to bring everyone together when co-hosting a knowledge sharing workshop in Nairobi in October 2023, alongside UNGEMS/Water. FreshWater Watch data has made a significant impact, contributing to the recent progress report on Sustainable Development Goal (SDG) Target 6.3.2 for Sierra Leone and Zambia.

We've expanded our global reach and championed citizen science as a powerful tool for water quality monitoring at the United Nations Environment Assembly (UNEA-6) in February. Earthwatch co-chairs the World Water Quality Alliance (WWQA) workstream on "Citizen Science for SDG 6.3.2." Our FreshWater Watch program contributed to the development of Policy and Technical Briefs the role of citizen science in improving ambient water quality, launched in September 2024. These briefs, drawing on insights from experts worldwide, highlight the significant impact of citizen science on water quality monitoring and management.

The WWQA funded a project looking at the challenges and opportunities of sharing citizen science data for SDG 6.3.2. The FreshWater Watch platform and methodology was utilised in case studies in Kenya, and South Africa, led by project partners KeNAWRUA and GroundTruth respectively, to look at different aspects of bringing this data together with their own research. This culminated in the development of the “Shared Statement on Collective data sharing for good ambient water quality” during an online workshop with over 100 attendees, which we co-hosted alongside Pulsaqua and other partners, in September 2024, to share our findings and garner wider interest and support on the topic.

earthwatch

Looking ahead

We have ambitious plans to grow Freshwater Watch and its impact in 2025 and beyond.

We're enhancing our website to provide new citizen science tools and resources, making it easier for FreshWater Watch volunteers to visualise, analyse, and act on their data. This will empower them to take significant steps towards healthier freshwater environments.

We will continue our global impact, expanding our work across the UK, Europe, and Africa. We will collaborate with existing partners and communities, forge new partnerships in emerging countries, and build capacity to strengthen the connection between local communities and policymakers.

To gain deeper insights into water health, we will host more Water-Blitz events globally, combining citizen science with innovative scientific methods. We will actively participate in water quality citizen science networks like CaSTCo and WWQA, sharing knowledge, collaborating, and advocating for policy change.

Our reports, publications, and communications will raise awareness of water quality issues and provide valuable information to government agencies and decision-makers, supporting the necessary actions to protect our waterways.

2023/24 in numbers

Over 7,000
Great UK WaterBlitz contributors

132 community groups gathering FreshWater watch data

1 Policy and Technical Brief on the role of citizen science in improving ambient water quality

2 countries using FreshWater Watch data for SDG **6.3.2** reporting.

"The monthly testing routine compels me to carve out time for myself, encouraging me to venture to my two designated testing locations. Whether the weather is gloomy and damp or the sun is beaming down, these outings consistently have a positive impact on my mood and wellbeing."

Catherine Napper McDonagh, member of Swords Tidy Towns and freshwater citizen scientist (https://earthwatch.org.uk/case-study/ramune-kuzminiene-making-a-community-care-for-their-river/)

Farming with Nature

Farming with Nature is our newest programme and aims to empower farmers and agribusinesses to adopt more sustainable practices.

By using citizen science, farmers can collect data on biodiversity, soil health, and water quality, enabling them to make informed decisions and improve their farming methods. This program promotes sustainable farming practices that benefit both the environment and the agricultural industry.

Programmatic Goal

Aid farmers in improving their environment and transitioning to sustainable agriculture.

Scientific Goal

Evidence improvements in soil, biodiversity and freshwater health due to more sustainable farming practices.

Policy Goal

Support farmers in becoming more sustainable in line with UK, European, and global policy.

Overview of the year

Earthwatch's Farming with Nature programme went live in FY24 with the publication of our white paper 'Farming with Nature'. This helped us increase our profile within the sector and across potential partners, laying out clearly our vision and approach:

Vision: re-imagined food system where food is farmed and produced in balance with nature.

Approach: we empower farmers and agri businesses with our citizen science user-friendly tools that help farmers assess and monitor their impact on soil health, water quality, and biodiversity. This hands-on involvement fosters new insights and a deeper sense of ownership.

The publication received great engagement across social media and the report was downloaded by representatives of water companies, supermarkets as well as agribusiness.

The launch of the programme also included the citizen science data platform integrating our existing tools for freshwater and soil health monitoring. And we have started trialling the integration of the biodiversity toolkit currently being developed within the PPS project in The Netherlands in partnership with Wageningen University and other industry and conservation organisations (see case study).

Farming with Science and Agribusiness innovation are now fully developed products with a track record. We concluded our first Farming with Science projects with great success, e.g. the collaboration with Rijnland where we worked with 15 farms in partnership with Wij.land, and Hoogheemraadschap van Rijnland to create a dynamic learning experience for farmers. We co-created a customised monitoring plan tailored to the unique needs of the participating farmers; provided materials and training to ensure farmers had the tools and knowledge they needed; guided the farmers in conducting field measurements effectively; and, analysed the data collected, providing valuable insights on water quality directly to participants in an easy to understand format through infocards and regular feedback sessions. We also initiated four new Farming with Science projects in the Netherlands / Europe with RIVM (Dutch National Institute for Public Health and the Environment), Brabantse Bodem, Kolding Farming in Denmark and Naturalis in partnership with Yuverta.

On Agribusiness innovation, we started a new phase of work with Tate & Lyle, continuing to focus on improving stevia farming in China as part of their supply chain sustainability commitments. We are leveraging the results from previous years work, which included further reductions on the overall environmental impact of stevia farming through optimisation of fertilizer application and recycling of plastic film, to look into further enhancements. We have also seen an increase from 50 % to 100% participating farmers recognising climate change as a high risk to their activities as a result of participating in this program. In FY24, we also launched a new programme of work with Pepsico looking at regenerative practices and soil health in potato farms across Europe.

The white paper includes examples of these projects, and we have also demonstrated this work at relevant conferences such as Groundswell in the UK and Regenerative Agriculture Summit Europe in The Netherlands.

With a team that is fully operational, delivering on our portfolio of projects in The Netherlands and EU, we have started to investigate opportunities to grow our work into the UK which will see us partner with Greenwich University next year, to work with farmers and schools within a UKRI-funded project.

The team also leads, in collaboration with Innovation, our contribution to the EU-funded project Benchmarks, which is building a European network – and an integrated soil health monitoring framework – to advance soil research, monitor soil health and advocate for sustainable land use. It aims to validate and further develop indicators for soil health and functions, developing an Integrated Soil Health Monitoring Framework that is transparent, harmonised and cost-effective. We are developing an educational tool through a serious game design and put forward a concept for soil blitzes which we will be piloting next year.

Looking ahead

After a successful launch of our Farming with Nature programme, we are looking to establish our work, enhance our scientific credibility in this space and grow our portfolio, especially in the UK.

We will focus on refining and scaling up Farming with Science and Agri business Innovation products, ensuring they are effective and efficient. We will validate the Soil Health tool through peer-reviewed publication and develop and pilot the knowledge course product. Additionally, we will conduct Farming with Nature Blitzes to gather richer datasets and actively seek funding opportunities to research and implement innovations, particularly through EU Horizon calls. To align with UK Government initiatives, we will expand our work within the UK market, incorporating the principles of Environmental Land Management (ELMs).

After a successful launch of our Farming with Nature programme, we will establish our work, enhance our scientific credibility in this space and grow our portfolio, especially in the UK. We will do this by:

- Engaging, organising and training groups of farmers in utilising one or more of our citizen science tools to monitor the health of their farms, such as through our partnership with the University of Greenwich in the UK and Brabantse Bodem in The Netherlands, and including the piloting of our knowledge course within the renewal of our collaboration with Wij.Land in The Netherlands.
- Conducting applied research on nature-friendly practices/interventions through our work with Pepsico (potato supply chain) and Tate & Lyle (stevia farming).
- Engaging local communities and stakeholders through Blitz events to increase awareness/understanding and help build the evidence.
- Improving our monitoring and evaluation of projects to ensure learnings are incorporated and we remain relevant and impactful.
- Submitting our first peer-reviewed publication on the Soil Health Toolkit.

In FY25, we will also launch the Agriculture Biodiversity Toolkit online with associated resources, including training and support, alongside the Soil Health and FreshWater Watch toolkits. Our citizen science tools for farmers have the potential to evidence the improvements to soil, water and biodiversity the Environmental Land Management schemes in the UK hope to generate, through monitoring baseline levels and post interventions. We will seek opportunities to support these efforts.

2023/24 in numbers

Farming with Nature

Globally active, in more than **13** countries

9 projects

50+ project partners

Our Impact

100+ farms monitored

200+ citizen scientists

30+ farms have improved their practices

Cultivating Biodiversity in Partnership

The Agricultural Biodiversity Watch (AB Watch) pilot project in The Netherlands is demonstrating the tangible benefits of integrating biodiversity into farmland, offering promising insights for farmers seeking to enhance both their yields and the health of their land.

One of the more compelling findings is the contrast in pollinator activity between natural habitats and cultivated fields. The preliminary data shows that areas rich in natural vegetation support a higher density and diversity of pollinators compared to intensive crop land. This finding underscores the critical importance of integrating natural elements within farming landscapes to maintain essential pollinator populations, which are crucial for both crop yields and overall farm productivity.

Additionally, the monitoring of soil fauna and bird species further reinforces the benefits of biodiversity-rich areas. Areas that include natural habitats not only enjoy healthier soils, as indicated by the diversity of soil organisms, but also experience increased bird activity, including species that play a key role in natural pest control. While this is still a pilot phase and the 148 surveys conducted by 34 farmers cannot provide definitive scientific conclusions, the initial results are promising. An enhanced version of the toolkit is planned for 2025, with the hope of involving even more farmers in the next phase of this project.

Innovation

Earthwatch Europe's Innovation team is dedicated to advancing citizen science and its impact on research, policy, and conservation.

The team work on global projects, developing new tools and methods for citizen science, analysing data, and influencing policy decisions at the European level.

Programmatic Goal

Ensure citizen science plays a crucial role in research, benefitting people, science, and the environment.

Scientific Goal

Advance the science of citizen science.

Policy Goal

Influence policy at the European level.

Overview of the year

In 2024, the Innovation team started three new long-term projects funded by the European Union's Horizon Europe research programme:

- **CircleUp** (100 households, 100 circular stories: inspiring sustainable living in Europe), which encourages households to adopt 'circular-economy' behaviours to reduce the amount of waste they produce.
- **CROPS** (Curating, replicating, orchestrating, and propagating citizen science across Europe), written and coordinated by Earthwatch, which supports upscaling citizen science activities and produced a podcast on Spotify.
- **more4nature** (Empowering citizens in collaborative environmental compliance assurance via monitoring, reporting and action), which aims to trigger transformative change in conservation efforts regarding zero pollution, biodiversity protection and deforestation prevention by including citizens and communities as critical actors in collaborative environmental compliance assurance.

The MICS tool, developed by the Innovation team to measure the impact of citizen science, continued to be recognised and shared at international conferences. MICS has been included in several Horizon Europe proposals prepared in 2024. The learnings from the MONOCLE project regarding interoperability, communication and dissemination continued to support new proposals.

Members of the Innovation team worked at the forefront of citizen science internationally. The team presented project results at the European Citizen Science Association conference in Vienna, the CitSciAfrica Association conference in Nairobi, the Australian Citizen Science Association in Brisbane, the Living Knowledge Conference in Girona, and the Trust in Autonomous Systems Symposium in Austin.

The ProBleu project funded water-related educational projects in schools in 26 countries. Luigi Ceccaroni, the Innovation lead, who coordinates ProBleu, visited some of these schools in Albania and Spain, and carried out missions to disseminate the ProBleu funding opportunity in Morocco, Tunisia, the Faroe Islands, and Armenia.

In 2024, the Innovation team grew from four to seven members, welcoming new researchers from diverse backgrounds who bring with them fresh perspectives to our work. This growth has enriched the team and fuelled significant progress on international projects:

1. **Ruralities:** This initiative empowers rural communities by providing resources that help them become agents of change within simplified rural socio-ecological systems. It also focuses on using knowledge and technology to benefit these communities.
2. **CHEERS:** This project aims to enhance the value of underused products and waste from the brewing industry, converting them into bio-products.
3. **Publications** – This year, the Innovation team edited a special issue on "Citizen science and the resources nexus for sustainable development" in the journal *Sustainability Nexus Forum* and authored four publications.

Molina, E. B., Turo, M., Ceccaroni, L., Woods, S., Parkinson, S., Sprinks, J., Lessin, G., Simis, S. G. H., Flynn, K. J., Butkeviciene, E., Costa, P., Ribeiro, A., Cardoso, F., & Piera, J. (2024). New opportunities to promote blue schools: scholar grants, educational resources, and citizen science under the ProBleu project. *EDULEARN24 Proceedings*, 10224–10225.

Parkinson, S., Ceccaroni, L., Edelist, D., Robertson, E., Horincar, R., Laudy, C., Ganchev, T., Markova, V., Pearlman, J., Simpson, P., Venus, V., Muchada, P., Kazanjian, G., Bye, B. L., Oliveira, M., Paredes, H., Sprinks, J., Witter, A., Cruz, B., Das, K., & Woods, S. M. (2024). The Iliad digital twins of the ocean: opportunities for citizen science. *ARPHA Proceedings*, 6, 61–65.

Sprinks, J., Maccani, G., Fraisl, D., Leal, A. S., Gras-Velazquez, A., Liconti, A., Fritz, S., Azevedo, C., Ceccaroni, L., & Parkinson, S. (2024). CROPS: changing the scale of citizen science towards the transnational level. *ARPHA Proceedings*, 6, 101–105.

Nankanja, A., Ndyamuhaki, I., Ssemulondo, I., Wamema, Z., Ceccaroni, L., & Streichert, L. C. (2023). A One Health Social Science Approach to Water Security and Gender Equity in Rural Uganda. *One Health Cases*, 2023, ohcs20230026.

4. **Iliad:** This project, led by Stephen Parkinson at Earthwatch, is developing virtual representations of the sea, known as "digital twins." These digital twins incorporate data from various sources, including Earth observations and citizen science.

Looking ahead

In 2025, ProBleu will expand and support the Network of European Blue Schools by funding more projects to improve ocean and water literacy across school communities.

The Innovation team will focus the dissemination efforts in the following countries: Israel, Kosovo, Luxembourg, Malta, and Ukraine. CROPS will support the transition of citizen science from a small-scale to a Europe-wide level, moving it towards a modern, open-science approach. more4nature will continue to create a transformative change in conservation efforts regarding zero pollution, biodiversity protection and deforestation prevention by including citizens and communities as critical actors in collaborative environmental compliance assurance. CircleUp will encourage over 100 households to adopt 'circular-economy' buying, using and disposing behaviours to reduce the amount of waste they produce. Ruralities will identify and nurture a community of facilitators who can lead and inspire within their respective fields. These facilitators will contribute significantly to initiatives such as the Ruralities Augmented Knowledge Alliance and the African-Union—European-Union campaign 'Rural Thrive 2050.' This will be accomplished through the co-creation of a participatory, multi-actor design. CHEERS will offer five bioproducts for industrial applications, including disinfectant, microbial protein, ectoine and caproic acid. And Iliad will develop virtual representations of the sea that integrate data from multiple sources, including citizen science.

2023/24 in numbers

Seven projects ongoing with **180** partner organisations.

Thirteen project proposals submitted to Horizon Europe, strengthening collaborations with **40** partners.

4 peer-reviewed publications in journals with impact factor.

2 multi-million-pound international projects coordinated successfully

Our commitment to Equality, diversity and inclusion

Earthwatch Europe believes everyone has the potential to take action to protect the nature around them.

We work to connect all people with nature and give them the tools they need to fight for our planet. We use science to better understand the environmental challenges we all face, and to involve everyone in finding solutions to these issues, championing findings collected by people at the grassroots to bring about change from the local to national level.

We believe that all people, communities and organisations, no matter their background, identity, ability or circumstance, should have the opportunity to be part of the science, build knowledge, create connections and take action.

Earthwatch is committed to creating a diverse and inclusive working environment. We value the benefits that different backgrounds, working approaches and ways of thinking can bring.

EDI at Earthwatch

Earthwatch Europe is committed to the RACE Report and bringing about change in the environment sector. We are members of industry EDI networks, The Diverse Sustainability Initiative and the Wildlife & Countryside Link EDI Group, and contribute to increasing diversity within the sector.

We have an equal opportunities policy which addresses Earthwatch's goals and responsibilities as an employer. We aim to provide equality and fairness for all in our employment or those applying for employment.

Our EDI Working Group works towards implementing our policy, embedding equality, diversion and inclusion into our programmes and culture through our five priority areas.

Key achievements in FY2024/25

- Ensure Earthwatch is a place where individuality is embraced and everyone has the opportunity to thrive.
- By 2024 all policies and procedures are relevant to both the UK and Netherlands employees.
- EDI sessions for new starters, including online training and introduction to the EDI working group.
- Our shared parental leave policy has been made more robust, in line with our maternity and adoption leave policies.
- All Staff Together days designed to provide a safe space to embrace individuality.

Identify and remove any barriers to greater equality and inclusion within our recruitment processes and to staff retention

- In 2024 Earthwatch signed up to the RACE Report - Racial Action for the Climate Emergency. RACE is working with organisations to drive transparency that will create the impetus to go further and faster on diversity and inclusion. Earthwatch is committed to being part of this change, recognising where we are falling short and taking action to address this.
- Continue to improve our processes for both attracting more diverse candidates using platforms and forums such as Diverse Job Matters and Pink Jobs.
- Review all new job descriptions advising that we are aware that our requirement list may not acknowledge all relevant transferrable skills and encouraged applicants to apply even if they did not meet all essential criteria.

Continue to build and support a diverse Board of Trustees

In 2024 five new trustees were recruited with the help of Diversity Group and have added greater diversity of lived experience to our Board of Trustees. Our new recruits reflect our wish to work with more diverse audiences including younger people, those from less advantaged and underrepresented communities on environmental issues. Trustees also submitted data to the RACE Report.

Review equity within the organisation, starting with a gender equity plan

- We completed another situational report in 2024 to refine our Gender Equality Plan, which is relevant to 2025.

Review our existing programmes and develop new programmes aimed at giving increased equity and increased diversity, starting with young minority ethnic people

Green STEM Futures

In 2024, in partnership with STEM Learning, we worked with 45 young people, six educators and nine STEM Ambassadors as part of a pilot programme supporting four schools in Hackney and Tower Hamlets to raise understanding, aspiration and access to green STEM jobs in the future. Working with both urban primary and secondary schools with high pupil diversity in terms of social, economic and ethnic diversity and focusing on storytelling, youth voice and community connections, we supported young people to uncover how their interests and hobbies can develop into green STEM careers, educators to develop their knowledge and connected in STEM Ambassadors to share their own personal journeys.

Before meeting them, Harmonie, a secondary student from Our Lady's, had informally shared that she is disillusioned with STEM because there are never any Black women in STEM. She said, "I've never seen a Black woman engineer. When I think of STEM, I think of inequality." Upon checking in with her at the following event, she said, "It was really empowering to see Simone. I will be making a speech in an assembly about representation of Black women in STEM".

Rethink - Seasons of Healing

Funds from Rethink Mental Illness enabled us to work with people with lived experience of loss and mental health difficulties, focusing on Tiny Forests and nature spaces in Hammersmith and Fulham. Increased levels of nature connection is proved to demonstrate the highest improvement rate for people with mental health difficulties. Earthwatch have the tools and the network of locations in urban spaces to create a significant difference in people's lives. We ran an in-person workshop, bringing together experts by experience (people with experience of mental health difficulties and loss) to explore how nature connection in urban spaces can improve mental health. We came away from the workshop with ideas we wanted to pilot and explore at the network of Tiny Forests across Hammersmith and Fulham.

Oxford Health NHS Foundation Trust

Oxford Health NHS Foundation Trust is working to support local nature recovery strategies through the development of their biodiversity action plan. They launched their commitment to tree and native hedgerow planting by working together with Earthwatch to establish a Tiny Forest at the Littlemore Mental Health Centre and the Tiny Forest has played an important part in developing weekly nature sessions for service users from Oxford Clinic.

DeafBlind UK

Members of DeafBlind UK, along with their carers, joined the planting session at John Claire Recreation Ground in March this year. The carers signed with them about the plants, and members were able to hold the trees and feel the leaves. The charity HQ is in Peterborough, and we worked with them to find outdoor activities on their doorstep.

Our approach to ethical fundraising

Fundraising regulation

Earthwatch Europe is a member of the Fundraising Regulator. Alongside our high standards, we follow their codes of practice to ensure that our fundraising meets the highest standards, and supporters have the best possible experience.

Fundraising is carried out by our staff and third-party fundraisers who help us raise awareness of Earthwatch and encourage people to support the long-term financial sustainability of protecting the natural world.

To protect and maintain the high standards that we and the public expect, we ensure that professional fundraisers adhere to our policies and practices, with particular attention paid to vulnerable people.

All Earthwatch staff, as well as our fundraising partners, have received training on the implications of the General Data Protection Regulations (GDPR) which came into force in 2018. We also fully comply with all current regulations and guidelines.

Financial Review

Summary

This year, we received a total income of £3.4 million (2023: £3.6 million) thanks to the generosity of our supporters.

Our total expenditure was £4.5 million (2023: £4.7 million), with the majority—£4.2 million (2023: £4.4 million)—directed toward our charitable activities and £0.3 million (2023: £0.3 million) spent on generating future income.

The planned use of reserves, alongside some exceptional one-off costs, resulted in a 30% reduction in our total funds (2023: 24%). These exceptional costs included surrendering our office at Mayfield House in Oxford, as part of a strategic shift to hybrid working. Since the pandemic, hybrid working has improved our employees' work-life balance, expanded our ability to attract talent, and reduced ongoing costs by enabling us to downsize office space. At the end of this financial year, our total funds stand at £2.5 million (2023: £3.5 million), of which £0.6 million (2023: £0.6 million) is restricted to specific projects.

Over the past few years, we have deliberately used reserves built up in earlier periods to amplify our impact. This approach was part of our 2021 strategic plan to prioritise activities that connect people with nature and empower them to protect the environment. These efforts have reached more people than ever, equipping them with knowledge and tools to create meaningful change. For more details, see our strategic review on pages 9–23.

Looking ahead, we are confident in our financial plan to achieve balance in 2025. Our focus for the next five years will be on deepening our impact in urban areas, agricultural landscapes, and freshwater ecosystems. All this work will be supported by citizen science initiatives and public engagement, helping to advance sustainable practices both globally and locally.

At year-end, our free reserves total £0.9 million (2023: £1.9 million), is equivalent to four months (2023: six months) of budgeted expenditure. This remains within the range set by our trustees.

Our 2025 budget includes an approved deficit, utilising funds from a 2012 donation by the Sultan of Oman and restricted funds received in 2024 for our Nature in Cities programme. Our general reserves will remain unchanged.

Income

Source of income £000's	2024 (£'000)	2023 (£'000)	% change
Corporate partnerships	638	1,578	(60)%
Trust, foundation and other grants	1,506	1,186	26%
Research grants	843	306	231%
Major donors and individual giving	192	197	-
Legacies	3	63	(95)%
Interest & investment income	164	71	57%
Other income	-	47	(100)%
Total	**3,398**	**3,448**	**1%**

Historically, our income from corporate partners has included significant contributions from Shell, with whom we collaborated for over two decades. This partnership involved engaging Shell employees in environmental research and conservation projects, enhancing sustainability leadership skills, and advancing scientific research. However, this formal partnership concluded in 2023, with minimal activity continuing into 2024.

As a result, corporate income experienced a noticeable decline in 2024. Despite this, we have secured strong support from both new and existing corporate partners, including partnerships with Hastings Direct, Canon, First Sentier, Irish Dog Foods, Funkin Cocktails, Fever Tree and Admiral Group, among others.

Research Grants, particularly Horizon Europe projects, remain an important source of funding across many of our programmes. Earthwatch's accreditation as an Independent Research Organisation enables us to partner and lead on several proposals to the UK research councils and the EU. Our Netherlands office has also expanded our ability to partner with Dutch research organisations and access additional funding opportunities in Europe.

Included in Trusts and Foundations is income from the Local Authority Treescapes Fund (LATF). LATF funding continues to play a pivotal role in delivering our Nature in Cities programme. This government-backed initiative, administered by the Forestry Commission, aims to restore trees outside of woodlands, particularly in urban and peri-urban settings. The LATF focuses on areas where tree planting can bring the greatest benefits to people, biodiversity, and climate resilience, such as parks, streets, schools, and other community spaces.

Many of our Tiny Forests are part-funded through this programme. Our work under the LATF is delivered in partnership with local council offices, who play a key role in identifying planting sites and coordinating community involvement. This funding is further bolstered by match contributions from trusts, foundations, and corporate partners, ensuring that our projects are both sustainable and impactful.

Earthwatch has maintained a steady income from individual supporters. These contributions come through one-off and recurring donations, as well as fundraising efforts such as sponsorship for marathons and other events. Our Seed Investor group, consisting of major donors, continues to provide invaluable support, and we are deeply grateful for their generosity and commitment to our mission.

Expenditure

Type of expenditure	2024 (£'000)	2023 (£'000)	% change
Cost of raising funds	347	309	12%
Nature in Cities	2,438	2,773	(12)%
Farming with Nature	465	380	22%
Fresh Water	791	681	16%
Innovation	503	432	16%
Total	**4,545**	**4,574**	**-**

Total expenditure decreased slightly in 2024.

Expenditure is classified into four strategic programmes of work, along with fundraising on the Statement of Financial Activities (SOFA). Objectives and achievements in each area are laid out above in the Trustees Report and a detailed analysis of expenditure is shown in Note 4 of the financial statements below.

Earthwatch Ltd (registered in Hong Kong) is consolidated into the SOFA and in the group figures on the balance sheet (see note 12). The impact of this consolidation is minimal, as all the income for Earthwatch Ltd is received from Conservation Education & Research Trust.

Reserves

General Reserves

The Trustees continue to maintain a risk-based policy of holding between three and six months' cover for operating costs in the following financial year. At 30 September 2024 General Funds for the charity stood at £0.9m (2023 £1.9m), representing 4 months (2023: 6 months') operating costs.

In 2024, we implemented a range of cost-cutting measures to set a course for achieving a net break-even position after transfers by 2026. These measures included strategic resource planning, which led to the difficult decision to make thirteen redundancies. We also downsized our office space to align with our hybrid working model and discontinued projects that were no longer cost-effective or delivering the desired impact.

In the Group accounts, an additional fund is reported, representing the net current assets held in Hong Kong, totalling £3k (2023: £50k). These funds were designated to support the Earthwatch Hong Kong Awards, a programme aimed at early-career researchers (registered postgraduate students) who are passionate about sharing their environmental knowledge with the wider Hong Kong public.

The programme focused on projects that deliver value to communities, invest in the next generation, and enhance environmental awareness. As this initiative nears its conclusion, we plan to make Earthwatch Institute dormant during 2025. Any remaining funds will be awarded to organisations with similar charitable objectives, in accordance with our articles of association.

Designated funds

The designated fund balance for the charity comprises the unrestricted funds held as fixed assets, eg. equipment of £27k (2023: £62k).

Restricted funds

The restricted fund balance is made up of funds that have been received in advance but are committed to specific programmes as requested by donors. At 30 September 2024, they stand at £0.6m (2023: £0.6m).

These restricted funds originate from a mix of funders and are scheduled for expenditure on research and other activities in 2025 and future years.

Endowment funds

The endowment fund originates from a generous gift by the Sultan of Oman in 2012. In 2024, we conducted two visits to Oman to design a programme aimed at supporting both current and future generations of conservation practitioners, researchers, and policymakers in the region.

This initiative will deliver expert guidance, practical training, peer learning, and ongoing support through our pioneering and internationally recognised Science Camps. With the agreement of the Sultan's Office, we will now utilize the endowment fund to support this transformative three-year project.

Investment strategy

Earthwatch holds the majority of its funds in an investment portfolio managed by Sarasin. The funds held and the returns on each are shown in the table below. Earthwatch Europe's investment policy is to produce the best financial return with an acceptable level of risk. The objective for funds held in the long term is to generate a return at least in line with inflation (RPI), with shorter-term funds preserving their capital value with a minimum level of risk.

Investments of £1.6m (2023: £2.3m) are held in Sarasin's Climate Active Fund:

Investment term	Market value	Total return	Composite benchmark
Medium-term 18m – 5yrs	0.4m	4.5%	4.9%
Long-term 5yrs +	1.2m	9.3%	10.2%

During 2024 we withdrew £0.9m from long-term investments to fund operational development. In doing so, we realised a gain on the sale of assets of £104k.

Remaining investments experienced a small recovery in market value of £120k after a substantial drop in 2022, directly linked to the impact on stocks following the war in Ukraine, the government's mini-budget and the uncertainty of a global cost-of-living crisis. The portfolios are invested for the medium and long term and fluctuate year on year, the expectation being that portfolios will deliver a positive return in the longer term.

The Sarasin & Partners Climate Active Endowment Fund is a multi-asset investment portfolio that aims to bring about, and benefit from, action by businesses to strengthen their resilience to climate change in line with the Paris Climate Accord. Investment and divestment decisions are made using a case-by-case assessment of the vulnerability of each company to climate change and whether it will be able to develop a climate-aware strategy that will deliver attractive long-term returns for shareholders. This is a very similar approach to the one that Earthwatch takes with its own corporate partnerships, and we are therefore pleased to be able to invest in such a fund with Sarasin.

Both the Finance Committee and the Board review the performance of the funds on a quarterly basis and meet regularly with Sarasin & Partners to discuss performance and investment.

Environmental impact

We take our organisational sustainability seriously and are dedicated to ensuring that our organisational practice supports the work of our programmes in minimising our own impact on the planet.

We have agreed the following priorities for our Sustainability Plans:

IMPACT: Measurement of carbon

Our goal is to: Get us to a position where this is measured and reported routinely. To give staff and management insights into where we can reduce our carbon impact.

2025 priority: Lead an assessment of what we need to measure; and how we can integrate measurement into our everyday work without creating too much more work by June 2025.

IMPACT: Travel

Our goal is to: Strengthen our travel/ transport policy to further reduce pollution, with a major focus on CO_2.

Progress: We launched a revised travel policy during 2024 outlining the importance of sustainable travel. We restrict travel by air unless no other transport is available or where travel by other means may have a detrimental effect on a person's wellbeing.

We also introduced sustainable travel days through the Climate Perks accreditation. The policy allows paid travel time where employees elect to travel for their annual holidays via land or sea rather than via air.

2025 priority: We will review options for electric-only hire vehicles.

IMPACT: Food

Our goal is to: Strengthen our food / expenses policy to reduce pollution with a major focus on CO_2.

Progress: We revised our policy to include that when catering at an event and we are paying, we should only provide vegetarian and vegan food.

2025 priority: Review whether we can go a step further on vegan food and using suppliers who use less packaging.

IMPACT: Kit

Our goal is to: Develop clearer guidelines for purchasing of equipment, from laptops, to programme delivery kit, to stationery.

2025 priority: Review our procurement policy and find ways to reduce our carbon footprint via economies of scale and better buying.

IMPACT : Finance

Our goal is to: Subject to Board approval, to review our banking arrangements from a sustainability perspective.

Progress: Conducted research of ethical banks in the UK that can offer multi-currency accounts.

2025 priority: Switch banks by 2026.

IMPACT: Electricity

Our goal is to: Ensure that once we are able to move office we can switch to a green supplier.

Progress: We moved to a shared office space and have no control over the electricity provider. The current providers are Positive Energy and YU Gas.

2025 Goal: We will encourage a more sustainable energy source where possible.

Governance

Other working names: Earthwatch Institute (Europe), Earthwatch (Europe), Earthwatch Institute
Company number: 4373313
Charity number: 1094467
Registered office and operational address: 102 – 104 St Aldates, Oxford, OX1 1BT
Country of registration: England & Wales
Country of incorporation: United Kingdom
Licence: Conservation Education and Research Trust operates under the trading name Earthwatch Europe. The use of the Earthwatch trademark is granted by Earthwatch Institute Inc., 300 Washington St., Ste. 713, Newton, MA 02458, under a perpetual licence agreement.

Trustees

The Trustees who were in office throughout the year and up to the point of approval of these financial statements, unless otherwise stated, were as follows:

Kian Bakhtiari

Nina Bhola

Dorothee D'Herde
(retired 6th September 2024)

Ed Green

Lucian Hudson (Chair)

Jos Huijbregts (Treasurer)

Geoffrey Lane
(retired 6th September 2024)

Dax Lovegrove
(retired 6th September 2024)

Jack Matthews

Manu Maunganidtze

Emily Murrell
(appointed Vice Chair
6th September 2024)

Ozlem Robinson

Sonia Shah

Cristian Parrino
(retired 6th September 2024)

Adam Powell

Ben Wilson
(appointed Vice Chair
6th September 2024)

Wen Yu Weng

Earthwatch provides Trustees with governance training when they join the organisation. As part of their induction, Trustees will also spend time with the Chief Executive and relevant members of the Executive Management Team who will provide them with an overview of Earthwatch Europe and its current priorities and challenges. A Trustee handbook, which contains all relevant background information and links to key documents, is also provided.

Committees, attendance and remuneration

The Board meets quarterly to consider strategic business issues, and three sub-committees meet as and when particular business demands require.

Finance committee

This committee assists the Board in its duty to supervise the Trust's financial affairs. It also acts as an audit committee and an investment committee.

Nominations committee

This committee exercises general oversight concerning matters pertaining to the structure, composition and effectiveness of the Board and its Committees. In 2024 the nominations started the process of recruiting a Chief Executive Officer.

Ad-hoc working groups

These special purpose committees are of limited duration, appointed by the Board to consider a specific matter and are dissolved automatically upon submitting its final report to the Board, unless otherwise directed. There were no requirements needed in 2023/24.

The Trustees annual risk statement

Risk is considered in key decision processes at Executive and Board level. The Board reviews the major risks faced by the Charity at least annually after a more detailed discussion at the Finance Committee. The review includes reviewing the adequacy of the actions being taken in response to each risk.

The Board is satisfied that the major risks facing the Charity have been identified and are being appropriately addressed.

Overall, the Board considers that the key risks currently facing the Charity are as follows:

Delivering our charitable obligations

Our current priority is climate resilience and biodiversity in urban settings; improving freshwater environments; agricultural land management; and preparing the next generation to protect the natural world. The main risks include creating fundable projects that generate support across a variety of sectors, responding quickly to the effects of climate change on our delivery, and preparing for political challenges.

Mitigation:

- When preparing plans, we build in space for product development, programme reviews and strategy sprints to ensure that resource is dedicated to future proofing activity.
- We continue to monitor political and economic trends as they evolve, working proactively and collaboratively to secure funding for science and nature across all the countries that we support.
- We conduct horizon scanning and risk management on projects, remain flexible within delivery plans, include an acceptable level of contingency and always seek alternative methods of delivery in the event of a natural disaster.

Brand and reputation

Supporters are crucial to our success and failure to uphold our reputation would lead to losing their support and our ability to empower people to make a direct contribution to scientific research.

Mitigation:

- We will increase the emphasis and priority of meeting the climate change challenge and associated threats through our theory of change/impact measurement and publication, to demonstrate our relevance.
- We will ensure our EW Partnership Ethics Policy and due diligence process is maintained and followed in all our partnerships.
- We will develop our values and ensure they are reflected in everything we do and keep science and evidence at the heart of our work.

Compliance

Compliance covers events that could impact on reputation and operations, such as serious fraud, an information security breach, a cyber-attack or a significant health-and-safety or safeguarding incident.

Mitigation:

- We operate health-and-safety training awareness programmes for staff, and our project management includes ethical due diligence that supports partnership working.
- We are conducting IT audits to ensure mitigation against malicious incidents and have a GDPR governance group.
- We have invested in our accounting software during 2022 to ensure we have effective information flow and robust internal controls.

Financial viability and business continuity

The key risks, The ongoing challenge of securing sustainable funding, as government funding constraints and broader fundraising difficulties within the charity sector impact income streams.

Mitigation:

- Our financial forecasts provide timely information, while our strategy challenges us to diversify our funding sources.
- We maintain a breadth of tools to deliver for our cause and we continue to develop skills and capabilities to flex these at speed and establish new ways of working.
- We will keep pace with changing technology and build resilience into our systems. We will conduct system audits regularly and implement value-added changes within a controlled budget and project framework ensuring we establish good levels of change management.

People

Our people are our greatest asset. Visible lack of leadership including failure to create a working environment in which staff and volunteers are valued and performance managed, leads to ineffectiveness and lack of understanding.

Failure to attract, engage, develop and retain the best staff in an increasingly competitive labour market leads to reduced ability to deliver successful outcomes.

Mitigation:

- We have a Trustee Recruitment Group that is responsible for recruiting diverse new Trustees who in turn, review the performance of the Executive Team and the CEO during board meetings.
- There is a strategy signed off to 2025, which has been communicated to all staff.
- We use staff surveys as a mechanism to identify ongoing improvements and support our staff through the Ways of Working Group to ensure two-way communication.
- Salaries and benefits are regularly reviewed to ensure they reflect the external charity sector and our financial strategy.

Policies

Remuneration policy

Our approach to remuneration is designed to ensure we can attract and retain the talented and motivated people we need to achieve our mission and deliver our strategic goals. It is applied consistently across the organisation, both in terms of how we set salaries and the benefits we offer our employees.

Pay is reviewed annually by the Executive Team, as part of the business planning and budget process to ensure we have sufficient funds available. If we do award a cost-of-living increase, we will decide on the level of pay award taking a number of factors into account, including the living wage, changes in the job market, the retail and consumer price indexes (rpi and cpi) and other relevant cost of living factors.

We offer paid internships and review and maintain internal pay relativities; pay progression is linked to development in the role and growth of the role. Our salaries and benefits are compared to other similar not-for-profit organisations.

Statement of going concern

The Trustees recognise that there are uncertainties in the delivery of the current strategic plan as well as in external factors such as the economic forecast. However, they consider due to the nature of Earthwatch's income and its lack of reliance on donations from the general public, that there are no material uncertainties which would cast doubt on Earthwatch's ability to continue as a going concern.

The trustees have considered the impact of unforeseen risk on the budgets and cash flow forecasts prepared and, following this review, remain satisfied that Earthwatch remains a going concern for a period of at least one year from the date these accounts were approved.

Key management personnel

Steven Andrews (resigned 17 December 2024)	Chief Executive Officer
Harry Barton (appointed 6 January 2025)	Chief Executive Officer
Neil Bailey	Philanthropy Director
Maria Pontes	Programmes & Partnerships Director
Sasha Woods (appointed 26 February 2024)	Science, Policy and Innovation Director
Joanne Woolley	Director of Finance and Operations

Earthwatch went through a difficult restructure during the year and as a result both Josh Kubale (Director of Communications) and John Ward-Zinski (Business Development Director) were offered and took alternative roles within Earthwatch outside of the Executive Team.

The total aggregated salary cost of management personnel in 2023 was £519k (2023: £519k).

Professional Advisors

Auditor:
Sayer Vincent LLP
Invicta House, 110 Golden Lane,
London, EC1Y 0TG

Bankers:
Barclays Bank plc
54 Cornmarket St, Oxford OX1 3HB

Nationwide plc
44 Queen St, Oxford OX1 1ET

Investment Manager:
Sarasin & Partners LLP
Juxon House, 100 St Paul's Churchyard,
London, EC4M 8BU

Solicitors:
Blake Morgan LLP
Seacourt Tower, West Way,
Oxford OX2 0FB

Stone King LLP
Boundary House, 91 Charterhouse St,
Barbican, London EC1M 6HR

Connected charities

The Charity works in association with the following affiliated licensed charities who all have similar missions and contribute to and participate in the same international programme of science and engagement activities.

Earthwatch Europe harnesses this network of connected charities to ensure global capability to deliver large-scale programmes and partnerships. The coverage across the Americas, Asia and Australia means that we can deliver globally whilst retaining a local focus.

Earthwatch Australia - Suite G-06, 60L Green Building
60 Leicester Street, Carlton, VIC 3053, Australia
Tel + 61 (0) 3-9016-7590

Earthwatch Expeditions - 300 Washington St.,
Suite 713, Newton, MA 02458, United States
Tel: 1+ (800) 776-0188

Earthwatch Japan - Food Science Building 4F, University of Tokyo, 1-1-1, Yayoi, Bunkyo-ku, Tokyo, 113-8657, Japan
+81-3-6686-0300

Earthwatch India - 314, 3rd Floor, DLF Qutab Plaza,
DLF Phase-1, Gurgaon-122002 India
Tel: +91 124 4088958

Statement of Trustees' responsibilities

The Trustees (who are also directors of Conservation Education & Research Trust for the purposes of company law) are responsible for preparing the Trustees' annual report including the strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and group and of the incoming resources and application of resources, including the income and expenditure, of the group for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently
- observe the methods and principles in the Charities Statement of Recommended Practice
- make judgements and estimates that are reasonable and prudent
- state whether applicable UK Accounting Standards and statements of recommended practice have been followed
- subject to any material departures disclosed and explained in the financial statements
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

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

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

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

This Report, which includes the strategic report, was approved by the Trustees on 14 March 2024 and signed on their behalf by:

Lucian J Hudson
Chair

Independent auditor's report to the members of Conservation Education & Research Trust

Opinion

We have audited the financial statements of Conservation Education & Research Trust (the 'parent charitable company') and its subsidiary (the 'group') for the year ended 30 September 2024 which comprise the consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the 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 FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 30 September 2024 and of the incoming resources and application of resources, including its income and expenditure, for the year then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011

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 group financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other Information

The other information comprises the information included in the trustees' annual report, including the strategic report, other than the group financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the group financial statements does not cover the other information, and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the group financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the group financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual report, including the strategic report has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report, including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charites Act 2011 and report in accordance with those Acts.

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

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

Capability of the audit in detecting irregularities

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

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

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

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

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Orchard (Senior statutory auditor)

12 May 2025

for and on behalf of Sayer Vincent LLP, Statutory Auditor

110 Golden Lane, LONDON, EC1Y 0TG

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

Consolidated statement of financial activities

Incorporating an income and expenditure account

For the year ended 30 September 2024

	Note	Unrestricted £	Restricted £	Endowment £	2024 Total £
Income from:					
Donations and legacies	2	149,569	45,686	-	195,255
Charitable activities	3	611,711	2,427,202	-	3,038,913
Investments		164,296	-	-	164,296
Total income		925,576	2,471,888	-	3,398,464
Expenditure on:					
Raising funds		346,948	-	-	346,948
Charitable activities					
Fresh Water		441,400	349,686	-	791,086
Nature in Cities		1,081,423	1,325,477	31,181	2,436,081
Farming with Nature		137,156	328,225	-	465,381
Innovation		28,686	474,313	-	502,999
Total expenditure	4	2,035,612	2,477,701	31,181	4,544,494
Net expenditure before net losses on investments		(1,110,036)	(4,813)	(31,181)	(1,146,030)
Net (losses)/gains on investments	11	119,761	-	-	119,761
Net expenditure for the year	5	(990,275)	(4,813)	(31,181)	(1,026,269)
Transfers between funds	18	26,000	-	(26,000)	-
losses on foreign exchange translation		(12,010)	-	-	(12,010)
Net movement in funds		(976,285)	(30,813)	(31,181)	(1,038,279)
Reconciliation of funds:					
Total funds brought forward		1,913,949	616,293	1,000,000	3,530,242
Total funds carried forward		937,664	585,480	968,819	2,491,963

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

Balance Sheet

As at 30 September 2024

Company number 4373313

	Note	The Group 2024 £	The Group 2023 £	The Charity 2024 £	The Charity 2023 £
Fixed assets:					
Tangible assets	10	26,744	61,505	26,744	61,505
Investments	11	1,660,701	2,278,570	1,660,701	2,278,570
		1,687,445	2,340.075	1,687,445	2,340.075
Current assets:					
Debtors	14	864,766	760,406	878,097	759,789
Cash at bank and in hand		411,404	802,072	403,926	787,402
		1,276,170	1,562,478	1,282,023	1,547,191
Liabilities:					
Creditors: amounts falling due within one year	15	(471,651)	(372,311)	(481,287)	(406,859)
Net current assets		804,518	1,190,167	800,736	1,140,332
Total assets less current liabilities	18	2,491,963	3,530,242	2,488,181	3,480,407
Total net assets		2,491,963	3,530,242	2,488,181	3,480,407
Funds:					
Endowment funds		968,819	1,000,000	968,819	1,000,000
Restricted income funds		585,480	616,293	585,480	616,293
Unrestricted income funds:					
Designated funds		26,744	61,505	26,744	61,505
General funds		907,138	1,802,609	907,138	1,802,609
Non-charitable trading funds		3,782	49,835	-	-
Total unrestricted funds		937,664	1,913,949	933,882	1,864,114
Total funds	18	2,491,963	3,530,242	2,488,181	3,480,407

Approved by the Trustees on 14 March 2025 and signed on their behalf by

Lucian J. Hudson
Chair

Consolidated cash flow statement

As at 30 September 2024

	2024 £	2024 £	2023 £	2023 £
Cash flows from operating activities				
Net expenditure for the reporting period (as per the statement of financial activities)	(1,038,279)		(1,096,475)	
Depreciation charges	31,244		27,875	
Loss on sale of fixed assets	5,181		-	
Purchase of fixed assets	(1,664)		(15,859)	
Dividends, interest and rent from investments	(164,296)		(71,126)	
Gains on investments	(119,761)		(40,504)	
(Increase)/decrease in debtors	(104,360)		602,544	
Increase/(decrease) in creditors	99,340		(247,925)	
Net cash (used in) operating activities		(1,292,594)		(841,470)
Cash flows from investing activities:				
Dividends, interest and rents from investments	164,296		71,126	
Movement in cash held by investment managers	66,271		(66,748)	
Proceeds from sale of investments	782,889		-	
Purchase of investments	(111,530)		-	
Net cash (used in)/provided by investing activities		901,926		4,378
Change in cash and cash equivalents in the year		(390,668)		(837,092)
Cash and cash equivalents at the beginning of the year		802,072		1,639,164
Cash and cash equivalents at the end of the year		411,404		802,072

Notes to the financial statements

As at 30 September 2024

1 Accounting policies

a) Statutory information

Conservation Education & Research Trust is a charitable company limited by guarantee and is incorporated in the United Kingdom.
The registered office address is 102-104 St Aldates, Oxford, OX21BT.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiary Earthwatch Limited on a line by line basis. Transactions and balances between the charitable company and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two companies are disclosed in the notes of the charitable company's balance sheet. A separate statement of financial activities, or income and expenditure account, for the charitable company itself is not presented because the charitable company has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

The charitable company also operates a branch in the Netherlands. The branch is part of the UK company, and therefore there is no requirement to prepare fully separate accounts. The branch's financial activities are consolidated into the UK company’s accounts.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually

c) Public benefit entity

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

d) Going concern

The Trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

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

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.
Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

Legacy income is recognised once a reasonable estimate of its value can be made and providing there is no evidence of any significant contentious claims concerning the deceased's estate. Where a legacy is for part of the residue of an estate, the deceased's will, initial statements of assets and liabilities, and draft estate accounts, are used to calculate the estimated value of the bequest. This estimate is only recognised as income once the executors have proved the will (i.e. obtained probate).

f) Interest receivable

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

g) Fund accounting

Endowment funds represent donations which are treated as capital.
Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.
Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.
Designated funds are unrestricted funds allocated by the Trustees for particular purposes.

h) Expenditure and irrecoverable VAT

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

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services and educational activities undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

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

i) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the Trustees have agreed to pay the grant without condition, or the recipient ha a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are a estimate, based on staff time, of the amount attributable to each activity.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff cost, of the amount attributable to each activity:

Fresh Water	£234,145
Nature in Cities	£672,523
Farming with Nature	£133,161
Innovation	£171,360

Governance costs are the costs associated with the governance arrangements of the charity. Thes costs are associated with constitutional and statutory requirements and include any costs associate with the strategic management of the charity's activities.

k) Operating leases

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

l) Tangible fixed assets

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

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

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

- Leasehold improvements
- Furniture and equipment
- Computer equipment

m) Listed investments

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

n) 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.

o) Cash at bank and in hand

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

p) Creditors and provisions

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

q) Financial instruments

The charity has both basic and non-basic financial assets and financial liabilities. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value, with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method. Non-basic financial instruments are measured at fair value with any gain or loss going to the statement of financial activities.

r) Foreign currency transactions

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling using the rate of exchange ruling at the date of the transaction. Exchange differences are taken into account in arriving at the net incoming resources for the year.

s) Pensions

The charitable company operates a defined contribution pension scheme on behalf of its employees. The assets of this scheme is held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable by the charitable company to the fund. The charitable company has no liability other than for the payment of those contributions.

t) Related party transfers

Unrestricted donations of £1,200 were received during the year from another not-for-profit entity that one Trustee served on. There were no other related party transactions in the year (2023: £1,200)

2 Income from donations and legacies

	Unrestricted	Restricted	2024 Total	2023 Total
	£	£	£	£
Donations	149,569	45,686	195,255	204,736
	149,569	45,686	195,255	204,736

3 Income from charitable activities

	Unrestricted	Restricted	2024 Total	Unrestricted	Restricted	2023 Total
	£	£	£	£	£	£
Corporate income	167,878	470,536	638,414	659,975	895,072	1,555,047
Other grants and donations	443,833	1,956,666	2,400,499	646,312	970,312	1,616,624
Total	611,711	2,427,202	3,038,913	1,306,287	1,865,384	3,171,671

4 Analysis of expenditure (current year)

		Charitable activities						
	Cost of raising funds	Fresh Water	Nature in Cities	Farming with Nature	Innovation	Governance costs	Support costs	2024 Total
	£	£	£	£	£	£	£	£
Staff costs	265,303	357,001	1,025,395	203,030	261,272	51,249	509,419	2,672,669
Research and field costs	-	50,813	104,813	104,012	32,303	-	-	187,128
Engagement costs	-	122,744	607,316	83,460	65,367	-	-	878,887
Development and fundraising	60,346	129	3,811	-	110	-	-	64,396
Audit	-	-	-	-	-	15,900	-	15,900
Trustee costs	-	-	-	-	-	2,163	-	2,163
Office costs	-	-	5,894	-	-	-	462,994	468,888
Finance & HR costs	-	-	-	-	-	-	131,387	131,387
Other costs	21,299	26,254	19,130	13,427	4,890	-	38,076	123,076
Total expenditure 2024	346,948	556,941	1,765,558	332,220	331,639	69,312	1,141,876	4,544,494
Support costs	-	220,746	634,037	125,540	161,553	-	(1,141,876)	-
Governance costs	-	13,399	38,486	7,620	9,806	(69,312)	-	-
Total expenditure 2024	346,948	791,086	2,438,081	465,381	502,999	-	-	4,544,494

22 Analysis of expenditure (prior year)

		Charitable activities									
	Cost of raising funds	Soil & Water	Tiny Forest	Corporate Learning	Next Generation	Innovation	Naturehood	Other	Governance costs	Support costs	2023 Total
	£	£	£	£	£	£	£	£	£	£	£
Staff costs	256,405	429,807	612,594	245,640	156,021	235,256	89,876	48,136	576,755	2,650,490	256,405
Research and field costs	-	103,723	24,209	-	26,000	-	3,050	-	-	156,982	-
Engagement costs	-	219,047	519,256	263,743	67,593	38,022	25,585	-	-	1,133,246	-
Development and fundraising	52,601	1,067	222	155	419	259	497	-	-	55,220	52,601
Audit	-	-	-	-	-	-	-	16,694	-	16,694	-
Trustee costs	-	-	-	-	-	-	-	1,275	-	1,275	-
Office costs	-	-	-	-	-	-	-	-	263,574	263,574	-
Finance & HR costs	-	-	-	-	-	-	-	-	154,686	154,686	-
Other costs	-	25,194	9,939	2,131	2,697	4,176	960	-	96,662	141,759	-
Total expenditure 2023	309,006	778,838	1,166,220	511,669	252,730	277,713	119,968	66,105	1,091,677	4,573,926	309,006
Support costs	-	265,211	378,000	151,572	96,272	145,164	55,458	-	(1,091,677)	-	-
Governance costs	-	16,060	22,889	9,179	5,829	8,792	3,356	(66,105)	-	-	-
Total expenditure 2023	309,006	1,060,109	1,567,109	672,420	354,831	431,669	178,782	-	-	4,573,926	309,006

5 Net income for the year

This is stated after charging / (crediting):

	2024 Total £	2023 Total £
Depreciation on tangible fixed assets	31,244	27,875
Loss on the sale of assets	5,180	-
Operating lease rentals:		
Property	185,343	115,200
Auditor's remuneration (excluding VAT):		
Audit	15,900	14,850
Under/(over) accrual from prior year	-	2,040
Foreign exchange (gains) or losses	(12,010)	(10,586)

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

Staff costs were as follows:

	2024 Total £	2023 Total £
Salaries and wages	2,271,363	2,289,335
Redundancy and termination costs	42,731	7,607
Social security costs	257,588	251,263
Employer’s contribution to defined contribution pension schemes	100,987	102,285
	2,672,669	2,650,490

The following number of employees received employee benefits in excess of £60,000 (excluding employer national insurance and employer pension costs) during the year between:

	2024 No	2023 No
£80,000 - £89,999	1	1
£60,000 - £69,999	4	4

The total employee benefits (including employer national insurance and employer pension contributions) of the key management personnel were £508,166 (2023: £519,153).

The charity Trustees were not paid or received any other benefits from employment with the charity in the year (2023: £nil). No charity Trustee received payment for professional or other services supplied to the charity (2023: £nil).

Trustees' expenses represent the payment or reimbursement of travel and subsistence costs totalling £2,163 (2023: £1,275) incurred by 13 (2023:3) members relating to attendance at meetings of the Trustees.

7 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2024 No	2023 No
	63	66

The actual number of employees at 30 September is 51 (2023: 66); the full-time equivalent is 48.2 (2023: 59.7), the difference being due to job shares and part-time positions held by employees.

8 Related party transactions

Aggregate donations from related parties were £1,200 from one Trustee, made up of £100 monthly donations from Richmond & Kingston Crossroads Care (2023: £1,200).

9 Taxation

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

10 Fixed assets

The group & charity

	Leasehold improvements £	Furniture and equipment £	Computer equipment £	Software £	Total £
Cost					
At the start of the year	60,503	55,750	52,917	71,546	240,716
Additions in year	-	-	1,664	-	1,664
Disposals in year	(60,503)	(55,750)	(46,584)	-	(162,837)
At the end of the year	-	-	7,997	71,546	79,543
Depreciation					
At the start of the year	49,294	55,211	49,067	25,639	179,211
Charge for the year	6,050	517	2,676	22,001	31,244
Disposals in year	(55,344)	(55,728)	(46,584)	-	(157,657)
At the end of the year	-	-	5,159	47,640	52,799
Net book value at the end of the year	**-**	**-**	**2,838**	**23,906**	**26,744**
At the start of the year	11,209	539	3,850	45,907	61,505

All of the above assets are used for charitable purposes.

11 Investments

The group and charity

	2024 Total £	2023 Total £
Fair value at the start of the year	2,278,570	2,171,318
Additions at cost	111,530	-
Disposal proceeds	(782,889)	-
Net (loss)/gain on change in fair value	119,761	40,504
	1,726,972	2,211,822
Movement in cash held by investment managers	(66,271)	66,748
Fair value at the end of the year	1,660,701	2,278,570

Investments comprise:

	£	£
UK Common investment funds	1,660,212	2,211,822
Amounts held as cash	489	66,748
	1,660,701	2,278,570

12 Subsidiary undertaking

The charity controls the subsidiary, Earthwatch Limited, a company limited by guarantee incorporated in Hong Kong, by virtue of having an employee who is a Trustee of the subsidiary. Control was deemed to have passed to the charity as of 1 October 2013. The subsidiary is engaged in the same charitable activities as the charity. All activities have been consolidated in the statement of financial activities, based on the audited financial statements as at 30 September which are prepared in Hong Kong dollars (HK$). The results have been converted at the year-end exchange rate of 9.56 HK$ per £ (2023: 10.47 HK$ per £).

The Trustees are, Joanne Woolley, Steven Andrews and Gitte Venicx.

A summary of the results of the subsidiary is shown below:

	2024 Total £	2023 Total £
Income and expenditure		
Outgoing charitable resources	(46,053)	(53,785)
(Loss) for the year	(46,053)	(53,785)
Reserves brought forward	49,835	103,620
Reserves carried forward	3,782	49,835
Balance sheet		
The aggregate of the assets, liabilities and funds was:		
Current assets	6,459	53,826
Current liabilities	(2,677)	(3,991)
Funds	3,782	49,835

13 Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2024 Total £	2023 Total £
Gross income	3,398,464	3,622,929
Result for the year	(987,143)	(1,042,690)

14 Debtors

	The group		The charity	
	2024 Total £	2023 Total £	2024 Total £	2023 Total £
Trade debtors	258,402	285,310	257,839	285,309
Amounts owed from subsidiaries	-	-	13,894	-
Accrued income	522,645	348,059	522,645	348,059
Prepayments and other income	83,719	127,037	83,719	126,421
	864,766	760,406	878,097	759,789

15 Creditors

	The group		The charity	
	2024 Total £	2023 Total £	2024 Total £	2023 Total £
Trade creditors	58,886	127,858	58,539	127,858
Taxation and social security	53,507	52,614	53,507	52,614
Amounts owed to subsidiary undertakings	-	-	9,983	38,539
Accruals and other creditors	124,628	162,717	124,628	158,726
Deferred income (note 1)	234,631	29,122	234,631	29,122
	471,651	372,311	481,287	406,859

16 Deferred income

Deferred income represents prepayments for contracted goods or services that have yet to be delivered.

	The group		The charity	
	2024 Total £	2023 Total £	2024 Total £	2023 Total £
Balance at the beginning of the year	29,122	287,312	29,122	287,312
Amount released to income in the year	(29,122)	(287,312)	(29,122)	(287,312)
Amount deferred in the year	234,631	29,122	234,631	29,122
	234,631	29,122	234,631	29,122

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

	General unrestricted funds	Designated funds	Endowment funds	Restricted funds	Total funds
	£	£	£	£	£
Tangible fixed assets	-	26,744	-	-	26,744
Fixed asset investments	691,882	-	968,819	-	1,660,701
Net current assets	219,038	-	-	585,480	804,518
Net assets at the end of the year	910,920	26,744	968,819	585,480	2,491,963

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

	General unrestricted funds	Designated funds	Endowment funds	Restricted funds	Total funds
	£	£	£	£	£
Tangible fixed assets	-	61,505	-	-	61,505
Fixed asset investments	1,278,570	-	1,000,000	-	1,000,000
Net current assets	573,874	-	-	616,293	1,190,167
Net assets at the end of the year	1,852,444	61,505	1,000,000	616,293	3,530,242

18a Movements in funds (current year)

	At 1 October 2023	Income & gains	Expenditure & losses	Transfers	At 30 September 2024
	£	£	£	£	£
Endowment funds:					
40th anniversary fellowship	1,000,000	-	(31,181)	-	968,819
Total endowment funds	1,000,000	-	(31,181)	-	968,819
Restricted funds:					
Fresh Water	68,716	377,657	(349,686)	49,925	146,612
Nature in Cities	503,086	1,143,714	(1,325,477)	(75,925)	245,398
Farming with Nature	41,993	321,366	(328,225)	-	35,134
Innovation	2,498	630,151	(474,313)	-	158,336
Total restricted funds	616,293	2,472,888	(2,477,701)	(26,000)	585,480
Designated funds:					
Capital fund	61,505	-	(36,425)	1,664	26,744
Total designated funds	61,505	-	(36,425)	1,664	26,744

18a Movements in funds (current year continued)

	At 1 October 2023	Income & gains	Expenditure & losses	Transfers	At 30 September 2024
	£	£	£	£	£
Unrestricted funds:					
General funds	1,802,609	1,045,337	(1,965,144)	24,336	907,138
Non-charitable trading funds	49,835	-	(46,053)	-	3,782
Total unrestricted funds	1,913,949	1,045,337	(2,047,622)	26,000	937,664
Total funds	3,530,242	3,518,225	(4,556,504)	-	2,491,963

18b Movements in funds (prior year)

	At 1 October 2022	Income & gains	Expenditure & losses	Transfers	At 30 September 2023
	£	£	£	£	£
Endowment funds:					
40th anniversary fellowship	1,039,788	-	(5,624)	(34,164)	1,000,000
Total endowment funds	1,039,788	-	(6,624)	(34,164)	1,00,000
Restricted funds:					
Soil & Water	202,433	436,253	(527,981)	-	110,705
Tiny Forest	268,308	524,226	(599,136)	-	193,398
Corporate Learning	406,138	409,902	(628,038)	281	188,283
Capacity Development	75,950	190,882	(187,284)	-	79,548
Innovation	123,812	203,010	(324,324)	-	2,498
Naturehood	38,255	101,111	(97,505)	-	41,861
Total restricted funds	1,114,896	1,865,384	(2,364,268)	281	616,293
Unrestricted funds:					
Designated funds:					
Capital fund	73,521	-	(27,875)	15,859	61,505
Total designated funds	73,521	-	(27,875)	15,859	61,505
General funds	2,294,892	1,622,653	(2,132,960)	18,014	1,802,609
Non-charitable trading funds	103,620	-	(53,785)	-	49,835
Total unrestricted funds	2,472,033	1,622,653	(2,214,620)	33,883	1,913,949
Total funds	4,626,717	3,488,037	(4,584,512)	-	3,530,242

Purposes of endowment funds
The 40th Anniversary Fellowship consists of a donation of £1,000,000 from the Oman Government to set up an endowment fund. £31,181 of the funds have been utilised this year on creating a funding programme alongside the Omani Authorities to provide support for the current and next generation of conservationist practitioners, researchers and policy makers in Oman through expert guidance and content, practical training, peer learning and support through our pioneering and recognised Science Camps.

Purposes of restricted funds
Restricted funds comprise grants and donations received for specific purposes, to be applied to project-related costs in line with funder agreements.

During the year, £49,925 was transferred from the Nature in Cities programme to the FreshWater Programme. This transfer repurposed funds previously provided by a corporate partner, with the funder's agreement, to support the FreshWater Watch (FWW) project in Africa.

A total of £26,000 was transferred to three Nature in Cities projects. Although these funds were earmarked for specific projects by Earthwatch, they were received as unrestricted income, which is why they are reflected within general funds.

An amount of £1,664 was transferred from general funds to designated funds, representing the value of acquired fixed assets.

United Nations Environment Programme – Citizen Science for GEMS/Water and SDG 6.3.2
Included in the water programme was restricted income of £110,770 (2023: £38,367), and total expenditure amounting to £115,459 (2023: £34,760). The project commenced the year with an opening balance of £4,689 on 1 October 2023. There was no balance remaining at the end of the financial year, as all funds were fully utilized.

Purposes of designated funds
The Capital Fund is the funds of the group/company which are represented by the net book value of tangible and intangible fixed assets.

19 Operating lease commitments

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

	Property	
	2024	2023
	Total	Total
	£	£
Less than one year	13,500	96,000
One to five years	-	96,000
	13,500	192,000

20 Legal status of the charity

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

	Note	Unrestricted £	Restricted £	Endowment £	2023 Total £
Income from:					
Donations and legacies	2	204,736	-	-	**204,736**
Charitable activities	3	1,306,287	1,865,384	-	**3,171,671**
Investments		71,126	-	-	**71,126**
Total income		**1,582,149**	**1,865,384**	**-**	**3,447,533**
Expenditure on:					
Raising funds		309,006	-	-	**309,006**
Charitable activities					
Soil & Water		532,128	527,981	-	**1,060,109**
Tiny Forest		967,973	599,136	-	**1,567,109**
Earthwatch Learning		44,381	628,039	-	**672,420**
Next Generation		161,924	187,283	5,624	**354,831**
Innovation		107,345	324,324	-	**431,669**
Naturehood		81,277	97,505	-	**178,782**
Total expenditure	**4**	**2,204,034**	**2,364,268**	**5,624**	**4,573,926**
Net expenditure before net losses on investments		**(621,885)**	**(498,884)**	**(5,624)**	**(1,126,393)**
Net gains on investments	11	40,504	-	-	**40,504**
Net expenditure for the year	**5**	**(581,381)**	**(498,884)**	**(5,624)**	**(1,085,889)**
Transfers between funds	19	33,883	281	(34,164)	**-**
Net expenditure before other recognised gains and losses		**(547,498)**	**(498,603)**	**(39,788)**	**(1,085,889)**
Losses on foreign exchange translation		(10,586)	-	-	**(10,586)**
Net movement in funds		**(558,084)**	**(498,603)**	**(39,788)**	**(1,096,475)**
Reconciliation of funds:					
Total funds brought forward		2,472,033	1,114,896	1,039,788	**4,626,717**
Total funds carried forward		**1,913,949**	**616,293**	**1,000,000**	**3,530,242**

Thank you to our supporters

Trusts, Foundations and Government Grants

The Banister Charitable Trust
The Beatrice Laing Trust
British Omani Society
Climate Action Fund- National Lottery
Cobb Charity
Coop Local Community Fund
Doris Field Charitable Trust
Edward Hoare Charitable Fund
Forestry Commission - Local Authority Treescapes Fund
Frozen Foundation
Garfield Weston Foundation
Heart of Bucks Community Foundation
Jersey Overseas Aid
The Kusuma Trust
The Linder Foundation
M J Camp Foundation
Mr and Mrs J A Pye's Charitable Settlement
National Lottery Community Fund
Network for Social Change
The Oakdale Trust
Plan International
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RIVM
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Rima Chai
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Shona Goulds (Emerald Pensions Consulting Ltd.).
Sir Crispin Tickell
Yvette Pinder

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Biggleswade Town Council
Birmingham City Council
Blackpool Council
Bradford Council
Bristol City Council
Buckinghamshire Council
Cambridge City Council
Cambridgeshire County Council
Central Bedfordshire Council
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City of Wolverhampton Council
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Cranfield University
Darlington Borough Council
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Doncaster Council
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Eastleigh Borough Council
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Isle of Anglesey County Council
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Leicester City Council
Lichfield District Council
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London Borough of Hammersmith and Fulham
London Borough of Haringey
London Borough of Lewisham
London Borough of Redbridge
London Borough of Southwark
Newcastle City Council
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North Northamptonshire Council
North Warwickshire Borough Council

North West Leicestershire District Council
Northern Ireland Housing Executive
Nottingham City Council
Oxford City Council
Peabody
Peterborough City Council
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South Staffordshire Council
South Swindon Parish Council
Stafford Borough Council
Thames Water
The City of Edinburgh Council
The Council of the City & County of Swansea
The Guinness Partnership
Tolka River Project
University of Glasgow
Wakefield Council
Walsall Council
West Berkshire Community Hospital
Wirral Council
Witney Town Council

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All members of the Miyawaki Research Network
Association for Advancing Participatory Sciences
Australian Citizen Science Association
CETRI
Cranfield University
CSIC (Consejo Superior de Investigaciones Científicas) and all ProBleu partners
Derby University
Emissions Analytics
Essex University
European Citizen Science Association
European Commission - Horizon 2020 and Horizon Europe
Harper Adams University
HAS green academy
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University of Oxford
University of Sheffield
University of Southern Denmark
University of Warwick
Wageningen University and all BENCHMARKS partners
Yuverta LLO

Partners

BoerenNatuur Brabant West
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Diwan of the Royal Court - Oman
Environment Authority - Oman
Environment Society of Oman
Field Studies Council
Forest Education Network England
Games for Change
GoodGym
Greening Education Partnership
HAS Green Academy
Hill End Outdoor Education Centre
Hoogheemraadschap De Stichtse Rijnlanden
IVN
LEGO
London East Teacher Training Alliance
Maasarend
Natural History Museum
Naturalis
NatureScot
Oman Botanic Gardens
Outward Bound Oman
River Action
Rivers Trust
RIVM
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STEM Learning
Sultan Qaboos University
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WI (National Federation of Women's Institutes)
WijLand
WWQA
Yuverta

Community supporters

Beautiful Barton
Buurttuin Bietje bij Bietje (Den Bosch)
Evenlode Catchment Partnership
Natuurwerkgroep Gestel (Sint-Michielsgestel)
Oxford Clean Rivers Initiative members
Oxford Hub
Sandhills Naturehood
The communities, churches, schools and community centres in Barton, Risinghurst, Sandhills, Rose Hill and Wood Farm
Warwick Warriors - Rose Hill
Wild About Risinghurst
A big thank you to all the communities and groups close to our 250+ Tiny Forests who contribute so much - from planting to weeding to discover days.
All our amazing Tree Keepers - we tipped over the 700 mark this year!
A big thank you to all the community groups (150+) who collect Freshwater Watch data around the globe and use it to advocate for freshwater health.

Trustees

Adam Powell
Ben Wilson (appointed Vice Chair 6th September 2024)
Cristian Parrino (retired 6th September 2024)
Dax Lovegrove (retired 6th September 2024)
Dorothee D'Herde (retired 6th September 2024)
Ed Green
Emily Murrell (appointed Vice Chair 6th September 2024)
Geoffrey Lane (retired 6th September 2024)
Jack Matthews
Jos Huijbregts (Treasurer)
Kian Bakhtiari
Lucian Hudson (Chair)
Manu Maunganidtze
Nina Bhola
Ozlem Robinson
Sonia Shah
Wen Yu Weng

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EUROPE

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Earthwatch Institute (Europe) is a registered charity in England and Wales, no. 1094467

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England & Wales - Charity number 1094467

Accounts

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REPORT AND FINANCIAL STATEMENTS

For the year ended 30 September 2023

Company number: 4373313 | Charity number: 1094467

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Our approach to ethical fundraising

Fundraising regulation

Earthwatch is a member of the Fundraising Regulator.

All our fundraising activity was carried out by internal staff members in 2023, and we have a number of policies in place to ensure our fundraising activity is transparent.

All staff, have received training on the implications of the General Data Protection Regulations (GDPR) which came into force in 2018.

We have ensured that all fundraising was in line with relevant data protection regulations. We received no complaints about our fundraising practices in 2023 (2022: none).

Welcome

This Annual Review covers October 2022 to September 2023. Met Office data shows that 2023 was the second warmest year ever on record in the UK. Further afield, 2023 saw Australian wildfires, thawing permafrost and melting Arctic sea ice. These are all deeply worrying examples of the changes that are happening to our planet. This is a renewed call to action that we must together do more – and be innovative – in addressing the challenging future we face. In September 2023, the latest State of Nature report was published. This world-leading publication – involving more than 60 research and conservation organisations - reports on the status of various elements of the natural environment in the UK. The bleak headlines show that wildlife is continuing critically to decline - with nearly one in six of the 10,000 plus species assessed in Great Britain classed as threatened and at risk of extinction.

Against this backdrop, the work of Earthwatch is even more important: helping communities to connect with nature and giving them the tools and resources to create a world where we live in balance with it.

Supporting the Earthwatch team, led by our outstanding CEO Steve Andrews, has been a rewarding experience. Operating in challenging economic and societal circumstances, the Earthwatch team have set some ambitious goals for impact.

This year, FreshWater Watch celebrated its tenth anniversary and we celebrated the launch of a new programme – Farming with Nature. Both programmes will prove to be vital in helping communities and businesses to fight for better outcomes for nature and improve sustainability.

As an organisation powered by science, Earthwatch has a crucial role to play in enabling us to understand our changing planet and in turning understanding into action. We all have a role to play, together and individually. My fellow Trustees and I are thrilled to contribute to bringing Earthwatch's exceptional field of expertise to the fore at this crucial time for society.

Lucian J Hudson
Chair, Earthwatch Europe

'Urban Owl On The Prowl - photo by Martin West, this year's winner of the Wild Cities photography competition, sponsored by Canon Europe.'

About Earthwatch Europe

We connect people with nature, motivate them to protect the environment and provide them with the knowledge and tools to make change happen.

To find out more about what we do and support our cause visit www.earthwatch.org.uk

Earthwatch Europe works to create a world where we live in balance with nature.

We help communities to protect the nature around them. We build meaningful nature connections and give people the tools they need to fight for our planet.

Working alongside communities and organisations, we build an understanding and a love of nature, and help everyone to protect the natural world. Guided by science and powered by people, we create change through connection.

Impact led

We work where we can have the biggest impact and drive the most change – in our towns and cities, our farmed fields and throughout our network of rivers, lakes and wetlands.

By working with communities, businesses and organisations across these three areas, we can build a movement to create a world where we live in balance with nature.

Powered by science

We are an Independent Research Organisation (IRO) and we use science to better understand the environmental challenges we face, and to find solutions to these issues.

We are leaders in – and passionate advocates of – citizen science: engaging the public in scientific research. We empower people from all walks of life to gather data, generate environmental insights and fight for change.

Our commitment to equality, diversity and inclusion

Earthwatch is committed to creating a diverse and inclusive working environment. We value the benefits that different backgrounds, working approaches and ways of thinking can bring.

Earthwatch Europe has an equal opportunities policy which addresses Earthwatch's goals and responsibilities as an employer. We aim to provide equality and fairness for all in our employment or those applying for employment.

Through our membership of industry Equality, Diversity and Inclusion (EDI) networks, the Diverse Sustainability Initiative and the Wildlife & Countryside Link EDI Group, we will also continue to contribute to increasing diversity within the sector.

Our EDI Working Group works towards implementing our policy, embedding equality, diversion and inclusion into our programmes and culture through our five priority areas.

Summary of key achievements in FY23

1. Ensure Earthwatch is a place where individuality is embraced and everyone has the opportunity to thrive

- 2023 saw us start the process of bringing together policies and procedures that were relevant to both the UK and Netherlands employees.
- EDI sessions for new starters continued and were made longer to ensure new employees fully understood what the EDI group were working towards.
- Mental health training was provided to all line managers to embed understanding in this area.
- Our shared parental leave policy has been made more robust, in line with our maternity and adoption leave policies.

2. Identify and remove any barriers to greater equality and inclusion within our recruitment processes

- We included diverse job boards for advertisements for the Director of Science and Policy role – Diverse Jobs Matter and Pink Jobs!
- We amended our job descriptions to encourage candidates to apply even if they did not meet all essential criteria but had transferable skills.

3. Put a plan in place to build a more diverse Board of Trustees

In 2023, as part of the roll-out of our new strategy, we looked to further expand the diversity of our trustees' skills, experience and networks particularly linked to engaging younger people and people from less advantaged and underrepresented communities on environmental issues. We worked with Diversifying Group, a Diversity and Inclusion Services organisation, to recruit new trustees; which led to five successful appointments.

4. Review equity within the organisation, starting with a Gender Equality Plan

We completed another situational report in 2023 to refine our Gender Equality Plan. The up-to-date document is published on our website: Earthwatch Gender Equality Plan.

5. Review our existing programmes and develop new programmes aimed at giving increased equity and increased diversity, starting with young minority ethnic people

- **Naturehood Oxford:** In 2023, National Lottery funding enabled Earthwatch to empower five communities in Oxford, which historically have suffered from lack of support or funding, to create thriving networks of wildlife-rich space that create better, healthier places to live. Naturehood particularly focuses on connecting with young people aged 16-24, minority and disadvantaged communities, who traditionally have had limited access to public green space. The project will run until June 2024.
- **Branching out to underrepresented communities via the Climate Action Fund (CAF):** Through the CAF project, Earthwatch has recruited a Community Engagement and Diversity Manager to develop activities that focus on engaging with underrepresented groups to ensure diversity of participation at Tiny Forests.

EDI in action: Earthwatch Science Camp

Our EDI strategy is what makes Science Camp truly come alive for the academic community. We start with recruitment, seeking a diverse group of people with varied backgrounds, experiences, nationalities and interests to create a shared space, looking to identify the attitudes that will really help the group mesh well together and learn from each other.

There's a lot of work that goes into building trust and openness with each group – we introduce ourselves, setting out our ways of working so that everyone can speak bravely and vulnerably. We identify questions and concerns so that we can address these individually.

We share collaboratively-cooked breakfast, lunch and dinner, varying cuisines every day, playing music and bonding. We apply so many different learning and reflection strategies: quizzing, skimming, evaluating and questioning, all the while bringing it back to communities – where can we find them, why should we seek them out, how can we best listen to them and break the institutional academia walls to bring the benefits of research back to these people?

We help researchers use their humanity to identify how they can best to connect to their values and apply what they've learnt in their work. And we make friends along the way – participants hug each other like friends of many years when saying goodbye.

Emilija Rudzinskaite, Learning and Engagement Coordinator

Strategic report

Objectives and achievements

Enabling action and connecting people with nature

16,491
participants in our projects

17,316
hours spent outdoors through Earthwatch activities

22,070
trees planted with Tiny Forest volunteers

Creating knowledge and advancing citizen science

3
peer-reviewed papers published

3,059
people trained to collect citizen science data

4,557
new FreshWater Watch datasets made available with open access

Educating future generations

15,127
more young people can experience outdoor education thanks to Earthwatch programmes

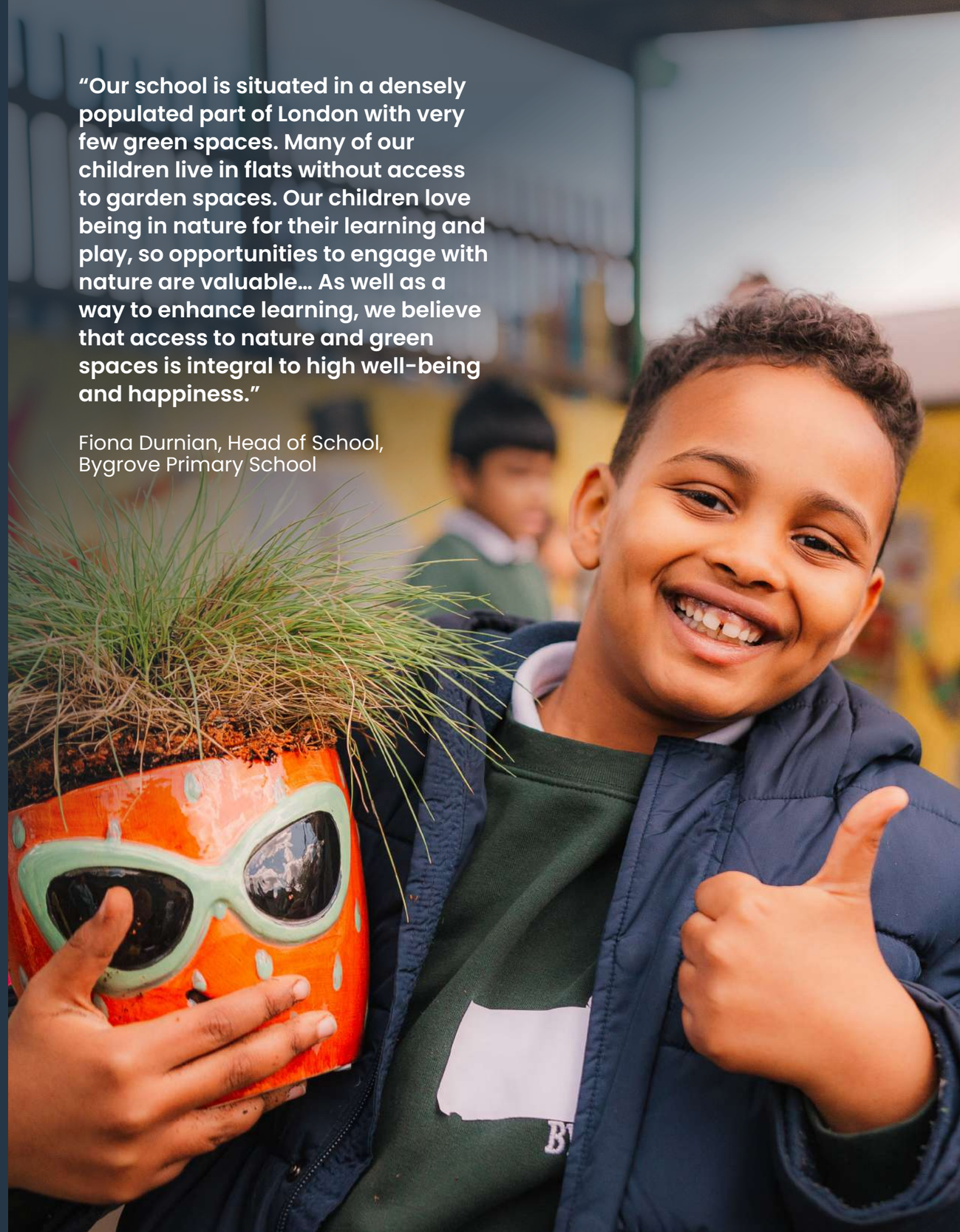
582
teachers participated in our Tiny Forest and Teach Earth training events

18
new online learning resources created

Helping companies transform

659
attendees at corporate engagement and learning events

14
business recommendation reports and white papers created



FreshWater Watch Champions:
Dave Wallace and the Henley River Action Group

In June 2023, Henley-based citizen scientist, Dave Wallace, decided to take action against river pollution with support from River Action UK, Windrush Against Sewage Pollution and our FreshWater Watch programme. Dave shared his thoughts in a blog on our website.

"There is increasing anger about the dire state of the UK's water industry and how lack of investment has polluted our rivers and seas. Just 14% of the UK's rivers are in good health. The abuse of our waterways can only damage us all in the long run. Water is a precious resource.

I live in Henley. The River Thames is stunning here. There is the Henley Mile, which provides a stretch of river that is straight enough and wide to be ideal for rowing races. However, the water quality is not great. When taking part in the Henley to Marlow marathon, a 14 km swim in August 2022, I was swimming in what appeared to be raw sewage.

Sharing my experiences on LinkedIn, I built connections with different organisations and charities focusing on highlighting the pollution problems our rivers face in the UK. In summer 2023, it was decided that we (the newly-formed Henley River Action Group) would do testing on the Henley Mile for a whole month. It would be the most intensive testing on a single stretch of river that had ever been undertaken. Earthwatch Europe's FreshWater Watch Team provided test kits and training so we could test for nitrates, phosphates and water turbidity (how clear the water is). The kits delivered readings within minutes, which could be uploaded to the FreshWater Watch database via an app. The results of our testing have been shared widely in the local and national news. The other outcome was that we connected more deeply with the river. By visiting and studying it daily, we got to know it intimately. The testing has opened my eyes to its struggle. We have to start treating our waterways with the respect they deserve. Solving the problem will require policy changes and innovative technologies, but the power of community-based initiatives should not be underestimated."

"We have to start treating our waterways with the respect they deserve. Solving the problem will require policy changes and innovative technologies, but the power of community-based initiatives should not be underestimated."

© River Action & Maureen McLean Photography

Tiny Forest

Our Tiny Forest programme creates high-quality urban green space and engages local communities, schools and businesses in a range of volunteer activities to support connection to, and action for, nature. By 2030 we want to maximise the social and environmental impacts of Tiny Forest by:

2022/23 Objectives

- Establish 40 Tiny Forests in the 2022-23 planting season.
- Train 2-3 new partners in the Tiny Forest methodology to support scaling of the Tiny Forest movement.
- Deliver employee science days and experiences.
- Generate programmatic income that supports our programme vision & growth.

Engaging 100,000 people with our Tiny Forest network

Planting a total of 500 Tiny Forests across the UK and Europe

Making sure that at least half of those locations are accessible to under-served communities

Understanding more about the environmental benefits of Tiny Forest through citizen science and new research

© Earthwatch Europe

2022/23 Achievements

In the 2022-23 season, the Tiny Forest team planted 37 Tiny Forests in the UK, involving over 4,000 volunteers nationwide. We trained and worked with Local Delivery Partners to plant a further 5 forests in Scotland and 18 forests with Doncaster Council. In addition to these traditional Tiny Forests, we also established a much larger Miyawaki forest, to support research on the methodology.

Our Tiny Forest efforts extended beyond the UK as we joined forces with IVN and VolkerWessels, leading citizen science activities at six new Tiny Forests in Europe.

The Tiny Forest movement has now reached a total of 208 forests. This expansion was made possible through the generous support of various funders, including Queen's Green Canopy, the Forestry Commission's Local Authority Treescapes Fund, MINI marking the establishment of the first forest in the Republic of Ireland, and others such as American Express, Bloomberg, Reckitt, Vistry Group, and the 1975 band.

© Edinburgh City Council

Community engagement

During the summer, we organized 74 community engagement events, comprising 43 Science Days, 7 Tiny Tour days with Paul and Gus from GoodGym, 18 Severn Trent community sessions, and 7 Earthwatch-led Teacher Training sessions. These events brought together 1,744 volunteers who actively participated in the Tiny Forest movement.

The dedication of our volunteers extended beyond planting as they conducted 5,349 monitoring surveys, covering crucial research topics like biodiversity, carbon storage, thermal comfort, and flood management. Currently, our scientists are rigorously analysing this data, and the findings are set to be published in January 2024.

January 2023 also saw us launch the Wild Cities photography competition with Canon Europe. The competition was a celebration of the UK's urban green spaces and their wild inhabitants and saw over 350 entries from across the UK. As part of the competition, Canon Europe agreed to fund a new Tiny Forest, at a location chosen by the competition winner.

Scientific collaboration

To foster collaboration and knowledge sharing, we established the Miyawaki Research Network, connecting 60 representatives from universities and practitioners across the UK, Europe, Australia, India, and Canada. This network serves as a platform for sharing expertise, discussing best practices, and developing collaborative research projects.

The Tiny Forest project was represented at important international conferences including: the British Ecological Society Symposium on Trees for Climate Change, Biodiversity, and People, the Open Innovation in Science 2023 conference, and the Citizen Science Association Annual Conference - C*Sci 2023.

© Navy Studios

Financial Year in numbers

22,070

trees planted across 37 Tiny Forests + 1,200 trees at our large Miyawaki research forest.

5,910

volunteers directly engaged at planting and community events.

690+

Tree Keepers supported across the Tiny Forest network through events, training, webinars and resources, funded with support from Fever-Tree as our official Tree Care partner.

100%

positive feedback from adult volunteers at both planting and science days and 99% from children and young people.

© Rose Hill Junior Youth Club

Naturehood

Naturehood brings people together to support underserved communities to connect with nature and to overcome barriers in creating their own nature-space around their neighbourhood. With a focus on urban areas, we work with community representatives to create better spaces for people and wildlife to live in balance, increasing community cohesion and wellbeing through collective action and shared vision.

The Naturehood programme has activity in both the UK and the Netherlands. In the UK, we work closely with communities in five areas of Oxford that experience high levels of social deprivation, low satisfaction with the local area, and poor access to, and connection with, nature: Barton, Risinghurst, Rose Hill, Sandhills and Wood Farm. In the Netherlands, we run citizen-science focused community projects, Maanwijk in Leusden and the 'Doe de Dommel project' in Het Gegraaf, Valkenswaard en Bennekel, Eindhoven.

2022/23 Objectives

- Deliver on the recently won project funded by the National Lottery Reaching Communities Fund in Oxford.
- Utilise the Reaching Communities project to test a working model for future expansion.
- Complete a strategy review for the programme.
- Establish Naturehood in the Netherlands; customising the approach for each community as well as integrating citizen science to monitor impact and assist the community in understanding and enhancing nature.

2022/23 Achievements

Naturehood in the UK

Thanks to funding from National Lottery Reaching Communities Fund, we worked with local community groups and stakeholders to co-create different offers for the local community with nature, including the development of sustainable community structures and local Naturehood leaders across five areas in Oxford - Barton, Risinghurst, Rose Hill, Sandhills and Wood Farm. Working with local group leaders, we helped support community wildlife initiatives such as bulb planting, toad and frog patrols, allotment activities and wildlife surveys. We also participated in more holistic activities promoting nature connectedness and mental wellness, such as health walks, community fun days and art weekends. Our Froggy Fiesta - to celebrate successful frog patrols across Oxford – was particularly well attended by school children and musician Nick Cope.

In the summer, we ran a nationwide Pollinator Picnic campaign to encourage people to host a picnic and learn about the importance of pollinators. The campaign was supported by Florette and Micheala Strachan and over 1,900 sign-ups to take part in Pollinator Picnic from St Bees to Leighton Buzzard!

Naturehood in the Netherlands

In Maanwijk, Leusden, we ran a four-month campaign to educate the community on the importance of soil health. This campaign included training with six local ambassadors and culminated in a soil health blitz in April. 80% of questioned participants felt that they learned more about soil health and would like to participate again in a Citizen Science event. Results were collected and illustrated with an infographic.

In the Doe de Dommel project encompassing Het Gegraaf in Valkenswaard and Bennekel in Eindhoven, several initiatives have been undertaken to enhance the local environment. This includes the installation of 20 tiny pools in the neighbourhood and the planting of 200 native trees and shrubs by community members. Additionally, a collaborative effort has been made to co-create a landscape design, focusing on a walking route and the greening of a park. Two citizen science bird counts were organised—one in Het Gegraaf and another in Bennekel—with 35 and 53 participants respectively. The findings from these events were compiled into an informative infographic, which was shared with both communities.

Financial Year in numbers

35

community events and experiences delivered in community green spaces, with over 110 attendees and 75 school children engaged in Naturehood activities.

8

new initiatives developed through Naturehood activities and 44 actions for nature carried out (across both private and community land).

Over 300 hours of volunteer time dedicated, with 41 community leaders recruited and 7 community leader sessions held.

Next Generation

The Earthwatch Next Generation team works with underrepresented communities to ensure that, by 2030, at least 50% of their young people feel more connected with nature and know how to take action for the environment. Underrepresented communities refer to areas in the UK where people face barriers to connect to nature, for example due to deprivation, limited access to nature and poverty.

All our projects aim to connect participants with nature and give them the tools to do this for others. Teachers receive the tools to create outdoor learning experience outside the classroom. Teach Earth, in particular, is a professional teacher training programme designed to build educators' knowledge and confidence in leading inspiring environmental and outdoor education. Early career scientists create action plans to focus on connecting their local community to nature via citizen science and include them every step of the way.

2022/23 Objectives

- Significantly expand Teach Earth with 8 Teacher Training Programmes and 5 Teach Earth in the field (weekend residentials).
- Deliver 4 science camps.
- Develop our offer for secondary education.
- Continue supporting Tiny Forest's engagement with schools and school children.

Green Earth Schools create engaging nature-based solutions on school grounds for children to connect with nature every day, empowering students to take positive action for their planet.

Teach Earth is a free professional teacher training programme designed to build educators' knowledge and confidence in leading inspiring environmental and outdoor education. Teach Earth comes in two formats, as a series of workshops running throughout the academic year and as a weekend residential.

© Earthwatch Europe

2022/23 Achievements

2023 saw us deliver our first two Green Earth Schools at Bygrove Primary School and Sacred Heart Primary School, both in London. Our Green Earth Schools programme is all about pupil voice and co-creation and through the programme, we collaborate with school communities to identify, design, and install the optimal nature features for their grounds. Pupils are guided to design their ideas for their school's outdoor space using Lego, as part of a creativity day exploring nature-based solutions. We also provide training to teachers to build their skills and confidence in leading inspiring outdoor and environmental learning, enabling the school to use the nature feature to maximum effect.

Our Teach Earth teacher training programme hosted its first secondary school cohort. A further two teacher training programmes were held in 2022/23.

We held two Science Camps for early-career scientists, at Hill End in Oxford. These camps, were well attended by a diverse group of individuals representing more than ten different nationalities and various research backgrounds. Attendees discussed

a wide range of relevant topics including forest restoration, renewable energy resources, microplastics and mental wellbeing in urban spaces. All science camp attendees were aiming to connect citizen science and community-based research into their projects.

Online, our Earthwatch Education platform has an audience of over 7,000. This year we developed new learning resources, including new Key Stage 4 resources, supported by Hastings and new SEND resources, supported by the Benefact group.

Financial Year in numbers

31

early career researchers attended Science Camps.

144

trainee teachers and teachers trained through the Teach Earth programme. This equates to an amazing 8,490 pupils across all age groups reached indirectly through teachers every year!

Our Green Earth Schools programme worked with 60 teachers, 22 other adults and 562 pupils directly. The programme also indirectly benefited 750 additional pupils.

FreshWater Watch

Pollution, climate change, and over-exploitation have brought many of our fresh water systems to crisis point. According to United Nations estimates, two billion people worldwide already struggle to access safe drinking water, and modelling has shown that up to 5.5 billion people worldwide could be exposed to polluted water by 2100. It is clear that now more than ever, we need to protect and improve our water ecosystems. The starting point to achieving this is understanding and improving the water quality.

Working together with local communities and partners, we have created a growing network of concerned local citizens who care about the health of their precious freshwater resources: FreshWater Watch. This involves working collaboratively with community groups around the world to use the FreshWater Watch toolkit to detect nutrient pollution and fight for real change.

Our goal of the freshwater programme is to have 100,000 people safeguarding 10,000 water bodies across Europe and Africa by 2030.

2022/23 Objectives

- 100/150 community groups monitoring over 1,000 water bodies.
- 70%+ of groups taking action to protect or improve these water bodies.
- 2 new strategic partnerships to upscale FreshWater Watch.
- Growing FreshWater Watch in Africa.

The Clean River Kent Campaign FreshWater Watch group in Cumbria

© John Hunt

2022/23 Achievements

Freshwater Watch in the UK

We welcomed 46 new community groups into FreshWater Watch from across the world, bringing the total number of groups to 109 in 11 countries globally.

85% of groups surveyed are taking action to improve their local waterbodies, including advocacy, campaigning and working with farmers.

We have improved our communications with community groups, sharing monthly newsletters which highlight their work as well as share useful insights and knowledge. In the near future we are planning a series of webinars for FreshWater Watch groups so that connections and understanding can continue to grow.

Earthwatch continued to play an active role in CaSTCo – Catchment Systems Thinking Cooperative. CaSTCo brings together NGOs, water companies, communities, government and academics to provide the first framework in the UK for integrated citizen science and community monitoring for river catchments. This three-year project, which will support improved data sharing and decision making for our freshwater environments, is being funded by Ofwat and is led by The Rivers Trust.

Freshwater Watch in Africa

Our work with the United Nations has grown in Africa, with a new transnational effort to monitor the Mara River catchment in Kenya and Tanzania. This work expands on the existing FreshWater Watch groups in Malawi, Sierra Leone, Tanzania and Zambia, in order to enable citizen science data to be used to report on the UN's Water and Sanitation Sustainable Development Goal 6.3.2.

In addition to our work with the UN we are also working with Plan International in Malawi where 73 communities are monitoring water quality across the Mulanje and Mzimba districts. This was somewhat delayed due to the impacts of tropical cyclone Freddie, but is on track now with all training complete, equipment successfully delivered to the citizen scientists and data being submitted regularly by community groups.

We've also supported a small but inspiring project in Limpopo, South Africa called "Diamonds on the souls of our feet" where the local youth community are learning about, monitoring and understanding water resources.

Financial Year in numbers

109

community groups established.

46

new community groups signed up in the last year.

38,148

data points on the FreshWater Watch platform.

Farming with Nature

Intensive agricultural practices are a major driver of biodiversity loss, soil degradation and water pollution worldwide. But this doesn't have to be the case: farming and nature can go hand in hand. In 2023 we launched the brand new Earthwatch programme, Farming with Nature. Based on insights from a range of pilot projects and conversations with stakeholders from across society and agricultural supply chains, we mapped how we can best support the transition to sustainable agriculture.

Our new programme helps farmers to improve the sustainability of their practices by working with natural processes, using local nutrient cycles and adapting agriculture to local conditions. We use a combination of learning and research that can be tailored to the needs of individual farmers and businesses. These approaches are designed to support transformation from initial stages of exploring the barriers to sustainability all the way through to testing and scaling innovations. This approach is supported by three monitoring tools that address key aspects of a healthy farm system - biodiversity, soil health and freshwater quality.

2022/23 Objectives

- Develop a consistent and ambitious sustainable agriculture strategy.
- Establish our sustainable agriculture work, moving from pilot projects to scalable concepts.
- Develop and launch the Soil Health Toolkit into a fully-fledged digital citizen science tool.

Our Farming with Nature programme is split into four main areas:

Farming with Science: providing famers with tools to learn together about the soil health, water quality and biodiversity on their farms, and understand how they can be improved

Agri Business Innovation: co-designing research projects to test nature-friendly farming practices

Farming Knowledge Exchange: providing employees of businesses with Farming with Nature experience and the science behind it and inspire them to create change within their business

Inspiration Farms: farms that are supported and monitored to provide inspiration for farming with nature

By 2030, Earthwatch aim to have supported 10,000 farms across Europe and globally to re-imagine the way they farm and produce food.

2022/23 Achievements

Farming with Nature is our newest programme and in 2023 we developed a new strategy with a clear offering for farmers, businesses and government bodies who want to transition to sustainable practices.

During this period we successfully managed nine pilot projects including:

- Onder het Maaiveld - measuring soil and water on 11 farms to establish whether KPI scores translate into better soil and water quality in the field and whether participative monitoring helps farmers.
- Water quality in Rijnland – working with 15 farmers measuring water quality on their farm to better understand the effects of the chosen management on the water quality, possible influence of other environmental factors and thus the possibilities for intervention.
- ZLTO – Helping 25 farmers monitor water quality on their farm and in their region (Roosendaal) using FreshWater Watch for one year to get insight in causes of regionally high Nitrogen levels.

Alongside an ambitious strategy and pilot projects, we also developed the first two toolkits for farmers:

- Soil Health Toolkit – an online platform and app which allows farmers and others to gain insight into their soil health through a few simple field tests.
- Biodiversity Toolkit – developed as part of a project in the Netherlands 'PPS Boeren met Biodiversiteit' (Public Private Partnership (PPP) Farmers with Biodiversity), this toolkit helps farmers to monitor biodiversity on their land.

This year we started a four-year collaboration with PepsiCo who will be using Earthwatch's soil health toolkit and additional tests to monitor crop rotation and regeneration interventions across 20 farms in 10 countries.

We have also continued to support Tate and Lyle with their sustainable stevia programme - a plant-derived sweetener – on which we are collaborating with Nanjing Agricultural University in East China. This work builds on field research and life cycle analysis over the last few years to support stevia growers to improve the environmental impacts of stevia growing whilst improving productivity and profitability.

© Jed Owen (Unsplash)

Financial Year in numbers

75 farmers

Trained and supported more than 75 farmers and farm advisers to use our soil health and/or freshwater citizen science tools on their farms.

10 events

Convened and presented at 10 events where 155 farmers and other stakeholders learned and shared knowledge about farming with nature.

5

Developed and tested 5 biodiversity monitoring protocols for arable farmers.

2022/23 Objectives

- Secure 4 additional business partners.
- Strengthen our market position with a content-led approach through thought leadership pieces and events.
- Explore partnerships with learning/training providers.

Earthwatch Learning

Businesses are at the front line of global efforts to achieve environmental sustainability. Our Learning programme is a blend of education, personal experience and immersive, nature-based learning to inform, motivate and drive change across all levels of an organisation. This unique, immersive approach is rooted in nature and helps to accelerate transformation in our business partners.

2022/23 Achievements

We successfully engaged with two new corporate partners and had the opportunity to deliver our Hero Programmes to their key staff members:

- Hastings Direct: We expanded our existing partnership, delivered an eight-module "Hero Programme" for the Hastings Green Ambassadors which empowered them to champion sustainability across the organisation.
- Scottish Power Energy Networks: We crafted two tailored one-day courses to accelerate their sustainability strategy implementation. Engaging management and leadership, these courses introduce key environmental concepts, explore strategic opportunities and risks, and guide participants in developing individual action plans.

We also completed our final work programme with Shell, after deciding to bring the relationship to a close. Our work with Shell focussed on developing and delivering learning programmes to support their environmental goals. These included one day in-person programmes for leaders, modular online training, seven-day nature-based experiential learning programmes for sustainability champions and resources, blogs and webinars for all staff.

We published three thought-leadership pieces focusing on the Business case for Biodiversity, Greenhushing and Urban Heating. These whitepapers stimulated interest and participation in our roundtable events – a series of breakfast briefings for business leaders and industry experts on themes related to our impact areas.

Financial Year in numbers

13 participants

Hastings - 13 participants across 1 course.

46 participants

Scottish Power - 8 courses, 46 participants across 8 courses.

600 participants

Shell – over 600 participants across a range of courses, events and expeditions.

Innovation

Earthwatch is a global leader in citizen science, trialling innovative tools and approaches to improve our own practice and that of the wider scientific community. Our Innovation work aims to enhance our understanding and improve the positive impact of citizen science. The Innovation team contributes to the development of citizenscience tools and resources, empowering communities to take positive action for nature.

Our Innovation research focuses on:

Advancing citizen science theory and practice

Creating platforms, collaborations and knowledge exchange that enables environmental impact within our focus areas

Creating methods and tools that will allow novel data collection and analysis within our focus areas

2022/23 Objectives

- Complete delivery of Cos4Cloud (Co-designed citizen observatories for the EOS-Cloud).
- Capitalise on the recently and successfully concluded projects: MONOCLE (Multiscale Observation Networks for Optical monitoring of Coastal waters, Lakes and Estuaries) and MICS (Measuring the Impact of Citizen Science).
- Continue to deliver our current projects to the highest level.
  - BENCHMARKS (Building a European Network for the Characterisation and Harmonisation of Monitoring Approaches for Research and Knowledge on Soils) which aims to validate and further develop indicators for soil health.
  - CHEERS (Producing novel non-plant biomass feedstocks and bio-based products through upcycling and the cascading use of brewery side-streams) which contributes to lower the environmental impact and increase resource efficiency of bio-based industries.
  - ILIAD (Integrated Digital Framework for Comprehensive Maritime Data and Information Services) which is developing a comprehensive set of digital twins of the oceans.
  - RURALITIES (Climate smart, ecosystem-enhancing and knowledge-based rural expertise and training centres).
- Successfully apply to the UKRI Guarantee Scheme to ensure funding for our recently won proposals.
- Explore growth opportunities in Africa for our citizen science work.

2022/23 Achievements

In 2023 we won funding for, and started, the project ProBleu (Promoting ocean and water literacy in school communities).

We also successfully applied for funding for the following long-term projects which will begin in 2024:

- CIRCLEUP (100 households, 100 circular stories: inspiring sustainable living in Europe) which aims to encourage households to adopt 'circular-economy' behaviours to reduce the amount of waste they produce.
- CROPS (Curating, Replicating, Orchestrating, and Propagating Citizen Science across Europe) essentially supporting the upscaling of citizen science activities.
- MoRe4Nature (Empowering citizens in collaborative environmental compliance assurance via MOnitoring, REporting and action) aims to trigger transformative change in conservation efforts regarding zero pollution, biodiversity protection and deforestation prevention by including citizens and communities as key actors in collaborative environmental compliance assurance.

Our MICS tool continues to be recognised and shared at international conferences. MICS has been included as part of our contribution to several Horizon Europe proposals currently under consideration. Our learnings from the MONOCLE project, regarding exploitation and dissemination continue to support our contribution for proposals, as well as FreshWater Watch developments.

In addition to the relationships developed through the Freshwater programme and the project in Malawi in partnership with Plan International, we conducted six successful mission trips to selected African countries

to build network and identify opportunities. Relationships are being cultivated and a couple of proposals have been or will soon be submitted to the EU / UKRI that would directly fund us to work in the region.

In May two team members attended and presented (one poster on CHEERS, one session on ILIAD) at the Citizen Science Association conference, in Phoenix, Arizona. Also this year, our Innovation team were featured in two publications:

- Advancing the productivity of science with citizen science and artificial intelligence.
- The Role of Citizen Science in Promoting Ocean and Water Literacy in School Communities: The ProBleu Methodology.

Financial Year in numbers

6

projects ongoing, with collectively over 150 project partner organisations.

12

project proposals submitted to Horizon Europe, with 3 successfully funded; strengthening collaborations with more than 30 partners.

2

peer-reviewed publications in high impact journals.

MINI UK and Tiny Forest

Creating big changes using small spaces

The MINI UK partnership with Earthwatch was born from an initial interest in Tiny Forest's potential for boosting biodiversity and bringing communities together, as well as the project's innovative scalability to match forests with their retailers across the UK.

The partnership has developed from one Tiny Forest in Oxford, to bringing 14 Tiny Forests to communities across the UK.

Over the course of the two-year partnership, MINI Tiny Forest plantings have engaged over 1,600 volunteers including school children, university students, councillors, hospital staff and members of the local communities. With the final planting at Coleshill near Birmingham, a Tiny Forest has now been planted near each of the three UK MINI manufacturing sites.

Reflecting on the two-year partnership, Federico Izzo, Director, MINI UK & Ireland said, "Bringing people together, sustainability and creative use of space are all at the heart of MINI, making Earthwatch Europe the perfect partner to help us put these values into action. I am incredibly proud of the Tiny Forests we've planted so far, the green space they offer communities and their positive sustainable impact."

Ben Williams, Senior Project Manager at Earthwatch said: "Our partnership with MINI has been such an exciting journey. Between Swindon in 2021 and planting the final trees of this season in Coleshill in 2023, we've planted 14 Tiny Forests together. This included the first Tiny Forest in the Republic of Ireland, which will benefit clients from the Tolka River Project – a drug rehabilitation programme, and their local community."

Over the two-year partnership, increased biodiversity has been observed at MINI Tiny Forests, which have attracted seven different butterfly species – including the Red Admiral and Skipper species – as well as frogs, newts, digger wasps' nests and over 3,000 ground dwelling invertebrates. MINI is excited to continue monitoring the progress of its Tiny Forests, the diverse wildlife they might attract and the ways in which they are utilised by communities throughout the UK and Ireland.

Both organisations look forward to where these super tiny, super powerful forests can take them next planting season and beyond.

© MINI UK

Fox and the rainbow © Mark Deans

Financial Review

Summary

We generated a combined income of £3.6 million from our generous supporters, and expenditure was £4.7 million of which £4.4 million was on our charitable activity and £0.3m on generating new income.

Total funds decreased by 24% at the end of the period due to a planned deficit budget, resulting in total funds of £3.5 million, of which £0.6 million is restricted to specific projects.

Following a strategic review in 2021, we took the decision to streamline our activity and use funds that had built up over previous years to strengthen our impact from connecting people with nature. Using these funds has allowed us to motivate more people to protect the environment and provide them with the knowledge and tools to make change happen, read more in the strategic review pages 9-23 above.

Total funds are £3.5m (2022: £4.6m), £1.8 million is free reserves which remain within the range prescribed by the trustees and represent six months' worth of budgeted expenditure.

Income

Source of income	2023 (£'000)	2022 (£'000)	% change
Corporate partnerships	1,578	1,980	-20%
Trust, foundation and other grants	1,186	610	94%
Research grants	306	447	-31%
Major donors and individual giving	197	114	72%
Legacies	63	132	-52%
Interest & investment income	71	85	-16%
Other income	47	27	74%
Total	**3,448**	**3,395**	**2%**

Earthwatch Europe receives a significant amount of its income from corporate partners. These partners support us to deliver public engagement and education programmes. Each corporation we partner with is assessed in line with our partnership ethics policy.

We have continued to generate excellent support from our corporate partners including new partnerships with Hastings Direct, Microsoft, Canon, Reckitt Benckiser Group, First Sentier, Inflexion and Admiral Group to name a few. Corporate partnership income declined slightly during 2023 due to some of our longstanding projects coming to a natural end, but this drop was replaced with continued income from trusts, foundations and grants particularly from the Local Authority Treescapes Fund to fund the Tiny Forest programme.

Income from research grants, particularly Horizon Europe projects, remains an important source of funding across many of our programmes. Earthwatch's accreditation as an Independent Research Organisation enables us to partner and lead on several proposals to the UK research councils and the EU. Our Netherlands office has also expanded our ability to partner with Dutch research organisations and access additional funding opportunities in Europe.

Income from Trusts and Foundations is of growing importance to Earthwatch as we continue to diversify our income streams. Earthwatch works with a variety of organisations to help fund our work to connect people to nature, monitor the health of our natural resources and promote impactful actions to reduce environmental impact. This year we have worked with foundations such as the National Lottery Reaching Communities Fund, The WFH Foundation and the Danson Foundation to name a few.

Earthwatch has also maintained a steady income from individuals, despite the challenges of the cost-of-living crisis.

Individuals are able to support us via one-off donations, recurring donations, and sponsorship for marathons and other events. Our Seed Investor group of major donors continue to support us, and we are incredibly grateful for their support.

In December 2022, we launched a Christmas campaign 'Sponsor a Sapling'. Supporters could choose a tree species and a location that was meaningful to them and create a gift certificate with a Christmas message. We were delighted that 270 saplings were sponsored for Christmas.

In April 2023, four runners took part in the London Marathon in support of Earthwatch. Keen runners Will and Stephen were joined by Gavin & Tom from Greenscape Energy. All four runners made it over the finish line and, between them raised over £6,000. We're very grateful to them for their hard work and to everyone who sponsored them and supported our work.

We were fortunate to receive another unrestricted gift kindly left to us in a will, and we are very grateful for each and every one.

© Gavin Bulmer running the London Marathon 2023 for Earthwatch

Expenditure

Type of expenditure	2023 (£'000)	2022 (£'000)	% change
Cost of raising funds	309	433	-29%
Soil & Water	1,060	689	54%
Tiny Forest	1,567	1,552	1%
Corporate Learning	672	515	30%
Next Generation	355	265	34%
Innovation	432	472	-8%
Naturehood	179	53	238%
Other	-	5	-100%
Total	**4,574**	**3,984**	**15%**

Total expenditure increased by £0.8m from 2022 to 2023.

Expenditure is classified into our six strategic programmes of work, along with fundraising on the Statement of Financial Activities (SOFA). Objectives and achievements in each area are laid out above in the Trustees Report and a detailed analysis of expenditure is shown in Note 4 of the financial statements below.

Earthwatch Ltd (registered in Hong Kong) is consolidated into the SOFA and in the Group figures on the balance sheet (see note 12). The impact of this consolidation is minimal, as all the income for Earthwatch Ltd is received from Conservation Education & Research Trust.

General Reserves

The Trustees continue to maintain a risk-based policy of holding between three and six months' cover for operating costs in this financial year (target: £1.8m). At 30 September 2023 General Funds for the charity stood at £1.8m (2022 £2.3m), representing 6 months' operating costs.

In longer-term planning, we will continue to invest in the projects that we believe have impact and high long-term fundraising potential, due to the end of a long term partnership we now plan to enter a break-even position by 2026 before general reserves fall below three months' operating expenditure.

In the Group accounts, there is a further fund which represents the net current assets held in Hong Kong £50k (2022: £106k). These funds are set aside, to fund the Earthwatch HK Awards. Awards are open to applications from early career researchers (registered post-graduate students) wanting to share their knowledge and passion for the environment with the wider public of Hong Kong. Projects must deliver value to communities, invest in the next generation and strengthen environmental awareness.

Designated funds

The designated fund balance for the charity comprises the unrestricted funds held as fixed assets, eg. equipment of £62k (2022: £74k).

Restricted funds

The restricted fund balance is made up of funds that have been received in advance but are committed to specific programmes as requested by donors. At 30 September 2023, they stand at £0.6m (2022: £1.1m).

These restricted funds originate from a mix of funders and are scheduled for expenditure on research and other activities in 2024 and future years.

Endowment funds

Earthwatch Europe holds a balance of £1.0m (2022: £1.0m) in Endowment Funds, which represents an endowment provided by the Sultanate of Oman. The interest earned was intended to support Omani students and scientists to participate in our projects. The progress of this fund has been hampered initially by low interest rates and the COVID-19 pandemic. We intend to start using this fund in 2024 to start a six year programme of international fellowships on Earthwatch expeditions for young Omani scientists.

Investment strategy

Earthwatch holds the majority of its funds in an investment portfolio managed by Sarasin. The funds held and the returns on each are shown in the table below. Earthwatch Europe's investment policy is to produce the best financial return with an acceptable level of risk. The objective for funds held in the long term is to generate a return at least in line with inflation (RPI), with shorter-term funds preserving their capital value with a minimum level of risk.

Investments of £2.3m (2022: £2.2m) are held in Sarasin's Climate Active Fund:

Investment term	Market value	Total return	Composite benchmark
Medium-term 18m – 5yrs	£0.4m	0.3%	1.9%
Long-term 5yrs+	£1.9m	1.7%	5.3%

Investments have experienced a small recovery in market value of £40k after a substantial drop in 2022, directly linked to the impact on stocks following the war in Ukraine, the government's mini-budget and the uncertainty of a global cost-of-living crisis. The portfolios are invested for the medium and long term and fluctuate year on year, the expectation being that portfolios will deliver a positive return in the longer term.

The Sarasin & Partners Climate Active Endowment Fund is a multi-asset investment portfolio that aims to bring about, and benefit from, action by businesses to strengthen their resilience to climate change in line with the Paris Climate Accord. Investment and divestment decisions are made using a case-by-case assessment of the vulnerability of each company to climate change and whether it will be able to develop a climate-aware strategy that will deliver attractive long-term returns for shareholders. This is a very similar approach to the one that Earthwatch takes with its own corporate partnerships, and we are therefore pleased to be able to invest in such a fund with Sarasin.

Both the Finance Committee and the Board review the performance of the funds on a quarterly basis and meet regularly with Sarasin & Partners to discuss performance and investment.

Environmental impact

We take our organisational sustainability seriously and are dedicated to ensuring that our organisational practice supports the work of our programmes in minimising our own impact on the planet.

We have been updating our Sustainability Plans and have agreed the following priorities:

Areas of impact	Goal	Actions
Measurement Of Carbon	Get us to a position by end of Q2 where this is measured and reported routinely. To give staff and management insights into where we can reduce our carbon impact.	Lead an assessment of what we need to measure; and how we can integrate measurement into our everyday work without creating too much more work.
Travel	Strengthen our travel/ transport policy to further reduce pollution, with a major focus on CO2.	Implement
Food	Strengthen our Food/ Expenses Policy to reduce pollution with a major focus on CO2.	Implement
Kit	Develop clearer guidelines for purchasing of equipment, from laptops, to programme delivery kit, to stationery.	Implement
Finance	Subject to Board approval, to review our banking arrangements from a sustainability perspective.	To achieve this by the beginning of FY26.
Electricity	To ensure that once we are able to move office that we can switch to a green supplier.	To achieve this by the beginning of FY26.

Governance

Other working names: Earthwatch Institute (Europe), Earthwatch (Europe), Earthwatch Institute

Company number: 4373313

Charity number: 1094467

Registered office and operational address: Mayfield House, 256 Banbury Road, Oxford, OX2 7DE

Country of registration: England & Wales
Country of incorporation: United Kingdom

Trustees

The Trustees who were in office throughout the year and up to the point of approval of these financial statements, unless otherwise stated, were as follows:

Kian Bakhtiari
(appointed 15 December 2023)

Nina Bhola

Dorothee D'Herde

Ed Green

Lucian Hudson
(Chair)

Jos Huijbregts

Geoffrey Lane
(Vice Chair)

Dax Lovegrove

Jack Matthews

Manu Maunganidtze
(appointed 15 December 2023)

Emily Murrell

Ozlem Robinson
(appointed 15 December 2023)

Sonia Shah
(appointed 15 December 2023)

Cristian Parrino

Adam Powell

Ben Wilson

Wen Yu Weng
(appointed 15 December 2023)

Earthwatch provides Trustees with governance training when they join the organisation. As part of their induction, Trustees will also spend time with the Chief Executive and relevant members of the Executive Management Team who will provide them with an overview of Earthwatch Europe and its current priorities and challenges. A Trustee handbook, which contains all relevant background information and links to key documents, is also provided.

Committees, attendance and remuneration

The Board meets quarterly to consider strategic business issues, and three sub-committees meet as and when particular business demands require.

Finance committee

This committee assists the Board in its duty to supervise the Trust's financial affairs. It also acts as an audit committee and an investment committee.

Nominations committee

This committee exercises general oversight concerning matters pertaining to the structure, composition and effectiveness of the Board and its Committees. In 2023 the nominations committee elected five Trustees to join the Board.

Ad-hoc working groups

These special purpose committees are of limited duration, appointed by the Board to consider a specific matter and are dissolved automatically upon submitting its final report to the Board, unless otherwise directed. During the year Trustees were nominated onto a working group to take a closer look at the charity's relationship with a major partner and return with a recommendation on whether the partnership agreement should be renewed in 2024.

The Trustees annual risk statement

Risk is considered in key decision processes at Executive and Board level. The Board reviews the major risks faced by the Charity at least annually after a more detailed discussion at the Finance Committee. The review includes reviewing the adequacy of the actions being taken in response to each risk.

The Board is satisfied that the major risks facing the Charity have been identified and are being appropriately addressed.

Overall, the Board considers that the key risks currently facing the Charity are as follows:

Delivering our charitable obligations

Our current priority is climate resilience and biodiversity in urban settings; improving freshwater environments; agricultural land management; and preparing the next generation to protect the natural world. The main risks include creating fundable projects that generate support across a variety of sectors, responding quickly to the effects of climate change on our delivery, and preparing for political challenges.

Mitigation:

- When preparing plans we build in space for product development, programme reviews and strategy sprints to ensure that resource is dedicated to future proofing activity.
- We continue to monitor political and economic trends as they evolve, working proactively and collaboratively to secure funding for science and nature across all the countries that we support.
- We conduct horizon scanning and risk management on projects, remain flexible within delivery plans, include an acceptable level of contingency and always seek alternative methods of delivery in the event of a natural disaster.

Brand and reputation

Supporters are crucial to our success and failure to uphold our reputation would lead to losing their support and our ability to empower people to make a direct contribution to scientific research.

Mitigation:

- We will increase the emphasis and priority of meeting the climate change challenge and associated threats through our theory of change/impact measurement and publication, to demonstrate our relevance.
- We will ensure our EW Partnership Ethics Policy and due diligence process is maintained and followed in all our partnerships.
- We will develop our values and ensure they are reflected in everything we do and keep science and evidence at the heart of our work.

Compliance

Compliance covers events that could impact on reputation and operations, such as serious fraud, an information security breach, a cyber-attack or a significant health and safety or safeguarding incident.

Mitigation:

- We operate health & safety training awareness programmes for staff and our project management includes ethical due diligence that supports partnership working.
- We are conducting IT audits to ensure mitigation against malicious incidents and have a GDPR governance group.
- We have invested in our accounting software during 2022 to ensure we have effective information flow and robust internal controls.

Financial viability and business continuity

The key risks, continue to be external factors such as a pandemic or economic downturn impacting our funding and delivery, but we are also at risk of not maintaining strong communication with our supporters in an ever-changing digital environment.

Mitigation:

- Our financial forecasts provide timely information, while our strategy challenges us to diversify our funding sources.
- We maintain a breadth of tools to deliver for our cause and we continue to develop skills and capabilities to flex these at speed and establish new ways of working.
- We will keep pace with changing technology and build resilience into our systems. We will conduct system audits regularly and implement value-added changes within a controlled budget and project framework ensuring we establish good levels of change management.

People

Our people are our greatest asset. Visible lack of leadership including failure to create a working environment in which staff and volunteers are valued and performance managed, leads to ineffectiveness and lack of understanding.

Failure to attract, engage, develop and retain the best staff in an increasingly competitive labour market leads to reduced ability to deliver successful outcomes.

Mitigation:

- We have a Trustee recruitment group that is responsible for recruiting diverse new Trustees who in turn, review the performance of the Executive Team and the CEO during Board meetings.
- There is a strategy signed off to 2025, which has been communicated to all staff.
- We use staff surveys as a mechanism to identify ongoing improvements and support our staff through the Ways of Working group to ensure two-way communication.
- Salaries and benefits are regularly reviewed to ensure they reflect the external charity sector and our financial strategy.

Policies

Remuneration policy

Our approach to remuneration is designed to ensure we can attract and retain the talented and motivated people we need to achieve our mission and deliver our strategic goals. It is applied consistently across the organisation, both in terms of how we set salaries and the benefits we offer our employees.

Pay is reviewed annually by the Executive, as part of the business planning and budget process to ensure we have sufficient funds available. If we do award a cost-of-living increase, we will decide on the level of pay award taking a number of factors into account, including the living wage, changes in the job market, the retail and consumer price indexes (rpi and cpi) and other relevant cost of living factors.

We offer paid internships and review and maintain internal pay relativities; pay progression is linked to development in the role and growth of the role. Our salaries and benefits are compared to other similar not-for-profit organisations.

Statement of going concern

The Trustees recognise that there are uncertainties in the delivery of the current strategic plan as well as in external factors such as the economic forecast. However, they consider due to the nature of Earthwatch's income and its lack of reliance on donations from the general public, that there are no material uncertainties which would cast doubt on Earthwatch's ability to continue as a going concern.

The trustees have considered the impact of an economic downturn on the budgets and cash flow forecasts prepared and, following this review, remain satisfied that Earthwatch remains a going concern for a period of at least one year from the date these accounts were approved.

Key management personnel

Steven Andrews	Chief Executive
Neil Bailey	Philanthropy Director
Maria Pontes	Programmes & Partnerships Director
John Ward-Zinski	Business Development Director
Toos Van Noordwijk (resigned 18 February 2024)	Science, Policy and Innovation Director
Joanne Woolley	Director of Finance and Operations
Josh Kubale (appointed 01 May 2023)	Interim Head of Communications

The total aggregated salary cost of management personnel in 2023 was £519k (2022: £475k). The increase in costs is due to the addition of the Director of Finance and Operations being in post for a full year.

Professional Advisors

Auditor:
Sayer Vincent LLP
Invicta House, 110 Golden Lane,
London, EC1Y 0TG

Bankers:
Barclays Bank plc
54 Cornmarket St, Oxford OX1 3HB

Nationwide plc
44 Queen St, Oxford OX1 1ET

Investment Manager:
Sarasin & Partners LLP
Juxon House, 100 St Paul's Churchyard,
London, EC4M 8BU

Solicitors:
Blake Morgan LLP
Seacourt Tower, West Way,
Oxford OX2 0FB

Stone King LLP
Boundary House, 91 Charterhouse St,
Barbican, London EC1M 6HR

Connected charities

The Charity works in association with the following affiliated licensed charities who all have similar missions and contribute to and participate in the same international programme of science and engagement activities.

Earthwatch Europe harnesses this network of connected charities to ensure global capability to deliver large-scale programmes and partnerships. The coverage across the Americas, Asia and Australia means that we can deliver globally whilst retaining a local focus.

Earthwatch Australia - 126 Bank Street, South Melbourne, Victoria 3205, Australia
Tel: +61 3 9682 6828

Earthwatch Expeditions Inc. - 1380 Soldiers Field Road, Suite 2700, Boston, MA 01235, USA
Tel: +1 800 776-0188

Earthwatch Ltd, Hong Kong - Room 901/4, Hang Seng North Point Building, 341 King's Road, North Point Hong Kong
Tel: +852 28381114

Earthwatch Institute, India - 459 Augusta Point, Level 4, Sector 53, Golf Course Road, Gurgaon, 122002, India
Tel: +91 124 4354160

Statement of Trustees' responsibilities

The Trustees (who are also directors of Conservation Education & Research Trust for the purposes of company law) are responsible for preparing the Trustees' annual report including the strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and group and of the incoming resources and application of resources, including the income and expenditure, of the group for that period. In preparing these financial statements, the Trustees are required to:

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

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

In so far as the Trustees are aware:

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

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

This Report, which includes the strategic report, was approved by the Trustees on 22 March 2024 and signed on their behalf by:

Lucian J Hudson
Chair

Independent auditor's report to the members of Conservation Education & Research Trust

Opinion

We have audited the financial statements of Conservation Education & Research Trust (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 30 September 2023 which comprise the consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the 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 FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 30 September 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
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011

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 group financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' annual report, including the strategic report, other than the group financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the group financial statements does not cover the other information, and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the group financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the group financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

© Pine in the van" by Mark Deans

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual report, including the strategic report, has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report, including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company 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 statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charites Act 2011 and report in accordance with those Acts.

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

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

Capability of the audit in detecting irregularities

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

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

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

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

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Sayer Vincent LLP

Jonathan Orchard (Senior statutory auditor)
20 June 2024

for and on behalf of Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, LONDON, EC1Y 0TG

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

Consolidated statement of financial activities

Incorporating an income and expenditure account

For the year ended 30 September 2023

	Note	Unrestricted £	Restricted £	Endowment £	2023 Total £
Income from:					
Donations and legacies	2	204,736	-	-	204,736
Charitable activities	3	1,306,287	1,865,384	-	3,171,671
Investments		71,126	-	-	71,126
Total income		1,582,149	1,865,384	-	3,447,533
Expenditure on:					
Raising funds		309,006	-	-	309,006
Charitable activities					
Soil & Water		532,128	527,981	-	1,060,109
Tiny Forest		967,973	599,136	-	1,567,109
Earthwatch Learning		44,381	628,039	-	672,420
Next Generation		161,924	187,283	5,624	354,831
Innovation		107,345	324,324	-	431,669
Naturehood		81.277	97,505	-	178,782
Total expenditure	**4**	2,204,034	2,364,268	5,624	4,573,926
Net expenditure before net losses on investments		(621,885)	(498,884)	(5,624)	(1,126,393)
Net (losses)/gains on investments	11	40,504	-	-	40,504
Net expenditure for the year	**5**	(581,381)	(498,884)	(5,624)	(1,085,889)
Transfers between funds	18	33,883	281	(34,164)	-
Net expenditure before other recognised gains and losses		(547,498)	(498,603)	(39,788)	(1,085,889)
losses on foreign exchange translation		(10,586)	-	-	(10,586)
Net movement in funds		(558,084)	(498,603)	(39,788)	(1,096,475)
Reconciliation of funds:					
Total funds brought forward		2,472,033	1,114,896	1,039,788	4,626,717
Total funds carried forward		1,913,949	616,293	1,000,000	3,530,242

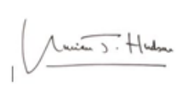
All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18 to the financial statements.

Balance Sheet

For the year ended 30 September 2023

	Note	The Group 2023 £	The Group 2022 £	The Charity 2023 £	The Charity 2022 £
Fixed assets:					
Tangible assets	10	61,505	73,521	61,505	73,521
Investments	11	2,278,570	2,171,318	2,278,570	2,171,318
		2,340.075	2,244,839	2,340.075	2,244,839
Current assets:					
Debtors	14	760,406	1,362,950	759,789	1,362,371
Cash at bank and in hand		802,072	1,639,164	787,402	1,607,984
		1,562,478	3,002,114	1,547,191	2,970,355
Liabilities:					
Creditors: amounts falling due within one year	15	(372,311)	(620,236)	(406,859)	(692,096)
Net current assets		1,190,167	2,381,877	1,140,332	2,278,258
Total assets less current liabilities	18	3,530,242	4,626,717	3,480,407	4,523,097
Total net assets		3,530,242	4,626,717	3,480,407	4,523,097
Funds:					
Endowment funds		1,000,000	1,039,788	1,000,000	1,039,788
Restricted income funds		616,293	1,114,896	616,293	1,114,896
Unrestricted income funds:					
Designated funds		61,505	73,521	61,505	73,521
General funds		1,802,609	2,294,892	1,802,609	2,294,892
Non-charitable trading funds		49,835	103,620	-	-
Total unrestricted funds		1,913,949	2,472,033	1,864,114	2,368,413
Total funds	18	3,530,242	4,626,717	3,480,407	4,523,097

Approved by the Trustees on 22 March 2024 and signed on their behalf by



Lucian J. Hudson
Chair

Consolidated cash flow statement

For the year ended 30 September 2023

	2023 £	2023 £	2022 £	2022 £
Cash flows from operating activities				
Net expenditure for the reporting period (as per the statement of financial activities)	(1,067,353)		(956,597)	
Depreciation charges	27,875		16,842	
Gains/(losses) on investments	(40,504)		380,091	
Dividends, interest and rent from investments	(71,126)		(85,335)	
Decrease/(increase) in debtors	602,544		(812,939)	
Decrease in creditors	(277,047)		(217,237)	
Net cash (used in) operating activities		(825,611)		(1,675,175)
Cash flows from investing activities:				
Dividends, interest and rents from investments	71,126		85,335	
Purchase of fixed assets	(15,859)		(62,020)	
Movement in cash held by investment managers	(66,748)		(10)	
Proceeds from sale of investments	-		1,807,021	
Purchase of investments	-		(91,938)	
Net cash (used in)/provided by investing activities		(11,481)		1,738,388
Change in cash and cash equivalents in the year		(837,092)		63,213
Cash and cash equivalents at the beginning of the year		1,639,164		1,575,951
Cash and cash equivalents at the end of the year		802,072		1,639,164

Notes to the financial statements

For the year ended 30 September 2023

1 Accounting policies

a) Statutory information
Conservation Education & Research Trust is a charitable company limited by guarantee and is incorporated in the United Kingdom.
The registered office address is Mayfield House, 256 Banbury Road, Oxford, OX2 7DE.

b) Basis of preparation
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiary Earthwatch Limited on a line by line basis. Transactions and balances between the charitable company and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two companies are disclosed in the notes of the charitable company's balance sheet. A separate statement of financial activities, or income and expenditure account, for the charitable company itself is not presented because the charitable company has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

"In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually

c) Public benefit entity
The charitable company meets the definition of a public benefit entity under FRS 102.

d) **Going concern**
The Trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.
The Trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

e) Income
Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.
Income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.
Legacy income is recognised once a reasonable estimate of its value can be made and providing there is no evidence of any significant contentious claims concerning the deceased's estate. Where a legacy is for part of the residue of an estate, the deceased's will, initial statements of assets and liabilities, and draft estate accounts, are used to calculate the estimated value of the bequest. This estimate is only recognised as income once the executors have proved the will (i.e. obtained probate).

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

g) Fund accounting
Endowment funds represent donations which are treated as capital.
Restricted funds are to be used for specific purposes as laid down by the donor.
Expenditure which meets these criteria is charged to the fund.
Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.
Designated funds are unrestricted funds allocated by the Trustees for particular purposes.

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

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services and educational activities undertaken to further the purposes of the charity and their associated support costs

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

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

i) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the Trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

j) **Allocation of support costs**

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff cost, of the amount attributable to each activity:

Soil & Water	22%
Tiny Forest	33%
Corporate Learning	14%
Capacity Development	7%
Innovation	13%
Naturehood	4%
Other	0%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

k) Operating leases

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

l) Tangible fixed assets

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

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

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

- Leasehold improvements
- Furniture and equipment
- Computer equipment

m) Listed investments

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

n) 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.

o) Cash at bank and in hand

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

p) 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.

q) Financial instruments

The charity has both basic and non-basic financial assets and financial liabilities. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value, with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method. Non-basic financial instruments are measured at fair value with any gain or loss going to the statement of financial activities.

r) Foreign currency transactions

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling using the rate of exchange ruling at the date of the transaction. Exchange differences are taken into account in arriving at the net incoming resources for the year.

s) Pensions

The charitable company operates a defined contribution pension scheme on behalf of its employees. The assets of this scheme is held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable by the charitable company to the fund. The charitable company has no liability other than for the payment of those contributions.

t) Related party transfers

Unrestricted donations of £1,200 were received during the year from another not-for-profit entity that one Trustee served on. There were no other related party transactions in the year (2022: £1,200)

2 Income from donations and legacies

	2023 Total £	2022 Total £
Donations	204,736	272,864
	204,736	272,864

3 Income from charitable activities

	Unrestricted £	Restricted £	2023 Total £	Unrestricted £	Restricted £	2022 Total £
Corporate income	659,975	895,072	1,555,047	1,527,510	452,480	1,979,990
Other grants and donations	646,312	970,312	1,616,624	118,965	937,964	1,056,929
Total	1,306,287	1,865,384	3,171,671	1,646,475	1,390,444	3,036,919

4 Analysis of expenditure (current year)

	Cost of raising funds £	Charitable activities: Soil & Water £	Tiny Forest £	Corporate Learning £	Next Generation £	Innovation £	Naturehood £	Governance costs £	Support costs £	2023 Total £
Staff costs	256,405	429,807	612,594	245,640	156,021	235,256	89,876	48,136	576,755	2,650,490
Research and field costs	-	103,723	24,209	-	26,000	-	3,050	-	-	156,982
Engagement costs	-	219,047	519,256	263,743	67,593	38,022	25,585	-	-	1,133,246
Development and fundraising	52,601	1,067	222	155	419	259	496	-	-	55,219
Audit	-	-	-	-	-	-	-	16,694	-	16,694
Trustee costs	-	-	-	-	-	-	-	1,275	-	1,275
Office costs	-	-	-	-	-	-	-	-	263,574	263,574
Finance & HR costs	-	-	-	-	-	-	-	-	154,686	154,686
Other costs	-	25,194	9,939	2,131	2,697	4,176	960	-	96,662	141,759
Total expenditure 2023	309,006	778,838	1,166,220	511,669	252,730	277,713	119,967	66,105	1,091,677	4,573,929
Support costs	-	265,211	378,000	151,572	96,272	145,163	55,459	-	(1,109,677)	-
Governance costs	-	16,060	22,889	9,179	5,829	8,792	3,356	(66,105)	-	-
Total expenditure 2023	309,006	1,060,109	1,567,109	672,420	354,831	431,669	178,782	-	-	4,573,929

4b Analysis of expenditure (prior year)

	Charitable activities											
	Cost of raising funds	Soil & Water	Tiny Forest	Corporate Learning	Next Generation	Innovation	Naturehood	Other	Governance costs	Support costs	2022 Total
	£	£	£	£	£	£	£	£	£	£	£
Staff costs	330,065	224,682	506,414	173,917	103,214	215,063	21,624	2,137	50,139	545,474	**2,172,729**
Research and field costs	-	45,471	74,979	-	35,262	-	1,500	-	-	-	**157,212**
Engagement costs	-	208,982	546,778	197,255	39,301	74,523	11,957	733	-	-	**1,079,529**
Development and fundraising	102,808	-	-	-	-	-	-	-	-	-	**102,808**
Audit	-	-	-	-	-	-	-	-	16,796	-	**16,796**
Trustee costs	-	-	-	-	-	-	-	-	-	-	**-**
Office costs	-	-	-	-	-	-	-	-	-	197,235	**197,235**
Finance & HR costs	-	-	-	-	-	-	-	-	-	155,207	**155,207**
Other costs	-	25,331	6,491	1,057	2,258	5,243	110	65	-	61,804	**102,359**
	432,873	504,466	1,134,662	372,229	180,035	294,829	35,191	2,935	66,935	959,720	**3,983,875**
Support costs	-	172,913	389,733	133,845	79,433	165,510	16,642	1,644	-	(959,720)	
Governance costs	-	12,060	27,181	9,335	5,540	11,543	1,161	115	(66,935)		
Total expenditure 2022	**432,873**	**689,439**	**1,551,576**	**515,409**	**265,008**	**471,882**	**52,994**	**4,694**	**-**	**-**	**3,983,875**

5 Net income for the year

This is stated after charging / (crediting):

	2023 Total £	2022 Total £
Depreciation on tangible fixed assets	27,875	16,842
Operating lease rentals:		
Property	115,200	96,860
Auditor's remuneration (excluding VAT):		
Audit	14,850	13,550
Under/(over) accrual from prior year	2,040	-
Foreign exchange (gains) or losses	(10,586)	12,251

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

Staff costs were as follows:

	2023 Total £	2022 Total £
Salaries and wages	2,289,335	1,880,544
Redundancy and termination costs	7,607	-
Social security costs	251,263	210,113
Employer's contribution to defined contribution pension schemes	102,285	82,072
	2,650,490	2,172,729

The following number of employees received employee benefits in excess of £60,000 (excluding employer national insurance and employer pension costs) during the year between:

	2023 No	2022 No
£80,000 - £89,999	1	1
£60,000 - £69,999	4	2

The total employee benefits (including employer national insurance and employer pension contributions) of the key management personnel were £519,153 (2022: £474,881).

The charity Trustees were not paid or received any other benefits from employment with the charity in the year (2022: £nil). No charity Trustee received payment for professional or other services supplied to the charity (2022: £nil).

Trustees' expenses represent the payment or reimbursement of travel and subsistence costs totalling £1,275 (2022: £nil) incurred by 3 (2022:nil) members relating to attendance at meetings of the Trustees.

7 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2023 No	2022 No
	66	55

The actual number of employees at 30 September is 66 (2022: 58); the full-time equivalent is 59.7 (2021: 51.6), the difference being due to job shares and part-time positions held by employees.

8 Related party transactions

Aggregate donations from related parties were £1,200 from one Trustee, made up of £100 monthly donations from Richmond & Kingston Crossroads Care (2022: £1,200).

9 Taxation

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

10 Fixed assets

The group & charity

	Leasehold improvements £	Furniture and equipment £	Computer equipment £	Software £	Total £
Cost					
At the start of the year	60,503	82,401	360,460	57,686	561,050
Additions in year	-	-	1,999	13,860	15,859
Disposals in year	-	(26,651)	(309,542)	-	(336,193)
At the end of the year	60,503	55,750	52,917	71,546	240,716
Depreciation					
At the start of the year	43,244	80,881	356,994	6,410	487,529
Charge for the year	6,050	981	1,615	19,299	27,875
Disposals in year	-	(26,651)	(309,542)	-	(336,193)
At the end of the year	49,294	55,211	49,067	25,639	179,211
Net book value at the end of the year	11,209	539	3,850	45,907	61,505
At the start of the year	17,259	1,520	3,466	51,276	73,521

All of the above assets are used for charitable purposes.

11 Investments

The group and charity

	2023 Total £	2022 Total £
Fair value at the start of the year	2,171,318	4,266,482
Additions at cost	-	91,938
Disposal proceeds	-	(1,807,021)
Net (loss)/gain on change in fair value	40,504	(380,091)
	2,211,822	2,172,729
Cash held by investment managers Fair value at	66,748	10
the end of the year	2,278,570	2,171,318

Investments comprise:

	£	£
UK Common investment funds	2,211,822	2,171,308
Amounts held as cash	66,748	10
	2,278,570	2,171,318

12 Subsidiary undertaking

"The charity controls the subsidiary, Earthwatch Limited, a company limited by guarantee incorporated in Hong Kong, by virtue of having an employee who is a Trustee of the subsidiary. Control was deemed to have passed to the charity as of 1 October 2013. The subsidiary is engaged in the same charitable activities as the charity. All activities have been consolidated on a line by line basis in the statement of financial activities, based on the audited financial statements as at 30 September which are prepared in Hong Kong dollars (HK$). The results have been converted at the year-end exchange rate of 10.47 HK$ per £ (2022: 10.29 HK$ per £).

During the year Trustees, Joanne Woolley, Steven Andrews and Gitte Venicx were appointed.

A summary of the results of the subsidiary is shown below:

	2023 Total £	2022 Total £
Income and expenditure		
Outgoing charitable resources	(53,785)	(15,219)
Profit/(loss) for the year	(53,785)	(15,219)
Reserves brought forward	103,620	118,839
Reserves carried forward	49,835	103,620
Balance sheet		
The aggregate of the assets, liabilities and funds was:		
Current assets	53,826	106,201
Current liabilities	(3,991)	(2,581)
Funds	49,835	103,620

13 Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2023 Total £	2022 Total £
Gross income	3,622,929	3,395,118
Result for the year	(1,042,690)	(941,376)

14 Debtors

	The group		The charity	
	2023 Total £	2022 Total £	2023 Total £	2022 Total £
Trade debtors	285,310	992,370	285,309	992,370
Accrued income	348,059	241,601	348,059	241,601
Prepayments and other income	127,037	128,979	126,421	128,400
	760,406	1,362,950	759,789	1,362,371

15 Creditors

	The group		The charity	
	2023 Total £	2022 Total £	2023 Total £	2022 Total £
Trade creditors	127,858	118,280	127,858	118,280
Taxation and social security	52,614	67,364	52,614	67,364
Amounts owed to subsidiary undertakings	-	-	38,539	74,440
Accruals and other creditors	162,717	147,280	158,726	144,700
Deferred income (note 16)	29,122	287,312	29,122	287,312
	372,311	620,236	406,859	692,096

16 Deferred income

Deferred income represents prepayments for contracted goods or services that have yet to be delivered.

	The group		The charity	
	2023 Total £	2022 Total £	2023 Total £	2022 Total £
Balance at the beginning of the year	287,312	370,344	287,312	370,344
Amount released to income in the year	(287,312)	(370,344)	(287,312)	(370,344)
Amount deferred in the year	29,122	287,312	29,122	287,312
	29,122	287,312	29,122	287,312

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

	General unrestricted funds	Designated funds	Endowment funds	Restricted funds	Total funds
	£	£	£	£	£
Tangible fixed assets	-	61,505	-	-	61,505
Fixed asset investments	1,278,570	-	1,000,000	-	1,000,000
Net current assets	573,874	-	-	616,293	1,190,167
Net assets at the end of the year	1,852,444	61,505	1,000,000	616,293	3,530,242

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

	General unrestricted funds	Designated funds	Endowment funds	Restricted funds	Total funds
	£	£	£	£	£
Tangible fixed assets	-	73,521	-	-	73,521
Fixed asset investments	2,171,318	-	-	-	2,171,318
Net current assets	227,194	-	1,039,788	1,114,896	2,381,878
Net assets at the end of the year	2,398,512	73,521	1,039,788	1,114,896	4,626,717

18a Movements in funds (current year)

	At 1 October 2022	Income & gains	Expenditure & losses	Transfers	At 30 September 2023
	£	£	£	£	£
Endowment funds:					
40th anniversary fellowship	1,039,788	-	(5,624)	(34,164)	1,000,000
Total endowment funds	1,039,788		(5,624)	(34,164)	1,000,000
Restricted funds:					
Soil & Water	202,433	436,253	(527,981)	-	110,705
Tiny Forest	268,308	524,226	(599,136)	-	193,398
Corporate Learning	406,138	409,902	(628,038)	281	188,283
Capacity Development	75,950	190,882	(187,284)	-	79,548
Innovation	123,812	203,010	(324,324)	-	2,498
Naturehood	38,255	101,111	(97,505)	-	41,861
Total restricted funds	1,114,896	1,865,384	(2,364,268)	281	616,293
Unrestricted funds:					
Designated funds:					
Capital fund	73,521	-	(27,875)	15,859	61,505
Total designated funds	73,521	-	(27,875)	15,859	61,505
General funds	2,294,892	1,622,653	(2,132,960)	18,014	1,802,609
Non-charitable trading funds	103,620	-	(53,785)	-	49,835
Total unrestricted funds	2,472,033	1,622,653	(2,214,620)	33,883	1,913,949
Total funds	4,626,717	3,488,037	(4,584,512)	-	3,530,242

18b Movements in funds (prior year)

	At 1 October 202	Income & gains	Expenditure & losses	Transfers	At 30 September 2022
	£	£	£	£	£
Endowment funds:					
40th anniversary fellowship	1,039,788	-	-	-	1,039,788
Total endowment funds	1,039,788	-	-	-	1,039,788
Restricted funds:					
Soil & Water	14,464	170,538	(146,944)	164,375	202,433
Tiny Forest	252,869	630,674	(625,736)	10,501	268,308
Corporate Learning	51,016	81,005	(101,149)	375,266	406,138
Capacity Development	97,474	74,082	(107,086)	11,480	75,950
Innovation	70,770	389,431	(338,372)	1,983	123,812
Naturehood	-	44,714	(6,459)	-	38,255
Other	1,772	-	(3,773)	2,001	-
HSBC Climate Partnership	282,334	-	(282,334)	-	-
Total restricted funds	770,699	1,390,444	(1,611,853)	565,606	1,114,896
Unrestricted funds:					
Designated funds:					
Capital fund	28,343	-	(16,842)	62,020	73,521
Other	801,928	829,424	(641,104)	(990,248)	-
Total designated funds	830,271	829,424	(657,946)	(928,228)	73,521

	At 1 October 2021	Income & gains	Expenditure & losses	Transfers	At 30 September 2022
	£	£	£	£	£
General funds	2,823,717	1,187,501	(2,078,948)	362,622	2,294,892
Non-charitable trading funds	118,839	-	(15,219)	-	103,620
Total unrestricted funds	3,772,827	2,016,925	(2,752,113)	(565,606)	2,472,033
Total funds	5,583,314	3,407,369	(4,363,966)	-	4,626,717

Purposes of endowment funds
The 40th Anniversary Fellowship consists of a donation of £1,000,000 from the Oman Government to set up an endowment fund. Since inception in 2023 the fund has generated £39,788 of income, £9,878 was used during 2023 and the remaining £24,286 was transferred to general funds to be used in 2024 to fund a meeting with Oman authorities, developing a concept for the drawdown of funds and reviving our work supporting Omani scientists.

Purposes of restricted funds
Restricted funds include many individual grants and donations for specific purposes, which will be applied to future costs over the lifespan of projects.

Purposes of designated funds
The Capital Fund is the funds of the group/company which are represented by the net book value of tangible and intangible fixed assets.

19 Operating lease commitments

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

	Property 2023 Total £	2022 Total £
Less than one year	96,000	96,860
One to five years	96,000	194,580
	192,000	291,440

20 Legal status of the charity

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

21 Statement of financial activities (prior year)

	Note	Unrestricted £	Restricted £	Endowment £	2022 Total £
Income from:					
Donations and legacies	2	272,864	-	-	**272,864**
Charitable activities	3	1,646,475	-	1,390,444	**3,036,919**
Investments		85,335	-	-	**85,335**
Total income		**2,004,674**	**-**	**1,390,444**	**3,395,118**
Expenditure on:					
Raising funds		432,873	-	-	**432,873**
Charitable activities					
Soil & Water		445,862	-	243,577	**689,439**
Tiny Forest		822,094	-	729,482	**1,551,576**
Earthwatch Learning		378,742	-	136,667	**515,409**
Next Generation		136,174	-	128,834	**265,008**
Innovation		119,621	-	352,261	**471,882**
Naturehood		35,735	-	17,259	**52,994**
Other		921	-	3,773	**4,694**
Total expenditure	**4**	**2,372,022**	**-**	**1,611,853**	**3,983,875**
Net expenditure before net (losses)/gains on investments		**(367,348)**	**-**	**(221,409)**	**(588,757)**
Net (losses)/gains on investments	11	(380,091)	-	-	**(380,091)**
Net expenditure for the year	**5**	**(747,439)**	**-**	**(221,409)**	**(968,848)**
Transfers between funds	19	(565,606)	-	565,606	**-**
Net income/(expenditure) before other recognised gains and losses		**(1,313,045)**	**-**	**344,197**	**(968,848)**
Gains/(losses) on foreign exchange translation		12,251	-	-	**12,251**
Net movement in funds		**(1,300,794)**	**-**	**344,197**	**(956,597)**
Reconciliation of funds:					
Total funds brought forward		3,772,827	1,039,788	770,699	**5,583,314**
Total funds carried forward		**2,472,033**	**1,039,788**	**1,114,896**	**4,626,717**

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REPORT AND FINANCIAL STATEMENTS

For the year ended
30 September 2022

Company number: 4373313 | Charity number: 1094467

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Welcome

On the global stage, 2022 was a truly turbulent and challenging year. As the world started to reopen following the Covid-19 pandemic, we faced a new shock to our political and economic systems: war in Ukraine. The mounting strain on our environment showed itself in ever more shocking ways, with extreme weather events across the world. We saw record high temperatures in many regions, including the Antarctic, devastating flooding in Pakistan, drought in Western Europe, and wildfires threatening thousands of homes. The UN's Intergovernmental Panel on Climate Change (IPCC) warned this year that it is now or never to limit the impacts of climate change.

The world is far from stabilising global warming at 1.5°C and preserving biodiversity. So it was no surprise to see the unprecedented levels of public interest in UNFCCC COP26, which took place in Glasgow. Despite the frustration many expressed with the outcomes of that pivotal summit, one thing was clear: there is a strengthened collective will to come together and bring about a step-change in efforts to address the multiple challenges facing our planet.

Operating against such a backdrop, Earthwatch's work has never been more important. We were in Glasgow for COP26, planting a network of Tiny Forests from which city residents can directly benefit. We continue to work with corporate partners to help deliver business-focused sustainability outcomes, at the same time as inspiring action through building personal connections with nature. We are at the forefront of the citizen science movement, taking the lead with innovations such as the Measuring Impact of Citizen Science (MICS) platform, which will maximise the positive impact policymakers and project managers can have on their environment using this method of research.

It has been inspiring and rewarding supporting the Earthwatch team, led by CEO, Steve Andrews, to achieve our strategic goals. Following a pivotal review in FY21, jointly conducted by Board of Trustees and Executive Team, the team has significantly grown Earthwatch's impact resulting from the investment of our reserves, set ambitious and exciting long-term objectives for a number of programmes, and embarked on new partnerships in both the UK and the Netherlands. As a result, more communities around Europe are connecting with nature and monitoring their natural resources in new ways.

The landmark Kunming to Montreal Global Biodiversity Framework agreed by global governments at the much-delayed biodiversity summit COP15, in December 2022, is another reminder that we will achieve much more together than we can alone. We all have a role to play – and my fellow Trustees and I are proud to play a role in bringing Earthwatch's exceptional field of expertise to the fore at this crucial time for society.

Lucian J Hudson
Chair, Earthwatch Europe

About Earthwatch Europe

Driving the change needed to live within our means and in balance with nature.

Our planet – and all life on it – is facing unprecedented challenges. Climate change and loss of biodiversity threaten our very existence and the beauty of the world as we know it.

Science has identified the causes of these challenges, and science is essential if we're to face and solve them.

Earthwatch is an environmental charity with science at its heart.

We connect people with the natural world, monitor the health of our natural resources, and help people take action to have a positive impact.

We work together with scientists, businesses, civil society and policy-makers to drive the change we need to live within our means and in balance with nature.

Our work focuses on many environmental challenges, including climate change, biodiversity loss, freshwater pollution, sustainable agriculture and life in cities.

What we do

Enabling action

We provide families, communities and companies with opportunities to take science-based action to mitigate the impacts of climate change and biodiversity loss

Educating future generations

We teach educators and children about climate change, biodiversity loss and how to deliver outdoor education

We train and support young scientists from across the world

Advancing citizen science

We engage the public and stakeholders, including corporate employees and farmers, in undertaking citizen science research, helping to answer important environmental questions and influence policy and practice

We are leaders in developing the discipline of citizen science

Helping companies to transform

We design and deliver immersive learning programmes for corporate leaders and employees

We undertake business-relevant scientific research

We support leaders to meet business sustainability goals

Our values

We are driven by people

Why it's important

In order to change hearts and minds, our experiences and projects must be motivating, engaging and truly inspire people to take action.

And in an increasingly polarised world, we need to support and connect with one another to collectively tackle the environmental crises facing us. Everyone has a part to play.

What it looks like

We believe in the power of people, from all walks of life, to make change happen, and design our projects to be inclusive and accessible to all. As a team we are open, warm and passionate, and support and appreciate others. We are non-judgemental, create a platform for all voices and foster a sense of community. Our projects and activities are inclusive and accessible.

We are powered by science

Why it's important

In a complex and fast-moving world, science is the best tool for helping us find the truth, act and make progress. At Earthwatch, our scientific expertise gives us greater conviction and credibility in advocating for change.

What it looks like

Our programmes are based on evidence and generate new knowledge, and we undertake applied research that identifies new solutions. We use and champion citizen science as a means of engaging and connecting people with solutions to global problems. Internally our decision-making is based on evidence, evaluation and monitoring.

We connect with nature

Why it's important

Our society exists in a state of disconnection from nature – people see themselves as separate from nature and therefore place less value on it. Disconnection from nature is at the heart of ecological emergency. Connection is a driving force for change.

What it looks like

We put meaningful interaction and engagement with nature at the heart of what we do, guiding people to reconsider their relationship with our planet and inspiring them to become agents of change. Our activities are fun, memorable and motivating: with muddy boots and hands, and smiles on their faces, our volunteers and communities work together with confidence and enthusiasm to take action.

We fight for our planet

Why it's important

We are in the midst of multiple environmental crises. We need to focus our resource to ensure that our work has maximum impact, where it is most needed. And to maximise our influence, we must be seen as the expert in our areas of specialism, differentiate ourselves from others and be an authentic advocate for change.

What it looks like

Our activity is focused on outcomes for our planet, not outputs. We are unafraid to express our beliefs and principals, we know our goals and work whole-heartedly towards them. We challenge ourselves, our partners and environmental decision-makers. Internally and externally, we are clear on our focus and intention, and are accountable, open and honest.

Equality, diversity and inclusion

At Earthwatch we are committed to encouraging diversity in our workforce. Earthwatch Europe has an equal opportunities policy which addresses Earthwatch's goals and responsibilities as an employer. We aim to provide equality and fairness for all in our employment or those applying for employment.

Our EDI Working Group works towards implementing our policy, embedding equality, diversion and inclusion into our programmes and culture. Each member of the group – including the CEO – has EDI related goals within Earthwatch's performance management system.

In FY22 we joined two industry EDI networks, The Diverse Sustainability Initiative and the Wildlife & Countryside Link EDI Group, which will further support our commitments and contribute to increasing diversity within the sector.

We established five priority areas in FY22:

1. Ensure Earthwatch is a place where individuality is embraced and everyone has the opportunity to thrive

Earthwatch staff feedback resulted in further actions, including increased communication about Earthwatch's EDI commitments and actions, more routes for employees to share their thoughts and ideas about EDI at Earthwatch, a new EDI induction session for new starters and a 'this is me' section to our weekly staff newsletter.

In recognition of the challenges facing LGBTQI+ people in field science, we supported our colleague Isabel Bishop to publish an open-access article outlining her personal experience (Mackay, AW & Bishop, IJ (2022) Out in the field. Area, 54, 546– 550. Available from: https://doi.org/10.1111/area.12823).

2. Identify and remove any barriers to greater equality and inclusion within our recruitment processes

Following an internal assessment of our recruitment processes, we:

- Updated our diversity and inclusion statement on all job adverts
- Updated recruitment process guidelines for all those involved in recruitment
- Survey new starters annually to get their feedback on recruitment and induction processes
- Piloted unconscious bias training for all new hiring managers
- Started work on revising our organisational values.

3. Put a plan in place to build a more diverse Board of Trustees

In FY22 we made the following steps to build a more diverse Board of Trustees:

- Set up a Trustee EDI Working Group to ensure our commitments are reflected on our board
- Undertook a skills and diversity gap analysis of our board, using individual interviews to gather different perspectives, with targets to fill these gaps in future Trustee recruitment.

4. Review equity within the organisation, starting with a gender equity plan

A sub-group of the EDI Working Group completed a rigorous review of gender equality within Earthwatch and created a GEP (Gender Equality Plan) in line with the Horizon Europe Framework, which is published on our website. It includes a detailed action plan and we will complete another situational report in Jan 2023 to refine our GEP as required.

5. Review our existing programmes and develop new programmes aimed at giving increased equity and increased diversity, starting with young minority ethnic people

Our Tiny Forest programme has an increased focus on reaching diverse communities. We have also reviewed community engagement and volunteer processes to ensure they are meeting our EDI ambitions. We will use Tiny Forest as a case study that we can replicate in our other programme areas.

The Next Generation programme is now also focusing on under-served communities and we will be adapting our resources and activities further to ensure they are as inclusive as possible. We continue developing our freshwater and soil health toolkits to make them accessible to diverse communities around the world.

[1] https://policyexchange.org.uk/wp-content/uploads/2017/03/The-two-sides-of-diversity-2.pdf

Fundraising

Earthwatch Europe receives a significant amount of its income from corporate partners. We work with some of our partners to embed sustainability within their business. Other partners support us to deliver public engagement and education programmes. Each corporation we partner with is assessed in line with our partnership ethics policy.

Income from research grants remains an important source of funding across many of our programmes. Earthwatch's accreditation as an Independent Research Organisation enables us to partner and lead on several proposals to the UK research councils and the EU, and the establishment of our Netherlands office has expanded our ability to partner with Dutch research organisations and access additional funding opportunities in Europe.

Income from Trusts and Foundations is of growing importance to Earthwatch as we continue to diversify our income streams. Earthwatch works with a variety of organisations to help fund our work to connect people to nature, monitor the health of our natural resources and promote impactful actions to reduce environmental impact.

Earthwatch has also maintained a steady income from individuals. As in previous years, individuals are able to support us via one-off donations, recurring donations, and sponsorship for marathons and other events. This year we also established our Seed Investor group of major donors who support our work and are aligned with our approach. We continue to explore new funding routes for individuals, including digital media platforms and merchandise options, using online stores where we do not need to pre-purchase stock.

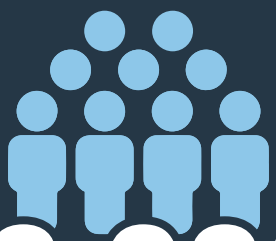
Earthwatch is a member of the Fundraising Regulator. All our fundraising activity was carried out by internal staff members in 2022, and we have a number of policies in place to ensure our fundraising activity is transparent.

We have ensured that all fundraising was in line with relevant data protection regulations. We received no complaints about our fundraising practices in 2022 (2021: none).

Strategic report

Objectives and achievements

Enabling action and connecting people with nature



13,933

participants in our projects

14,616

hours spent outdoors through Earthwatch activities

78,905

trees planted with Tiny Forest volunteers

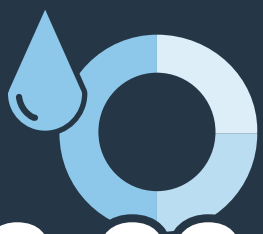
Creating knowledge and advancing citizen science to transform

8

peer-reviewed papers published

3,992

people trained to collect citizen science data



2,224

new FreshWater Watch datasets made available open access

Educating future generations

18,597

more young people can experience outdoor education thanks to Earthwatch programmes

794

teachers participated in our Tiny Forest and Teach Earth training events

28

new online learning resources created

Helping companies to transform

23

corporate partners

4,267

attendees at corporate engagement and learning events

5

business recommendation reports and white papers created

Soil & Water

Spend: £689,439

Introduction

Our Soil and Water programme is focused on empowering people around the world to monitor, protect and improve the health of their local environments. We believe that the first step in having an impact is collecting robust data to inform and enable targeted action, and we engage the public and farming community to achieve this.

Our freshwater vision is to have 100,000 people safeguarding 10,000 water bodies across Europe and Africa by 2030. We are working to deliver this vision through our global FreshWater Watch programme, which engages communities, students, families and farmers from England to Sierra Leone and China as freshwater citizen scientists.

We are also passionate advocates of sustainable agriculture, with a growing portfolio of projects supporting farmers and other parts of the agricultural supply chain to monitor their impact and test more sustainable practices. We apply citizen science tools to improve soil and water health and are working with partners to develop and integrate simple biodiversity monitoring tools.

Objectives

- Continue to support our FreshWater Watch community groups:
  - **a.** Add 30+ new communities to our platform
  - **b.** Engage 2,500 people to actively participate in FreshWater Watch
- Empower communities to take action to improve their local waterbodies, with at least 50% initiating action
- Scale up our pilot projects exploring the use of FreshWater Watch measurements in reporting for the Sustainable Development Goals
- Grow our tools to support sustainable agricultural practices, including initiating at least one new project to improve soil health
- Expand our sustainable agriculture work in China, researching the environmental impact of different agricultural actions
- Upgrade our FreshWater Watch online platform

Achievements

We saw impressive growth in our soil and water programme in FY22. Major milestones include the launch of the new FreshWater Watch platform in May, with much more powerful functionality, allowing greater data analysis and visualisation, and better access to training resources; and our celebration in September of FreshWater Watch's 10th anniversary.

We welcomed 27 new community groups into FreshWater Watch from the UK, Ireland, the Netherlands, Sweden and Italy, bringing our total number of groups to 63. This growth was partly enabled by funding received from the Nineveh Trust, the WFH Foundation and the Big Green Give. In total, 6,044 people took part in FreshWater Watch through both our community groups and public WaterBlitz events. This achievement was in part due to the fantastic work across Ireland by our partners at Dublin City University.

70% of groups surveyed are taking action to improve their local waterbodies, including advocacy, campaigning and working with farmers. Most notably, Earthwatch is supporting the 'catchment champions' in the Evenlode Catchment Partnership, in Oxfordshire, which is funded through Thames Water's Smarter Water Catchments project. These local volunteers collect data to build more detailed picture of the water quality status and report pollution incidents on their stretch of river.

Our work with the United Nations has grown in Africa, with a new transnational Sustainable Development Goals project linking and expanding the existing FreshWater Watch groups in Malawi, Sierra Leone, Tanzania and Zambia, in order to enable citizen science data to be used to report on the Water and Sanitation SDG 6.3.2.

Partners

GEMS Water, JOA Jersey Overseas Aid, IUCN National Committee of The Netherlands, Nineveh Charitable Trust, Ofwat, PLAN International For children and equality for girls, Tate & Lyle, Thames Water, theBigGive, The Rivers Trust, Samen voor Biodiversiteit, UNEP, Wageningen University & Research, Waterschap De Dommel, WFH Foundation, WWQA World Water Quality Alliance

We have developed a number of new projects in the Netherlands, particularly focusing on sustainable agriculture. We support farmers to measure water quality and soil health to better understand the local situation on their farm and inform management decisions, with support from IUCN NL, the Dutch National Postcode Lottery and Innovatiefonds Deltaplan Biodiversiteit. In another project, supported by Provincie Noord-Brabant, we worked with HAS Hogeschool, Brabants Landschap and Maasarend ecologie to measure soil health, water quality and biodiversity on 30 farms to research whether the BBM payment for ecosystem services scheme leads to better outcomes for biodiversity. Work has also started on a collaborative project led by Wageningen University to develop a simple to use biodiversity monitoring tool for arable farmers.

Our sustainable stevia farming project in China, delivered with Tate & Lyle and in partnership with Nanjing Agricultural University, has continued to grow. In previous years the project has delivered a life-cycle-analysis of stevia, a plant-derived low-calorie sweetener, and piloted methods of reducing environmental impacts. This year the project has grown in both Dongtai, Jiangsu Province, East China, and Linze, Gansu Province, West China, with farmers applying best practices around fertiliser use. Over 100 farmers signed the voluntary Stevia Supplier Sustainability Commitment, committing to reduce the environmental impact of stevia farming.

Our soil and water research team published five peer-reviewed publications:

Winton, D, Marazzi, L, & Loiselle, S (2022). Drivers of public plastic (mis)use — New insights from changes in single-use plastic usage during the Covid-19 pandemic. *Science of The Total Environment*, 157672.

Simaika, JP, Bishop, I, Kelly, M, & Castañeda, R (2022). Freshwater Biota as Indicators of Impact: Case Studies and Examples of the Major Groups in Surface Water Assessment. *Encyclopedia of Inland Waters (Second Edition)*, Volume 4, 20-34.

Di Grazia F, Gumiero B, Galgani L, Troiani E, Ferri M, Loiselle SA (2021). Ecosystem Services Evaluation of Nature-Based Solutions with the Help of Citizen Scientists. *Sustainability*, 13(19):10629.

Moshi HA, Shilla DA, Kimirei IA, O' Reilly C, Clymans W, Bishop I, et al (2022). Community monitoring of coliform pollution in Lake Tanganyika. *PLoS ONE* 17(1), e0262881.

Moshi, H.A., Kimirei, I., Shilla, D. et al (2022). Citizen scientist monitoring accurately reveals nutrient pollution dynamics in Lake Tanganyika coastal waters. *Environ Monit Assess* 194, 689.

10 years of FreshWater Watch

34,000+ datapoints

32 countries

15,000+ volunteers

1,200+ waterbodies monitored

69 active groups

25+ publications

Financial Year in numbers

6,044
participants in our projects

453
people trained to collect citizen science data

56
farmers engaged in our sustainable agriculture work

2,224
new FreshWater Watch datasets made available open access (globally)

Tiny Forest

Spend: £1,551,576

Introduction

Tiny Forest creates high-quality urban green space and engages local communities, schools and businesses in a range of volunteer activities to support connection to, and action for, nature. By 2030 we want to maximise the social and environmental impacts of Tiny Forest by:

- Engaging 100,000 people with our Tiny Forest network
- Planting a total of 500 Tiny Forests across the UK and Europe
- Making sure that at least half of those locations are accessible to under-served communities
- Understanding more about the environmental benefits of Tiny Forest through citizen science and new research.

Objectives

- Plant 40 Tiny Forests during the 21/22 planting season, and support Severn Trent in planting a further 72
- Train our partners Severn Trent and NatureScot in the delivery of the Tiny Forest package
- Develop a devolved approach to enable scale and growth, including a new approach to land and site identification

Partners

American Express
Bellway
BlackRock
Bloomberg
CLEVER Cities
Doncaster Council
Fever-Tree
Garfield Weston Foundation
GLP
Green Recovery Challenge Fund
the guinness partnership
Isky Gordon
Kirklees Council
Local Authority Treescapes Fund
MINI ELECTRIC
Nationwide
NatureScot
OVO Foundation
Peabody
Price & Myers
The Queen's Green Canopy – The Platinum Jubilee 2022
Severn Trent
Shamita Ray
Siemens
The WFH Foundation
Vaillant
Whyte & Mackay

Achievements

This was a significant year for Tiny Forest, and saw us almost hit our original goal of planting 150 Tiny Forests by 2023, one year ahead of target. During the planting season we delivered 132 new forests around the UK, bringing our total to 149 by the end of March 2022, and supported additional initiatives in Europe including Berlin's first Tiny Forest.

Our two delivery partnerships were key to this achievement. We started the planting season working with NatureScot, to deliver a network of 8 'Wee Forests' across the city of Glasgow. These forests were planted in celebration of the city hosting COP26, creating a legacy for local residents who came out to plant trees together.

Hot on the heels of Glasgow, we announced the first Tiny Forests to be delivered this year in partnership with Severn Trent as part of their Big Nature Boost goal. In total, 72 forests were planted in urban areas across the West Midlands to create a green legacy of the Birmingham 2022 Commonwealth Games.

Our community engagement continued after the planting season with a summer of science days. These events deepen community connection with existing Tiny Forests and collect valuable scientific data. We delivered 78 science events across the country with 3,465 volunteers from schools, businesses and community groups. We also developed a new land strategy, focusing on planting in areas with under-served communities, areas where we can create green corridors and clusters of forests, and land within school grounds. Our approach to building relationships with councils and local authorities is starting to translate into exciting new opportunities for funding, such as our four successful applications to the Local Authority Treescapes Fund.

Analysis from the tree monitoring activities we ran across 80 forest sites over the summer shows that:

- Tiny Forests have already improved resources for wildlife by increasing the diversity of plants and trees for food, shelter and nesting sites, when compared to the habitat of sites prior to planting. Volunteers recorded 1,526 individual insects, including butterflies, pollinators and ground-dwelling invertebrates.
- Water is absorbed into the ground 32% faster inside the Tiny Forest compared to surrounding land.
- With their trees mostly still saplings, Tiny Forests are storing a small but growing amount of carbon above ground: currently approximately 2.4 tonnes, equivalent to 1/4 of a person's UK annual carbon footprint.

FY22 was the year of exciting scientific activity. Our research team submitted our first peer-reviewed paper on Tiny Forest: Cárdenas, ML, Pudifoot, B, Narraway, CL, Beumer, V, & Hayhow, DB (2022). Nature-based Solutions Building Urban Resilience for People and the Environment: Tiny Forest as a case study. *Quarterly Journal of Forestry*, 116(3), 173–183.

We also published an Impact Report providing a summary of our research into urban climate resilience through nature-based solutions, as part of our partnership with HSBC. This study took place over a number of years, across 17 major cities around the world, and improves understanding of the function of urban green and blue spaces, necessary to inform policy on the value of integrating nature-based solutions into urban design. This research was also published in nine different peer-reviewed articles in a special issue of the *Sustainability* MPDI academic journal in January 2022.

In addition to our in-house research, Earthwatch is coordinating a wider Miyawaki Research Network with a number of UK universities to share research and protocols on this exciting approach to tree planting, and is working with supporter Isky Gordon to develop a site that will compare the benefits of the Miyawaki site versus more traditional forestry planting.

© Lateral North

Financial Year in numbers

132

Tiny Forests created

Data collected from 80 Tiny Forests around the UK, from Aberdeen to Jersey

7,593

volunteers engaged in planting days – with 97% of volunteers rating the day as good or fantastic

78

science events delivered across the UK with 3,465 volunteers

13,136

hours spent in nature through Tiny Forest activities

Earthwatch Learning

Spend: £515,409

Introduction

A blend of education, personal experience and immersive, nature-based learning to inform, motivate and drive change across all levels of an organisation.

After a number of years of successful learning interventions with long-standing partners, in FY22 we redeveloped our vision, branding and position in the market for our learning offering to businesses. We relaunched Earthwatch Learning with three areas of work – Sustainable Leadership, Sustainable Operations and Sustainable People – and six core programme options. The programmes actively engage decision-makers and employees in the understanding and action needed to bring about profound change in a business and meet sustainability goals.

In order to maximise our influence on corporate sustainability best practice and regulation, we also work in partnership with several industry alliances, most notably the Aldersgate Group and Business for Nature.

Objectives

- Continue developing the team, including our network of expert Learning Associates
- Develop a rich pipeline of new Earthwatch Learning clients, including the delivery of a series of taster events to showcase our work for new potential partners
- Deliver on current partnerships with our existing and new partners

Achievements

We launched Earthwatch Learning in January 2022, with a new microsite to drive enquiries. As part of our promotional activity, we ran a series of online taster sessions which attracted 35 participants from prospective partner businesses. We also published two white papers, which were downloaded by over 130 sustainability professionals, and reached over 30,000 people via our thought-leadership content on professional platforms.

Internally, we recruited a new member of staff to grow our number of in-house learning professionals, and upskilled our existing team with specialist training in action learning and business sustainability. We continue to nurture our network of Learning Associates, including inviting feedback on our new programme framework and materials.

We were delighted to secure our first new client, Scottish Power, with whom work will begin in FY23.

In 2022 we delivered 22 in-person and online learning sessions to Shell's senior leaders, technical staff and the general workforce, engaging them with the company's Powering Progress strategy. Our work focuses on the 'Respecting Nature' pillar, by providing global context and an external independent voice on environmental topics. These sessions received consistently high evaluation scores from participants. We also began testing a new approach, with Shell participants engaging with nature and taking part in citizen science projects local to them instead of participating in expeditions, thereby reducing the environmental impact associated with travel. This 'regional hub' model encompasses citizen science engagement days and expeditions in Europe, the Americas and India, with more locations planned in future years.

© Earthwatch

Earthwatch has worked with Shell since 1998, developing sustainability leadership skills through a range of immersive learning experiences. The programmes are designed to build employees' understanding of global environmental challenges, which helps Shell deliver its commitments towards its Respecting Nature goals. We look forward to continuing our partnership and constructive dialogue with Shell on its environmental responsibilities.

We were delighted to return to the field with HSBC after Covid restrictions were lifted, running two Sustainability Leadership Programmes in the UAE in addition to our valuable online offer. In total we engaged with 477 HSBC employees from across the world, including 27 in person, who will go on to share their sustainability knowledge with HSBC customers and clients.

We also worked with the Science and Technology Facilities Council (STFC), part of the UKRI, to help them start their own journey towards their sustainability goals. We were able to use our expertise to introduce business risks and opportunity around climate change, and explore how they could reach their environmental targets. This year we started our collaboration working with a variety of different teams, and engaged 235 people in total.

We are active supporters of Business for Nature's #MakeItMandatory campaign in the run-up to CBD COP15, which calls on governments to require all large businesses and financial institutions to assess and disclose their impacts and dependencies on nature by 2030.

Partners

Science and Technology Facilities Council

Financial Year in numbers

4,267
attendees at corporate engagement events

144
hours of citizen science data collection

3
recommendation reports/briefs submitted to business

130
white paper downloads

Next Generation

Spend: £265,008

Introduction

Earthwatch works with under-served communities to ensure that, by 2030, at least 50% of their young people feel more connected with nature and know how to take action for the environment.

All young people have a natural connection and curiosity towards the world around them. Armed with energy, adept in technology and enthusiastic to create change, our young people already have the basic tools to become stewards and protectors of the environment. However, access to the natural world, environmental training or role models for environmental careers are not equal.

Our Next Generation programme seeks to address this inequity. Stretching from school life, through green career choices to early career scientists, our programmes build and develop these built-in tools, through providing knowledge, resources, hands on learning and confidence to all, to equip the next generation to become creative change makers for the planet.

Objectives

- Conduct a strategy sprint to redefine our programme, products and goals
- Return to delivering Teach Earth In the Field whilst continuing to build our online presence
- Develop the Science Camps project, secure funding and offer the online course for emerging scientists

Funders

kusuma trust

Neville Shulman CBE

The Tomoro Foundation

The Chapman Charitable Trust

The Ann D Foundation

Achievements

Over the course of the year, the Next Generation team delivered more than 90 events for teachers and young people around the UK, such as Teacher Training and Science Days as part of the Tiny Forest programme, as well as our first in-person Teach Earth events after restrictions were lifted.

We held two Teach Earth In the Field residential training weekends for 23 teachers and educators, building knowledge, confidence and motivation to teach environmental science and run outdoor learning activities for their students. 690 young people will benefit every year from the skills their teachers have developed through Earthwatch. In addition, our Teach Earth Teacher Training Programme worked with 45 teachers from the Leicester Primary School-Centred Initial Teacher Training (SCITT) across two training sessions, reaching an additional 1,350 pupils per year.

Online, our Earthwatch Education platform has an audience of over 6,500. This year we developed 28 new learning resources, including four specifically to address inclusivity for children and young people with SEND, and two new videos.

The NERC Engaging Environments project, which brought together a number of organisations in Birmingham including Citizens UK, the University of Birmingham and Earthwatch Europe, concluded in July. During FY22 we published *Shared Spaces*, a short and inspiring film about creating engaging environments for communities in Birmingham, produced with community film-making organisation BLESST. The Engaging Environments project has significantly enhanced Earthwatch's expertise in community engagement, adding value to our work with communities across our programmes.

Our Science Camps for early-career scientists, which were also developed through the Engaging Environments project, have been redefined during an internal 'strategy sprint' in February. We have new funding to deliver two science camps in FY23, and look forward to reporting on their impact. We also supported three interns though Next Generation Jersey, a paid, 8-week Jersey-based summer internship, including participation in Teach Earth: In the Field.

We were delighted to award research grants to three early career scientists undertaking research in Thailand, Tanzania and India through the Neville Shulman Awards, with projects focusing on impacts on wildlife, monitoring freshwater pollution and tackling the impacts of climate change.

"This weekend has been incredible and it's ignited such a motivation to do more. I've met amazing people and I can't wait to spread the word. Thank you for your commitment to breaking down educational barriers and bringing Earth Education to all!"

Teach Earth: In the Field attendee

Financial Year in numbers

90
events delivered to educators and young people

794
educators engaged face-to-face

4,797
young people engaged with outdoor learning and environmental education, with a further 13,000 benefiting from training we delivered to the educators

28
new online learning resources

100%
of attendees reported they felt more connected to nature throughout their Teach Earth experience

100%
felt participation in Teach Earth had been worthwhile both personally and professionally

Innovation

Spend: £471,882

Introduction

As a leader in citizen science, we trial innovative tools and approaches to improve our own practice and that of the wider scientific community.

Our Innovation research focuses on:

- Advancing citizen science theory and practice
- Creating platforms, collaborations and knowledge exchange that enable environmental impact
- Creating methods and tools that will allow novel data collection and analysis

Objectives

- Deliver the Measuring Impact of Citizen Science (MICS) project and utilise it as a key asset of Earthwatch
- Disseminate the outputs of current and concluded research projects through conferences and scientific papers
- Deliver our current projects to the highest level
- Build our networks to find new partners to work with
- Develop proposals for new projects in line with our research aims

Achievements

We successfully completed three European-funded multi-year projects:

- In July we finalised the ground-breaking MICS platform (https://mics.tools), which we coordinated with a partnership of six organisations, and hosted a citizen science impact workshop, attended by many significant stakeholders in this field, including the citizen science lead at the European Commission and senior researchers in the field of citizen science.
- The MONOCLE project (Multiscale Observation Networks for Optical monitoring of Coastal Waters, Lakes and Estuaries) was also completed in July, developing water quality sensors aligned with Earthwatch's FreshWater Watch project.
- The EU-Citizen.Science project, the platform for sharing citizen science projects, resources, tools, training and much more, in which we led the awareness and engagement effort, with a focus on the public and policy-makers. The Earthwatch team produced new open access resources providing guidance on raising awareness and increasing engagement with multiple interested parties and actors in citizen science.

We continue to lead the dissemination and exploitation efforts of Cos4Cloud (Citizen Observatory Services for the European Open Science Cloud). In September it was featured as the project of the month by the EU's Community Research and Development Information Service (CORDIS).

We began working on new projects:

- The EU-funded Horizon 2020 ILIAD project, which aims to create a set of digital 'twins' of the ocean (interactive models of ocean processes). These digital twins will be designed to help the management of pollution, biodiversity and renewable energy.
- The EU-funded Horizon Europe project CHEERS, which will explore ways to make the brewing industry more sustainable by creating biomass feedstocks and bio-based products from waste streams.

We successfully secured two further new projects through Horizon Europe and the UKRI support scheme: RURALITIES (starting in October 2022), which aims to set up ecosystem-driven innovation and training centres in various regions in Europe; and BENCHMARKS, which will co-design an Integrated Soil Health Monitoring Framework.

We also acted in an advisory capacity with two organisations:

- Aston University (MDENet), advising on data standards and metadata creation
- The Citizen Carbon Budget, investigating the use of app technology for reducing carbon footprints

Our team published three peer reviewed publications during the year:

Parkinson, S., Woods, S. M., Sprinks, J., & Ceccaroni, L. (2022).
A Practical Approach to Assessing the Impact of Citizen Science towards the Sustainable Development Goals. *Sustainability, 14*(8), 4676.

Woods, S. M., Daskolia, M., Joly, A., Bonnet, P., Soacha, K., Liñan, S., ... & Ceccaroni, L. (2022). How Networks of Citizen Observatories Can Increase the Quality and Quantity of Citizen-Science-Generated Data Used to Monitor SDG Indicators. *Sustainability, 14*(7), 4078.

Wehn, U., Gharesifard, M., Ceccaroni, L., Joyce, H., Ajates, R., Woods, S., ... & Wheatland, J. (2021). Impact assessment of citizen science: state of the art and guiding principles for a consolidated approach. *Sustainability Science, 16*(5), 1683-1699 – awarded an honourable mention in the Sustainability Science Best Paper Awards 2021

These projects have received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No.s 776480 [MONOCLE], 824711 [MICS], 824580 [EU-Citizen.Science], 863463 [Cos4Cloud], and 101037643 [ILIAD].

Our role in the CHEERS project [EU Horizon Europe grant number 101060814] is supported by UKRI under project number 10050977.

Financial Year in numbers

14

new peer-reviewed publications

3

presentations at research conferences or workshops, including delivery of the 'Impact assessment in citizen science' forum

400+

partner organisations worked with in projects and proposals

Naturehood

Spend: £52,994

Introduction

Naturehood brings people together to make nature-friendly changes around their neighbourhood. With a focus on urban areas, we work with community representatives to create better spaces for people and wildlife to live, increasing community cohesion and wellbeing through collective action and shared vision.

© Jane Scott

Objectives

- Secure substantial funding for the community-based elements of Naturehood and explore public fundraising initiatives
- Continue to support the digital Naturehood community with advice, tools and inspiration to support local wildlife
- Commence work on Naturehood in the Netherlands, working with delivery partners in three Dutch cities and communities

Partners

COMMUNITY FUND

ivn natuur educatie

Provincie Noord-Brabant

heijmans

Waterschap De Dommel

Achievements

We were successful in securing a grant of almost £200k from the National Lottery Reaching Communities Fund. This two-year funding will enable us to work closely with communities in five areas of Oxford, UK that experience high levels of social deprivation, low satisfaction with the local area, and poor access to, and connection with, nature.

Our national Naturehood community on Facebook continues to be highly engaged, with a core audience of 30,000 and an estimated page reach of 870,000 people over the course of the year. Content highlights include pollinator picnic, launched in June 2022, and two wildlife photography initiatives: our annual 'photographer in residence' scheme, which attracted 80 applicants; and the Naturehood photography competition, where we received over 300 entries competing for inclusion in the Naturehood 2023 calendar.

We also started two Naturehood pilot projects in the Netherlands. In the Doe de Dommel programme, which began in July 2022, we are working in partnership with Provincie Brabant, Waterschap de Dommel, and IVN to 'green' two neighbourhoods along the Dommel river:

- Het Gegraaf in Valkenswaard
- Bennekel in Eindhoven

These projects aim to bring residents, municipalities and schools together to measure the impact of their activities on biodiversity climate adaptation. The emphasis is on both taking action collaboratively and experiencing its subsequent impact. A third project, funded by Heijmans, will start in October 2022.

Externally we have also worked to improve access to nature through our membership of the Wildlife and Countryside Link coalition, particularly in our support and amplification of the Nature for Everyone campaign, which asks the UK government to make equal access to nature a core part of their Levelling Up plans.

Unrestricted income

Spend: £4,694

Introduction

Maximising our impact and funding base for the future

Objectives

- Continue to test approaches to building our public supporter database
- Following our 50th anniversary, build a fundraising strategy that maximises engagement and maintains connection with supporters
- Identify a fundraising programme for mid-level donors that enables the development of our programmes for future impact

Achievements

2022 was a challenging time in which to build individual giving, against a backdrop of economic uncertainty, war in the Ukraine and a cost-of-living crisis. We launched a digital supporter acquisition campaign towards the end of February, just as the Russian invasion of Ukraine took place, but after close review we ultimately decided to suspend any further activity until we had more certainty around the return on our investment.

Simultaneously however, we developed a subscription product called the Earthwatch Book Club, which launched in September 2022. For £10 a month, this online programme offers environmentally-aware members of the public the chance to read and discuss some of the latest environmental titles, connect with like-minded people, become more knowledgeable on a variety of environmental topics and hear directly from authors. We will be testing out approaches to recruitment to this exciting new programme during the course of FY23.

Following the successful celebration of our 50th anniversary year in FY21, we developed and launched a new programme for close friends of Earthwatch. The Seed Investors programme invites environmentalists to join a small group of people who understand the importance of seed investment to make a great idea grow. In FY22 we welcomed our first 15 Seed Investors, with an inaugural event held at the Fever Tree headquarters in London. With a focus on Tiny Forest and other urban greening initiatives, our Seed Investors group is fundamental to helping the Earthwatch movement grow.

TCS London Marathon 2022

Financial Review

Summary

This financial year shows our strong recovery from the Covid-19 pandemic, despite the deepening turmoil of political and economic systems. We were able to reopen our doors and enjoy face-to-face events and learning opportunities, which strengthened our ability to reach supporters and generate funds to support the change needed to live within our means and in balance with nature.

We generated income of £3.4m, an increase of £2.1m on the previous year, thanks to the generosity of our supporters. Total expenditure was £4.0m, an increase of £0.4m on the prior year. In total we reported a planned deficit for the year of £0.6m, which unfortunately like many others, increased to £1.0m due to our investments incurring an unrealised loss on their market value of £0.4m.

We finished the year with free reserves of £2.3m, which represents just over ten months' operational expenditure cover; significantly ahead of the six months set by the Board.

Looking ahead to 2022/23, we are projecting a further reduction in general reserves of £0.6m as we deliver our planned strategic investment, returning to a break-even position by 2025. This projection relies on us meeting challenging new income targets in a time when the economic forecast looks very uncertain, but the progress made this financial year, on the back of our strategy review, has been carried into the early part of the current year and so we are currently on track to meet our target. In light of the ongoing challenge, the Board will continue to scrutinise financial results and future forecasts.

The financial results relate to the operations of Earthwatch Europe (Conservation Education & Research Trust); please see below for the range of connected international charities within the Earthwatch family. Whilst our focus is on the UK, Europe, Africa, the Middle East and India, we have many programmes that take us further afield and a number of international programmes in which we collaborate with other Earthwatch charities.

Income

Source of income	2022 (£'000)	2021 (£'000)	% change
Corporate partnerships	1,980	705	+181
Trust, foundation and other grants	610	189	+156
Research grants	447	148	+202
Major donors and individual giving	114	92	+19
Legacies	132	0	+100
Interest & investment income	85	119	-29
Other income	27	0	+100
JRS Income	-	18	-100
Total	**3,395**	**1,271**	**+167**

The increase in income overall demonstrates the continued popularity across all of our programmes following a review of our strategy in 2021.

In particular we have seen several new partners commit to our Tiny Forest programme, including NatureScot, American Express and Bellway, and we were delighted when we received funding from the Local Authority Treescapes Fund, Queen's Green Canopy and Garfield Weston to name a few. All of our supporters on this programme have helped us exceed our target to date, reaching 149 forests by the end of March 2022.

A new source of funding this year came through gifts kindly left in Wills, and we are very grateful for each and every one.

Expenditure

Type of expenditure	2022 (£'000)	2021 (£'000)	% change
Cost of raising funds	433	498	-13
Soil & Water	689	734	-6
Tiny Forest	1,552	871	78
Corporate Learning	515	232	122
Next Generation	265	267	0
Innovation	472	499	-5
Naturehood	53	199	-73
Other	5	274	-98
Total	**3,984**	**3,573**	**12%**

Total expenditure increased by £0.4m from 2021 to 2022. Following a year of restrictions brought on by the COVID19 pandemic, activities slowly regained momentum including face-to-face learning and planting events at Tiny Forests.

Expenditure is classified into our six strategic programmes of work, along with fundraising on the Statement of Financial Activities (SOFA). Objectives and achievements in each area are laid out above in the Trustees Report and a detailed analysis of expenditure is shown in Note 4 of the financial statements below.

Earthwatch Ltd (registered in Hong Kong) is consolidated into the SOFA and in the Group figures on the balance sheet (see note 12). The impact of this consolidation is minimal, as all the income for Earthwatch Ltd is received from Conservation Education & Research Trust.

General Reserves

The Trustees continue to maintain a risk-based policy of holding six months' cover for operating costs in this financial year (target: £1.3m). At 30 September 2022 General Funds for the charity stood at £2.3m (2021 £2.8m), representing just over 10 months' operating costs. After a reduction of £1.0m in 2022, we expect a further reduction in General Funds in 2022 through planned expenditure supporting our strategic priorities.

In longer-term planning, we will continue to invest in the projects that we believe have impact and high long-term fundraising potential, but plan to enter a break-even position by 2025 before general reserves fall below three months' operating expenditure.

In the Group accounts, there is a further fund which represents the net current assets held in Hong Kong £106k (2021: £119k). They have been set aside, as they must be used for expenditure within Hong Kong.

Designated funds

The designated fund balance for the charity comprises the unrestricted funds held as fixed assets, e.g equipment of £76k (2021: £28k). £0.5m of previously designated funds for committed delivery of existing projects have been transferred to restricted funds due to little possibility of redirection. £0.4m has been transferred to general funds for operational use against our charitable obligations.

Restricted funds

The restricted fund balance is made up of funds that have been received in advance, but are committed to specific programmes as requested by donors. At 30 September 2022, they stand at £1.1m (2021: £0.8m).

These restricted funds originate from a mix of funders and are scheduled for expenditure on research and other activities in 2023 and future years.

Endowment funds

Earthwatch Europe holds a balance of £1.0m (2021: £1.0m) in Endowment Funds, which represents an endowment provided by the Sultanate of Oman. The interest earned was intended to support Omani students and scientists to participate in our projects. The progress of this fund has been hampered initially by low interest rates and the COVID-19 pandemic. We hope to start this in 2023, if we can do so safely.

Investment strategy

Earthwatch holds the majority of its funds in an investment portfolio managed by Sarasin. The funds held and the returns on each are shown in the table below. Earthwatch Europe's investment policy is to produce the best financial return with an acceptable level of risk. The objective for funds held in the long term is to generate a return at least in line with inflation (RPI), with shorter-term funds preserving their capital value with a minimum level of risk.

Investments of £2.2m (2021: £4.3m) are held in Sarasin's Climate Active Fund:

Investment term	Market value	Total return	Composite benchmark
Medium-term 18m – 5yrs	£0.4m	(16.3)%	(16.2)%
Long-term 5yrs+	£1.8m	(8.6)%	(6.2)%

Investments have experienced a drop in unrealised market value of £0.4m, directly linked to the impact on stocks following the war in Ukraine, the government's mini-budget and the uncertainty of a global cost-of-living crisis. The portfolios are invested for the medium and long term and fluctuate year on year, the expectation being that portfolios will deliver a positive return in the longer term.

The Sarasin & Partners Climate Active Endowment Fund is a multi-asset investment portfolio that aims to bring about, and benefit from, action by businesses to strengthen their resilience to climate change in line with the Paris Climate Accord. Investment and divestment decisions are made using a case-by-case assessment of the vulnerability of each company to climate change and whether it will be able to develop a climate-aware strategy that will deliver attractive long-term returns for shareholders. This is a very similar approach to the one that Earthwatch takes with its own corporate partnerships, and we are therefore pleased to be able to invest in such a fund with Sarasin.

Both the Finance Committee and the Board review the performance of the funds on a quarterly basis and meet regularly with Sarasin & Partners to discuss performance and investment. In December 2021, the Board made a decision to withdraw funds amounting to £1.8m from our medium-term investment in order to cover cashflow for the next two years. This decision was made due to financial uncertainty in the markets and the cash needs of the organisation over the next two years.

Zelf monitoring water © Earthwatch

Dirk Gravenstein © Ellen Meinen

Organisational environmental impact

We take our organisational sustainability seriously and are dedicated to ensuring that our organisational practice supports the work of our programmes in minimising our own impact on the planet.

We have introduced an environmental charter to outline our commitments to making further positive strides towards organisational sustainability over the coming five years. It covers environmental aspects which we can control and directly manage, and those that we do not control or directly manage but can be expected to influence.

Energy, water and waste

Before lockdown, we started changing in-office behavior and exploring wider opportunities for change in our shared building to minimise the energy and water use within our Oxford office wherever possible. We also embedded the principles of the waste hierarchy (avoid, reduce, reuse and recycle), minimising the amount of non-recycled waste we produce onsite. As more people choose to work from home, we are evaluating our need for a large office space and are seeking smaller, more efficient premises.

Transport and venues

Our employee travel policy aims to minimise our transport-related environmental impact by reducing the miles travelled by employees for business wherever possible and promoting use of lower carbon modes of transport, including electric vehicles and rail, for business travel and commuting. We support sustainable practice in the venues we choose for meetings and events and provide meat-free catering wherever possible.

Purchasing and suppliers

Our procurement policy puts environmental sustainability at the forefront when selecting everyday purchases including office stationery, in-office food and drink, cleaning products and marketing materials. We will favour products with eco-labels, looking to minimise packaging and single-use plastic wherever possible.

We promote best practice within our supply chain, embedding supplier environmental approach and practice as core criteria in our decision-making during their selection. We will favour suppliers within the UK or those with carbon reduction strategies for our office supplies to minimise the carbon impact of the purchases we make.

Remuneration policy

Our approach to remuneration is designed to ensure we can attract and retain the talented and motivated people we need to achieve our mission and deliver our strategic goals.

It is applied consistently across the organisation, both in terms of how we set salaries and the benefits we offer our employees. Pay is reviewed annually by the Executive, as part of the business planning and budget process to ensure we have sufficient funds available. If we do award a cost-of-living increase, we will decide on the level of pay award taking a number of factors into account, including the living wage, changes in the job market, the retail and consumer price indexes (rpi and cpi) and other relevant cost of living factors. We offer paid internships and review and maintain internal pay relativities; pay progression is linked to development in the role and growth of the role. Our salaries and benefits are compared to other similar not-for-profit organisations.

During 2022, we had the following split of men and women in each pay quartile:

Lowest quartile	**Men - 7%**	**Women - 93%**	**(2021: Men 15% Women 85%)**
Average pay for men in this quartile is equal to women (2021: 5% below)			
2nd quartile	**Men - 7%**	**Women - 93%**	**(2021: Men 15% Women 85%)**
Average pay for men in this quartile is 7% below women (2021: 6% below)			
3rd quartile	**Men - 50%**	**Women - 50%**	**(2021: Men 54% Women 46%)**
Average pay for men in this quartile is 2% higher than women. (2021: 2% below)			
Top quartile	**Men - 40%**	**Women - 60%**	**(2021: Men 58% Women 42%)**
Average pay for men in the quartile is 10% above women (2021: 13% above)			

Women make up 65% of the workforce in 2021, with a higher proportion of women to men in three quartiles. The quartile where women are paid significantly less than men on average is the top quartile. Earthwatch has a male CEO and this role will have a significant impact on the statistics depending on male or female post-holder.

Gender pay gap

We employ a great mix of people across a wide range of roles and have significantly more women than men in the organisation (43 women, 15 men) with many more at lower levels of the organisation.

We are also genuine advocates of flexible working for many of our employees, irrespective of gender.

When calculated in accordance with The Equality Act 2010 (Gender Pay Gap Information) Regulations 2017, our mean gender pay gap for 2022 is 24%. This is the gap between the mean or average salaries of men and the mean or average salaries for women. This is a 5.0% decrease from our 2021 gender pay gap of 29.0%.

This compares with a UK gap of 8.3% between the average salaries of men and women in 2022.

Earthwatch Europe is far below the threshold for reporting on gender pay (with fewer than 250 employees), but we believe it is important for organisations to be transparent. However, as a smaller organisation, individuals that fill certain positions (whether men or women) can have a larger bearing on the statistics.

Statement of going concern

The Trustees recognise that there are uncertainties in the delivery of the current strategic plan as well as in external factors such as the economic forecast. However, they consider due to the nature of CERT's income and its lack of reliance on donations from the general public, that there are no material uncertainties which would cast doubt on CERT's ability to continue as a going concern.

The trustees have considered the impact of an economic downturn on the budgets and cash flow forecasts prepared and, following this review, remain satisfied that CERT remains a going concern for a period of at least one year from the date these accounts were approved.

Risk management

Risk is considered in key decision processes at Executive and Board level. The Board reviews the major risks faced by the Charity at least annually after a more detailed discussion at the Finance Committee. The review includes reviewing the adequacy of the actions being taken in response to each risk.

The Board is satisfied that the major risks facing the Charity have been identified and are being appropriately addressed.

Overall, the Board considers that the key risks currently facing the Charity are as follows:

Delivering our charitable obligations

Our current priority is climate resilience and biodiversity in urban settings; improving freshwater environments; agricultural land management; and preparing the next generation to protect the natural world. The main risks include creating fundable projects that generate support across a variety of sectors, responding quickly to the effects of climate change on our delivery, and preparing for political challenges.

Mitigation:

- When preparing plans, we build in space for product development, programme reviews and strategy sprints to ensure that resource is dedicated to future proofing activity
- We continue to monitor political and economic trends as they evolve, working proactively and collaboratively to secure funding for science and nature across all the countries that we support
- We conduct horizon scanning and risk management on projects, remain flexible within delivery plans, include an acceptable level of contingency and always seek alternative methods of delivery in the event of a natural disaster

Brand and reputation

Supporters are crucial to our success and failure to uphold our reputation would lead to losing their support and our ability to empower people to make a direct contribution to scientific research.

Mitigation:

- We will increase the emphasis and priority of meeting the climate change challenge and associated threats through our theory of change/impact measurement and publication to demonstrate our relevance
- We will ensure our EW Partnership Ethics Policy and due diligence process is maintained and followed in all our partnerships
- We will develop our values and ensure they are reflected in everything we do and keep science and evidence at the heart of our work

Compliance

Compliance covers events that could impact on reputation and operations, such as serious fraud, an information security breach, a cyber-attack or a significant health and safety or safeguarding incident.

Mitigation:

- We operate health and safety training awareness programmes for staff and our project management includes ethical due diligence that supports partnership working
- We are conducting IT audits to ensure mitigation against malicious incidents and have a GDPR governance group
- We have invested in our accounting software during 2022 to ensure we have effective information flow and robust internal controls

Financial viability and business continuity

The key risk continues to be external factors, such as a pandemic or economic downturn, impacting our funding and delivery, but we are also at risk of not maintaining strong communication with our supporters in an ever-changing digital environment.

Mitigation:

- Our financial forecasts provide timely information, while our strategy challenges us to diversify our funding sources
- We maintain a breadth of tools to deliver for our cause and we continue to develop skills and capabilities to flex these at speed and establish new ways of working in a post-COVID-19 environment
- We will keep pace with changing technology and build resilience into our systems. We will conduct system audits regularly and implement value-added changes within a controlled budget and project framework ensuring we establish good levels of change management

People

Our people are our greatest asset. Visible lack of leadership, including failure to create a working environment in which staff and volunteers are valued and performance managed, leads to ineffectiveness and lack of understanding.

Failure to attract, engage, develop and retain the best staff in an increasingly competitive labour market leads to reduced ability to deliver successful outcomes.

Mitigation:

- We have a Trustee recruitment group that is responsible for recruiting diverse new Trustees who in turn, review the performance of the Executive Team and the CEO during Board meetings
- There is a strategy signed off to 2025, which has been communicated to all staff
- We use staff surveys as a mechanism to identify ongoing improvements and support our staff through the Ways of Working group to ensure two-way communication
- Salaries and benefits are regularly reviewed to ensure they reflect the external charity sector and our financial strategy

Administration and governance

Other working names: Earthwatch Institute (Europe), Earthwatch (Europe), Earthwatch Institute

Company number: 4373313

Charity number: 1094467

Registered office and operational address:
Mayfield House, 256 Banbury Road, Oxford, OX2 7DE

Country of registration: England & Wales
Country of incorporation: United Kingdom

Trustees

The Trustees who were in office throughout the year and up to the point of approval of these financial statements, unless otherwise stated, were as follows:

Lucian Hudson (Chair)

Geoffrey Lane (Vice Chair)

Iain Coucher (Retired 02 May 2022)

Dorothee D'Herde

Lisa King (Retired 01 February 2022)

Dax Lovegrove

Ed Green

Adam Powell

Jack Matthews

Nina Bhola

Cristian Parrino

Emily Murrell

Ben Wilson

Jos Huijbregts

Earthwatch provides Trustees with governance training when they join the organisation. As part of their induction, Trustees will also spend time with the Chief Executive and relevant members of the Executive Management Team who will provide them with an overview of Earthwatch Europe and its current priorities and challenges. A Trustee handbook, which contains all relevant background information and links to key documents, is also provided.

Committees, attendance and remuneration

The Board meets quarterly to consider strategic business issues, and three sub-committees meet as and when particular business demands require.

Finance committee
This committee assists the Board in its duty to supervise the Trust's financial affairs. It also acts as an audit committee and an investment committee.

Nominations committee
This committee exercises general oversight concerning matters pertaining to the structure, composition and effectiveness of the Board and its Committees.

Ad-hoc working groups
These special-purpose committees are of limited duration, appointed by the Board to consider a specific matter and are dissolved automatically upon submitting its final report to the Board, unless otherwise directed. During the year, Trustees were nominated onto a working group to take a closer look at the charity's relationship with a major partner and return with a recommendation on whether the partnership agreement should be renewed in 2023.

Auditors, bankers, solicitors

Auditor:
Sayer Vincent LLP

Investment Manager:
Sarasin & Partners LLP

Bankers:
Barclays Bank plc, Oxford;
Nationwide plc;

Solicitors:
Blake Morgan LLP, Oxford,
and Stone King LLP, London

Connected charities

The Charity works in association with the following affiliated, licensed charities who all have similar missions, and contribute to and participate in the same international programme of science and engagement activities.

Earthwatch Europe harnesses this network of connected charities to ensure global capability to deliver large-scale programmes and partnerships. The coverage across the Americas, Asia and Australia means that we can deliver globally whilst retaining a local focus.

Earthwatch Australia

Suite G-06,
60L Green Building
60 Leicester Street
Carlton, VIC 3053
Australia + 61 (0) 3-9016-7590

Earthwatch Expeditions Inc.

300 Washington Street
Suite 713
Newton, MA 02458
United States
(800) 776-0188

Earthwatch Institute, India

459 Augusta Point,
Level 4, Sector 53,
Golf Course Road,
Gurgaon, 122002, India
Tel: +91 124 4354160

Earthwatch Institute, Japan

Food Science Building 4F
University of Tokyo 1-1-1,
Yayoi, Bunkyo-ku
Tokyo 113-8657
Japan
Tel: + 81-3-6686-0300

Earthwatch Ltd, Hong Kong

Room 901/4,
Hang Seng North Point
Building, 341 King's Road,
North Point
Hong Kong
Tel: +852 28381114

Key management personnel

Steven Andrews	Chief Executive
Neil Bailey	Philanthropy Director
Maria Pontes	Programmes & Partnerships Director
John Ward-Zinski	Business Development Director
Amy Crosweller	Fundraising & Communications Director
Toos van Noordwijk	Science, Policy and Innovation Director
Joanne Woolley (Appointed 14 March 2022)	Finance & Operations Director

The total aggregated salary cost of management personnel in 2022 was £474k (2021: £415k). The increase in costs is due to the addition of the Director of Business Development role to the management team in order to strengthen this function.

River Wey Community Group

Statement of Trustees Responsibilities

The Trustees (who are also directors of Conservation Education & Research Trust for the purposes of company law) are responsible for preparing the Trustees' annual report including the strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and group and of the incoming resources and application of resources, including the income and expenditure, of the group for that period. In preparing these financial statements, the Trustees are required to:

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

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

In so far as the Trustees are aware:

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

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

This Report, which includes the strategic report, was approved by the Trustees on 24 March 2023 and signed on their behalf by:

Lucian J Hudson
Chair

Independent auditor's report to the members of Conservation Education & Research Trust

Opinion

We have audited the financial statements of Conservation Education & Research Trust (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 30 September 2022 which comprise the consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the 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 FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 30 September 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
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011

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 group financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the trustees' annual report, including the strategic report, other than the group financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the group financial statements does not cover the other information, and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the group financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the group financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual report, including the strategic report, has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report, including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company 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 statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charites Act 2011 and report in accordance with those Acts.

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

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

Capability of the audit in detecting irregularities

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

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

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

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

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Orchard (Senior statutory auditor)
18 April 2023
for and on behalf of Sayer Vincent LLP, Statutory Auditor
Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

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

Consolidated statement of financial activities

Incorporating an income and expenditure account

For the year ended 30 September 2022

	Note	Unrestricted £	Endowment £	Restricted £	**2022 Total £**	Unrestricted funds £	Endowment funds £	Restricted funds £	2021 Total £
Income from:									
Donations and legacies	2	272,864	-	-	**272,864**	109,620	-	-	109,620
Charitable activities	3	1,646,475	-	1,390,444	**3,036,919**	311,668	-	730,652	1,042,320
Investments		85,335	-	-	**85,335**	119,239	-	-	119,239
Total income		2,004,674	-	1,390,444	**3,395,118**	540,527	-	730,652	1,271,179
Expenditure on:									
Raising funds		432,873.0	-		**432,873**	498,233	-	-	498,233
Charitable activities									
Soil & Water		445,862.0	-	243,577.0	**689,439**	472,101	-	261,622	733,723
Tiny Forest		822,094.0	-	729,482.0	**1,551,576**	315,271	-	555,840	871,111
Corporate Learning		378,742.0	-	136,667.0	**515,409**	22,615	-	209,445	232,060
Capacity Development		136,174.0	-	128,834.0	**265,008**	91,103	852	174,640	266,595
Innovation		119,621.0		352,261.0	**471,882**	86,552	-	412,451	499,003
Naturehood		35,735.0		17,259.0	**52,994**	57,863	-	140,789	198,652
Other		921.0	-	3,773.0	**4,694**	91,369	-	182,807	274,176
Total expenditure	4	2,372,022	-	1,611,853	**3,983,875**	1,635,107	852	1,937,594	3,573,553
Net expenditure before net (losses)/gains on investments		(367,348)	-	(221,409)	**(588,757)**	(1,094,580)	(852)	(1,206,942)	(2,302,374)
Net (losses)/gains on investments	11	(380,091)	-	-	**(380,091)**	128,488	-	-	128,488
Net expenditure for the year	5	(747,439)	-	(221,409)	**(968,848)**	(966,092)	(852)	(1,206,942)	(2,173,886)
Transfers between funds	19	(565,606)	-	565,606	-	(20,685)	-	20,685	-
Net income/(expenditure) before other recognised gains and losses		(1,313,045)	-	344,197	**(968,848)**	(986,777)	(852)	(1,186,257)	(2,173,886)
Gains/(losses) on foreign exchange translation		12,251	-	-	**12,251**	(11,970)	-	-	(11,970)
Net movement in funds		(1,300,794)	-	344,197	**(956,597)**	(998,747)	(852)	(1,186,257)	(2,185,856)
Reconciliation of funds:									
Total funds brought forward		3,772,827	1,039,788	770,699	**5,583,314**	4,771,574	1,040,640	1,956,956	7,769,170
Total funds carried forward		2,472,033	1,039,788	1,114,896	**4,626,717**	3,772,827	1,039,788	770,699	5,583,314

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 19 to the financial statements.

Balance sheets

For the year ended 30 September 2022

Company number: 4373313

	Note	The group 2022 £	The group 2021 £	The charity 2022 £	The charity 2021 £
Fixed assets:					
Tangible assets	10	**73,521**	28,343	**73,521**	28,343
Investments	11	**2,171,318**	4,266,482	**2,171,318**	4,266,482
		2,244,839	4,294,825	**2,244,839**	4,294,825
Current assets:					
Debtors	14	**1,362,950**	550,011	**1,362,371**	549,351
Cash at bank and in hand		**1,639,164**	1,575,951	**1,607,984**	1,514,904
		3,002,114	2,125,962	**2,970,355**	2,064,255
Liabilities:					
Creditors: amounts falling due within one year	15	**(620,236)**	(837,473)	**(692,096)**	(894,605)
Net current assets		**2,381,877**	1,288,489	**2,278,258**	1,169,650
Total assets less current liabilities		**4,626,717**	5,583,314	**4,523,097**	5,464,475
Total net assets	18	**4,626,717**	5,583,314	**4,523,097**	5,464,475
Funds:					
Endowment funds		**1,039,788**	1,039,788	**1,039,788**	1,039,788
Restricted income funds		**1,114,896**	770,699	**1,114,896**	770,699
Unrestricted income funds:					
Designated funds		**73,521**	830,271	**73,521**	830,271
General funds		**2,294,892**	2,823,717	**2,294,892**	2,823,717
Non-charitable trading funds		**103,620**	118,839	**-**	-
Total unrestricted funds		**2,472,033**	3,772,827	**2,368,413**	3,653,988
Total funds	19	**4,626,717**	5,583,314	**4,523,097**	5,464,475

Approved by the Trustees on 24 March 2023 and signed on their behalf by

Lucian J. Hudson
Chair

Consolidated statement of cash flows

For the year ended 30 September 2022

	2022 £	2022 £	2021 £	2021 £
Cash flows from operating activities				
Net expenditure for the reporting period (as per the statement of financial activities)	**(956,597)**		(2,185,856)	
Depreciation charges	**16,842**		11,577	
Losses/(gains) on investments	**380,091**		(128,488)	
Dividends, interest and rent from investments	**(85,335)**		(119,239)	
Increase in debtors	**(812,939)**		(384,741)	
(Decrease)/increase in creditors	**(217,237)**		544,470	
Net cash (used in) operating activities		**(1,675,175)**		(2,262,277)
Cash flows from investing activities:				
Dividends, interest and rents from investments	**85,335**		119,239	
Purchase of fixed assets	**(62,020)**		-	
Movement in cash held by investment managers	**(10)**		28	
Proceeds from sale of investments	**1,807,021**		1,000,340	
Purchase of investments	**(91,938)**		(119,358)	
Net cash provided by investing activities		**1,738,388**		1,000,249
Change in cash and cash equivalents in the year		**63,213**		(1,262,028)
Cash and cash equivalents at the beginning of the year		**1,575,951**		2,837,979
Cash and cash equivalents at the end of the year		**1,639,164**		1,575,951

Notes to the financial statements

For the year ended 30 September 2022

a) Statutory information

Conservation Education & Research Trust is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address is Mayfield House, 256 Banbury Road, Oxford, OX2 7DE.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiary Earthwatch Limited on a line by line basis. Transactions and balances between the charitable company and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two companies are disclosed in the notes of the charitable company's balance sheet. A separate statement of financial activities, or income and expenditure account, for the charitable company itself is not presented because the charitable company has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

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

c) Public benefit entity

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

d) Going concern

The Trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

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

e) Income

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

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

Legacy income is recognised once a reasonable estimate of its value can be made, and providing there is no evidence of any significant contentious claims concerning the deceased's estate. Where a legacy is for part of the residue of an estate, the deceased's will, initial statements of assets and liabilities, and draft estate accounts, are used to calculate the estimated value of the bequest. This estimate is only recognised as income once the executors have proved the will (i.e. obtained probate).

f) Interest receivable

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

g) Fund accounting

Endowment funds represent donations which are treated as capital.

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

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

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

h) Expenditure and irrecoverable VAT

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

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services and educational activities undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

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

i) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the Trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient, but there is uncertainty about either the timing of the grant or the amount of grant payable.

j) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff cost, of the amount attributable to each activity:

Soil & Water	18%
Tiny Forest	41%
Corporate Learning	14%
Capacity Development	8%
Innovation	17%
Naturehood	2%
Other	0%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

k) Operating leases

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

l) Tangible fixed assets

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

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

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

Leasehold improvements	Life of the lease
Furniture and equipment	5-7 years
Computer equipment	3-5 years

m) Listed investments

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

n) 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.

o) Cash at bank and in hand

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

p) 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.

q) Financial instruments

The charity has both basic and non-basic financial assets and financial liabilities. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value, with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method. Non-basic financial instruments are measured at fair value with any gain or loss going to the statement of financial activities.

r) Foreign currency transactions

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling using the rate of exchange ruling at the date of the transaction. Exchange differences are taken into account in arriving at the net incoming resources for the year.

s) Pensions

The charitable company operates a defined contribution pension scheme on behalf of its employees. The assets of this scheme are held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable by the charitable company to the fund. The charitable company has no liability other than for the payment of those contributions.

t) Related party transfers

Aggregate donations from related parties were £1,200 from one Trustee, made up of £100 monthly donations from Richmond & Kingston Crossroads Care (2021: £574).

2 Income from donations and legacies

	2022 Total £	2021 Total £
Donations	**272,864**	90,828
Coronavirus Job Retention Scheme	**-**	18,792
	272,864	109,620

All income from donations and legacies is unrestricted.

3 Income from charitable activities

	Unrestricted £	Restricted £	**2022 Total £**	Unrestricted £	Restricted £	2021 Total £
Corporate donations	1,527,510	452,480	**1,979,990**	177,875	526,956	704,831
Other grants and donations	118,965	937,964	**1,056,929**	133,793	203,696	337,489
Total	1,646,475	1,390,444	**3,036,919**	311,668	730,652	1,042,320

4a Analysis of expenditure (current year)

		Charitable activities									
	Cost of raising funds	Soil & Water	Tiny Forest	Corporate Learning	Next Generation	Innovation	Naturehood	Other	Governance costs	Support costs	**2022 Total**
	£	£	£	£	£	£	£	£	£	£	**£**
Staff costs	330,065	224,682	506,414	173,917	103,214	215,063	21,624	2,137	50,139	545,474	2,172,729
Research and field costs	-	45,471	74,979	-	35,262	-	1,500	-	-	-	157,212
Engagement costs	-	208,982	546,778	197,255	39,301	74,523	11,957	733	-	-	1,079,529
Development and fundraising	102,808	-	-	-	-	-	-	-	-	-	102,808
Audit	-	-	-	-	-	-	-	-	16,796	-	16,796
Trustee costs	-	-	-	-	-	-	-	-	-	-	-
Office costs	-	-	-	-	-	-	-	-	-	197,235	197,235
Finance & HR costs	-	-	-	-	-	-	-	-	-	155,207	155,207
Other costs	-	25,331	6,491	1,057	2,258	5,243	110	65	-	61,804	102,359
	432,873	504,466	1,134,662	372,229	180,035	294,829	35,191	2,935	66,935	959,720	**3,983,875**
Support costs	-	172,913	389,733	133,845	79,433	165,510	16,642	1,644	-	(959,720)	-
Governance costs	-	12,060	27,181	9,335	5,540	11,543	1,161	115	(66,935)	-	-
Total expenditure 2022	**432,873**	**689,439**	**1,551,576**	**515,409**	**265,008**	**471,882**	**52,994**	**4,694**	**-**	-	**3,983,875**
Total expenditure 2021	498,233	733,723	871,111	232,060	266,595	499,003	198,652	274,176	**-**	**-**	

4b Analysis of expenditure (prior year)

		Charitable activities									
	Cost of raising funds	Soil & Water	Tiny Forest	Corporate Learning	Capacity Development	Innovation	Naturehood	Other	Governance costs	Support costs	**2021 Total**
	£	£	£	£	£	£	£	£	£	£	**£**
Staff costs	321,438	243,316	348,681	89,940	142,810	270,428	75,680	153,997	47,002	479,100	**2,172,392**
Research and field costs	-	102,962	67,079	-	6,380	696	330	-	-	-	**177,447**
Engagement costs	-	198,961	207,312	78,388	17,114	30,856	69,409	12,097	-	-	**614,137**
Development and fundraising	176,795	-	-	-	-	-	-	-	-	-	**176,795**
Audit	-	-	-	-	-	-	-	-	14,466	-	**14,466**
Trustee costs	-	-	-	-	-	-	-	-	144	-	**144**
Office costs	-	-	-	-	-	-	-	-	-	227,927	**227,927**
Finance & HR costs	-	-	-	-	-	-	-	-	-	124,668	**124,668**
Other costs	-	18,504	4,453	900	525	8,104	364	500	-	32,227	**65,577**
	498,233	563,743	627,525	169,228	166,829	310,084	145,783	166,594	61,612	863,922	**3,573,553**
Support costs	-	158,664	227,371	58,649	93,125	176,343	49,350	100,420	-	(863,922)	**-**
Governance costs	-	11,316	16,215	4,183	6,641	12,576	3,519	7,162	(61,612)	-	**-**
Total expenditure 2021	**498,233**	**733,723**	**871,111**	**232,060**	**266,595**	**499,003**	**198,652**	**274,176**	**-**	-	**3,573,553**

5 Net income for the year

This is stated after charging / (crediting):

	2022	2021
	£	£
Depreciation on tangible fixed assets	**16,842**	11,577
Operating lease rentals:		
Property	**96,860**	96,860
Auditor's remuneration (excluding VAT):		
Audit	**13,550**	12,900
Under/(over) accrual from prior year	**-**	(1,014)
Other services		
Foreign exchange (gains) or losses	**12,251**	(11,970)

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

Staff costs were as follows:

	2022	2021
	£	£
Salaries and wages	**1,880,544**	1,870,643
Redundancy and termination costs	**-**	18,824
Social security costs	**210,113**	192,649
Employer's contribution to defined contribution pension schemes	**82,072**	90,276
	2,172,729	2,172,392

The following number of employees received employee benefits in excess of £60,000 (excluding employer national insurance and employer pension costs) during the year between:

	2022	2021
	No.	No.
£90,000 - £99,999	**-**	1
£80,000 - £89,999	**1**	-
£70,000 - £79,999	**-**	-
£60,000 - £69,999	**2**	-

The total employee benefits (including employer national insurance and employer pension contributions) of the key management personnel were £474,881 (2021: £415,650).

The charity Trustees were not paid or received any other benefits from employment with the charity in the year (2021: £nil). No charity Trustee received payment for professional or other services supplied to the charity (2021: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £Nil (2021: £Nil) incurred by 0 (2021:0) members relating to attendance at meetings of the Trustees.

7 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2022 No.	2021 No.
	55	57

The actual number of employees at 30 September is 58 (2021: 57); the full-time equivalent is 51.6 (2021: 41.6), the difference being due to job shares and part-time positions held by employees.

8 Related party transactions

Aggregate donations from related parties were £nil (2021: £574).

9 Taxation

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

10 Tangible fixed assets

The group & charity

	Leasehold improvements £	Furniture & equipment £	Computer equipment £	Software Licence £	**Total £**
Cost					
At the start of the year	60,503	82,401	356,126	-	**499,030**
Additions in year	-	-	4,334	57,686	**62,020**
At the end of the year	60,503	82,401	360,460	57,686	**561,050**
Depreciation					
At the start of the year	37,194	77,730	355,763	-	**470,687**
Charge for the year	6,050	3,151	1,231	6,410	**16,842**
At the end of the year	43,244	80,881	356,994	6,410	**487,529**
Net book value					
At the end of the year	17,259	1,520	3,466	51,276	**73,521**
At the start of the year	23,309	4,671	363	-	28,343

All of the above assets are used for charitable purposes.

11 Investments

The group and charity

	2022	2021
	£	£
Fair value at the start of the year	**4,266,482**	5,018,976
Additions at cost	**91,938**	119,358
Disposal proceeds	**(1,807,021)**	(1,000,340)
Net (loss)/gain on change in fair value	**(380,091)**	128,488
	2,171,308	4,266,482
Movement in cash held by investment managers	**10**	-
Fair value at the end of the year	**2,171,318**	4,266,482

Investments comprise:

	£	£
UK Common investment funds	**2,171,308**	4,266,482
Amounts held as cash	**10**	-
	2,171,318	4,266,482

12 Subsidiary undertaking

The charity controls the subsidiary, Earthwatch Limited, a company limited by guarantee incorporated in Hong Kong, by virtue of having an employee who is a Trustee of the subsidiary. Control was deemed to have passed to the charity as of 1 October 2013. The subsidiary is engaged in the same charitable activities as the charity. All activities have been consolidated on a line-by-line basis in the statement of financial activities, based on the audited financial statements as at 30 September which are prepared in Hong Kong dollars (HK$). The results have been converted at the year-end exchange rate of 10.29 HK$ per £ (2021: 10.48 HK$ per £).

During the year, Trustees, Peter Stimpson (Director of Operations UK) and Scott Kania, (CEO of Earthwatch Expeditions US) resigned. We are in the process of appointing three new Trustees, two from the UK and one from the US.

A summary of the results of the subsidiary is shown below:

Income and expenditure

	2022	2,021
	£	£
Incoming resources	**-**	-
Outgoing charitable resources	**(15,219)**	(19,916)
Profit/(loss) for the year	**(15,219)**	(19,916)
Reserves brought forward	**118,839**	138,755
Reserves carried forward	**103,620**	118,839

Balance sheet

The aggregate of the assets, liabilities and funds was:

Fixed assets	**-**	-
Current assets	**106,201**	133,264
Current liabilities	**(2,581)**	(14,425)
Funds	**103,620**	118,839

13 Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2022	2021
	£	£
Gross income	**3,395,118**	1,271,179
Result for the year	**(941,376)**	(2,185,856)

14 Debtors

	The group		The charity	
	2022	2021	2022	2021
	£	£	**£**	£
Trade debtors	**992,370**	410,197	**992,370**	410,197
Accrued income	**241,601**	18,987	**241,601**	18,926
Prepayments and other income	**128,979**	120,827	**128,400**	120,228
	1,362,950	550,011	**1,362,371**	549,351

15 Creditors: amounts falling due within one year

	The group		The charity	
	2022	2021	2022	2021
	£	£	**£**	£
Trade creditors	**118,280**	41,894	**118,280**	41,894
Taxation and social security	**67,364**	58,951	**67,364**	58,951
Amounts owed to subsidiary undertakings	**-**	-	**74,440**	71,599
Accruals and other creditors	**147,280**	366,284	**144,700**	351,817
Deferred income (note 16)	**287,312**	370,344	**287,312**	370,344
	620,236	837,473	**692,096**	894,605

16 Deferred income

Deferred income represents prepayments for contracted goods or services that have yet to be delivered.

	The group		The charity	
	2022	2021	2022	2021
	£	£	**£**	£
Balance at the beginning of the year	**370,344**	-	**370,344**	-
Amount released to income in the year	**(370,344)**	-	**(370,344)**	-
Amount deferred in the year	**287,312**	370,344	**287,312**	370,344
Balance at the end of the year	**287,312**	370,344	**287,312**	370,344

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

	General unrestricted funds £	Designated funds £	Endowment funds £	Restricted funds £	**Total funds £**
Tangible fixed assets	-	73,521	-	-	**73,521**
Fixed asset investments	2,171,318	-	-	-	**2,171,318**
Net current assets	227,195	-	1,039,788	1,114,896	**2,381,879**
Net assets at the end of the year	**2,398,513**	**73,521**	**1,039,788**	**1,114,896**	**4,626,718**

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

	General unrestricted funds £	Designated funds £	Endowment funds £	Restricted funds £	**Total funds £**
Tangible fixed assets	-	28,343	-	-	**28,343**
Fixed asset investments	4,266,482	-	-	-	**4,266,482**
Net current assets	(1,323,926)	801,928	1,039,788	770,699	**1,288,489**
Net assets at the end of the year	**2,942,556**	**830,271**	**1,039,788**	**770,699**	**5,583,314**

18a Movements in funds (current year)

	At 1 October 2021 £	Income & gains £	Expenditure & losses £	Transfers £	**At 30 September 2022 £**
Endowment funds:					
40th anniversary fellowship	1,039,788	-	-	-	**1,039,788**
Total endowment funds	1,039,788	-	-	-	**1,039,788**
Restricted funds:					
Soil & Water	14,464	170,538	(146,944)	164,375	202,433
Tiny Forest	252,869	630,674	(625,736)	10,501	268,308
Corporate Learning	51,016	81,005	(101,149)	375,266	406,138
Capacity Development	97,474	74,082	(107,086)	11,480	75,950
Innovation	70,770	389,431	(338,372)	1,983	123,812
Naturehood	-	44,714	(6,459)	-	38,255
Other	1,772	-	(3,773)	2,001	-
HSBC Climate Partnership	282,334	-	(282,334)	-	-
Total restricted funds	770,699	1,390,444	(1,611,853)	565,606	1,114,896
Unrestricted funds:					
Designated funds:					
Capital fund	28,343	-	(16,842)	62,020	**73,521**
Other	801,928	829,424	(641,104)	(990,248)	**-**
Total designated funds	830,271	829,424	(657,946)	(928,228)	**73,521**
General funds	2,823,717	1,187,501	(2,078,948)	362,622	**2,294,892**
Non-charitable trading funds	118,839	-	(15,219)	-	**103,620**
Total unrestricted funds	3,772,827	2,016,925	(2,752,113)	(565,606)	**2,472,033**
Total funds	5,583,314	3,407,369	(4,363,966)	-	**4,626,717**
	-	-	-		-

18b Movements in funds (prior year)

	At 30 September 2020 £	Income & gains £	Expenditure & losses £	Transfers £	**At 30 September 2021 £**
Endowment funds:					
40th anniversary fellowship	1,040,640	-	(852)	-	**1,039,788**
Total endowment funds	1,040,640	-	(852)	-	**1,039,788**
Restricted funds:					
Soil & Water	34,986	29,439	(49,961)	-	**14,464**
Tiny Forest	74,927	388,759	(210,817)	-	**252,869**
Corporate Learning	74,211	137,393	(160,588)	-	**51,016**
Capacity Development	119,571	119,965	(142,062)	-	**97,474**
Innovation	427,054	15,096	(371,380)	-	**70,770**
Other	-	40,000	(58,913)	20,685	**1,772**
HSBC Climate Partnership	1,226,207	-	(943,873)	-	**282,334**
Total restricted funds	1,956,956	730,652	(1,937,594)	20,685	**770,699**
Unrestricted funds:					
Designated funds:					
Capital fund	39,920	-	(11,577)	-	**28,343**
Other	1,356,208	311,667	(845,262)	(20,685)	**801,928**
Total designated funds	1,396,128	311,667	(856,839)	(20,685)	**830,271**
General funds	3,236,691	228,859	(641,833)	-	**2,823,717**
Non-charitable trading funds	138,755	-	(19,916)	-	**118,839**
Total unrestricted funds	4,771,574	540,526	(1,518,588)	(20,685)	**3,772,827**
Total funds	7,769,170	1,271,178	(3,457,034)	-	**5,583,314**

Purposes of endowment funds

The 40th Anniversary Fellowship consists of a donation of £1,000,000 from the Oman Government to set up an endowment fund. At 30 September 2022, there is unspent income from the fund of £39,788 which is included in the total. We are currently negotiating with the relevant parties to agree objectives for the Fund going forward.

19 Movements in funds (continued)

Purposes of restricted funds
Restricted funds include many individual grants and donations for specific purposes, which will be applied to future costs over the lifespan of projects. During the year, £616k was transferred from designated funds to restricted funds, this represents money received from corporate partners where there has been a specific request to spend the funds on particular projects, therefore these funds are not available for general use.

Purposes of designated funds
The Capital Fund is the funds of the group/company which are represented by the net book value of tangible and intangible fixed assets.

Other designated funds have previously included funds designated by Trustees in advance for activities to support the strategy for future years. During this year, these funds have been reclassified, £376k has been released back into general funds to support current operational activity. £616k has been moved to restricted funds.

20 Operating lease commitments

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

	Property	
	2022	2021
	£	£
Less than one year	**96,860**	96,860
One to five years	**194,580**	291,440
	291,440	388,300

21 Legal status of the charity

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

Thank you to our supporters

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Emily Murrell
Cristian Parrino
Adam Powell
Ben Wilson

Volunteers

Paul Baker
Tony Strong

In Memory of Tony Strong

We lost our long-serving volunteer Tony Strong in early 2023 after a short illness. Tony worked with Earthwatch for over 20 years and was regarded by all staff as much more than a volunteer. Armed with a quick wit and stinging one-liners, everyone who has worked at Earthwatch has an amusing story to tell about Tony.

He was a man of hidden talents and possessed an encyclopaedic knowledge of biodiversity, with a particular devotion to moths and trees. His volumes of moth records have been passed on to ensure that they add to our knowledge on insect abundance and decline. Tony will be sadly missed but fondly remembered.

earthwatch
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Report and financial statements

For the year ended 30 September 2021

Company number: 4373313 | Charity number: 1094467

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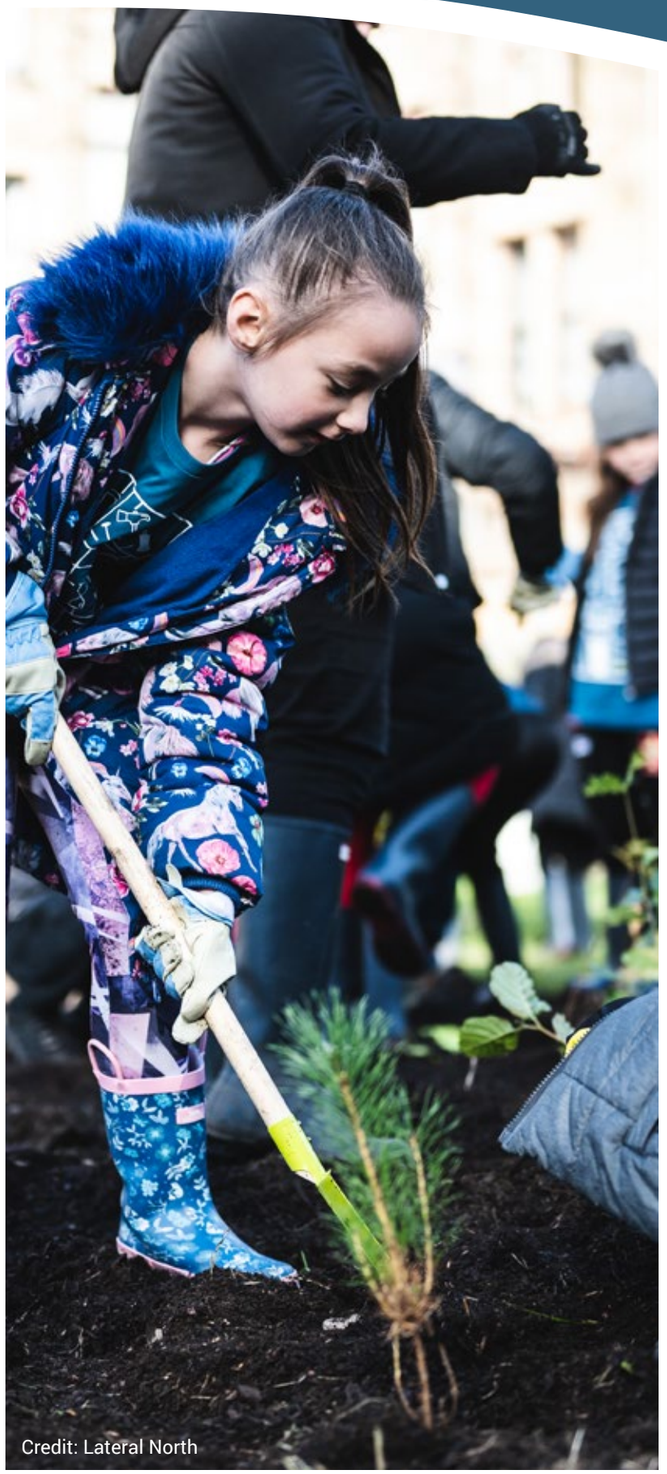


Credit: Lateral North

In my introduction in the last Earthwatch Annual Report, I described 2020 as "a year like no other." In many ways the same could be said of 2021. A year of continued challenge and uncertainty, we were united by a passion and determination to overcome the difficulties of the global pandemic.

The power of high-quality science and collective endeavour became all the more apparent at the start of Earthwatch's financial year. In December 2020 the world's first COVID-19 vaccine was administered, here in the UK, to the first patient outside of clinical trials. The scale and speed of this achievement – to develop, approve and start administering this life-saving medical treatment in less than eight months – cannot be overstated. It was a superhuman effort that was celebrated around the world and brought hope to billions.

Yet as society began to return to 'some semblance of normal life' this year, many of us remained aware of the lengthening shadow of a much greater threat to our existence. Climate change, pollution of our natural resources, catastrophic loss of biodiversity – our planet is at crisis point, and the threat to human life is far greater than anything we have so far experienced.

If this year has shown us anything, it is what we could achieve when we work together, invest in and engage with science. We know that the transformation that our planet needs, that will enable us to live within our means and in balance with nature, is possible. We mustn't lose sight of it.

Earthwatch, a scientific organisation that is built on bringing people together for the benefit of the planet, has an important role to play in the face of this crisis. The fact that our charity has been able, throughout this difficult year, to achieve all that it has is a matter of great satisfaction to me and the Board of Trustees.

From bringing Tiny Forests to urban communities, to highlighting the extent of pollution in our waterways, our work is needed – and the Earthwatch team was determined to deliver it.

This year marked two important moments for Earthwatch Europe. The first was a cause for huge celebration: the 50th anniversary. Founded in Boston in 1971, Earthwatch's impact on environmental and conservation issues has since spanned the globe, in partnership with members of the public, scientists, educators and businesses. Our anniversary marked an opportunity to reflect on that impact and also to look forward, to recalibrate and set out on a path of action and empowerment.

In looking forward, we came to our second significant focus of work: the half-way point in our five-year strategy. Acknowledging the radical change the world had experienced since the creation of that strategy, Steve Andrews, our outstanding CEO, and his Executive Team conducted a detailed review of Earthwatch's portfolio to ensure that we were achieving our important charitable aims as effectively as possible. I encouraged close joint working between our Trustees and Executive Team to collaborate on challenges and objectives. That process resulted in some tough decisions to pause or end some activity and reallocate resource to the areas where we can have the greatest impact. It also provided an opportunity to reinvigorate those areas, establishing a new vision for our work and a new determination to achieve it.

There is an impressive new energy running through Earthwatch as we close out this financial year. This puts us on an exciting and sound footing for the years to come.

Lucian J Hudson
Chair, Earthwatch Europe

About Earthwatch

Driving the change needed to live within our means and in balance with nature.

Our planet – and all life on it – is facing unprecedented challenges. Climate change and loss of biodiversity threaten our very existence and the beauty of the world as we know it.

Science has identified the causes of these challenges, and science is essential if we're to face and solve them.

Earthwatch is an environmental charity with science at its heart.

We connect people with the natural world, monitor the health of our natural resources, and help people take action to have a positive impact.

We work together with scientists, businesses, civil society and policy-makers to drive the change we need to live within our means and in balance with nature.

Our work focuses on many environmental challenges, including climate change, biodiversity loss, freshwater pollution, sustainable agriculture and life in cities.

What we do

Helping companies to transform

- We design and deliver immersive learning programmes for corporate leaders and employees
- We undertake science-based research
- We support leaders to meet business sustainability goals

Educating future generations

- We teach educators and children about climate change, biodiversity loss and how to deliver outdoor education
- We train and support young scientists from across the world

Advancing citizen science

- We engage the public, including corporate employees, in undertaking citizen science, helping to answer important environmental questions and influence public policy
- We are leaders in developing the discipline of citizen science

Enabling action

- We provide families, communities and companies with opportunities to take science-based action to mitigate the impacts of climate change and biodiversity loss

Inclusive	Objective	Passionate	Empowering	Responsible
We believe it is essential that people from all walks of life participate in solving the environmental challenges we face. We are proud to be at the forefront of the global citizen science movement, developing and sharing best practice for the benefit of people, wildlife and nature.	As an independent research organisation (IRO), scientific research is at the core of our work, and its outcomes determine our goals and priorities.	We are passionate about the opportunity we have to make a meaningful impact on people and the natural world.	We seek to inspire people, organisations and communities with the experiences, knowledge and tools that enable them to take action.	We act in a manner that respects and protects the wellbeing of people and the environment, including our staff, researchers, volunteers and the places we work.

Credit: Mile 91

Our values

Equality, diversity and inclusion

Earthwatch Europe has had an equal opportunities policy for many years. The opening paragraphs say:

Earthwatch is committed to eliminating discrimination and encouraging diversity in our workforce. To that end our policy is to provide equality and fairness for all in our employment or those applying for employment.

Earthwatch will take all reasonable steps to employ, develop and promote people on the basis of their experience, abilities and qualifications without regard to sex, marital or civil partnership status, race, gender reassignment, religion or belief, sexual orientation, pregnancy or maternity leave, age or disability.

Earthwatch will also take all reasonable steps to provide a work environment in which all who work with us are treated with respect and dignity and that is free of harassment based upon an individual's sex, marital or civil partnership status, race, gender reassignment, religion or belief, sexual orientation, pregnancy or maternity leave, age or disability.

This policy addresses Earthwatch's goals and responsibilities as an employer. However, as an organisation we intend to reach beyond that narrow definition.

We therefore set up a Working Group to work towards embedding equality, diversion and inclusion in the culture of Earthwatch. The Board of Trustees agreed five priorities created by this group for FY22:

a. Ensure Earthwatch is a place where individuality is embraced and everyone has the opportunity to thrive
b. Identify and remove any barriers to greater equality and inclusion within our recruitment processes
c. Put a plan in place to build a more diverse Board of Trustees
d. Review equity within the organisation, starting with a gender equity plan
e. Review our existing programmes and develop new programmes aimed at giving increased equity and increased diversity, starting with young minority ethnic people

In addition, we will join the Diverse Sustainability Initiative. This is a coalition of environmental organisations committed to addressing the poor racial diversity within the environment sector, which has been set up by the Institute of Environmental Management and Assessment (IEMA). Each member is required to:

- Publicly state their goals
- Send their CEO to a twice-yearly meeting where CEOs will hold each other to account for progress

The Equality, Diversity and Inclusion (EDI) Working Group will also look at other Charters that we might sign up to, including the Race at Work Charter set up by Business in the Community; alongside others that address the discrimination of other minority or under-represented groups. There is much work to do to ensure that these priorities deliver real change. The EDI Working Group will focus on pursuing these priorities. Each member of the group – including the CEO – now has EDI related goals within Earthwatch's performance management system.

Fundraising

Earthwatch Europe receives the majority of its income from corporate partners. We work with some of our partners to embed sustainability within their business. Other partners support us to deliver public engagement and education programmes. Each corporation we partner with is assessed in line with our partnership ethics policy.

Income from research grants remains an important source of funding across many of our programmes. Earthwatch's recent accreditation as an Independent Research Organisation has enabled us to partner and lead on several proposals to the UK research councils, and the establishment of our Netherlands office has expanded our ability to continue partnering with EU research organisations.

Income from Trusts and Foundations is of growing importance to Earthwatch as we continue to diversify our income streams. Earthwatch works with a variety of organisations to help fund our work to connect people to nature, monitor the health of our natural resources and promote impactful actions to reduce environmental impact.

Earthwatch has also maintained a steady income from individuals. As in previous years, individuals are able to support us via one-off donations, recurring donations, and sponsorship for marathons and other events. We continue to explore new funding routes for individuals, including digital media platforms and merchandise options, using online stores where we do not need to pre-purchase stock.

Earthwatch is a member of the Fundraising Regulator. All our fundraising activity was carried out by internal staff members and approved third party providers in 2021, and we have a number of policies in place to ensure our fundraising activity is transparent.

We have ensured that all fundraising was in line with relevant data protection regulations. We received no complaints about our fundraising practices in 2021 (2020: none).

Strategic report

Objectives and achievements

In our landmark 50th year, the COVID-19 pandemic continued to present unprecedented challenges. Earthwatch rose to meet them with a renewed approach following a thorough strategic review to ensure we were maximising our impact. This review resulted in a streamlined portfolio of programmes and a change in the way we report on our achievements to create greater clarity.

Highlights from 2021 at a glance

Capacity development

We supported 25 early-career scientists from around the world through both the NERC-funded Virtual Community Science Camp and the Neville Shulman Awards.

We brought outdoor learning to over 10,000 pupils through our Earthwatch Education network of over 1,000 educators, predominantly in areas facing multiple levels of deprivation.

We produced inspiring, creative and curriculum-linked learning resources and workshops in collaboration with LEGO and Guinness World Records.

Corporate Learning

More than 1,800 HSBC staff participated in our tailored Sustainability Training and Leadership programmes, which engage and empower HSBC's employees around the world to embed sustainable practices into their day-to-day work, in support of HSBC's climate plan and sustainability strategy.

We designed a new virtual learning programme to inspire and empower employees across Shell, our long-term partners, to understand and activate the key themes of the Environmental Framework, with over 250 employees participating in the pilot phase.

Innovation

Eight Earthwatch scientists were among over 100 international experts on citizen science, who contributed to *The Science of Citizen Science*, a new book that provides a comprehensive point of entry for academics around the world who wish to add citizen science into their research or teaching curriculum.

We completed the co-design and impact assessment frameworks with each of the four case study sites in the UK, Italy, Hungary and Romania for the MICS project.

Cos4Cloud has seen us work across the whole consortium of partners to develop promotional strategies for each of the 11 technological services aimed at helping citizen science projects to increase the quantity and the quality of observations.

Our EU-Citizen.Science workshops gathered input from across the European citizen science community in determining the most robust ways to engage with the public and policy maker audiences.

Naturehood

A successful communications campaign increased the size of our Naturehood Facebook community to 30,000 followers in a matter of weeks.

We facilitated peer support for the network of 48 Community Leaders through the development of our Community Leaders' portal, which houses training, resources and templates.

Soil and water

We were commissioned by Tate & Lyle to conduct research into the environmental sustainability of stevia production, with results expected in FY22.

We were awarded funding from the United Nations Environment Programme (UNEP) to implement an optimally-designed water monitoring scheme in Sierra Leone.

Defra and the UK Environment Agency commissioned us to advise on how citizen science can be integrated into national fresh water statutory monitoring in the UK as part of the government's 25 Year Environment Plan.

We published 10 papers drawing on FreshWater Watch citizen science data and held two successful pan-European WaterBlitzes.

Tiny Forest

We planted 16 new Tiny Forests across the UK, equating to 9,600 trees and 3,267m2 of urban woodland habitat created.

We directly engaged 865 volunteers, including 498 students and 178 teachers as part of our Tiny Forest Education programme. 765 of these volunteers were trained as citizen scientists to collect data from the forests to assess their growth and benefits using a variety of monitoring techniques.

We created and launched a dedicated online Tiny Forest Portal to showcase the growing Tiny Forest movement and each individual forest.

We delivered 16 Science Days across the Tiny Forest network, collecting data to assess the environmental benefits of these young forests.

Soil and water

Working to understand and address the pressure from human activity on our freshwater bodies and agricultural landscapes

Spend: £734,000

Introduction

Following the FY21 strategic review, two areas of work – sustainable agriculture and fresh water – were streamlined into one programme: soil and water.

We work with communities across the globe, empowering citizen scientists to monitor the health of the fresh water on which we all depend. We support community groups to campaign for cleaner water and support farmers, policy-makers and all parts of the agricultural supply chain to take steps towards more sustainable agricultural practices.

Objectives FY21

- Review the programme strategy to identify a new, bolder vision and map out a path to get there
- Build income streams, including securing funding to expand the Sustainable Development Goal (SDG) pilot project in Africa and funding from at least one water utility company
- Demonstrate how the Environment Agency can benefit from using FreshWater Watch citizen science data
- Establish 30 new community groups
- Develop and pilot Soil Health toolkit for farmers, enabling simple and robust measurement of soil health

Credit: John Hunt

Achievements FY21

In FY21, we reviewed our programme strategy and agreed a bolder vision of our future as well as the path to reach our goals. Our goal is to have 100,000 people safeguarding 10,000 water bodies across Europe and Africa, by 2030.

We secured funding from the United Nations Environment Programme (UNEP) to implement an optimally-designed water monitoring scheme in Sierra Leone. This followed the publication of a paper, in collaboration with UNEP and the Zambian Water Resource Authority, in *Sustainability* showing the value of citizen science monitoring progress towards delivering UN SDG 6. This SDG aims to ensure availability and sustainable management of water and sanitation for all.

As pioneers of the citizen science movement, we were pleased to be commissioned by Defra and the Environment Agency to advise on how citizen science can be integrated into national fresh water statutory monitoring in the UK as part of the Government's 25 Year Environment Plan. Our research found that the WaterBlitz data, supplemented by localised ongoing monitoring by community groups, fills current data gaps and provides information that is not currently collected by the Environment Agency. Importantly, the WaterBlitz model covers a large spatial area and its potential to be scaled nationally to inform national decision-making was recognised. The value of our citizen science programme was also recognised in parliament, as the UK Government's Environmental Audit Committee heard evidence for their enquiry into water quality in rivers. We also laid the groundwork for leading a water quality working group with the Evenlode Catchment Partnership, working with Thames Water in FY22.

In scientific outputs, we published 10 papers drawing on the FreshWater Watch citizen science data in FY21. A particular highlight was our work with Dublin City University, through which we published a paper in *Science of the Total Environment* that demonstrated the added value of citizen science for statutory environmental monitoring, including monitoring progress towards the UN SDGs.

10 new FreshWater Watch community groups joined the movement in FY21, in Tuscany (Italy), Lilongwe (Malawi), Rokel River (Sierra Leone), Jiansu province (China), Lake Balaton (Hungary), Cork and County Limerick (Ireland), Disley, County Fermanagh, Somerset, Loch Leven and the Esk Rivers (UK). In collaboration with Naturalis Biodiversity Centre, we added a Dutch language version to the FreshWater Watch platform and app, bringing the total number of available languages to nine.

FY21 also saw the successful continuation of our annual WaterBlitzes – events bringing together local communities to take measurements in their local waterbodies over one weekend. The Spring WaterBlitz spanned the Thames Valley, Luxembourg, Paris and Dublin and became the biggest WaterBlitz event to date, collecting 1,568 water quality measurements. The report revealed that levels of phosphates and nitrates (key indicators of the health of a waterbody) were elevated in a large number of waterbodies measured by volunteers. The Luxembourg, Paris and Dublin locations were made possible by the FreshWater Watch partnership with Royal Bank of Canada.

The Autumn WaterBlitz took place in September, marking the first time this event has been held in Eindhoven (the Netherlands) and the 12th in the Thames catchment area. A total of 631 measurements were recorded, bringing the global number of FreshWater Watch datasets to over 30,000. Measurements taken by citizen scientists during the WaterBlitz showed stark differences in water quality between the two countries, with only 12% of measured water bodies in the Thames considered as 'good quality', compared to 49% in Eindhoven.

The relationship between soil and water took us beyond the UK and the Netherlands in FY21, to China – the largest producer of the sweetener stevia. Tate & Lyle commissioned Earthwatch to conduct research into the environmental sustainability of stevia production. The study follows previous research conducted by Earthwatch and the Nanjing Agricultural University in 2019 to assess the environmental and socioeconomic impact of stevia farming and identify opportunities for improved farming practices (eg reduced fertilizer use).

The current partnership focuses on a key growing region for stevia in China, the Dongtai region in the Jiangsu province. Stevia farms were selected to study the effect of alternative fertiliser methods on plant growth, leaf dry weight and steviol glycoside content. The chemical and physical properties of soil, nutrient utilisation and nutrient loss were studied over the 2021 growing season. Farmers were then trained to measure nutrient loss to surface waters and superficial (below root zone) ground water by using methods aligned to FreshWater Watch. Results of this study are expected in 2022.

To broaden our opportunities in sustainable agricultural research and action, we developed the Soil Health Toolkit. This set of simple protocols to measure physical, biological and chemical soil properties was tested with farmers in the UK and provided them with valuable insights into the health of their soils. We also co-founded the UKSoils partnership, an ambitious new initiative that aims to kickstart a nationwide appreciation and understanding of the economic, societal and ecological importance of soil health to support action and research.

We ended the financial year with the good news that we won a grant from the Dutch Deltaplan Biodiversity Innovatiefonds, in collaboration with Aeres Hogeschool and de Vlinderstichting, to use Freshwater Watch and the Soil Health Platform to support two groups of farmers who are looking to apply more nature-inclusive farming practices. Results of this work are expected in FY22.

The Earthwatch Hong Kong Awards

Earthwatch has operated in Hong Kong since 2007, when we established a programme of activities there in conjunction with the HSBC Water Programme. This year we launched the Earthwatch Hong Kong Awards for candidates developing public engagement activities that encouraged residents to take action to protect our planet.

We looked for projects which would deliver value to communities, invest in the next generation and strengthen environmental awareness. In particular we sought applications from early career researchers (registered postgraduate students) wanting to share their knowledge and passion for the environment with the wider public of Hong Kong.

Six winners were selected and each awarded a grant of 15,000HK$ (approximately £1,400) to fund the projects they detailed in their applications. Many of the winners focus on engagement around marine and coastal environmental issues, targeting young people, including secondary school students and the wider public. The winning projects look at ecosystems, dolphins, bringing natural science research to youth and the public, combining art and wildlife conservation to engage communities, youth conservation leadership and coral restoration.

Tiny Forest

Spend: £871,000

Bringing the benefits of a forest into the heart of our cities and urban spaces

Introduction

The Tiny Forest movement brings the benefits of a forest – connecting people with nature, raising awareness of the environment, helping to mitigate the impacts of climate change and supporting biodiversity – right into the heart of our cities and urban spaces. Each Tiny Forest is a dense, fast-growing native woodland, typically the size of a tennis court.

This programme has seen significant growth in FY21. Following our first Tiny Forest planted in Witney (Oxfordshire) in FY20.

Objectives FY21

Our initial ambition for this innovative programme is to plant 150 Tiny Forests by 2023.

We moved closer towards this goal in FY21 with the following objectives:

- Implement our Tiny Forest concept, establishing 25 forests and enhancing 5,000 m^2 of urban/built environment land in the UK
- Demonstrate the social value of accessible green space in urban environments by directly engaging over 6,000 people
- Conduct scientific research on Tiny Forests to measure the impact they have on four ecosystem services (biodiversity, carbon capture, flood management and the cooling effect of trees), as well as assessing social benefits
- Create a pipeline for at least 50 more Tiny Forests in FY22 and a scalable model

Achievements FY21

FY21 saw 16 new Tiny Forests take root across the UK. These pockets of green space were planted in Oxford (2), London (2), Bristol, Glasgow, Jersey, Leicester, Birmingham, Lancing, Wolverhampton, Swindon, Newbury (2), Doncaster and Barnsley. This equates to 9,600 trees and 3,267 m^2 of urban woodland habitat created. Although this is below our target of 25 Tiny Forests, we are pleased with this progress given the challenging circumstances delivering the project during the ongoing pandemic and have a strong pipeline of forests to plant in FY22 and beyond.

Despite COVID-19 restrictions and national lockdowns, we directly engaged 865 volunteers, including 498 students and 178 teachers as part of our Tiny Forest Education Programme. 765 of these volunteers were trained as citizen scientists to collect data from the forests to assess their growth and benefits using a variety of monitoring techniques. For each Tiny Forest we also recruit volunteer Tree Keepers – engaged individuals who look after their local forest with activities like weeding and litter picking. In FY21 we recruited a growing network of 79 Tree Keepers.

To further support engagement with our Tiny Forest communities, we created and launched a dedicated online Tiny Forest Portal to showcase the growing Tiny Forest movement and each individual forest. This tool enables easy and effective data collection and analysis to support the Tiny Forest monitoring programme as well as providing a community forum space for Tree Keepers and partners. We also produced a suite of engaging resources to support delivery of the Tiny Forest programme, including educational resources for school teachers, Tree ID guides and user-friendly surveys for each one of our environmental research topics.

Between May and September 2021 we delivered 16 Science Days across the Tiny Forest network, collecting data to assess the environmental benefits of these young forests. Data analysis is underway and preliminary results will be available from FY22. In addition to our core citizen science monitoring, we supported four Master's students to conduct social and environmental research on the Tiny Forest project in FY21. Social research projects assessed people's levels of nature connectedness (finding that Tiny Forest participants demonstrated high levels of nature connectedness), and explored public perceptions of ecosystem services which showed support for complex, interactive urban green space interventions such as Tiny Forest. The environmental research looked at soils in Tiny Forests using multiple indicators of soil quality. These projects provide a valuable baseline to see how soil quality, nutrient availability and biodiversity change over time. Following the success of this research, we plan to expand our engagement with postgraduate students in FY22.

Given the growth of the project in FY21, we have worked hard to refine our delivery model to ensure scalability, efficiency and to maximise collaboration opportunities. For example, our exciting new partnership with Severn Trent Water will see us provide training on the Tiny Forest methodology to co-deliver 72 forests across the West Midlands in FY22. We have also partnered with NatureScot to train Scottish Local Delivery Partners on the methodology. In FY22, we are on target to establish 40 Tiny Forests, as well as delivery of our collaborative partnerships with Severn Trent and NatureScot.

These achievements would not have been possible without our amazing supporters and partners. In FY21 we have worked with 14 local authorities, 5 businesses and 7 pre-existing community groups to fund and deliver the project. We were also successful in securing a grant from the Defra Green Recovery Challenge Fund to establish 12 Tiny Forests. The achievements of FY21 have laid the groundwork for incredible growth of the Tiny Forest movement in FY22.

Corporate Learning

Spend: £232,000

Equipping people with the skills, passion, knowledge and networks to accelerate impact-led sustainable transformation

Introduction

Earthwatch has over 30 years' experience partnering with business to provide award-winning corporate sustainability learning and engagement programmes.

Our corporate programmes support employees at all levels to engage with sustainability challenges, enabling them to make decisions and take actions that catalyse sustainability transformation within the business.

We empower people with the skills, passion, knowledge and networks to accelerate impact-led sustainable transformation.

Our programmes support leadership and professional development, using science and nature as a lens through which leaders gain new insights on their practice and professional goals, and the challenges of decision making under uncertainty.

Objectives FY21

- Reframe our overall corporate learning offering to make it clearer for potential new partners
- Work with our existing partners to develop programmes to meet agreed partnership objectives
- Continue to design programmes in line with our science and nature connection approach despite the impacts of COVID-19

Capacity development

Spend: £267,000

Supporting and empowering educators, pupils, early-career scientists and communities

Achievements FY21

In order to make our corporate learning offering clearer for potential new partners, in FY21 we updated the way we talk about our learning programmes to make them more accessible and business relevant, with the aim of helping more companies empower their staff around their sustainability strategy and in taking action for the environment.

FY21 saw more than 1,800 HSBC staff participating in our tailored Sustainability Training and Leadership programmes, which were substantially redesigned in 2020 to a suite of modular online sessions following COVID-19 restrictions. We continue to deliver these sessions for HSBC across a number of business units in Europe, Asia and the Middle East. This activity builds on our long history with HSBC – we've worked with them for over 20 years and engaged with over 20,000 employees on a range of environmental issues from water pollution to climate change and the need for urban resilience.

Our tailored Sustainability Training and Leadership programmes engage and empower HSBC's employees around the world to embed sustainable practices into their day-to-day work, in support of HSBC's climate plan and sustainability strategy.

In FY21 we continued our work with Shell, another organisation we've worked with for over 20 years. We planned in response to the launch of the new Shell Respecting Nature goal and the ongoing restrictions caused by COVID-19. Our approach aims to generate new knowledge and commitment to the environment, enhanced internal networks, and opportunities to develop leadership skills, that help build employee momentum around Shell's Respecting Nature commitments as part of their Powering Progress strategy.

We've designed a new virtual learning programme to inspire and empower employees across the organisation to understand and activate the key themes of Respecting Nature. The initial focus has been a series of introductory sessions for all employees, where over 250 people have taken part in the pilot phase. Our activity will include further roll out of the general introductory sessions, leadership workshops, and a programme targeting environmental practitioners in the coming months. A connection to nature and a fundamental appreciation of global challenges is embedded across the programme. In FY22 we plan to extend this to include in-person activities, mentor development packages and regional learning experiences.

earthwatch learning

ROOTED IN NATURE

Introduction

We work with teachers and educators, particularly in areas experiencing multiple layers of deprivation, to build confidence, motivation and knowledge in environmental and outdoor learning, to inspire the next generation and empower them to take positive action for the planet.

We have a long history in providing career development training and capacity building opportunities for early- to mid-career researchers, in the UK and overseas. We continue to deliver programmes to support the development of environmental professionals, particularly those who have limited access to funding, training or support but who are committed to community engagement in science.

We support communities directly through activities and opportunities to connect to citizen science projects such as Tiny Forest, FreshWater Watch and Naturehood; indirectly through developing outreach and co-creation skills in early-career researchers; and by working directly with communities in Birmingham to understand how different groups connect to and use the environment.

Objectives FY21

National Environmental Research Council (NERC) Engaging Environments Programme:

- Provide opportunities for public engagement in science through the work of a Community Engagement Officer in Birmingham
- Co-design and deliver a virtual community science camp which builds the capacity and confidence of early-career scientists

Provide research and training grants for environmental scientists in the early stages of their careers through the Earthwatch Neville Shulman Awards

States of Jersey Next Generation Programme:

- Support next generation and the environment in Jersey by offering two internships with the Government of Jersey
- Run education sessions at the Jersey Tiny Forest

Earthwatch Education:

- Design and deliver Teach Earth, a professional development programme of learning in outdoor and environmental education, for six cohorts of trainee teachers, through the support of SC Johnson
- Build collaborative partnerships to secure commissioned learning resource development work, linked to the UK national curriculum to embed and inspire outdoor education
- Design and deliver the Tiny Forest Schools programme:
  - Create a suite of citizen science and learning resources
  - Create in-person and online educator training sessions and school learning programmes for planting days and science days
  - Focus our work with urban schools in areas facing multiple levels of deprivation

Achievements FY21

NERC

Our Community Engagement Officer has worked with communities, a wide range of groups and individuals across Birmingham, leading events and joining activities such as planting days, pond creation, creation of pollinator gardens, a sustainability festival and tree planting. We are an active member of Birmingham Engaging Environments Community of Practice (BeeCOP) which brings together staff from the University of Birmingham, local environmental organisations and social enterprises to find better ways of connecting the public to science, and academics to communities.

Elsewhere in Birmingham, we commissioned BLESST, a social enterprise, to produce a short film exploring the stories of local communities and their connection to nature. The first live screening to those involved was held at the BLESST Centre in September, alongside an online screening option.

We co-created and ran the Virtual Community Science Camp between May and June in FY21. 19 early-career scientists from around the world took part and engaged in workshops over a five-week online training course to deepen their understanding around engaging communities in their research. With contributions and content from a wider range of partners and experts we have produced materials and resources which will be accessible beyond the scope of this course.

Neville Shulman Awards

The FY21 Earthwatch Neville Shulman Awards allowed us to support six early-career conservationists from Malawi, Kenya and Madagascar. The Awards enabled them to deliver research and education projects focusing on Nature in Cities, the Impacts of Climate Change, Freshwater Pollution and the Loss of Wildlife. Their work especially focuses on the local communities affected to empower them to create sustainable change.

States of Jersey programme

Through the States of Jersey Next Generation Fund we were able to offer two FY21 internship placements. The internships included a place on the Virtual Community Science Camp. We engaged 9 community members, 130 students and 10 teachers through Jersey Tiny Forest.

Earthwatch Education

Our Earthwatch Education programme focuses its efforts in engaging and inspiring schools, educators and pupils in areas experiencing multiple levels of deprivation. Within our Teach Earth and Tiny Forest Schools programmes, this has been a key element in how we choose who we work with, where we base the Tiny Forests and how we design and deliver our learning programmes, using guiding criteria to ensure equitable access to our programmes and environmental education.

Through the Teach Earth programme, we have built collaborative partnerships with six universities and teacher training providers across the UK, delivering an in-person and online learning programme of outdoor and environmental education professional development.

The Tiny Forest Schools programme has engaged schools across the UK, from Jersey to Glasgow, getting pupils hands-on with planting their own Tiny Forests, training teachers and pupils in citizen science monitoring techniques, and creating inspiring teaching resources for ages 4-16 to facilitate a strong and sustained connection to nature.

The Earthwatch Education team created a suite of 206 learning resources and 13 workshops independently and in collaboration with LEGO and Guinness World Records to enable educators to lead inspiring, creative and curriculum linked environmental education for ages 4-16, all hosted on our Earthwatch Education online platform. Key stage two and three STEM Challenges will soon be added to engage the next generation in solutions thinking in creating climate-proof cities.

Early-career scientists

Area of work	Number of people
Virtual Science Camp	19
Jersey interns	2
Neville Shulman Award winners	6
Total: 27	

Communities

Area of work	Number of people
50 x events	> 480
Total: >480	

Earthwatch Education

Area of work	Number of people
Teacher Training Programmes	962 formal and informal educators at different career stages
	8,210 additional pupils via work with teachers
Tiny Forest	498 pupils, 178 formal and informal educators
	2,154 additional pupils via work with teachers
Online platform	6,298 users
	185,201 comms reach
Total: 203,501	

Innovation

As a leader in science and engagement, we trial innovative tools and approaches to improve our own practice and that of the wider scientific community

Spend: £499,000

Introduction

Earthwatch is a global pioneer in developing the discipline of citizen science, conducting our own in-house research and partnering with other organisations to create knowledge, build resources and establish best practice for the wider scientific community.

The majority of this work currently takes place within four European funded projects:

- MICS (Measuring Impact of Citizen Science) in which we are the coordinator
- MONOCLE (Multiscale Observation Networks for Optical monitoring of Coastal Waters, Lakes and Estuaries) in which we lead the exploitation effort
- Cos4Cloud (Citizen Observatory Services for the European Open Science Cloud) in which we also lead the exploitation effort
- EU-Citizen Science in which we lead the Awareness and Engagement effort, with a focus on the public and policy-makers

We also have a diverse network within the citizen science community, with whom we collaborate on new research proposals that support our organisational objectives, and publish original research into the science of citizen science.

Objectives FY21

Our Innovation research focuses on:

- Advancing citizen science theory and practice, including knowledge on how to improve:
  - Data interoperability
  - Engagement and retention of diverse audiences, as indicated by improved environmental intelligence and sustained behavioural changes
  - Outcomes and impact for the environment
- Creating platforms, collaborations and knowledge exchange that enhances the environmental impact of our programmes
- Creating methods and tools that will allow novel data collection and analysis within our programmes

*These projects have received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No.s 776480 [MONOCLE], 824711 [MICS], 824580 [EU-Citizen.Science] and 863463 [Cos4Cloud].

Achievements FY21

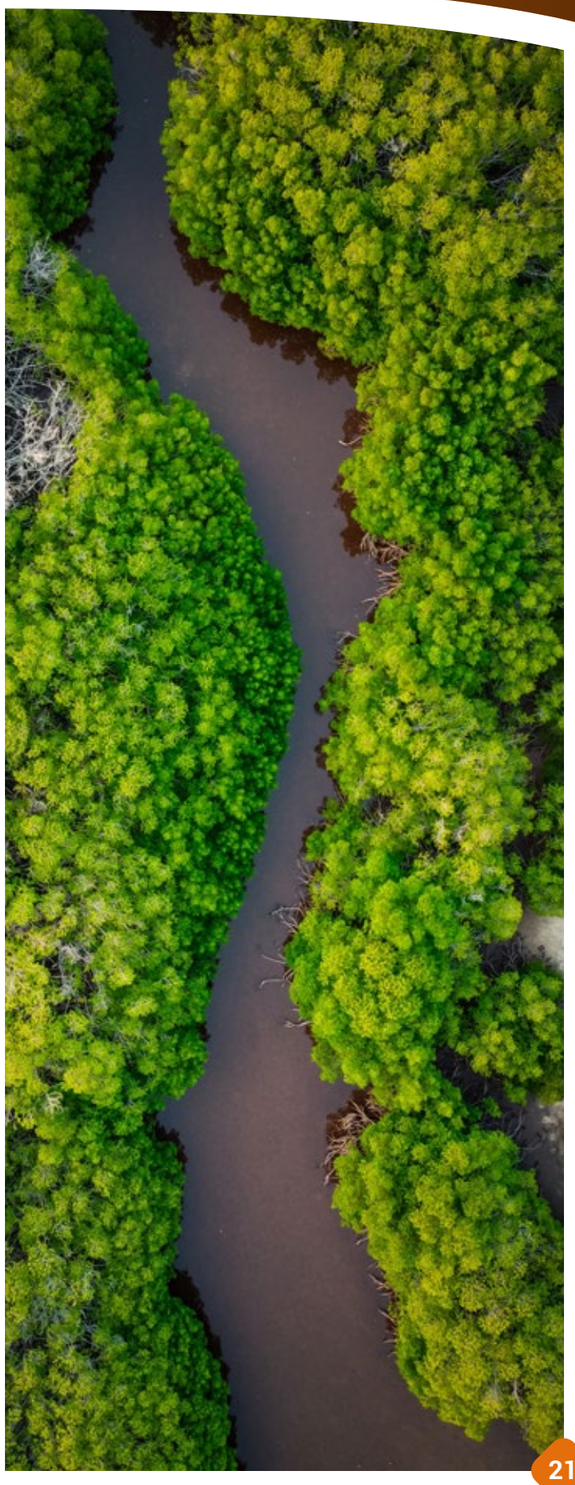
In FY21 we have continued to feel the impact of COVID-19 across our projects with delays and/or restrictions for fieldwork and engagement activities.

For **MICS**, with great efforts from all partners, we were able to complete the co-design and impact assessment frameworks with each of the four case study sites in the UK, Italy, Hungary and Romania. We've also continued to develop the online platform that will enable citizen science project coordinators to utilise the same techniques to really understand and measure the impact of their citizen-science project at any stage of the project's lifecycle. MICS will also enable citizen scientists to measure the difference they have actually made to their environment, the economy, society, governance and science. The project has been extended to enable all objectives to be fully achieved.

MONOCLE has also been extended to enable more time for the project partners to complete all aspects of the project. We've continued to support local FreshWater Watch field work in Sweden, Brazil and Tanzania and our work on exploitation has delivered clear plans to ensure the outputs of the project will have maximum impact. Similarly our work on Cos4Cloud has seen us work across the whole consortium of partners to develop promotional strategies for each of the 11 technological services aimed at helping citizen science projects to increase the quantity and the quality of observations.

For EU-Citizen.Science we ran and supported several workshops to gather input from across the European Citizen Science community in determining the most robust ways to engage with the public and policy maker audiences. These contributions have been summarised and shared on the eu-citizen.science platform.

Eight Earthwatch scientists were among over 100 international experts on citizen science, who contributed to *The Science of Citizen Science*, a new book that provides a comprehensive point of entry for academics around the world who wish to add citizen science into their research or teaching curriculum. The landmark open-access publication was released in January 2021 by Springer publishing, and features three chapters authored by Earthwatch staff.



Naturehood

Supporting urban wildlife through community engagement

Spend: £199,000

Introduction

Naturehood is a wildlife project with a difference. Not only does it empower individuals to take wildlife-friendly actions in their own green space, it also brings people together to make changes around their neighbourhood. These community-scale strategies are designed to:

- Create a 'network for nature', joining up individual actions to significantly increase their benefits to wildlife
- Address the priorities each individual neighbourhood has identified, bringing people together through collective action and shared vision

Objectives FY21

- Further establish a national, digital Naturehood movement, with a mass UK audience coming together online to take action for wildlife and support Naturehood action in the community
- Grow the network of Naturehood groups and leaders taking action on the ground, including targeted outreach to under-represented audiences
- Build income from a diverse range of income streams, including public giving, corporate sponsorship and charitable grants
- Adjust the Naturehood concept to the Dutch context and seek funding for a pilot in the Netherlands

Achievements FY21

The start of the new financial year saw Naturehood seeking to consolidate its transition from a community-based, Lottery-funded pilot to a digital-first offering. The ongoing pandemic and associated lockdowns created a very challenging environment for Naturehood which, as a programme, centres on facilitating in-person community connection.

The substantial growth of our digital user base in FY20 resulted in 48 registered community groups taking part in Naturehood around the country. Following an evaluation of Leader needs during the first quarter of FY21, we developed a raft of new guidance to help them organise their efforts (for example, how to form a committee or identifying the best channels to get people involved). We also facilitated peer support and sharing of best practice through the development of our Community Leaders portal, which houses training, resources and templates.

We launched a highly successful communications campaign in January which increased our Naturehood Facebook page to 30,000 followers in a matter of weeks. The Facebook page has become the social hub for Naturehood that unites individuals who share a passion for wildlife and provides them with ideas, inspiration and guidance on how to help nature thrive in their local area. Some of our page followers have since supported Naturehood financially through birthday fundraisers, a Pollinators summer appeal, merchandise sales and direct donations.

At the start of the year we had identified the need to engage more diverse community representatives, and sought to target key under-served audiences: young people, BAME groups, and disadvantaged communities. As such, we applied for two large grants from the Green Recovery Fund and National Lottery Heritage Fund to enable this, but we were sadly unsuccessful in securing that funding in an environment which, due to the pandemic, had become increasingly competitive.

In the Netherlands we teamed up with Drift (Dutch Research Institute for Transition) to adapt the Naturehood concept to the needs of Dutch cities and communities. Through this collaboration and a range of conversations with stakeholders, we established a need for better integration of climate change and biodiversity action and better long-term monitoring. To address this, we developed the Dutch Naturehood concept, which embodies the full Naturehood community approach and is centred around co-creation, coaching and citizen science.

We continue to seek funding with a more ambitious vision for the community-based elements of Naturehood, which aims to create greater equity of access to green space, enhances a sense of belonging and improves mental and physical wellbeing for groups who are under-represented in the conservation movement.

Strategic activities

Growing our networks to maximise our impact and funding base for the future

Spend: £274,000

Introduction

During 2021, our 50th anniversary year, we explored and delivered several new initiatives. These strategic activities were designed to innovate, expanding our reach and approach to engaging the public with environmental action, and also support our fundraising activities, ensuring that we continue to have impact and financial security for the next 50.

Objectives FY21

To bring our work to more people by piloting 'Earthwatchers', a citizen science platform that makes tangible links to the big issues of our time and offers an engaging and rewarding long-term experience to participants.

To explore a potential partnership with the Hill End Outdoor Education Centre in Oxford, including the benefits to Earthwatch of having a physical site on which to run activities supporting our charitable mission.

In partnership with Mitsubishi Corporation, take our decade long coral reef research in the Seychelles into active conservation, by focusing on certain reef areas and species that are better able to withstand thermal events and applying an innovative approach of coral restoration, the Mars Assisted Reef Restoration System. This project contributes to finding solutions to coral loss and the impact of climate change.

To mark 50 years of Earthwatch in an anniversary publication and at a celebration event, reflecting on our achievements and reconnecting with supporters to share our future direction.

Achievements FY21

We launched Earthwatchers on 1 February 2021, and within the subsequent weeks saw over 2,000 users register on the platform, participating in our first three projects:

1. RiverWatch: Plastic Pollution, which enabled participants to choose a location near a river, stream, canal or estuary and then count and categorise the litter they find.
2. Your Household Footprint, which gives users the opportunity to track up to three different household activities that contribute to our carbon footprints (travel, recycling and heating).
3. Tree Tracking, an ongoing project where participants monitor a tree, or set of trees, over a period of time to help us build a dataset on trees in different environments.

Survey responses (at three months after the launch) showed that 83% of participants enjoyed contributing to scientific research, with 67% also saying that they feel part of a wider movement.

As a result of the strategic portfolio review in June 2021, however, Earthwatchers was 'paused' to allow increased focus, and impact, in other programmes of work. The site remains fully functional and we look forward to implementing the valuable insights and learnings we have gained from the pilot, and continuing work on this project at a suitable time in the future.

We commissioned a feasibility study for a potential partnership with Hill End, drawn up by visitor attraction agency TVAC. This work was supported by a working group of staff and Trustees to establish Earthwatch's vision for the site and identify connections between our charitable mission and that of Hill End. Although the feasibility study highlighted significant opportunities for both income generation and environmental impact, both charities decided not to continue exploring this avenue because it took them too far away from their core mission. However, Earthwatch will remain open to exploring opportunities to develop new ways of engaging the public with the environment in this manner.

Our work in the Seychelles on coral conservation with the support of Mitsubishi was impacted heavily by COVID-19 and our inability to travel. We are in conversations with our local partner, SNPA, to discuss the legacy of this 15-year project, but have taken the decision, together with Mitsubishi, not to continue it.

We produced our publication *50 Years of Creating Knowledge and Inspiring Action*, a collection of 50 stories demonstrating the impact of Earthwatch's work and the subsequent change it has inspired for so many who encounter it. Our anniversary appeal, which included sponsorship of the celebration book, raised £25,000 from sponsors, through both individual and corporate philanthropy.

The year culminated in the 50th anniversary celebration event, generously supported by the Mitsubishi Corporation Fund for Europe and Africa. The event was a resounding success, bringing together more than 200 supporters and proving to be a powerful tool in reconnecting, rekindling and initiating relationships. It showcased our new projects and approaches, and enabled us to further develop relationships with donors, charitable trusts and foundations, corporate partners and community fundraisers. In total there were approximately 200 attendees, over 20 speculative conversations were initiated about future projects, and more than £5,000 was raised directly.

Mitsubishi Corporation

Earthwatch and Mitsubishi Corporation have worked together since 1993, making the company one of our longest-standing partners.

Coral reef conservation is one of Mitsubishi Corporation's key areas of focus for their environmental work. As well as funding the Global Coral Reef Conservation Project since 2006, Mitsubishi Corporation has also played a vital role in supporting local scientists, funding training opportunities for more than 70 local scientists within the East African region, and assisting research directly through volunteering opportunities for employees. We are very proud of the impact of this partnership, through which Seychelles coral reefs have become more resilient, protecting these vital ecosystems against climate change and other threats.

In addition to our work on coral reefs, Mitsubishi Corporation has supported Earthwatch through its charitable foundation, the Mitsubishi Corporation Fund for Europe and Africa. The funding we have received over several years has enabled Earthwatch to reach out to new audiences through a range of public debates, film competitions and engagement initiatives. We are grateful for their support of the Earthwatchers initiative and the 50th anniversary celebration during the challenging financial landscape we faced in 2021.

Financial review

Summary

2021 was a year of transition for Earthwatch Europe, with a reduction in some of our longstanding sources of funding but positive advances in securing a wider breadth and number of new funders. These green shoots were set against the backdrop of the continuing global pandemic, which prevented face-to-face activity for much of the year. As a result, our income has reduced from £2.1m in 2020 to £1.3m in 2021, but with long-term funding agreed during the second half of 2021, we are likely to see a bounce back in 2022.

In spring, we undertook a planned strategic review. This was the halfway point of our 2019-2023 strategy, a chance to reflect on what was going well and to consider whether the organisation was on track to meet its impact and income expectations. The conclusion of the review was that our set of programmes was too broad for effective fundraising and was diluting our potential for impact. During the summer, the number of programme areas were reduced to prioritise those that are most effective and impactful; each of these priority areas has a revised delivery and impact plan to accompany it. This has allowed more concentrated and effective fundraising strategies, from which we are beginning to see the results.

Whilst we anticipate an increase when we look ahead to 2022 and are pleased with the progress being made since the strategic review, the need to secure new sources of income and impact remains urgent. The £1.1m reduction in unrestricted funds was planned in order to develop and grow our activities, but further substantial reductions will quickly erode our General Funds.

As we look ahead to 2022, we are projecting a lower reduction in general reserves of less than £1m. This projection relies on us meeting challenging new income targets, but the progress made in 2021 has been carried into the early part of 2022 and so we are currently on track to meet these. In light of the ongoing challenge, the Board will continue to scrutinise ongoing financial results and future forecasts.

The financial results relate to the operations of Earthwatch Europe (Conservation Education & Research Trust); please see below for the range of connected international charities within the Earthwatch family. Whilst our focus is on the UK, Europe, Africa, the Middle East and India, we have many programmes that take us further afield and a number of international programmes in which we collaborate with other Earthwatch charities.

Income

Source of income	2021 (£'000)	2020 (£'000)	% change
Corporate partnerships	705	1,159	-39
Research grants	148	438	-66
Trust, foundation and other grants	189	107	+77
Major donors and legacies	20	35	-43
Unrestricted individual income	72	80	-10
Interest and investment income	119	150	-21
JRS Income	18	88	-80
Total	**1,271**	**2,056**	**-38%**

Income has reduced by 38% from 2020 to 2021, predominantly from reductions in research grants and corporate partnerships.

The reduction in research grants is just an output of the payment schedules within these projects, with funds received in advance for activities in this financial year. In terms of corporate partnership income, this reduction is due to a single partnership with Shell. The funding for the partnership was over £900k in 2020 but, due to COVID-19, that funding will now spread over a period of more than two years.

When we look past the Shell partnership, we have had a positive year in both corporate partnerships and grants, with new sources of funding from a much wider range of partners including Defra, Fever-Tree, Thames Water, Severn Trent and Tides Foundation.

Income from the job retention scheme reduced as we welcomed staff back from furlough in 2021 and investment income was weaker in 2021.

Expenditure

Type of expenditure	2021 (£'000)	2020 (£'000)	% change
Cost of raising funds	498	592	-16
Soil & Water	734	1,146	-36
Tiny Forest	871	9	9,578
Corporate Learning	232	1,279	-82
Capacity Development	267	275	-3
Innovation	499	565	-12
Naturehood	199	684	-71
Strategic activities	274	41	568
Total	**3,573**	**4,594**	**-23%**

Total expenditure reduced by close to £1m from 2020 to 2021. This reduction was pandemic-induced: many activities had to be delayed or cancelled due to ongoing restrictions. This was particularly relevant in some areas such as corporate learning, where a larger programme of in-person events was possible in the first half of 2020.

Reductions in expenditure were offset by the success of our Tiny Forest programme, where socially distanced planting was possible under most COVID-19 restrictions and community and school events were able to start again during spring.

Expenditure is classified into our six strategic programmes of work, along with fundraising on the Statement of Financial Activities (SOFA). Objectives and achievements in each area are laid out above in the Trustees Report and a detailed analysis of expenditure is shown in Note 6 of the financial statements below.

Earthwatch Ltd (registered in Hong Kong) is consolidated into the SOFA and in the Group figures on the balance sheet (see note 12). The impact of this consolidation is minimal, as all the income for Earthwatch Ltd is received from Conservation Education & Research Trust.

Reserves

General reserves

The Trustees continue to maintain a risk-based policy of holding six months' cover for operating costs (target: £1.9m, calculated with a view to projected spend). At 30 September 2021, General Funds for the charity stood at £2.8m (2020: £3.2m), representing less than 9 months' operating costs. We retain a level of reserves above our stated target but this does not take into account our anticipated spending. After a reduction of £0.4m in 2021, we expect a further reduction in General Funds in 2022 through planned expenditure supporting our strategic priorities.

We face a significant challenge to ensure that this trend does not continue. In longer-term planning, we expect to return to a break-even position before reserves dip below 6 months' operating costs. We will continue to invest in the right projects that we believe have impact and high long-term fundraising potential, but we must build on the results of the last few months to succeed.

In the Group accounts, there is a further fund which represents the net current assets held in Hong Kong (£119k). They have been set aside, as they must be used for expenditure within Hong Kong.

Designated funds

The designated fund balance for the charity is a combination of two elements: the Capital Fund made up of unrestricted funds held as fixed assets, eg equipment (£28k); and funds that are already committed to delivering existing projects across our strategic priorities that originate from a variety of funders. These funds have not been restricted by the funder (2021: £0.8m, 2020: £1.4m), but all are allocated for spending in 2022 or beyond with little possibility of redirection.

Restricted funds

The restricted fund balance is made up of funds that have been received in advance, but are committed to specific programmes as requested by donors. At 30 September 2021, they stand at £0.8m (2020: £2.0m).

These restricted funds originate from a mix of funders and are scheduled for expenditure on research and other activities in 2022 and future years.

Endowment funds

Earthwatch Europe holds a balance of £1m (2020: £1.0m) in Endowment Funds, which represents an endowment provided by the Sultanate of Oman. The interest earned was intended to support Omani students and scientists to participate in our projects. The progress of this fund has been hampered initially by low interest rates and the COVID-19 pandemic. We hope to start this in 2022, if we can do so safely.

Investment strategy

Earthwatch holds the majority of its funds in an investment portfolio managed by Sarasin. The funds held and the returns on each are shown in the table below. Earthwatch Europe's investment policy is to produce the best financial return with an acceptable level of risk. The objective for funds held in the long term is to generate a return at least in line with inflation (RPI), with shorter-term funds preserving their capital value with a minimum level of risk.

The funds are subject to positive screening to ensure that our investments match our charitable objectives. In particular, we are proud to have our long-term reserves (£1.95m) invested in Sarasin's Climate Active Fund.

The Sarasin & Partners Climate Active Endowment Fund is a multi-asset investment portfolio that aims to bring about, and benefit from, action by businesses to strengthen their resilience to climate change in line with the Paris Climate Accord. Investment and divestment decisions are made using a case-by-case assessment of the vulnerability of each company to climate change and whether it will be able to develop a climate-aware strategy that will deliver attractive long-term returns for shareholders. This is a very similar approach to the one that Earthwatch takes with its own corporate partnerships, and we are therefore pleased to be able to invest in such a fund with Sarasin.

Both the Finance Committee and the Board review the performance of the funds on a quarterly basis and meet regularly with Sarasin & Partners to discuss performance and investment. In December 2020, the Board made a decision to withdraw funds amounting to £1.5m from our medium-term investment in order to cover cashflow for the next two years. This decision was made due to financial uncertainty in the markets and the cash needs of the organisation over the next two years.

Bank	Type of Account	Amount held at 30.9.21	Interest rate/Return in period
Nationwide	instant access	£351k	0.05%
Barclays	current accounts	£1.16m	n/a
Sarasin	1-3 month deposits	£17k	0.7%
Sarasin	Income and reserves fund	£2.30m	2.4%
Sarasin	Climate Active Fund	£1.95m	11%

Remuneration policy

Our approach to remuneration is designed to ensure we can attract and retain the talented and motivated people we need to achieve our mission and deliver our strategic goals. It is applied consistently across the organisation, both in terms of how we set salaries and the benefits we offer our employees. Pay is reviewed annually by the Executive, and an increase amount (rather than a percentage increase) can be agreed for all employees with over six months' service. This is set by taking account of the market, cost of living increases and the organisation's ability to pay. We offer paid internships and review and maintain internal pay relativities; pay progression is linked to development in the role and growth of the role. Our salaries and benefits are compared to other similar not-for-profit organisations.

Gender pay gap

At the end of our financial year, the average hourly salary for women in the organisation was 29% below the average hourly salary for men (2020: 15% below). In median pay, the hourly figure for women was 4% below the median hourly pay for men (2020: 13% below).

These aggregate figures do not tell the full story. We have significantly more women than men in the organisation (33 women, 18 men) with many more at lower levels of the organisation. We are close to having a balance at the top of the organisation and, as shown below, women are on average paid more than men in three quartiles.

Earthwatch Europe is far below the threshold for reporting on gender pay (with fewer than 250 employees), but we believe it is important for organisations to be transparent. However, as a smaller organisation, individuals that fill certain positions (whether men or women) can have a larger bearing on the statistics.

During 2021, we had the following split of men and women in each pay quartile:

Lowest quartile	2021	2020
Men	15%	31%
Women	85%	69%

Average pay for men in this quartile is 5% below women (2019: 14% below).

2nd quartile	2021	2020
Men	15%	19%
Women	85%	81%

Average pay for men in this quartile is 6% below women (2020: 4% above)

3rd quartile	2021	2020
Men	54%	37%
Women	46%	63%

Average pay for men in this quartile is 2% below women. (2020: equal)

Top quartile	2021	2020
Men	58%	47%
Women	42%	53%

Average pay for men in the quartile is 13% above women (2020: 13% above)

Women make up 65% of the workforce in 2021, with a higher proportion of women to men in two quartiles and only slightly more men in two others. The only quartile where women are paid less than men on average is the top quartile. Earthwatch has a male CEO and this role will have a significant impact on the statistics depending on male or female post-holder.

For more information on our work to improve equity, diversity and inclusion, please see page 6.

Statement of going concern

The Trustees recognise that there are uncertainties in the delivery of our strategic plan as well as in external factors such as the COVID-19 pandemic, although none are so significant that they affect going concern. As detailed in our reserves policy, we hold general reserves to provide cover to allow us to adjust our strategic plan and continue activities. We are satisfied that the charity has the resources to operate for the foreseeable future and therefore the accounts have been prepared on a going concern basis.

Administration and governance

Other working names: **Earthwatch Institute (Europe), Earthwatch (Europe), Earthwatch Institute**

Company number: **4373313**

Charity number: **1094467**

Registered office and operational address: **Mayfield House, 256 Banbury Road, Oxford, OX2 7DE**

Country of registration: **England & Wales**

Country of incorporation: **United Kingdom**

Trustees

The Trustees who were in office throughout the year and up to the point of approval of these financial statements, unless otherwise stated, were as follows:

Lucian J. Hudson	Chair
Geoff Lane	Vice-Chair
Superna Khosla	Treasurer (resigned May 2021)
Iain Coucher	
Dorothee D'Herde	
Lisa King	
Dax Lovegrove	
Ed Green	
Adam Powell	
Jack Matthews	
Nina Bhola	(joined Jan 2021)
Cristian Parrino	(joined Jan 2021)
Emily Murrell	(joined Jan 2021)
Ben Wilson	(joined Jan 2021)
Jos Huijbregts	(joined Jan 2021, Treasurer from May 2021)

The average age of our Trustees at 30 September 2021 was 50 (2020: 52); this is significantly lower than the average age of a Trustee across the voluntary sector, which is 61 (Charity Commission report, January 2017).

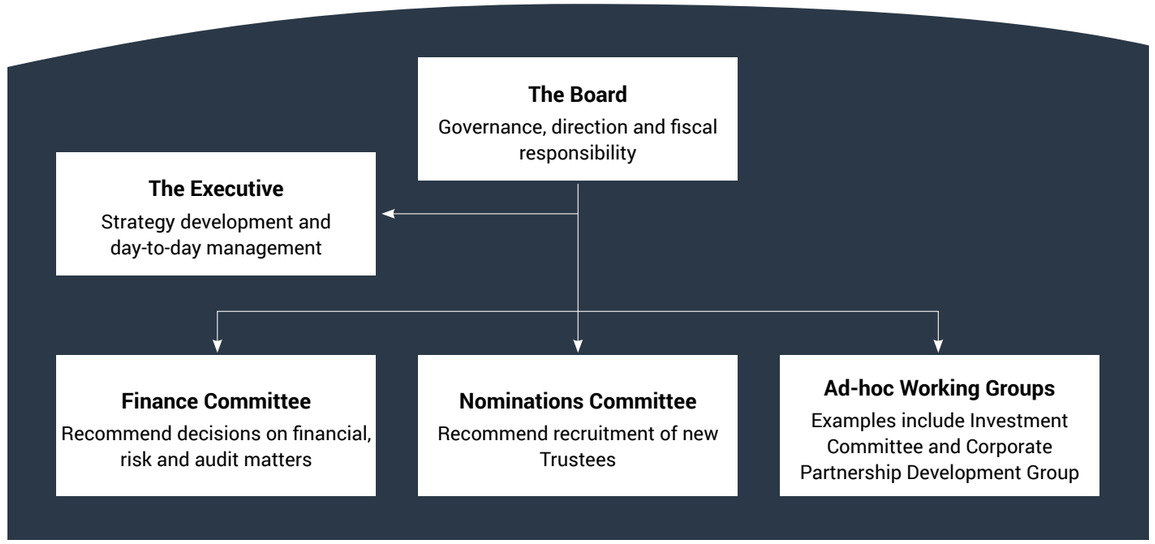
Earthwatch provides Trustees with governance training when they join the organisation. As part of their induction, Trustees will also spend time with the Chief Executive and relevant members of the Executive Management Team who will provide them with an overview of Earthwatch Europe and its current priorities and challenges. A Trustee handbook, which contains all relevant background information and links to key documents, is also provided.

Key management personnel

Steven Andrews	Chief Executive
Neil Bailey	Philanthropy Director
Maria Pontes	Programmes & Partnerships Director (maternity leave until May 2021)
Clara Stevenson	Programmes & Partnerships Director (maternity cover until May 2021)
John Ward-Zinski	Business Development Director
Amy Crosweller	Acting Director of Fundraising & Communications (from July 2021)
Toos van Noordwijk	Science, Policy and Innovation Director
Peter Stimpson	Operations Director (until September 2021, then was retained as a consultant)

The total aggregated salary cost of management personnel in 2021 was £415k (2020: £372k). The increase in costs is due to the addition of the Director of Business Development role to the management team in order to strengthen this function.

Governance structure



Auditors, Bankers, Solicitors

Auditor: Sayer Vincent LLP

Investment Manager: Sarasin & Partners LLP

Bankers: Barclays Bank plc, Oxford; Nationwide plc

Solicitors: Blake Morgan LLP, Oxford, and Stone King LLP, London

Risk management

The Executive Team reviews risks regularly and produces a full risk register for discussion at least once per year at Board level with regular summaries of movements in key risks provided frequently throughout the year. A key risk mitigation summary is included along with any details of further work to mitigate key risks.

Key risk	Explanation	Mitigation
Failure to secure new income and meet financial targets.	Our impact depends on being able to secure funds. We are building a wide pipeline of new funders but we still need many more to meet our strategic objectives	Our ability to raise funds relies on having an appealing and impactful portfolio of work and clear and focused outcomes in each programme. We will continue to work on this in order to give fundraising teams the best chance of delivering funds
Downside risk on investments.	Earthwatch holds its reserves in investments and these funds are required to support our transition over the next few years towards a financially sustainable organisation.	At the end of the year, markets were becoming increasingly volatile due to a mixture of supply chain issues, inflation and ongoing pandemic related issues. We have decided to pursue a more conservative investment strategy as a result, holding a greater percentage of funds in cash.
IT systems not fit for purpose in a growing, diversifying organisation.	As we have expanded our sources of funding, our financial system has come under increasing strain.	We have commenced a financial systems review which will lead to the implementation of a new system in Spring 2022.

Connected charities

The Charity works in association with the following affiliated licensed charities who all have similar missions, and contribute to and participate in the same international programme of science and engagement activities.

Earthwatch Europe harnesses this network of connected charities to ensure global capability to deliver large-scale programmes and partnerships. The coverage across the Americas, Asia and Australia means that we can deliver globally whilst retaining a local focus.

Earthwatch Australia

Suite G-06,
60L Green Building
60 Leicester Street
Carlton, VIC 3053

Tel: + 61 (0) 3-9016-7590

Earthwatch Expeditions Inc.

1380 Soldiers Field Road, Suite 2700,
Boston, MA 01235, USA

Tel: +1 800 776-0188

Earthwatch Ltd, Hong Kong

Room 901/4, Hang Seng North Point Building, 341 King's Road, North Point Hong Kong

Tel: +852 28381114

Earthwatch Institute, India

459 Augusta Point,
Level 4, Sector 53,
Golf Course Road,
Gurgaon, 122002, India

Tel: +91 124 4354160

Earthwatch Institute, Japan

Food Science Building 4F
University of Tokyo 1-1-1, Yayoi, Bunkyo-ku
Tokyo 113-8657
Japan

Tel: + 81-3-6686-0300

Statement of Trustees' responsibilities

The Trustees (who are also directors of Conservation Education & Research Trust for the purposes of company law) are responsible for preparing the Trustees' annual report including the strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and group and of the incoming resources and application of resources, including the income and expenditure, of the group for that period. In preparing these financial statements, the Trustees are required to:

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

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

In so far as the Trustees are aware:

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

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

This Report, which includes the strategic report, was approved by the Trustees on 25 February 2022 and signed on their behalf by:

Lucian J Hudson
Chair

Independent auditor's report to the members of Conservation Education & Research Trust

Opinion

We have audited the financial statements of Conservation Education & Research Trust (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 30 September 2021 which comprise the consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the 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 FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 30 September 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
- Have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

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

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

Conclusions relating to going concern

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

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

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

Other Information

The other information comprises the information included in the trustees' annual report, including the strategic report, other than the group financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the group financial statements does not cover the other information, and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the group financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the group financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- The information given in the trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements
- The trustees' annual report, including the strategic report, has been prepared in accordance with applicable legal requirements

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report, including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- The parent charitable company 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 statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charites Act 2011 and report in accordance with those Acts.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect

of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

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

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

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

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

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Sayer Vincent LLP

Jonathan Orchard (Senior statutory auditor)

28 March 2022

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

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

Financial statements

Conservation Education & Research Trust

Consolidated statement of financial activities
(incorporating an income and expenditure account)

For the year ended 30 September 2021

	Note	Unrestricted £	Endowment £	Restricted £	**2021 Total £**	Unrestricted £	Endowment £	Restricted £	2020 Total £
Income from:									
Donations and legacies	2	109,620	-	-	**109,620**	168,035	-	-	168,035
Charitable activities	3	311,668	-	730,652	**1,042,320**	996,806	-	740,580	1,737,386
Investments		119,239	-	-	**119,239**	135,477	6,939	7,948	150,364
Total income		540,527	-	730,652	**1,271,179**	1,300,318	6,939	748,528	2,055,785
Expenditure on:									
Raising funds		498,233	-	-	**498,233**	592,132	-	-	592,132
Charitable activities									
Soil & Water		472,101	-	261,622	**733,723**	1,086,477	-	60,014	1,146,491
Tiny Forest		315,271	-	555,840	**871,111**	2,068	-	7,125	9,193
Corporate Learning		22,615	-	209,445	**232,060**	(110,356)	-	1,389,779	1,279,423
Capacity Development		91,103	852	174,640	**266,595**	194,168	-	81,123	275,291
Innovation		86,552		412,451	**499,003**	227,112		338,280	565,392
Naturehood		57,863		140,789	**198,652**	684,978		-	684,978
Other		91,369	-	182,807	**274,176**	40,979	96	-	41,075
Total expenditure	4a	1,635,107	852	1,937,594	**3,573,553**	2,717,558	96	1,876,321	4,593,975
Net income / (expenditure) before net gains on investments		(1,094,580)	(852)	(1,206,942)	**(2,302,374)**	(1,417,240)	6,843	(1,127,793)	(2,538,190)
Net gains on investments	11	128,488	-	-	**128,488**	56,333	-	-	56,333
Net income/(expenditure) for the year	5	(966,092)	(852)	(1,206,942)	**(2,173,886)**	(1,360,907)	6,843	(1,127,793)	(2,481,857)
Transfers between funds		(20,685)	-	20,685	-	49,773	(68)	(49,705)	-
Net income / (expenditure) before other recognised gains and losses		(986,777)	(852)	(1,186,257)	**(2,173,886)**	(1,311,134)	6,775	(1,177,498)	(2,481,857)
(Losses) / gains on foreign exchange translation		(11,970)	-	-	**(11,970)**	31,462	-	-	31,462
Net movement in funds		(998,747)	(852)	(1,186,257)	**(2,185,856)**	(1,279,672)	6,775	(1,177,498)	(2,450,395)
Reconciliation of funds:	18a								
Total funds brought forward		4,771,574	1,040,640	1,956,956	**7,769,170**	6,051,246	1,033,865	3,134,454	10,219,565
Total funds carried forward		3,772,827	1,039,788	770,699	**5,583,314**	4,771,574	1,040,640	1,956,956	7,769,170

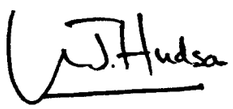
All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 18a to the financial statements.

Balance sheets

As at 30 September 2021

	Note	The group 2021 £	2020 £	The charity 2021 £	2020 £
Fixed assets:					
Tangible assets	10	**28,343**	39,920	**28,343**	39,920
Investments	11	**4,266,482**	5,019,004	**4,266,482**	5,019,004
		4,294,825	5,058,924	**4,294,825**	5,058,924
Current assets:					
Debtors	14	**550,011**	165,270	**549,351**	164,584
Cash at bank and in hand		**1,575,951**	2,837,979	**1,514,904**	2,824,548
		2,125,962	3,003,249	**2,064,255**	2,989,132
Liabilities:					
Creditors: amounts falling due within one year	15	**(837,473)**	(293,003)	**(894,605)**	(417,641)
Net current assets		**1,288,489**	2,710,246	**1,169,650**	2,571,491
Total net assets	17a	**5,583,314**	7,769,170	**5,464,475**	7,630,415
Funds:	18a				
Endowment funds		**1,039,788**	1,040,640	**1,039,788**	1,040,640
Restricted income funds		**770,699**	1,956,956	**770,699**	1,956,956
Unrestricted income funds:					
Designated funds		**830,271**	1,396,128	**830,271**	1,396,128
General funds		**2,823,717**	3,236,691	**2,823,717**	3,236,691
Non-charitable trading funds		**118,839**	138,755	**-**	-
Total unrestricted funds		**3,772,827**	4,771,574	**3,653,988**	4,632,819
Total funds		**5,583,314**	7,769,170	**5,464,475**	7,630,415

Approved by the Trustees on 25 February 2022 and signed on their behalf by



Lucian J.Hudson

Chair

Consolidated statement of cash flows

For the year ended 30 September 2021

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

	2021 £	2021 £	2020 £	2020 £
Cash flows from operating activities				
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	**(2,185,856)**		(2,450,395)	
Depreciation charges	**11,577**		48,915	
(Gains)/losses on investments	**(128,488)**		(56,333)	
Dividends, interest and rent from investments	**(119,239)**		(150,364)	
(Increase)/decrease in debtors	**(384,741)**		297,787	
Increase/(decrease) in creditors	**544,470**		(302,515)	
Net cash (used in) / provided by operating activities		**(2,262,277)**		(2,612,905)
Cash flows from investing activities:				
Dividends, interest and rents from investments	**119,239**		150,364	
Purchase of fixed assets	**-**		(666)	
Movement in cash held by investment managers	**28**		35,919	
Proceeds from sale of investments	**1,000,340**		3,751,876	
Purchase of investments	**(119,358)**		(3,161,312)	
Net cash used in investing activities		**1,000,249**		776,181
Change in cash and cash equivalents in the year		**(1,262,028)**		(1,836,724)
Cash and cash equivalents at the beginning of the year		**2,837,979**		4,674,703
Cash and cash equivalents at the end of the year		**1,575,951**		2,837,979

Notes to the financial statements

For the year ended 30 September 2021

1 Accounting policies

a) Statutory information
Conservation Education & Research Trust is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address is Mayfield House, 256 Banbury Road, Oxford, OX2 7DE.

b) Basis of preparation
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiary Earthwatch Limited on a line-by-line basis. Transactions and balances between the charitable company and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two companies are disclosed in the notes of the charitable company's balance sheet. A separate statement of financial activities, or income and expenditure account, for the charitable company itself is not presented because the charitable company has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

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

c) Public benefit entity
The charitable company meets the definition of a public benefit entity under FRS 102.

d) Going concern
The Trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

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

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

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

Notes to the financial statements

For the year ended 30 September 2021

1 Accounting policies (continued)

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

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

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

h) Fund accounting
Endowment funds represent donations which are treated as capital.

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

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

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

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

- Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose
- Expenditure on charitable activities includes the costs of delivering services and educational activities undertaken to further the purposes of the charity and their associated support costs
- Other expenditure represents those items not falling into any other heading

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

j) Grants payable
Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the Trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient, but there is uncertainty about either the timing of the grant or the amount of grant payable.

Notes to the financial statements

For the year ended 30 September 2021

For the year ended 30 September 2021

1 Accounting policies (continued)

k) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff cost, of the amount attributable to each activity:

Soil & Water	18%
Tiny Forest	27%
Corporate Learning	7%
Capacity Development	11%
Innovation	20%
Naturehood	6%
Other	12%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

l) Operating leases

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

m) Tangible fixed assets

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

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

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

Leasehold improvements	Life of the lease
Furniture and equipment	5-7 years
Computer equipment	3-5 years

n) Listed investments

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

Conservation Education & Research Trust

Notes to the financial statements

For the year ended 30 September 2021

1 Accounting policies (continued)

q) Creditors and provisions

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

r) Financial instruments

The charity has both basic and non-basic financial assets and financial liabilities. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value, with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method. Non-basic financial instruments are measured at fair value with any gain or loss going to the statement of financial activities.

s) Foreign currency transactions

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are translated into sterling using the rate of exchange ruling at the date of the transaction. Exchange differences are taken into account in arriving at the net incoming resources for the year.

t) Pensions

The charitable company operates a defined contribution pension scheme on behalf of its employees. The assets of this scheme is held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable by the charitable company to the fund. The charitable company has no liability other than for the payment of those contributions.

Notes to the financial statements

For the year ended 30 September 2021

2 Income from donations and legacies

	2021 Total £	2020 Total £
Donations	**90,828**	80,086
Coronavirus Job Retention Scheme	**18,792**	87,949
	109,620	168,035

All income from donations and legacies is unrestricted.

3 Income from charitable activities

	Unrestricted £	Restricted £	2021 Total £	Unrestricted £	Restricted £	2020 Total £
Corporate donations	177,875	526,956	**704,831**	942,737	216,457	1,159,194
Other grants and donations	133,793	203,696	**337,489**	54,069	524,123	578,192
Total	311,668	730,652	**1,042,320**	996,806	740,580	1,737,386

Notes to the financial statements

For the year ended 30 September 2021

4a Analysis of expenditure (current year)

	Cost of raising funds £	Charitable activities: Soil & Water £	Tiny Forest £	Corporate Learning £	Capacity Development £	Innovation £	Naturehood £	Other £	Governance costs £	Support costs £	2021 Total £	2020 Total £
Staff costs	321,438	243,316	348,681	89,940	142,810	270,428	75,680	153,997	47,002	479,100	**2,172,392**	2,346,649
Research and field costs	-	102,962	67,079	-	6,380	696	330	-	-	-	**177,447**	387,801
Engagement costs	-	198,961	207,312	78,388	17,114	30,856	69,409	12,097	-	-	**614,137**	802,884
Research & engagement by affiliates	-	-	-	-	-	-	-	-	-	-	**-**	308,582
Development and fundraising	176,795	-	-	-	-	-	-	-	-	-	**176,795**	141,381
Audit	-	-	-	-	-	-	-	-	14,466	-	**14,466**	15,352
Trustee costs	-	-	-	-	-	-	-	-	144	-	**144**	1,272
Office costs	-	-	-	-	-	-	-	-	-	192,482	**192,482**	210,176
IT costs	-	-	-	-	-	-	-	-	-	35,445	**35,445**	102,352
Finance & HR costs	-	-	-	-	-	-	-	-	-	124,668	**124,668**	112,044
Other costs	-	18,504	4,453	900	525	8,104	364	500	-	32,227	**65,577**	165,482
	498,233	563,743	627,525	169,228	166,829	310,084	145,783	166,594	61,612	863,922	**3,573,553**	4,593,975
Support costs	-	158,664	227,371	58,649	93,125	176,343	49,350	100,420	-	(863,922)	**-**	-
Governance costs	-	11,316	16,215	4,183	6,641	12,576	3,519	7,162	(61,612)	-	**-**	-
Total expenditure 2021	**498,233**	**733,723**	**871,111**	**232,060**	**266,595**	**499,003**	**198,652**	**274,176**	**-**	**-**	**3,573,553**	
Total expenditure 2020	592,132	1,146,491	9,193	1,279,423	275,291	565,392	684,978	41,075	-	-		4,593,975

Notes to the financial statements

For the year ended 30 September 2021

4b Analysis of expenditure (prior year)

	Cost of raising funds	Charitable activities: Soil & Water	Tiny Forest	Corporate Learning	Capacity Development	Innovation	Naturehood	Other	Governance costs	Support costs
	£	£	£	£	£	£	£	£	£	£
Staff costs	450,751	303,640	46,024	278,601	96,600	280,198	261,138	20,281	49,565	559,851
Research and field costs	–	200,546	–	111,335	41,586	–	37,005	(2,671)	–	–
Engagement costs	–	309,610	(77,669)	310,491	54,156	36,482	164,733	5,081	–	–
Research & engagement by affiliates	–	–	–	308,582	–	–	–	–	–	–
Development and fundraising	141,381	–	–	–	–	–	–	–	15,352	–
Audit	–	–	–	–	–	–	–	–	1,272	–
Trustee costs	–	–	–	–	–	–	–	–	–	210,176
Office costs	–	–	–	–	–	–	–	–	–	102,352
IT costs	–	–	–	–	–	–	–	–	–	112,044
Finance & HR costs	–	–	–	–	–	–	–	–	–	37,255
Other costs	–	75,931	1,919	34,825	1,263	11,773	1,281	1,235	–	
	592,132	889,727	(29,726)	1,043,834	193,605	328,453	464,157	23,926	66,189	1,021,678
Support costs	–	241,141	36,551	221,255	76,716	222,523	207,386	16,106	–	(1,021,678)

Notes to the financial statements

For the year ended 30 September 2021

5 Net income for the year

This is stated after charging / (crediting):

	2021 £	2020 £
Depreciation on tangible fixed assets	**11,577**	48,915
Operating lease rentals:		
Property	**96,860**	96,000
Auditor's remuneration (excluding VAT):		
Audit	**12,900**	12,650
Under/(over) accrual from prior year	**(1,014)**	(512)
Other services		864
Foreign exchange (gains) or losses	**11,970**	(31,462)

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

Staff costs were as follows:

	2021 £	2020 £
Salaries and wages	**1,870,641**	2,042,302
Redundancy and termination costs	**18,824**	-
Social security costs	**192,649**	204,369
Employer's contribution to defined contribution pension schemes	**90,276**	99,978
	2,172,390	2,346,649

The following number of employees received employee benefits in excess of £60,000 (excluding employer national insurance and employer pension costs) during the year between:

	2021 No.	2020 No.
£90,000 - £99,999	**1**	1

The total employee benefits (including employer national insurance and employer pension contributions) of the key management personnel were £415,650 (2020: £372,182).

The charity Trustees were not paid or received any other benefits from employment with the charity in the year (2020: £nil). No charity Trustee received payment for professional or other services supplied to the charity (2020: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £ - (2020: £1,272) incurred by 0 (2020:10) members relating to attendance at meetings of the Trustees.

7 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2021 No.	2020 No.
	57	66

8 Related party transactions

Aggregate donations from related parties were £574 (2020: £950).

9 Taxation

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

Notes to the financial statements

For the year ended 30 September 2021

10 Tangible fixed assets

The group & charity

	Leasehold improvements £	Furniture & equipment £	Computer equipment £	**Total £**
Cost				
At the start of the year	60,503	87,038	356,126	**503,667**
Additions in year	-	-	-	**-**
Disposals in year	-	(4,637)	-	**(4,637)**
At the end of the year	60,503	82,401	356,126	**499,030**
Depreciation				
At the start of the year	31,144	79,105	353,498	**463,747**
Charge for the year	6,050	3,262	2,265	**11,577**
Eliminated on disposal	-	(4,637)	-	**(4,637)**
At the end of the year	37,194	77,730	355,763	**470,687**
Net book value				
At the end of the year	23,309	4,671	363	**28,343**
At the start of the year	29,359	7,933	2,628	39,920

All of the above assets are used for charitable purposes.

Notes to the financial statements

For the year ended 30 September 2021

11 Investments

The group and charity

	2021 £	2020 £
Fair value at the start of the year	**5,018,976**	5,553,207
Additions at cost	**119,358**	3,161,312
Disposal proceeds	**(1,000,340)**	(3,751,876)
Net (loss)/gain on change in fair value	**128,488**	56,333
	4,266,482	5,018,976
Movement in cash held by investment managers	**-**	28
Fair value at the end of the year	**4,266,482**	5,019,004

Investments comprise:

	£	£
UK Common investment funds	**4,266,482**	5,018,976
	4,266,482	5,018,976

12 Subsidiary undertaking

The charity controls the subsidiary, Earthwatch Limited, a company limited by guarantee incorporated in Hong Kong, by virtue of having an employee who is a Trustee of the subsidiary. Control was deemed to have passed to the charity as of 1 October 2013. The subsidiary is engaged in the same charitable activities as the charity. All activities have been consolidated on a line by line basis in the statement of financial activities, based on the audited financial statements as at 30 September which are prepared in Hong Kong dollars (HK$). The results have been converted at the year-end exchange rate of 10.48 HK$ per £ (2020: 9.97 HK$ per £).

Anna Shannon, ex-HR Director, Peter Stimpson, Director of Operations and Scott Kania, CEO of Earthwatch Expeditions, our US affiliate are also directors of the subsidiary.

A summary of the results of the subsidiary is shown below:

Income and expenditure

	2021 £	2,020 £
Incoming resources	**-**	37,081
Outgoing charitable resources	**(19,916)**	(109,209)
Profit/(loss) for the year	**(19,916)**	(72,128)
Reserves brought forward	**138,755**	210,883
Reserves carried forward	**118,839**	138,755

Balance sheet

The aggregate of the assets, liabilities and funds was:		
Fixed assets	**-**	-
Current assets	**133,264**	153,925
Current liabilities	**(14,425)**	(15,170)
Funds	**118,839**	138,755

Notes to the financial statements

For the year ended 30 September 2021

13 Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2021	2020
	£	£
Gross income	**1,271,179**	2,055,785
Result for the year	**(2,185,856)**	(2,450,395)

14 Debtors

	The group		**The charity**	
	2021	2020	**2021**	2020
	£	£	**£**	£
Trade debtors	**410,197**	34,741	**410,197**	34,741
Other debtors	**18,987**	15,471	**18,926**	15,407
Prepayments and accrued income	**120,827**	115,058	**120,228**	114,436
	550,011	165,270	**549,351**	164,584

15 Creditors: amounts falling due within one year

	The group		**The charity**	
	2021	2020	**2021**	2020
	£	£	**£**	£
Trade creditors	**41,894**	12,692	**41,894**	12,692
Taxation and social security	**58,951**	13,510	**58,951**	13,510
Amounts owed to subsidiary undertakings	**-**	-	**71,599**	139,809
Accruals and other creditors	**366,284**	266,801	**351,817**	251,630
Deferred income (note 16)	**370,344**	-	**370,344**	-
	837,473	293,003	**894,605**	417,641

16 Deferred income

Deferred income represents prepayments for contracted goods or services that have yet to be delivered.

	The group		**The charity**	
	2021	2020	**2021**	2020
	£	£	**£**	£
Balance at the beginning of the year	**-**	82,337	**-**	82,337
Amount released to income in the year	**-**	(82,337)	**-**	(82,337)
Amount deferred in the year	**370,344**	-	**370,344**	-
Balance at the end of the year	**370,344**	-	**370,344**	-

Notes to the financial statements

For the year ended 30 September 2021

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

	General unrestricted funds	Designated funds	Endowment funds	Restricted funds	**Total funds**
	£	£	£	£	**£**
Tangible fixed assets	-	28,343	-	-	**28,343**
Fixed asset investments	4,266,482	-	-	-	**4,266,482**
Net current assets	(1,323,926)	801,928	1,039,788	770,699	**1,288,489**
Net assets at the end of the year	**2,942,556**	**830,271**	**1,039,788**	**770,699**	**5,583,314**

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

	General unrestricted funds	Designated funds	Endowment funds	Restricted funds	**Total funds**
	£	£	£	£	**£**
Tangible fixed assets	-	39,920	-	-	**39,920**
Fixed asset investments	5,019,004	-	-	-	**5,019,004**
Net current assets	(1,643,558)	1,356,208	1,040,640	1,956,956	**2,710,246**
Net assets at the end of the year	**3,375,446**	**1,396,128**	**1,040,640**	**1,956,956**	**7,769,170**

Notes to the financial statements

For the year ended 30 September 2021

18a Movements in funds (current year)

	At 1 October 2020 £	Income & gains £	Expenditure & losses £	Transfers £	**At 30 September 2021 £**
Endowment funds:					
40th anniversary fellowship	1,040,640	-	(852)	-	**1,039,788**
Total endowment funds	1,040,640	-	(852)	-	**1,039,788**
Restricted funds:					
Neville Shulman Earthwatch Award	43,093	-	(14,790)	-	**28,303**
EU - MONOCLE	92,751	-	(62,225)	-	**30,526**
Jersey	76,478	-	(36,774)	-	**39,704**
HSBC Climate Partnership	1,226,207	-	(943,872)	-	**282,335**
MICS	180,912	-	(140,668)	-	**40,244**
HSBC SLP Programme	74,211	87,040	(110,234)	-	**51,017**
EU Citizen	43,149	6,275	(49,424)	-	**-**
COS4Cloud	110,242	8,821	(119,063)	-	**-**
OVO - Tiny Forests	74,927	111,107	(94,279)	-	**91,755**
S C Johnson	34,986	-	(34,986)	-	**-**
Keep Wales Tidy	-	1,900	(617)	-	**1,283**
Jersey Government	-	14,000	(13,464)	-	**536**
Defra/National Lottery Heritage Fund	-	124,950	(95,889)	-	**29,061**
Glasgow City Council	-	12,500	(7,250)	-	**5,250**
Various	-	8,100	(7,205)	-	**895**
NERC	-	20,000	(20,000)	-	**-**
SC Johnson	-	72,000	(63,294)	-	**8,706**
Kirklees council	-	14,266	(3,176)	-	**11,090**
Wolverhampton City Council	-	12,500	(7,720)	-	**4,780**
Doncaster Council	-	16,000	(7,666)	-	**8,334**
Tides Foundation	-	100,020	(3,252)	-	**96,768**
Countryside Properties Dudley	-	5,000	(5,000)	-	**-**
Nature Scot	-	13,423	(13,423)	-	**-**
Tomoro & Kassama Trust	-	19,865	-	-	**19,865**
Lego Partnership	-	5,000	(913)	-	**4,087**
World Water Quallity Alliance	-	7,220	(2,347)	-	**4,873**
Waterschap de Dommel	-	22,220	(12,629)	-	**9,591**
Bath Spa University	-	8,445	(8,445)	-	**-**
Mitsubishi Fund for Europe and Africa	-	40,000	(58,989)	20,685	**1,696**
Total restricted funds	1,956,956	730,652	(1,937,594)	20,685	**770,699**
Unrestricted funds:					
Designated funds:					
Capital fund	39,920	-	(11,577)	-	**28,343**
Other	1,356,208	311,667	(845,262)	(20,685)	**801,928**
Total designated funds	1,396,128	311,667	(856,839)	(20,685)	**830,271**
General funds	3,236,691	228,859	(641,833)	-	**2,823,717**
Non-charitable trading funds	138,755	-	(19,916)	-	**118,839**
Total unrestricted funds	4,771,574	540,526	(1,518,588)	(20,685)	**3,772,827**
Total funds	7,769,170	1,271,178	(3,457,034)	-	**5,583,314**

Notes to the financial statements

For the year ended 30 September 2021

18b Movements in funds (prior year)

	At 1 October 2019 £	Income & gains £	Expenditure & losses £	Transfers £	**At 30 September 2020 £**
Endowment funds:					
40th anniversary fellowship	1,033,865	6,939	(156)	(8)	**1,040,640**
Total endowment funds	1,033,865	6,939	(156)	(8)	**1,040,640**
Restricted funds:					
Neville Shulman Earthwatch Award	66,719	-	(21,263)	(2,363)	**43,093**
EU - MONOCLE	33,164	106,745	(47,158)	-	**92,751**
Jersey	77,987	-	(1,509)	-	**76,478**
HSBC Climate Partnership	1,218,259	7,948	-	-	**1,226,207**
MICS	267,538	49,099	(135,725)	-	**180,912**
HSBC WA / STP	1,151,781	-	(1,079,901)	(71,880)	**-**
HSBC SLP Programme	236,478	110,305	(247,844)	(24,728)	**74,211**
Other funds	-	-	-	-	**-**
EU Citizen	82,528	13,301	(52,680)	-	**43,149**
Respires	-	1,152	(1,152)	-	**-**
COS4Cloud	-	183,111	(72,869)	-	**110,242**
OVO - Tiny Forests	-	80,900	(5,973)	-	**74,927**
Wild Days	-	32,728	(32,728)	-	**-**
Natural Environment Research Council	-	38,390	(38,390)	-	**-**
SC Johnson	-	95,000	(54,013)	(6,001)	**34,986**
Groundtruth	-	29,849	(29,849)	-	**-**
Total restricted funds	3,134,454	748,528	(1,821,054)	(104,972)	**1,956,956**
Unrestricted funds:					
Designated funds:					
Capital fund	88,169	-	(48,915)	666	**39,920**
Other	1,576,571	996,806	(1,230,471)	13,302	**1,356,208**
Total designated funds	1,664,740	996,806	(1,279,386)	13,968	**1,396,128**
General funds	4,175,623	303,512	(1,333,456)	91,012	**3,236,691**
Non-charitable trading funds	210,883	37,081	(109,209)	-	**138,755**
Total unrestricted funds	6,051,246	1,337,399	(2,722,051)	104,980	**4,771,574**
Total funds	10,219,565	2,092,866	(4,543,261)	-	**7,769,170**

Purposes of endowment funds

The 40th Anniversary Fellowship consists of a donation of £1,000,000 from the Oman Government to set up an endowment fund. At 30 September 2021, there is unspent income from the fund of £39,788 which is included in the total. We are currently negotiating with the relevant parties to agree objectives for the Fund going forward.

Purposes of restricted funds

The Neville Shulman Earthwatch Award Fund is a donation from the author and environmentalist Neville Shulman CBE, set up to fund Earthwatch fellows from developing countries who are emerging leaders in conservation. Two awards of £4,000 are given each year to fund a project in the fellows' home country with a view to further enhance their professional skills in conservation. A further four awards of £500 are given each year to fund fellows' participation in a local workshop and/or conservation conferences.

Notes to the financial statements

For the year ended 30 September 2021

18 Movements in funds (continued)

Purposes of restricted funds
2018 was the 10th year of Neville's Awards programme, which was based on an investment of £150,000 in 2008. In 2018, Neville confirmed his wish to continue supporting Earthwatch and agreed to continued support for an additional 10 years at a level of £20,000 per year; Neville has so far made donations which total £66,600. These awards now better represent the Earthwatch focus areas. Selection criteria has been adapted to ensure candidates, whose projects meet our new strategy focus and have an impact on local communities and stakeholders, are selected.

The HSBC Climate Partnership was a five-year international research and engagement programme on climate change, funded by HSBC Holdings plc. Following the completion of the programme in 2012, HSBC agreed that the fund would be retained by Earthwatch to fund future projects or used to increase Earthwatch's capacity to deliver future programmes. From 2017, Earthwatch began to use these funds to support community engagement activities.

The HSBC Water Programme is an eight-year programme designed to deliver research and engagement on freshwater sources and the ecosystems they support worldwide. The aim of the programme is education of HSBC staff and the local communities about critical local and global freshwater challenges. The evolution of this programme led to the development of the Sustainability Training Programme in 2017. The programme focuses on regional scientific research projects, investigating nature-based solutions for climate resilience, building understanding of these issues and how these connect internally to sustainability and the bank's priorities.

The HSBC Sustainability Leadership Programme is a residential programme for Senior Managers within HSBC designed to deeply engage business leaders in climate change and sustainability issues; leading to decisions and actions which make HSBC a more sustainable business. Participants work with Earthwatch scientists on a climate change-related research project and take part in structured sustainability learning sessions relevant to HSBC - the programme is co-delivered by Earthwatch and HSBC.

It has now been agreed with the States of Jersey that we can spend the endowment. It has been agreed to spend the remainder of the fund over the next five years, with a particular focus on supporting education, teachers and emerging scientists. The first training using this fund took place in February 2019.

The EU – Monocle, MICS, COS4Cloud and EU Citizen restricted balances are residual balances on a range of EU funded grants that are in progress. All balances are held for utilisation in 2021.

The grant from the OVO Foundation will see us plant a number of Tiny Forests as well as engaging schoolchildren with the environment using these forests. This is a three-year grant which began in July 2019.

The Wild Days project was an initiative to provide online nature-based activities, and was partly funded by donations from LEGO, the Tomorro foundation and T & M Rembaum.

The Natural Environment Research Council funded project is research into the Community for Engaging Environments and the Earthwatch Naturehood programme.

The donation from SC Johnson is for the River Plastics project.

Transfers from restricted funds to general funds are made on the basis of agreed margins where applicable.

Purposes of designated funds
The Capital Fund is the funds of the group/company which are represented by the net book value of tangible and intangible fixed assets.

Other designated funds are monies received in advance for projects that are not restricted but have committed activities in future years. These funds are not for general use.

Notes to the financial statements

For the year ended 30 September 2021

19 Operating lease commitments

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

	Property	
	2021	2020
	£	£
Less than one year	**96,860**	96,000
One to five years	**291,440**	384,000
Over five years	**-**	-
	388,300	480,000

20 Legal status of the charity

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

Thank you to our supporters

Corporate Partners

Fever-Tree

The Guinness Partnership

Guinness World Records

HSBC Holdings plc

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MINI Electric

Mitsubishi Corporation

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Trusts and Foundations, Governmental and Research Grants

The Chapman Charitable Trust

Department for Environment, Food and Rural Affairs

Edward Hoare Charitable Fund

ESRC (for the DeSCiPHER and RESPiRES projects)

European Commission - Horizon 2020

The GreenSquareAccord Community Fund

Henry Robert Bull Charitable Trust

The Hobson Charity

The Kusuma Trust

Mitsubishi Corporation Fund for Europe and Africa

Miss Edith Mary Sage Charitable Trust

Mr and Mrs J A Pye's Charitable Settlement

National Lottery Heritage Fund

NatureScot

NERC

States of Jersey

The Prime Foundation

The Tomoro Foundation

UKRI (for the EDGE project)

UNEP World Water Quality Alliance

William Dean Countryside and Educational Trust

Waterschap De Dommel

Local Authorities

Barnsley Metropolitan Borough Council

Birmingham City Council

Bristol City Council

Doncaster Council

Glasgow City Council

Lancing Parish Council

Leicester City Council

London Borough of Hammersmith and Fulham

London Borough of Redbridge

Oxford City Council

South Swindon Parish Council

Witney Town Council

Wolverhampton City Council

Partner Institutions

Agencia Estatal Consejo Superior

Australian Citizen Science Association

Autorita' Di Bacino Distrettuale Delle Alpi Orientali

The Birmingham Institute of Forest Research (BIFoR)

Brooklyn College

Cary Institute of Ecosystem Studies

Centre for Ecology and Hydrology

Centre for Environmental Science and Engineering at the Indian Institute of Technology in Mumbai

Chinese University of Hong Kong

Citizen Science Association

CNRS- French National Centre for Scientific Research

Consejo Civil Mexicano para la Silvicultura Sostenible (CCMSS)

Deinvestigaciones Cientificas and all Cos4Cloud partners

Dublin City University Water Institute

Ecole Nationale des Ponts et Chaussées

Environment Agency

European Citizen Science Association

GeoEcoMar

Geonardo Environmental Technologies Ltd

IHE Delft

Imperial College London

INRA

IVN Natuureducatie

Keep Wales Tidy

Khalifa Univeristy of Science and Technology (formerly the Masdar Institute)

KWR Watercycle Research Insititute

London East Teacher Training Alliance (LETTA)

Museum für Naturkunde Berlin and all other EU-Citizen.Science partners

Nanjing Agricultural University

Nanjing Institute of Geography and Limnology at the Chinese Academy of Sciences

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Water Resource Management Authority Zambia (WARMA)

Wild Oxfordshire

Wilson Center

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Community Supporters

Florence Park Community Centre

Flo's in the Park

Marston Community Gardening Group

Sustainable Southmead (Bristol)

The Conservation Volunteers (TCV) Scotland

Jersey Trees for Life

Beyond Autism Post-19

West Beach Residents Association (Lancing)

South Park Users Groups (Redbridge, London)

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Witney Land Army

Supporters

(arranged alphabetically)

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Adrian Bland

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Paul Baker
Tony Strong

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England & Wales - Charity number 1094467

Accounts

Company number: 4373313
Charity number: 1094467

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Conservation Education & Research Trust

Report and financial statements

For the year ended 30 September 2020

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Welcome

2020 has been a year like no other. The experiences of the COVID-19 pandemic, the upturning of modern life, have led all of us to consider what is truly valuable.

The lockdown experienced all over the world provided a chance to pause and reflect. For many it highlighted the importance of nature and our relationship with it. The determination to "build back better" has rung out very clearly. And the importance of science, not only in facing down this pandemic but also in building the path to a "new normal", could not have been more strongly demonstrated.

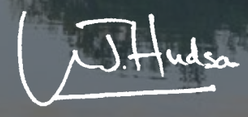
That new normal will need to address the challenges of climate change and loss of biodiversity that threaten our very existence. For a COVID-19 recovery that builds a better future, a healthy relationship with the planet is essential. Living within our means and in balance with the natural world need to be reinforced as strategic priorities - global, national and local. Now more than ever, the work of Earthwatch Europe, an environmental charity with science at its heart, is vital.

Against this backdrop of uncertainty, my colleagues at Earthwatch have shown huge resilience, determination and creativity. They have adapted, innovated and identified new ways of connecting our lives with the wellbeing of the planet.

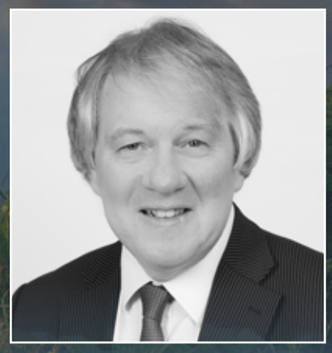
2020 was the year that Earthwatch planted the UK's first Tiny Forest, in Oxfordshire. It was the year that community biodiversity project Naturehood transitioned from a regional pilot to a national initiative, with a 13,000-strong community from across the UK. It saw the launch of Wild Days, an online learning platform that facilitated outdoor learning for families with young children in lockdown. And it saw the UN highlighting the value of Earthwatch's FreshWater Watch methodology for global Sustainable Development Goal reporting, with Zambia the first country to include citizen science data in their Sustainable Development Goal report on water quality thanks to FreshWater Watch. That important work and more is highlighted in this report.

As we look forward to 2021, further innovations are underway at Earthwatch as we reach the mid-way point of our five year strategy. It will be important to keep reviewing our approach to ensure that it meets the urgent needs of the post-COVID world, and that we use our resources in the ways that will have maximum impact.

Despite the ongoing challenges that this pandemic has brought to bear – to our health, our economies and our wellbeing – it is clear that the long-term solutions lie in bold collaborative action. We need to harness people's ideas, energy and commitment. Our CEO, Steve Andrews, has made a brilliant start in his new role. Steve has done great work to ensure that he and his team are well positioned to make important contributions to that vital global effort. I am proud to stand with them and strive for even greater success.



Lucian J Hudson
Chair, Earthwatch Europe



About Earthwatch

Driving the change needed to live within our means and in balance with nature.

Our planet - and all life on it - is facing unprecedented challenges. Climate change and loss of biodiversity threaten our very existence and the beauty of the world as we know it. Science has identified the causes of these challenges, and science is essential if we're to face and solve them.

Earthwatch is an environmental charity with science at its heart. We connect people with the natural world, monitor the health of our natural resources, and inform the actions that will have the greatest positive impact.

We work together with scientists, businesses, civil society and policy-makers to drive the change needed to live within our means and in balance with nature.

Our current priorities

Climate resilience and biodiversity in urban settings
Because, with two thirds of the world's population projected to live in cities by 2050, humanity needs to urgently adapt to the climate crisis and biodiversity loss, and nature actually has many of the answers we need.

Improving freshwater environments
Because a world of nine billion people needs to conserve and protect every drop of fresh water that we have.

Agricultural land management
Because farming is on the frontline of almost all the challenges we face: feeding the world, conserving fresh water, protecting biodiversity and conserving soil health.

The next generation
Because one day it will be up to them to protect the natural world, and they need the knowledge and skills to do it.

Our values

Inclusive	Objective	Passionate	Empowering	Responsible
We believe it is essential that people from all walks of life participate in solving the environmental challenges we face. We are proud to be at the forefront of the global citizen science movement, developing and sharing best practice for the benefit of people, wildlife and nature.	As an independent research organisation (IRO), scientific research is at the core of our work, and its outcomes determine our goals and priorities.	We are passionate about the opportunity we have to make a meaningful impact on people and the natural world.	We seek to inspire people, organisations and communities with the experiences, knowledge and tools that enable them to take action.	We act in a manner that respects and protects the wellbeing of people and the environment, including our staff, researchers, volunteers and the places we work.

"We connect people with the natural world..."

Our environmental commitment

Our Green Group was progressing with plans for the implementation of the Earthwatch Environmental Charter in the early part of this year, but these plans were disrupted by the first COVID-19 lockdown in the UK. Many of the commitments in the charter related to our head office in Oxford and some related to the delivery of our projects in the field. Since March, we have rarely used our office and our field delivery has been very limited. As a result of this unprecedented period, we have seen our carbon footprint radically reduced.

Whilst some of this is circumstantial and will be impossible to sustain when the group reconvenes in 2021, we aim to retain many of the changes for the long-term and be bolder in our targets as a result. We will be working on a set of new commitments during the next financial year and will report on those changes in next year's Annual Report.

The Earthwatch Environmental Charter

We are committed to…

Carbon
Consistently monitoring our carbon footprint*, aiming to reduce this per full-time employee (FTE). We will offset emissions we are able to measure from employee travel (business and commuting) and energy use in our Oxford office as a last resort in addressing our carbon footprint.

Energy
Consistently tracking energy use in our Oxford office and aiming to reduce this per FTE, by changing in-office behaviour and exploring wider opportunities for change in our shared building.

Sustainable transport
Minimising our transport-related environmental impact, by reducing the miles travelled by employees for business wherever possible and promoting use of lower-carbon modes of transport for business travel and commuting.

Water
Minimising the water use and impact on water quality within our Oxford office wherever possible, through raising awareness of water-saving behaviour and exploring opportunities for initiatives in our building.

Purchasing
Putting environmental sustainability at the forefront when selecting everyday purchases including office stationery, in-office food and drink, cleaning products and marketing materials. We will favour products with eco-labels, looking to minimise packaging and single-use plastic wherever possible.

Suppliers
Promoting best practice within our supply chain, embedding supplier environmental approach and practice as core criteria in our decision-making during their selection. We will favour suppliers within the UK or those with carbon reduction strategies for our office supplies to minimise the carbon impact of the purchases we make.

Paper use
Consistently tracking our paper use and reducing this per FTE, focusing on in-office stationery and printing.

Waste
Embedding the principles of the waste hierarchy (avoid, reduce, reuse and recycle) within our Oxford office, minimising the amount of non-recycled waste we produce onsite.

Venues
Supporting sustainable practice in the venues we choose for meetings and events and embedding environmental sustainability into our criteria for selection. We will provide meat-free catering, wherever possible.

Project and programme design and implementation
Considering environmental impact throughout design, implementation and wrap-up of our projects and programmes, actively seeking to minimise the impact of these activities wherever possible and appropriate.

*Our carbon footprint will be estimated based on business travel, employee commuting and energy use in our Oxford office

Fundraising

Earthwatch Europe receives the majority of its income from corporate partners. We work with some of our partners to embed sustainability within their business. Other partners support us to deliver public engagement and education programmes. Each corporate we partner with is assessed in line with our partnership ethics policy.

Income from research grants remains an important source of funding across many of our programmes. This year, Earthwatch's recent accreditation as an Independent Research Organisation has enabled us to partner and lead on several proposals to the UK research councils.

Income from Trusts and Foundations is of growing importance to Earthwatch as we continue to diversify our income streams. Earthwatch works with a variety of organisations to help fund its work across our three pillars of connecting people to nature, monitoring the health of our natural resources and promoting impactful actions to reduce environmental impact.

Earthwatch has also maintained a steady income from individuals. As in previous years, individuals are able to support us via one-off donations, recurring donations, and sponsorship for marathons and other events. There has also been an increase in people fundraising for their birthday.

We have introduced new funding routes for individuals. These include a subscription service for our Naturehood project, and two online stores: one for apparel and one for wildlife care products. The financial risk from these online stores is minimal as we do not need to pre-purchase stock.

Earthwatch is a member of the Fundraising Regulator. All our fundraising activity was carried out by internal staff members in 2020, and we have a number of policies in place to ensure our fundraising activity is transparent.

We have ensured that all fundraising was in line with General Data Protection Regulations (GDPR). We received no complaints about our fundraising practices in 2020 (2019: None).

Connecting people to nature

Monitoring the health of our natural resources

Promoting impactful actions

Strategic report:
Objectives and achievements

Despite the challenges that 2020 brought, we're proud of the range of impressive achievements we were able to bring about in the second year of our strategy.

Highlights from 2020 at a glance

Thriving places to live and work
Earthwatch was one of more than 70 research partners who produced the UK's State of Nature Report, released in October 2019. The report showed that 41% of UK species studied have declined, 26% have increased and 33% shown little change since 1970.

Naturehood concluded its initial project under the National Lottery Heritage Fund, engaging 1,150 people, with a total of 1,869 people attending our events.

We launched the new Naturehood digital platform, recruiting over 13,000 participants from across the UK.

Naturehood began new partnerships to further its presence across the UK, with a Senior Project Officer with The Conservation Volunteers taking Naturehood to Glasgow and a new Community Engagement Officer in Birmingham working with the National Environmental Research Council (NERC) Engaging Environments programme.

We planted the UK's first Tiny Forest in Witney, Oxfordshire.

Our partnership with HSBC won a Charity Times 'Corporate National Partnership with a Financial Institution' Award, alongside a Global Good award in the 'Environmental Behaviour Change' category.

Enabling sustainable agricultural land management
We published two well-received reports: 'Soil Health, Biodiversity and the Business Case for Sustainable Agriculture' in December 2019, and 'How citizen science can support businesses to deliver on environmental targets' in January 2020.

We concluded our research for Tate & Lyle into stevia supply chain in China.

One of our scientists became a Mission Assembly member for the European Union's 'Soil Health, Food Research and Innovation' mission, in preparation for Horizon Europe 2021-2027. We also joined the UKSoils initiative alongside the Centre for Ecology and Hydrology, the Sustainable Soils Alliance, the University of Sheffield and Devenish.

Enhancing the health of our coasts
We trained our partners, the Seychelles National Park Authority, in how to make coral reef stars, marking the first time this conservation technique has been brought to the Seychelles.

Improving our freshwater environment
Our September 2020 Thames WaterBlitz was the most successful yet. Funded by Thames Water, with additional support from the Environment Agency, we widened participation to more than 800 volunteers.

We expanded our freshwater project in Zambia, working with another community on the Zambezi River, to enable reporting on the UN's Sustainable Development Goal (SDG) 6 (Water and Sanitation). The national Water Management Authority is now actively using citizen science projects to increase spatial and temporal coverage for SDG reporting.

FreshWater Watch's potential to contribute to the SDGs was independently recognised by a high-profile paper in the journal *Sustainability Science*.

We launched our plastic footprint calculator with funding from SC Johnson, collecting data and providing tailored advice to over 2,000 people. Our first research paper to analyse the data was published in the journal *PLoS One* in August 2020.

Innovation and capacity building
The Ground Truth 2.0 project, funded by EU Horizon 2020, was successfully completed. The resulting methodology on the co-creation of hands-on citizen science has been fed into other Horizon 2020 innovation projects, including MICS, which Earthwatch leads.

Through our partnership in the NERC-funded Community for Engaging Environments programme we co-developed a Community of Practice on public engagement in science at the University of Birmingham.

In response to national lockdowns during the COVID-19 pandemic, we developed and launched Wild Days, an online platform that offered daily video content and learning resources to support parents to take their children's learning outside.

Through Wild Days we partnered with the LEGO® Group, who went on to commission our education team to create resources for their Build the Change platform.

Working with businesses to drive environmental sustainability

Earthwatch works with a number of corporate partners to drive change in their operations and improve their impacts on the environment. Central to that work are our training programmes that engage employees, business leaders, suppliers and clients on environmental sustainability and the critical challenges facing the natural world.

This year, in response to evolving demands for events and activities to be delivered remotely, we have redesigned some of our corporate learning programmes to take them online. This has enabled us to broaden the reach of our programmes in a cost-effective and less carbon-intensive way, as well as providing motivation and connection at a time of uncertainty in the world and in business.

We have now developed a series of 12 interactive learning modules for our corporate partners. They provide fundamental sustainability literacy, as well as connecting participants' emotions and values to sustainability. These sessions support participants to take responsible action within their business and personal lives, with a particular focus on environmental sustainability. Over the course of the next financial year we will be developing new online leadership programmes for business, designed to drive and shape sustainable transformation in uncertain times.

Alongside the opportunities digital learning has provided for us, it has also highlighted the need to keep the nature-connection aspect of our work that is so fundamental to the way that Earthwatch creates impact. We are experimenting with innovative ways to bring nature connection into our online programmes.

We will be including an update on further developments and achievements in this area in the Annual Report for the 2021 financial year.

Thriving places to live and work

We work with city councils, businesses and communities to create greener, healthier and safer cities.

Spend: £2,345,000

We focus our work in two key programmes:

- Naturehood is an exciting community biodiversity programme that aims to reconnect people with the wildlife on their doorstep and take community-scale actions to increase urban biodiversity.
- Our Climate-Proof Cities programme operates across the globe to improve urban climate resilience using nature-based solutions.

Objectives

Naturehood

- Conclude the National Lottery Heritage Fund (NLHF)-supported pilot projects in Oxford and Swindon and facilitate the transition to an unsupported model.
- Expand our area-based delivery into new areas of the UK with more diverse communities by building local partnerships and implementing Naturehood in new cities, in line with the pilot model established in partnership with Wiltshire Wildlife Trust and NLHF.
- Further enhance Naturehood's digital systems so that users could log actions and complete scientific surveys more easily.
- Establish a national Naturehood movement with a mass UK audience coming together online to take action for wildlife.

Climate-proof cities

- Continue studying how urban green spaces and waterbodies can help cities adapt to climate change through Nature-based Solutions (NbS).
- Continue engaging with global business, local authorities and local communities to enable action to tackle the climate and biodiversity crises. In particular, we aimed to inform urban planning and personal behaviour, through improving understanding of how urban nature spaces, including gardens, parks and waterbodies, can best be managed to increase climate resilience and biodiversity.
- Develop our research projects studying NbS in 17 major cities around the world, bringing together researchers and policy-makers to identify the impact of these solutions.
- Launch Tiny Forests, an innovative urban tree planting, engagement and scientific monitoring programme, exploring their performance as NbS and providing environmental and social benefits to local communities.

Achievements

Naturehood

Naturehood concluded its initial project under the NLHF, engaging 1,150 people and achieving a total of 1,869 event attendees. An independent evaluation by Heritage Insider noted that Naturehood is *"a very promising model which, with a little tweaking, could deliver high quality place-based nature engagement at the heart of urban communities, including those which have been traditionally harder-to-reach for the conservation sector."*

We secured two successful footholds outside our initial pilot areas. We partnered with The Conservation Volunteers in Scotland, recruiting one of their Senior Project Officers (Citizen Science) to work on implementing Naturehood in the area one day per week. Despite ongoing COVID-19 restrictions, individual and group memberships continue to rise in Scotland. We also appointed a Community Engagement Officer in Birmingham as part of the National Environmental Research Council Engaging Environments project.

With the onset of the COVID-19 pandemic, we had to radically restructure Naturehood, moving from a delivery model based on face-to-face engagement to a digital-led programme. We migrated our Naturehood community from its existing disparate online platforms to a custom one, providing a closed social network for Naturehood members and a better user experience for completing scientific surveys through a customised plug-in to the platform.

A very successful social media marketing campaign over the summer attracted over 13,000 people to the new Naturehood platform, with 50 local groups established by the end of the financial year. The move to a digital-first model resulted in consistent production of innovative content, such as Facebook Lives, quizzes and competitions, and online events for members to engage with.

Climate-proof cities

In March 2020 Earthwatch officially launched Tiny Forests in the UK. We planted 600 native saplings to create the UK's first Tiny Forest in Witney, in partnership with Witney Town Council, Witney Land Army and around 80 local residents. Since then, working within varying COVID-19 restrictions, we have managed to establish a keeper team to look after and help maintain the forest. We also conducted the first monitoring day, collecting baseline data from the forest on growth, biodiversity, carbon capture, flood mitigation and thermal comfort.

Corporate partners

FY20 saw the end of the HSBC Water Programme and a celebration of our partnership. We delivered 24 Sustainability Training Programmes and 9 Sustainability Leadership Programmes, engaging a total of 550 HSBC employees and key clients (including 12 of the influential Next Generation clients of the HSBC Private Bank). This brings the total over the three-year programme to over 2,000 HSBC employees deeply engaged with the subject of sustainability, trained as citizen scientists collecting data in support of our research on urban Nature-based Solutions, and equipped to lead and influence colleagues and clients to take action.

It also brings the total for the entire eight-year Water Programme partnership to over 8,000 HSBC employees engaged by Earthwatch. We are continuing to disseminate the research results that were generated by the partnership to the scientific community and policy-makers, using innovative tools such as an augmented reality (AR) experience.

We submitted our work as part of the HSBC Water Programme into several corporate sustainability awards. The partnership won bronze for Environmental Behaviour Change in the Global Good Awards, and we were finalists in the Third Sector Business Charity Awards 2020. The Water Programme partnership with HSBC, WaterAid and WWF also won a Charity Times Corporate National Partnership with a Financial Institution Award.

Enabling sustainable agricultural land management

Spend: £355,000

We work with businesses, farmers, communities, scientists, NGOs and policymakers to embed sustainable agricultural practices that ensure the longevity and health of our landscapes.

Objectives

- Support the understanding and implementation of evidence-based sustainability practices within agricultural landscapes and business supply chains.
- Engage agricultural stakeholders with evidence on best practice to encourage informed and environmentally-responsible decision making.
- Start putting our research into practice by directly impacting environmental farming practices and support those across the agricultural supply chain to engage with, and better understand, sustainable landscape management.
- Define specific opportunities and products that could be developed for a multi-stakeholder audience.

Achievements

Throughout the year we have increased our presence and built our profile as a specialist in Sustainable Agriculture, and were selected to produce a policy brief on promoting soil biodiversity, resilience and ecosystem services in European agriculture for Biodiversa.

We are proud to have contributed to the research agenda for soil health in the EU. Our Research Lead, Josephine Head, has a role as a Mission Assembly member for the European Union's 'Soil Health, Food Research and Innovation' mission, part of Horizon Europe 2021-2027. We are also part of the UKSoils initiative alongside the UK Centre for Ecology & Hydrology, Sustainable Soils Alliance, The University of Sheffield and Devenish. This group was formed to create an online portal that will serve as a one-stop shop for all things soil.

As part of plans to engage stakeholders, at the start of the financial year we published two reports:

- *Soil Health, Biodiversity and the Business Case for Sustainable Agriculture* (December 2019)
- *How citizen science can support businesses to deliver on environmental targets* (January 2020).

In the UK we are also engaging small woodland owners and farmers in a novel field trial to understand whether waste wood products from rotational cropping can be used to prevent environmental damage from soil erosion and reduce nutrient run-off into nearby watercourses.

After a thorough review of the pressures on agricultural systems, we identified an opportunity for impact in developing an offering on improving soil health and increasing small pockets of tree cover across landscapes in the UK. We therefore started developing a Soil Health Platform, co-created with farmers. It combines a set of simple soil health tests with a web-based interface that enables farmers (and businesses) to collect, manage, share and store the data needed to work collaboratively to improve soil health. We have received positive feedback on our plans from farmers and businesses, and will be seeking funding for this product in 2021.

Corporate partners

We have continued to work with our two long-term partners, Shell and Tate & Lyle, to implement projects around the globe. In April 2020 we concluded our research with Tate & Lyle into the stevia supply chain in China. Our aim was to understand the impact of farming the crop, both for producers and the environment. We hope to continue our work with Tate & Lyle beyond this research and have submitted a proposal for further collaboration.

Through our partnership with Shell we have continued to implement projects working with farmers in the UK and South Africa to improve soil health and biodiversity. Due to COVID-19 restrictions, some planned activity has been postponed and project work has been extended into 2021. Through these projects we are hoping to enable sustainable agricultural land management by exploring methods of human-wildlife coexistence. We will explore these methods by promoting ways of reducing conflict between humans and wildlife in South Africa.

Enhancing the health of our coasts

We partner with communities, academics, NGOs, businesses and governments to safeguard the health of our coasts and oceans, identifying ways to improve the health and resilience of coastal biodiversity in the face of climate change and other threats.

Spend: £9,000

Objectives

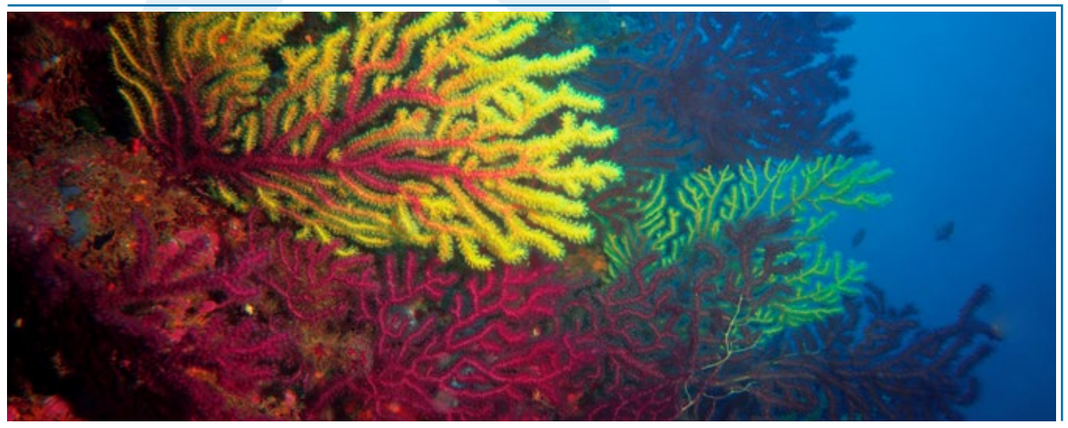
Trial the Mars Assisted Reef Restoration System for the first time in our ongoing Seychelles project, sponsored by Mitsubishi Corporation and working with the Seychelles National Park Authority. This innovative new approach to coral restoration uses coral "reef stars", steel structures treated and coated in sand, which coral fragments can be attached onto. The reef stars are then secured to the sea floor, and connected together to build a very stable, intricate, web around existing corals, boulders or across barren rubble beds. Using this approach, vast quantities of coral can be transplanted in a short period of time in a ready-made ideal growing environment, the structure of which supports fish communities.

Achievements

In March 2020, before COVID-19 halted international travel, a team from Earthwatch and Mars visited the Seychelles to train our local partners, the Seychelles National Park Authority, in how to make coral reef stars. Mars have been building coral reef stars and refining their use across large areas of reef since 2011, but this is the first time this technique has been brought to the Seychelles and used for the specific reason of decreasing the vulnerability of corals to future climate change.

This activity brings together a decade of research in the Seychelles into how certain reef areas and species are better able to withstand thermal events with best-proven practices of coral restoration. The Mars technique was the coral reef restoration practice highlighted as the bright spot and best scalable practice in a recent global review published in a top scientific journal. This new phase of the project aims to increase the abundance of heat-tolerant corals across the reef, to increase the abundance of all corals in thermal refuge areas and to increase national capacity in best restoration practices. Through this project we hope to find solutions to reversing the trend of coral loss and provide hope to those reef systems vulnerable to future climate change.

Due to the COVID-19 pandemic, the installation of the reef stars has been delayed. We will do this in partnership with the Seychelles National Park Authority and with the support of Mitsubishi Corporation volunteers in 2021.



Improving our freshwater environment

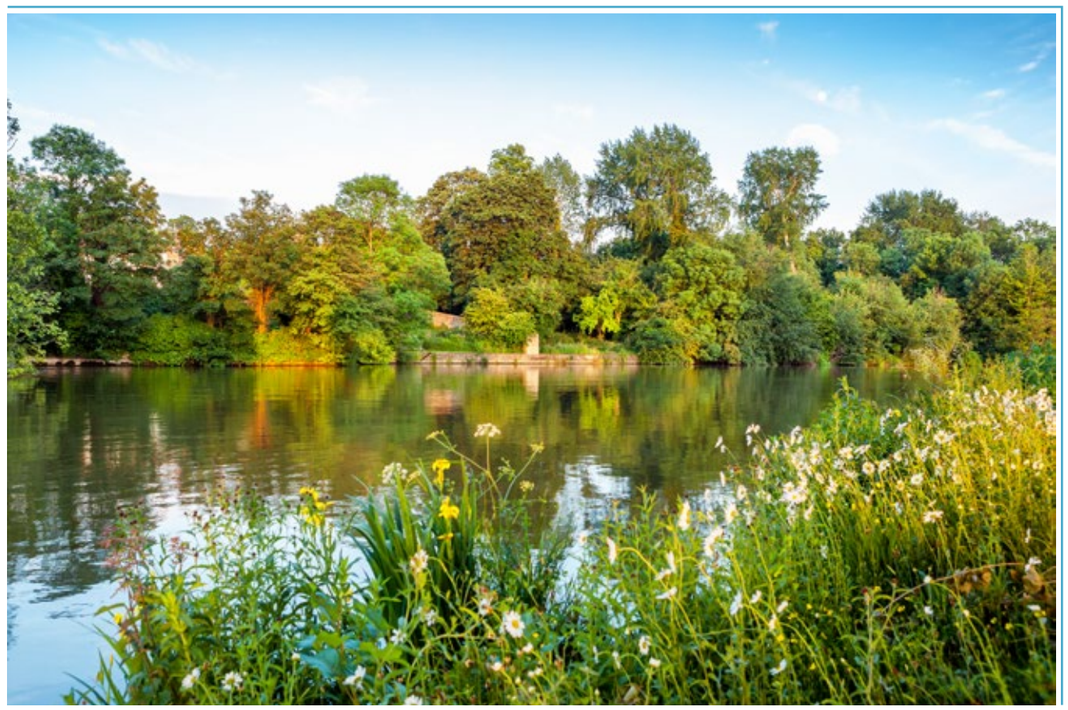
We work with communities, schools, water stewardship bodies and businesses to safeguard our waterways from nutrient and plastic pollution.

Spend: £364,000

Earthwatch has extensive in-house expertise in protecting freshwater habits. Our flagship project, FreshWater Watch, enables individuals and communities around the globe to monitor, protect and restore their local water resources, collecting valuable data on freshwater nutrient pollution. In recent years we have extended those expertise to other ways of improving freshwater environments, including researching and reducing plastic pollution.

Objectives

- Host more WaterBlitz events in the UK and across Europe to connect people with freshwater ecosystems, raising awareness and understanding, and motivating action to improve the health of our water bodies.
- Continue to develop our freshwater projects in Africa, to inform and influence local and national policy to protect the health of freshwater ecosystems, prevent water quality decline, and minimise the impacts of pollution.
- Make improvements to the online FreshWater Watch platforms this year, to improve their usability and support the engagement of more members of the public with freshwater monitoring.



Achievements

Despite COVID-19 restrictions, we have achieved great things in the freshwater programme during FY20.

We delivered website and app upgrades to our FreshWater Watch system, improving user experience when uploading data. This was confirmed during our Autumn Thames WaterBlitz, our most successful to date in the region, funded by Thames Water and with additional support from the Environment Agency. A record-breaking 800 people took part from across the Thames region, revealing medium-high nitrates and phosphates across the catchment, with rivers in agricultural areas having the highest nitrate levels and ponds showing the healthiest results.

In August 2020 we also enabled Bristol and Avon Rivers Trust to deliver their fourth Bristol WaterBlitz, engaging over 300 people across the Bristol region over a month-long project. Unfortunately, due to COVID-19 restrictions, our pan-European WaterBlitz events were postponed, but we look forward to hosting them in 2021 and building on the successes we saw this year.

We have continued using FreshWater Watch to support the delivery of the United Nations Sustainable Development Goals (SDGs). In many developing countries there are huge data gaps due to a lack of statutory monitoring, but local FreshWater Watch groups are able to collect data about their local water bodies. This not only engages and empowers communities to understand and take action for their local water bodies, but also provides data to national authorities to report on an important indicator within SDG 6 ('Clean Water and Sanitation for All').

In the past year we have expanded our freshwater project in Zambia, adding a new community on the Zambezi River to the project. The Zambian national Water Management Authority is now actively using citizen science projects to increase spatial and temporal coverage for SDG reporting. FreshWater Watch's potential to contribute to the SDGs was independently recognised by UN researchers in a high-profile paper in the journal *Sustainability Science*.

Corporate partners and supporters

We worked with new and existing partners throughout FY20 to further our freshwater programme. We continued our partnership with the Royal Bank of Canada, engaging citizens and employees in Dublin, Paris and Luxembourg in local freshwater research projects in conjunction with our local research partners.

In January 2020, we launched our plastic footprint calculator with support from SC Johnson. So far, it has collected information from and provided tailored advice to over 2,000 people. We look forward to continuing to work with SC Johnson, to improve education and action for fresh water, in FY21.

This year we started working with the Environment Agency on their project, Sentinel. Sentinel aims to create a monitoring network across the UK, collecting and collating data from a range of sources. We are also working with UK Centre for Ecology & Hydrology to create an integrated map, where citizen science data (including FreshWater Watch data) and Environment Agency data will sit side by side, and be open to all, to help inform management plans, create restoration solutions, and ultimately lead to protection of our precious freshwater ecosystems. We look forward to further developing this area in FY21.

"...engages and empowers communities to understand and take action for their local water bodies..."

Innovation and capacity building

As a leader in science and engagement, we trial innovative tools and approaches to improve our own practice and that of the wider scientific community. Alongside this, we share our expertise with educators, students, early career scientists and environmental management practitioners, to help ensure that they have the skills they need to make positive changes for the environment.

Spend: £928,000

We focus our work in three key areas:

- We are continually innovating to make our science more impactful and to stay at the forefront of the global citizen science movement. We lead and contribute to a range of projects that **advance the field of citizen science** by researching its impact on society, sharing expertise and developing new technological tools.
- We work directly with teachers, students and outdoor educators to **inspire the next generation** and empower them to take action.
- We have a long history in providing **career development training and capacity building opportunities** for early- to mid-career researchers, in the UK and overseas. We continue to deliver programmes to support the development of environmental professionals.

Objectives

Innovation in citizen science
During this financial year we were partners in five research and innovation projects funded by the European Commission (project budgets totalling approximately €20 million).

- Ground Truth 2.0* (ended December 2019) - Environmental knowledge discovery of human sensed data
- MONOCLE* - Multiscale observation networks for optical monitoring of waters
- MICS* - Developing metrics and instruments to evaluate citizen science impacts
- EU-Citizen.Science* - The platform for sharing, initiating, and learning citizen science in Europe
- Cos4Cloud* - Co-designed Citizen Observatories Services for the EOS-Cloud

These projects innovate and advance the science of citizen science by developing better guidance, tools, methodologies and technologies. As partners we aimed to contribute to the success of the projects and, just as importantly, embed these innovations in our own application of citizen science.

The next generation, career development and capacity building

- Develop and implement an education strategy focusing on engagement with Teacher Training Colleges, using this strategy to help secure funding to deliver in-school training to the teachers as well as funding for delivery of our in-the-field Teach Earth programme.
- Through our participation in National Environmental Research Council (NERC) Community for Engaging Environments, better connect researchers, the public and the environment, build NERC researcher capacity and increase public engagement in science.
- Provide research and training grants for environmental scientists in the early stages of their careers through the Earthwatch Shulman Awards.
- Continue the States of Jersey Programme, using an endowment to promote education and engagement in Jersey.

*These projects have received funding from the European Union's Horizon 2020 research and innovation programme under grant agreement No.s 689744 [Ground Truth 2.0], 776480 [MONOCLE], 824711 [MICS], 824580 [EU-Citizen.Science] and 863463 [Cos4Cloud] .

Achievements

Innovation in citizen science
Highlights from this year include:

- the successful completion of *Ground Truth 2.0* (at the end of Q1). The resulting methodology on the co-creation of hands-on citizen science has been fed into other innovation projects, including MICS, which Earthwatch leads
- despite being impacted by the restrictions imposed during the COVID-19 pandemic, we led a number of workshops for *MONOCLE*. The project is developing multiscale observation networks for optical monitoring of coastal waters, lakes and estuaries. We also completed the translation of the FreshWater Watch digital training platforms into five languages to support its use in this project
- as the lead partner in the project *MICS*, we started to develop a platform which will measure the impact of citizen science on society, governance, the economy, the environment, and science, and have begun establishing new citizen-science case studies across Europe
- in the project *EU-Citizen.Science*, we produced recommendations for increasing awareness and engagement in citizen science, including policy-maker engagement
- in the project *Cos4Cloud*, we provided guidance on how citizen observatories might best be integrated into the European Open Science Cloud, and produced a video documenting the successes of these citizen observatories.

Our scientists co-authored a number of important publications during this financial year, including:

- Ceccaroni, L., Bowser, A., Brenton, P. (2019). Civic Education and Citizen Science: Definitions, Categories, Knowledge Representation. In *Civic Engagement and Politics: Concepts, Methodologies, Tools, and Applications*. Information Resources Management Association, Hershey, USA.
- Ceccaroni, L., Bibby, J., Roger, E., Flemons, P., Michael, K., Fagan, L. and Oliver, J.L. (2019). Opportunities and Risks for Citizen Science in the Age of Artificial Intelligence. *Citizen Science: Theory and Practice*, 4(1).

The next generation
Our face-to-face education activities were on hold at the start of the year whilst additional funding streams were sought and cancelled completely when COVID-19 hit. However, at the end of March 2020, we developed an idea as a dynamic response to the COVID-19 lockdown: to launch a new platform that connected families to the outdoors via daily videos and activities. With innovation, creativity and cross-organisational support, the platform was launched just nine working days later.

The programme ran for 12 weeks and engaged 5,394 active users. Initially requiring users to pay a subscription fee, Earthwatch secured funding to enable us to offer the resources for free from the third week onwards. One of our funders was the LEGO® Group, a new partner for Earthwatch. In addition to resourcing weeks 7-12 of Wild Days, we collaborated on six further weeks of Wild Days content and resources over the school summer holidays. Our schools team was subsequently commissioned to create resources for LEGO® Group's Build the Change platform, which encourages children aged 7-12 to think creatively about how we live in the future. Those resources are now being translated into a further 5 different languages.

Career development and capacity building
Through our National Environmental Research Council (NERC) Community for Engaging Environments programme we have developed partnerships with a range of academic partners and NGOs including University of Birmingham and Citizens UK. Our planned science camp for early career researchers in September 2020 was postponed due to COVID-19; we are currently redeveloping it as an online virtual camp, due to be delivered in April 2021. We have been expanding our knowledge and experience of community organising, and of engaging diverse and hard-to-reach communities. This has included co-delivering workshops at the Communicate conference, contributing to Operation Earth planning, supporting the development of a Community of Practice at the University of Birmingham around community engagement, and presenting community perspectives at the student CASE conference to enable students to view their projects from community perspectives.

In 2020 we supported seven early career conservationists from Zambia, Nigeria, Peru, Malawi and Ghana, through The Earthwatch Shulman Awards. This enabled them to deliver research and education projects in sustainable agriculture, water quality and monitoring, community watershed restoration initiative as well as developing youth leadership and intercultural community leadership programmes.

The States of Jersey internship and education programmes were placed on hold due to COVID-19. However, the internships and placements for 2021 are now in place and interns will be joining the online virtual camp in April.

Financial review

Summary

2020 was a very challenging year for Earthwatch Europe due to a combination of a substantial drop in corporate funding and the COVID-19 pandemic. Our income has reduced by more than 50% and our general reserves have reduced by £1m.

The largest part of our ongoing partnership with HSBC ended formally at the beginning of 2020. While we still retain a positive relationship, the income associated with the partnership has shrunk by more than £2m now that the water programme has come to an end. This leaves Earthwatch in an urgent battle to secure new sources of income and impact. This situation has been exacerbated by the impact of COVID-19, which has contributed to slow progress in generating new income.

The arrival of COVID-19, particularly its timing at the beginning of spring, limited our impact as it caused the postponement or cancellation of many of the in-person projects and activities that we had planned for 2020. However, we responded by creating new exciting projects for the public and adapted our learning and education activities to be delivered or supported online.

As we look ahead to 2021, we are projecting a further reduction in general reserves of over £1m. This projection relies on us meeting challenging new income targets. This is against the background of the ongoing pandemic, which is likely to continue affecting income sources from corporates to trusts and foundations and major donors and our ability to run in-person activities. In light of this, we will keep our future forecasts under close review.

The financial results relate to the operations of Earthwatch Europe (Conservation Education & Research Trust); please see below for the range of connected international charities within the Earthwatch family. Whilst our focus is on the UK, Europe, Africa, the Middle East and India, we have many programmes that take us further afield and a number of international programmes in which we collaborate with other Earthwatch charities.

Income

Income has reduced significantly in 2020, driven by the lower income from corporate partnerships, predominantly HSBC.

We retain a relationship with HSBC and have significant partnerships with Shell and the Mitsubishi Corporation, as well as a range of other partners including SC Johnson, The Royal Bank of Canada and Tate & Lyle.

We were disappointed not to receive additional research grants during 2020, but retained a healthy portfolio of projects funded by the EU and UK Research Councils. One of our biggest funding successes in 2020 was securing grant funding from the OVO Foundation to plant at least twelve Tiny Forests. This grant will also support a range of education activities on the planting sites with local schools. We had a range of new supporters for our Wild Days campaign during the UK lockdown in the spring with the Tomoro Foundation, Lego Group and Neville Shulman contributing.

Our investment income has been strong despite the turbulence of the markets during 2020. We have not had to withdraw any capital from our investment portfolio (established in 2018) to support our operations, but may do so in 2021.

Source of income	2020 (£'000)	2019 (£'000)	% change
Corporate partnerships	1,159	3,619	-68%
Research grants	438	550	-20%
Trust, foundation and other grants	107	33	+224%
Major donors and legacies	35	57	-39%
Unrestricted individual income	80	54	+46%
Interest & investment income	150	177	-15%
JRS Income	88	0	n/a
Total	**2,056**	**4,490**	**-54%**

Expenditure

Total expenditure reduced by nearly £1m in 2020. We have seen a significant income drop, which has contributed to an expenditure decrease. We have used our general funds to support key projects (such as Naturehood and education activities) without external funding. This support from general funds cannot continue in perpetuity and we must be successful in fundraising in 2021 to ensure the continued success of these activities.

The reduction in expenditure within our coastal health programme is due to an accounting correction: we held an accrual for work completed in 2019 which was too high due to a change in the way the work was delivered. Expenditure on coasts would have been lower in any case, as the COVID-19 pandemic caused a temporary pause to work in the Seychelles.

We upgraded our CRM system early in the year to strengthen our GDPR compliance, increase efficiency and understand the individuals involved in our work more effectively.

Expenditure is classified into our five key strategic focus areas, along with fundraising on the Statement of Financial Activities (SOFA). Objectives and achievements in each area are laid out above in the Trustees Report and a detailed analysis of expenditure is shown in Note 4 of the financial statements below.

Type of expenditure	2020 (£'000)	2019 (£'000)	% change
Cost of raising funds	592	498	+19%
Improving our freshwater environment	364	318	+14%
Sustainable agriculture	355	589	-40%
Creating thriving places to live and work	2,345	2,591	-9%
Coasts	9	100	-91%
Innovation and capacity building	928	1,540	-40%
Total	**4,594**	**5,635**	**-18%**

In summary, this is how we spent our funds:

Improving our freshwater environment - £364k (2019: £318k)
Working with communities, schools, water stewardship bodies and businesses to safeguard our waterways from pollution.

Sustainable agriculture - £355k (2019: £589k)
Supporting farmers and land managers to test and embed evidence-based, environmentally-sustainable, practices and investigating opportunities for increased sustainability in agriculture-based supply chains.

Thriving places to live and work - £2,345k (2019: £2,591k)
Working with city councils, businesses and communities to create greener, healthier and safer cities.

Improving the health of our coasts - £9k (2019: £100k)
Partnering with communities, academics, NGOs, business and governments to safeguard the health of our coasts and oceans.

Innovation and capacity building - £928k (2019: £1,540k)
Trialling innovative tools and approaches to improve our own practice and that of the wider scientific community, and sharing our expertise with educators, students, early career scientists and environmental management practitioners, to help ensure that they have the skills they need to make positive changes for the environment. Our innovation activities act as an umbrella, enhancing our work across our other four themes.

Earthwatch Ltd (registered in Hong Kong) is consolidated into the SOFA and in the Group figures on the balance sheet (see note 12). The impact of this consolidation is minimal, as all the income for Earthwatch Ltd is received from Conservation Education & Research Trust.

Reserves

General reserves
The Trustees continue to maintain six months' cover for operating costs (target: £1.9m) in order to meet Charity Commission guidelines. At 30 September 2020, General Funds for the charity stood at £3.2m (2019: £4.2m) representing approximately 10 months' operating costs. This level of reserves suggests that we remain comfortable with a significant buffer above our stated target, but this does not take into account our future anticipated spending. Following a £1m reduction in 2020 we have budgeted a similar reduction in 2021, which would take us very close to our target.

We face a significant challenge to ensure that this trend does not continue. In longer-term planning, we expect to return to a break-even position in 2023. The requirement for our reserves to support the running costs of the organisation dramatically reduces our ability to invest in new projects to secure our future income. We will continue to invest in the right projects that we believe have impact and high long-term fundraising potential, but we must see results sooner rather than later if we are not to dip into our core reserves.

In the Group accounts, there is a further fund which represents the net current assets held in Hong Kong (£139k). They have been set aside, as they must be used for expenditure within Hong Kong.

Designated funds
The designated fund balance for the charity is a combination of two elements: the Capital Fund made up of unrestricted funds held as fixed assets, eg equipment (£40k); and funds that are already committed to delivering existing projects across our strategic priorities that originate from a variety of funders. These funds have not been restricted by the funder (£1.4m, 2019: £1.7m), but all are allocated for spending in 2021 or beyond with little possibility of redirection.

Restricted funds
The restricted fund balance is made up of funds that have been received in advance, but are committed to specific programmes as requested by donors. At 30 September 2020, they stand at £2.0m (2019: £3.1m).

These restricted funds originate from a mix of funders and are scheduled for expenditure on research and other activities in 2021 and future years. This includes a balance of £427k held across a number of EU research grants; these are longer-term projects and balances will be held until their completion in 2021 and 2022.

Endowment funds
Earthwatch Europe holds a balance of £1m (2019: £1.0m) in Endowment Funds, which represents an endowment provided by the Sultanate of Oman. The interest earned was intended to support Omani students and scientists to participate in our projects. This progress of this fund has been hampered initially by low interest rates and the 2020 COVID-19 pandemic. We hope to start this in 2021, if we can do so safely.

Investment strategy

Earthwatch holds the majority of its funds in an investment portfolio managed by Sarasin. The funds held and the returns on each are shown in the table below. Earthwatch Europe's investment policy is to produce the best financial return with an acceptable level of risk. The objective for funds held in the long term is to generate a return at least in line with inflation (RPI), with shorter-term funds preserving their capital value with a minimum level of risk.

The funds are subject to positive screening to ensure that our investments match our charitable objectives. In particular, we are proud to have our long-term reserves (£1.8m) invested in Sarasin's Climate Active Fund.

The Sarasin & Partners Climate Active Endowment Fund is a multi-asset investment portfolio that aims to bring about, and benefit from, action by businesses to strengthen their resilience to climate change in line with the Paris Climate Accord. Investment and divestment decisions are made using a case-by-case assessment of the vulnerability of each company to climate change and whether it will be able to develop a climate-aware strategy that will deliver attractive long-term returns for shareholders. This is a very similar approach to the one that Earthwatch takes with its own corporate partnerships, and we are therefore pleased to be able to invest in such a fund with Sarasin.

Both the Finance Committee and the Board review the performance of the funds on a quarterly basis and meet regularly with Sarasin & Partners to discuss performance and investment. Our investment strategy is subject to review on a regular basis with the next one scheduled for early 2021. The purpose of these reviews is to ensure that we are both maximising returns on the funds we hold and ensuring that our investment strategy continues to align with our charitable and strategic objectives.

Earthwatch still holds a significant proportion of its funds in interest-bearing deposit accounts with various banking institutions as per the below table.

Bank	Type of Account	Amount held at 30.9.20	Interest rate/Return in period
Nationwide	instant access	£351k	0.6% to 31st March & 0.05% after
Barclays	current accounts	£2.46m	n/a
Sarasin	1-3 month deposits	£1.02m	0.7%
Sarasin	Income and reserves fund	£2.25m	4.3%
Sarasin	Climate Active Fund	£1.76m	7.6%

Remuneration policy

Our approach to remuneration is designed to ensure we can attract and retain the talented and motivated people we need to achieve our mission and deliver our strategic goals. It is applied consistently across the organisation, both in terms of how we set salaries and the benefits we offer our employees. Pay is reviewed annually by the Executive, and an increase amount (rather than a percentage increase) can be agreed for all employees with over six months' service. This is set by taking account of the market, cost of living increases and the organisation's ability to pay. We offer paid internships and review and maintain internal pay relativities; pay progression is linked to development in the role and growth of the role. Our salaries and benefits are compared to other similar not-for-profit organisations.

Gender pay gap
At the end of our financial year, the average hourly salary for women in the organisation was 15% below the average hourly salary for men (2019: 22% below). In median pay the hourly figure for women was 13% below the median hourly pay for men (2019: 16% below).

Both of these figures demonstrate progress, but we recognise there is more to do. This is now a key pillar of our diversity and inclusion work.

Earthwatch Europe is far below the threshold for reporting on gender pay (with fewer than 250 employees), but we believe it is important for organisations to be transparent. However, as a smaller organisation, individuals that fill certain positions (whether male or female) can have a larger bearing on the statistics.

During 2020, we had the following split of men and women in each pay quartile:

Lowest quartile: Men – 31% Women – 69% (2019: Men – 12% Women – 88%) Average pay for men in this quartile is 14% below women (2019: 12% above).

2nd quartile: Men – 19% Women – 81% (2019: Men – 24% Women – 76%) Average pay for men in this quartile is 4% above women (2019: 3% above)

3rd quartile: Men – 37% Women – 63% (2019: Men – 35% Women – 65%) Average pay for men and women in this quartile is equal. (2019: women 1% below)

Top quartile: Men – 47% Women – 53% (2019: Men – 47% Women – 53%) Average pay for men in the quartile is 13% above women (2019: 15% above)

Females make up 65% of the workforce in 2020, with a higher proportion of females to males in all quartiles except the top quartile where it is equal.

We have recently instituted an additional holistic review on salaries to ensure that we do not have discrepancies between individuals doing the same role with a similar level of experience. In addition, in the review at the end of the financial year, we will publish pay band information to our staff to increase transparency.

Diversity and Inclusion at Earthwatch

In 2020, Earthwatch Europe launched a Diversity and Inclusion working group to review and recognise where we have a lack of diversity of thought, experience and background in our organisation and seek to address it. The environmental sector has poor racial diversity, with a 2017 study suggesting that only 0.6% of the workforce identifies as non-white, compared with the 2011 UK census figure of 14%, however, we aren't limiting our work to racial diversity, instead seeking to create a culture in which everyone can be themselves and feel valued. This work will initially focus internally before addressing diversity and inclusivity within the people who participate in our projects. Whilst recognising the need to examine the way our own organisation is run, we are also joining with other organisations in our sector to support and participate in collaborative initiatives.

The Diversity and Inclusion working group will focus on the following priority areas identified by the team:

How we talk about diversity and inclusion at Earthwatch
How do we ensure it is a conversation and not just another process? How do we build understanding and awareness, guiding a culture of inclusivity and thinking differently?

Inclusivity in learning, development and engagement
How can we take into account that people learn and engage in different ways and not restrict opportunities for advancement to those who 'fit a certain mould'? How are visible and invisible disabilities acknowledged and supported at the hiring stage, and within roles and responsibilities?

Subconscious bias
How do we recognise subconscious bias and what strategies can individuals and teams use to address it?

Inclusivity in hiring and internships
How do we attract the broadest set of candidates?

Understanding and eliminating our gender pay gap
We have a gender pay gap according to our Annual Report – are we using the correct measurements, and how do we improve?

We look forward to reporting back on our progress as an organisation and as a sector.

Statement of going concern

The Trustees are satisfied that the charity is a going concern and has the resources to deliver its strategic plan and operate indefinitely. Earthwatch has a strong base of confirmed funding sources for 2020 and beyond, with resources in place to deliver a strategic plan which will result in increased funding, an increase in the diversity of funding and a big increase in the impact that we make. Earthwatch holds a minimum level of six months' operating costs in reserves to ensure that the charity can continue to exist and have impact if some income sources cease. There are no post-balance sheet events which will require adjustments to the accounts.

Administration and governance

Other working names:
Earthwatch Institute (Europe), Earthwatch (Europe), Earthwatch Institute

Company number: 4373313

Charity number: 1094467

Registered office and operational address:
Mayfield House, 256 Banbury Road, Oxford, OX2 7DE

Country of registration: England & Wales

Country of incorporation: United Kingdom

Trustees

The Trustees who were in office throughout the year and up to the point of approval of these financial statements, unless otherwise stated, were as follows:

Lucian J. Hudson	Chair
Geoff Lane	Vice-Chair
Superna Khosla	Treasurer
Judith Mosely	(resigned October 2019)
Iain Coucher	
Dorothee D'Herde	
Lisa King	
Dax Lovegrove	
Ed Green	
Adam Powell	
Jack Matthews	
Nina Bhola	(joined Jan 2021)
Cristian Parrino	(joined Jan 2021)
Emily Murrell	(joined Jan 2021)
Ben Wilson	(joined Jan 2021)
Jos Huijbregts	(joined Jan 2021)

The average age of our Trustees at 30 September 2020 was 52 (2019: 51); this is significantly lower than the average age of a Trustee across the voluntary sector, which is 61 (Charity Commission report, January 2017).

At the beginning of 2020, the Trustees made a decision to recruit a number of new Trustees to the Board. The process was due to begin in spring, but a decision was made to delay this to autumn due to the impact of COVID-19 lockdowns at that time in Europe. New Trustees joined the Board early in 2021. Trustees were selected in a manner consistent with the organisation's recruitment and diversity and equality policies, ensuring that the selection process is time and cost effective. The Trustee recruitment and selection process is managed by the Nominations Committee. In addition to making direct approaches to suitable candidates, Earthwatch Europe advertised across a wide selection of networks and the process has been facilitated by our external recruitment advisors, Whitehall & Industry Group.

In order to complement and enhance the current Board, new Trustees were sought who can bring expertise and connections in one or more of the following areas:

- Diversity of thought and experience
- Youth or connectivity to and understanding of reaching youthful audiences
- Technological innovation
- Horizon scanning and the ability to identify emerging trends
- Climate and environmental policy
- Geographic diversity, with specific reference to Africa and Europe (particularly EU policy), including access to and understanding of international opportunities outside of the UK, for example UN, UNESCO
- Science-based expertise
- Financial expertise for the Finance Committee

This process culminated in five new Trustees joining the Board (listed above). These new Trustees cover a wide range of the categories above between them.

Earthwatch provides Trustees with governance training when they join the organisation. As part of their induction, Trustees will also spend time with the Chief Executive and relevant members of the Executive Management Team who will provide them with an overview of Earthwatch Europe and its current priorities and challenges. A Trustee handbook, which contains all relevant background information and links to key documents, is also provided.

Key management personnel

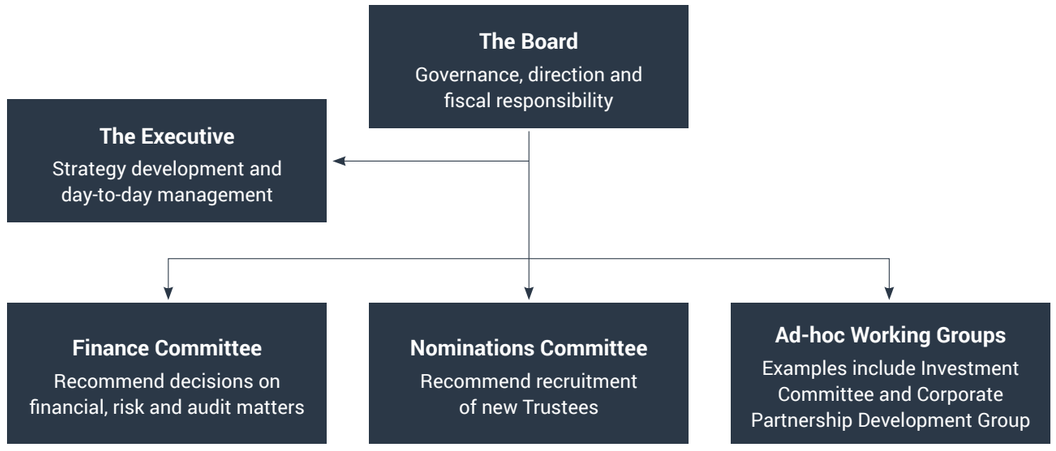
Steven Andrews	Chief Executive
Neil Bailey	Philanthropy Director
Maria Pontes	Programmes & Partnerships Director (maternity leave from July 2020)
Clara Stevenson	Programmes & Partnerships Director (maternity cover from August 2020)
John Ward-Zinski	Business Development Director (maternity cover from August 2020)
Toos Van Noordwijk	Science, Policy and Innovation Director
Anna Shannon	HR Director (departed April 2020)
Peter Stimpson	Operations Director
Isabella Murfin & Naomi Matthiessen	Directors of Strategic Planning (job-share) (departed March 2020)

The total aggregated salary cost of management personnel in 2020 was £372k (2018: £305k). The increase in 2020 is due to the gap between Chief Executives (which supressed the 2019 figure) and the costs of handover in 2020 for the new maternity cover roles.

The Directors of Strategic Planning, Isabella Murfin & Naomi Matthiessen, departed Earthwatch following the completion of their 21 month secondment from the Department for Environment, Food & Rural Affairs. They leave a fantastic legacy, having managed the creation and embedding of our new strategy and significantly improved our internal processes enabling clearer decision making. The aspects of their role that need to continue have been shared between the Chief Executive and the Operations Director. The HR Director, Anna Shannon, departed in April 2020 after more than five years with Earthwatch Europe. She also leaves us with a great legacy, transforming the HR function into a genuinely strategic resource for the organisation, overhauling our approach to recruitment and strengthening our policy framework. Anna's role has been subsumed into the Operations Director role.

Following Maria Pontes' maternity leave, her role was split into two with the business development function becoming a separate department. This will put us in a strong position to secure new funding in 2021 and beyond.

Governance structure



Auditors, Bankers, Solicitors

Auditor:	Sayer Vincent LLP
Investment Manager:	Sarasin & Partners LLP
Bankers:	Barclays Bank plc, Oxford; Nationwide plc
Solicitors:	Blake Morgan LLP, Oxford, and Stone King LLP, London

Risk management

The Executive Team reviews risks regularly and produces a full risk register for discussion at least once per year at Board level with regular summaries of movements in key risks provided frequently throughout the year. A key risk mitigation summary is included along with any details of further work to mitigate key risks.

Key risk	Explanation	Mitigation
Failure to secure new revenue and meet financial targets.	Our impact depends on being able to secure funds. Our major partnership with HSBC came to an end in 2020 and we are facing a battle to add new funders. The pandemic and potential economic disruption has only made this more acute.	Our ability to raise funds relies on having an appealing and impactful portfolio of work, and we have worked hard to ensure each of our programmes address urgent environmental issues and are accessible to our volunteers and participants. We are confident in our fundraising teams' ability to deliver funds based on the strength of this offering.
Brexit limits opportunities and EWE workforce.	The uncertainty over Brexit outcomes could result in difficulty accessing EU grants, employing EU nationals and retaining staff already working in the UK from other EU countries.	We are closely monitoring developments and providing support and guidance to EWE staff. We have established a small operation in the Netherlands in order to pursue opportunities in mainland Europe.
Restrictions due to COVID-19 or other external threats stalling delivery across programmes.	Many of the activities we undertake involve people meeting in groups and this has been significantly impacted by restrictions on movement introduced in the UK and other countries.	At the beginning of the pandemic, we found ways to continue to deliver projects online or by providing guidance online for individuals or small groups who were able to undertake activities in the field. Whilst this has been a great success, we are prevented from having as great an impact as we could.

Connected charities

The Charity works in association with the following affiliated licensed charities who all have similar missions, and contribute to and participate in the same international programme of science and engagement activities.

Earthwatch Europe harnesses this network of connected charities to ensure global capability to deliver large-scale programmes and partnerships. The coverage across the Americas, Asia and Australia means that we can deliver globally whilst retaining a local focus.

Earthwatch Australia
126 Bank Street
South Melbourne
Victoria 3205
Australia

Tel: +61 3 9682 6828

Earthwatch Expeditions Inc.
1380 Soldiers Field Road, Suite 2700,
Boston, MA 01235,
USA

Tel: +1 800 776-0188

Earthwatch Ltd, Hong Kong
Room 901/4,
Hang Seng North Point Building,
341 King's Road,
North Point
Hong Kong

Tel: +852 28381114

Earthwatch Institute, India
459 Augusta Point,
Level 4, Sector 53,
Golf Course Road,
Gurgaon, 122002,
India

Tel: +91 124 4354160

Earthwatch Institute, Japan
Food Science Building 4F
University of Tokyo
1-1-1, Yayoi,
Bunkyo-ku
Tokyo 113-8657
Japan

Tel: + 81-3-6686-0300

Statement of Trustees' responsibilities

The Trustees (who are also directors of Conservation Education & Research Trust for the purposes of company law) are responsible for preparing the Trustees' annual report including the strategic report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and group and of the incoming resources and application of resources, including the income and expenditure, of the group for that period. In preparing these financial statements, the Trustees are required to:

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

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

In so far as the Trustees are aware:

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

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

This Report, which includes the strategic report, was approved by the Trustees on 26 February 2021 and signed on their behalf by:

Lucian J Hudson
Chair

Independent auditor's report to the members of Conservation Education & Research Trust

Opinion

We have audited the financial statements of Conservation Education & Research Trust (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 30 September 2020 which comprise the consolidated statement of financial activities, the group and parent charitable company balance sheets, the consolidated statement of cash flows and the 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 of the parent charitable company's affairs as at 30 September 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
- have been prepared in accordance with the requirements of the Companies Act 2006 and the Charities Act 2011.

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 group financial statements section of our report.

We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

We have nothing to report in respect of the following matters in relation to which the ISAs (UK) require us to report to you where:

- the trustees' use of the going concern basis of accounting in the preparation of the group financial statements is not appropriate; or
- the trustees have not disclosed in the group financial statements any identified material uncertainties that may cast significant doubt about the group's or the parent charitable company's ability to continue to adopt the going concern basis of accounting for a period of at least twelve months from the date when the financial statements are authorised for issue.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the trustees' annual report, including the strategic report, other than the group financial statements and our auditor's report thereon. Our opinion on the group 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 group financial statements, our responsibility is to read the other

information and, in doing so, consider whether the other information is materially inconsistent with the group 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 group 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.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' annual report, including the strategic report, for the financial year for which the financial statements are prepared is consistent with the financial statements
- the trustees' annual report, including the strategic report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and the parent charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report, including the strategic report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 and Charities Act 2011 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company 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 statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the parent charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed auditor under the Companies Act 2006 and section 151 of the Charities Act 2011 and report in accordance with those Acts.

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

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 purpose of expressing an opinion on the effectiveness of the group's or the parent charitable company'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's or the parent charitable company'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 the parent charitable company 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 opinion.

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 charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006 and section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Orchard (Senior statutory auditor)

8 April 2021

for and on behalf of Sayer Vincent LLP, Statutory Auditor

Invicta House, 108-114 Golden Lane, LONDON, EC1Y 0TL

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

Financial statements

Conservation Education & Research Trust

Consolidated statement of financial activities (incorporating an income and expenditure account)

For the year ended 30 September 2020

	Note	Unrestricted £	Endowment £	Restricted £	2020 Total £	Unrestricted £	Endowment £	Restricted £	2019 Total £
Income from:									
Donations and legacies	2	168,035	-	-	**168,035**	111,525	-	-	111,525
Charitable activities	3	996,806	-	740,580	**1,737,386**	1,679,983	-	2,521,542	4,201,525
Investments		135,477	6,939	7,948	**150,364**	146,712	9,651	20,144	176,507
Total income		1,300,318	6,939	748,528	**2,055,785**	1,938,220	9,651	2,541,686	4,489,557
Expenditure on:									
Raising funds		592,132	-	-	**592,132**	497,623	-	-	497,623
Charitable activities									
Thriving places to live and work		1,262,142	-	1,082,991	**2,345,133**	213,911	-	2,377,127	2,591,038
Enabling sustainable agricultural land management		355,388	-	-	**355,388**	589,018	-	-	589,018
Enhancing the health of our coasts		9,150	-	-	**9,150**	99,683	-	-	99,683
Improving our freshwater environment		303,904	-	60,202	**364,106**	315,936	-	1,825	317,761
Innovation and capacity building		661,721	96	266,249	**928,066**	745,427	14,885	779,758	1,540,070
Total expenditure	4a	3,184,437	96	1,409,442	**4,593,975**	2,461,598	14,885	3,158,710	5,635,193
Net income / (expenditure) before net gains / (losses) on investments		(1,884,119)	6,843	(660,914)	**(2,538,190)**	(523,378)	(5,234)	(617,024)	(1,145,636)
Net (losses)/gains on investments	11	56,333	-	-	**56,333**	213,368	-	-	213,368
Net income/(expenditure) for the year	5	(1,827,786)	6,843	(660,914)	**(2,481,857)**	(310,010)	(5,234)	(617,024)	(932,268)
Transfers between funds		378,943	(60)	(378,883)	-	195,807	(77,987)	(117,820)	-
Net income / (expenditure) before other recognised gains and losses		(1,448,843)	6,783	(1,039,797)	**(2,481,857)**	(114,203)	(83,221)	(734,844)	(932,268)
Gains / (losses) on foreign exchange translation		31,462	-	-	**31,462**	(37,631)	-	(13,305)	(50,936)
Net movement in funds		(1,417,381)	6,783	(1,039,797)	**(2,450,395)**	(151,834)	(83,221)	(748,149)	(983,204)
Reconciliation of funds:	18a								
Total funds brought forward		6,051,246	1,033,865	3,134,454	**10,219,565**	6,203,080	1,117,086	3,882,603	11,202,769
Total funds carried forward		4,633,865	1,040,648	2,094,657	**7,769,170**	6,051,246	1,033,865	3,134,454	10,219,565

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

Conservation Education & Research Trust

Balance sheets

Company no. 4373313

As at 30 September 2020

	Note	The group 2020 £	2019 £	The charity 2020 £	2019 £
Fixed assets:					
Tangible assets	10	**39,920**	88,169	**39,920**	77,932
Investments	11	**5,019,004**	5,589,154	**5,019,004**	5,589,154
		5,058,924	5,677,323	**5,058,924**	5,667,086
Current assets:					
Debtors	14	**165,270**	463,057	**164,584**	439,307
Cash at bank and in hand		**2,837,979**	4,674,703	**2,824,548**	4,632,086
		3,003,249	5,137,760	**2,989,132**	5,071,393
Liabilities:					
Creditors: amounts falling due within one year	15	**(293,003)**	(595,518)	**(417,641)**	(729,797)
Net current assets		**2,710,246**	4,542,242	**2,571,491**	4,341,596
Total net assets	17a	**7,769,170**	10,219,565	**7,630,415**	10,008,682
Funds:	18a				
Endowment funds		**1,040,640**	1,033,865	**1,040,640**	1,033,865
Restricted income funds		**1,956,956**	3,134,454	**1,956,956**	3,134,454
Unrestricted income funds:					
Designated funds		**1,396,128**	1,664,740	**1,396,128**	1,664,740
General funds		**3,236,691**	4,175,623	**3,236,691**	4,175,623
Non-charitable trading funds		**138,755**	210,883	**-**	-
Total unrestricted funds		**4,771,574**	6,051,246	**4,632,819**	5,840,363
Total funds		**7,769,170**	10,219,565	**7,630,415**	10,008,682

Approved by the Trustees on 26 February 2021 and signed on their behalf by

Lucian J. Hudson
Chair

Consolidated statement of cash flows

For the year ended 30 September 2020

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

	2020 £	2020 £	2019 £	2019 £
Cash flows from operating activities				
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	**(2,450,395)**		(983,204)	
Depreciation charges	**48,915**		58,867	
(Gains)/losses on investments	**(56,333)**		(213,368)	
Dividends, interest and rent from investments	**(150,364)**		(176,507)	
(Increase)/decrease in debtors	**297,787**		(22,990)	
Increase/(decrease) in creditors	**(302,515)**		(146,588)	
Net cash (used in) / provided by operating activities		**(2,612,905)**		(1,483,790)
Cash flows from investing activities:				
Dividends, interest and rents from investments	**150,364**		176,507	
Purchase of fixed assets	**(666)**		(7,552)	
Movement in cash held by investment managers	**35,919**		(35,947)	
Proceeds from sale of investments	**3,751,876**		8,254,018	
Purchase of investments	**(3,161,312)**		(8,275,711)	
Net cash used in investing activities		**776,181**		111,315
Change in cash and cash equivalents in the year		**(1,836,724)**		(1,372,475)
Cash and cash equivalents at the beginning of the year		**4,674,703**		6,047,178
Cash and cash equivalents at the end of the year		**2,837,979**		4,674,703

Notes to the financial statements

For the year ended 30 September 2020

1 Accounting policies

a) Statutory information

Conservation Education & Research Trust is a charitable company limited by guarantee and is incorporated in the United Kingdom.

The registered office address is Mayfield House, 256 Banbury Road, Oxford, OX2 7DE.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) - (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

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

These financial statements consolidate the results of the charitable company and its wholly-owned subsidiary Earthwatch Limited on a line by line basis. Transactions and balances between the charitable company and its subsidiary have been eliminated from the consolidated financial statements. Balances between the two companies are disclosed in the notes of the charitable company's balance sheet. A separate statement of financial activities, or income and expenditure account, for the charitable company itself is not presented because the charitable company has taken advantage of the exemptions afforded by section 408 of the Companies Act 2006.

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

c) Public benefit entity

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

d) Going concern

The Trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern.

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

e) Income

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

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

1 Accounting policies (continued)

f) Donations of gifts, services and facilities

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

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

g) Interest receivable

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

h) Fund accounting

Endowment funds represent donations which are treated as capital.

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

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

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

i) Expenditure and irrecoverable VAT

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

Costs of raising funds relate to the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose

Expenditure on charitable activities includes the costs of delivering services and educational activities undertaken to further the purposes of the charity and their associated support costs

Other expenditure represents those items not falling into any other heading

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

j) Grants payable

Grants payable are made to third parties in furtherance of the charity's objects. Single or multi-year grants are accounted for when either the recipient has a reasonable expectation that they will receive a grant and the Trustees have agreed to pay the grant without condition, or the recipient has a reasonable expectation that they will receive a grant and that any condition attaching to the grant is outside of the control of the charity.

Provisions for grants are made when the intention to make a grant has been communicated to the recipient, but there is uncertainty about either the timing of the grant or the amount of grant payable.

Conservation Education & Research Trust

Notes to the financial statements

For the year ended 30 September 2020

1 Accounting policies (continued)

k) Allocation of support costs

Resources expended are allocated to the particular activity where the cost relates directly to that activity. However, the cost of overall direction and administration of each activity, comprising the salary and overhead costs of the central function, is apportioned on the following basis which are an estimate, based on staff time, of the amount attributable to each activity.

Support and governance costs are re-allocated to each of the activities on the following basis which is an estimate, based on staff cost, of the amount attributable to each activity:

Thriving places to live and work	48%
Enabling sustainable agricultural land management	9%
Enhancing the health of our coasts	1%
Improving our freshwater environment	13%
Innovation and capacity building	29%

Governance costs are the costs associated with the governance arrangements of the charity. These costs are associated with constitutional and statutory requirements and include any costs associated with the strategic management of the charity's activities.

l) Operating leases

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

m) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £500. Depreciation costs are allocated to activities on the basis of the use of the related assets in those activities. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use. Major components are treated as a separate asset where they have significantly different patterns of consumption of economic benefits and are depreciated separately over its useful life.

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

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

Leasehold improvements	Life of the lease
Furniture and equipment	5-7 years
Computer equipment	3-5 years

n) Listed investments

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

o) Debtors

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

p) Cash at bank and in hand

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

1 Accounting policies (continued)

q) Creditors and provisions

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

r) Financial instruments

The charity has both basic and non-basic financial assets and financial liabilities. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value, with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method. Non-basic financial instruments are measured at fair value with any gain or loss going to the statement of financial activities.

s) Foreign currency transactions

Monetary assets and liabilities in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date Transactions in foreign currencies are translated into sterling using the rate of exchange ruling at the date of the transaction. Exchange differences are taken into account in arriving at the net incoming resources for the year.

t) Pensions

The charitable company operates a defined contribution pension scheme on behalf of its employees. The assets of this scheme is held separately from those of the charitable company in an independently administered fund. The pension cost charge represents contributions payable by the charitable company to the fund. The charitable company has no liability other than for the payment of those contributions.

Conservation Education & Research Trust

Notes to the financial statements

For the year ended 30 September 2020

2 Income from donations and legacies

	2020 Total £	2019 Total £
Donations	**80,086**	111,525
Coronavirus Job Retention Scheme	**87,949**	-
	168,035	111,525

All income from donations and legacies is unrestricted.

3 Income from charitable activities

	Unrestricted £	Restricted £	2020 Total £	Unrestricted £	Restricted £	2019 Total £
Corporate donations	942,737	216,457	**1,159,194**	1,568,869	2,049,866	3,618,735
Other grants and donations	54,069	524,123	**578,192**	111,114	471,676	582,790
Total	996,806	740,580	**1,737,386**	1,679,983	2,521,542	4,201,525

Conservation Education & Research Trust

Notes to the financial statements

For the year ended 30 September 2020

4a Analysis of expenditure (current year)

		Charitable activities								
	Cost of raising funds £	Thriving places to live and work £	sustainable agricultural land management £	Enhancing the health of our coasts £	Improving our freshwater environment £	Innovation and capacity building £	Governance costs £	Support costs £	**2020 Total £**	2019 Total £
Staff costs	450,751	615,457	121,247	10,473	172,984	366,321	49,565	559,851	**2,346,649**	2,224,004
Research and field costs	-	184,912	52,265	(2,671)	2,043	151,252	-	-	**387,801**	706,647
Engagement costs	-	637,702	72,976	(8,743)	12,113	88,836	-	-	**802,884**	1,021,547
Research & engagement by affiliates	-	308,582	-	-	-	-	-	-	**308,582**	878,712
Development and fundraising	141,381	-	-	-	-	-	-	-	**141,381**	109,934
Audit	-	-	-	-	-	-	15,352	-	**15,352**	13,484
Trustee costs	-	-	-	-	-	-	1,272	-	**1,272**	4,443
Office costs	-	-	-	-	-	-	-	210,176	**210,176**	215,071
IT costs	-	-	-	-	-	-	-	102,352	**102,352**	28,467
Finance & HR costs	-	-	-	-	-	-	-	112,044	**112,044**	233,724
Other costs	-	78,041	6,372	1,235	30,688	11,891	-	37,255	**165,482**	199,160
	592,132	1,824,694	252,860	294	217,828	618,300	66,189	1,021,678	**4,593,975**	5,635,193
Support costs	-	488,774	96,290	8,317	137,378	290,919	-	(1,021,678)	**-**	-
Governance costs	-	31,665	6,238	539	8,900	18,847	(66,189)	-	**-**	-
Total expenditure 2020	**592,132**	**2,345,133**	**355,388**	**9,150**	**364,106**	**928,066**	**-**	**-**	**4,593,975**	
Total expenditure 2019	497,623	2,591,038	589,018	99,683	317,761	1,540,070	**-**	**-**		5,635,193

Conservation Education & Research Trust

Notes to the financial statements

For the year ended 30 September 2020

4b Analysis of expenditure (prior year)

		Charitable activities							
	Cost of raising funds £	Thriving places to live and work £	Enabling sustainable agricultural land £	Enhancing the health of our coasts £	Improving our freshwater environment £	Innovation and capacity building £	Governance costs £	Support costs £	**2019 Total £**
Staff costs	387,689	483,972	121,613	16,751	111,441	532,126	44,237	526,175	**2,224,004**
Research and field costs	-	368,419	126,766	-	9,000	202,462	-	-	**706,647**
Engagement costs	-	424,789	193,454	67,813	77,119	258,372	-	-	**1,021,547**
Research & engagement by affiliates	-	841,736	36,976	-	-	-	-	-	**878,712**
Development and fundraising	109,934	-	-	-	-	-	-	-	**109,934**
Audit	-	-	-	-	-	-	13,484	-	**13,484**
Trustee costs	-	-	-	-	-	-	4,443	-	**4,443**
Office costs	-	-	-	-	-	-	-	215,071	**215,071**
IT costs	-	-	-	-	-	-	-	28,467	**28,467**
Finance & HR costs	-	-	-	-	-	-	-	233,724	**233,724**
Other costs	-	35,753	558	15	19,722	67,323	-	75,789	**199,160**
	497,623	2,154,669	479,367	84,579	217,282	1,060,283	62,164	1,079,226	**5,635,193**
Support costs	-	412,603	103,679	14,281	95,007	453,656	-	(1,079,226)	**-**
Governance costs	-	23,766	5,972	823	5,472	26,131	(62,164)	-	**-**
Total expenditure 2019	**497,623**	**2,591,038**	**589,018**	**99,683**	**317,761**	**1,540,070**	**-**	**-**	**5,635,193**

5 Net income for the year

This is stated after charging / (crediting):

	2020 £	2019 £
Depreciation on tangible fixed assets	**48,915**	58,867
Operating lease rentals:		
Property	**96,000**	86,400
Auditor's remuneration (excluding VAT):		
Audit	**12,650**	12,300
Under/(over) accrual from prior year	**(512)**	(1,092)
Other services	**864**	1,576
Foreign exchange (gains) or losses	**(31,462)**	50,936

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

Staff costs were as follows:

	2020 £	2019 £
Salaries and wages	**2,042,302**	1,931,212
Redundancy and termination costs	**-**	18,844
Social security costs	**204,369**	181,359
Employer's contribution to defined contribution pension schemes	**99,978**	92,589
	2,346,649	2,224,004

The following number of employees received employee benefits in excess of £60,000 (excluding employer national insurance and employer pension costs) during the year between:

	2020 No.	2019 No.
£90,000 - £99,999	**1**	-

The total employee benefits (including employer national insurance and employer pension contributions) of the key management personnel were £372,182 (2019: £299,806).

The charity Trustees were not paid or received any other benefits from employment with the charity in the year (2019: £nil). No charity Trustee received payment for professional or other services supplied to the charity (2019: £nil).

Trustees' expenses represents the payment or reimbursement of travel and subsistence costs totalling £1,272 (2019: £4,443) incurred by 10 (2019: 10) members relating to attendance at meetings of the Trustees.

7 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

	2020 No.	2019 No.
	66	65

8 Related party transactions

Aggregate donations from related parties were £950 (2019: £Nil).

9 Taxation

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

10 Tangible fixed assets

The group

	Leasehold improvements £	Furniture and equipment £	Computer equipment £	Total £
Cost				
At the start of the year	60,503	125,612	356,126	**542,241**
Additions in year	-	666	-	**666**
Disposals in year	-	(39,240)	-	**(39,240)**
At the end of the year	60,503	87,038	356,126	**503,667**
Depreciation				
At the start of the year	25,094	98,448	330,530	**454,072**
Charge for the year	6,050	19,897	22,968	**48,915**
Eliminated on disposal	-	(39,240)	-	**(39,240)**
At the end of the year	31,144	79,105	353,498	**463,747**
Net book value				
At the end of the year	29,359	7,933	2,628	**39,920**
At the start of the year	35,409	27,164	25,596	88,169

The charity

	Leasehold improvements £	Furniture and equipment £	Computer equipment £	Total £
Cost				
At the start of the year	60,503	86,372	356,126	**503,001**
Additions in year	-	666	-	**666**
At the end of the year	60,503	87,038	356,126	**503,667**
Depreciation				
At the start of the year	25,094	69,445	330,530	**425,069**
Charge for the year	6,050	9,660	22,968	**38,678**
At the end of the year	31,144	79,105	353,498	**463,747**
Net book value				
At the end of the year	29,359	7,933	2,628	**39,920**
At the start of the year	35,409	16,927	25,596	77,932

All of the above assets are used for charitable purposes.

11 Investments

The group and charity

	2020	2019
	£	£
Fair value at the start of the year	**5,553,207**	5,318,146
Additions at cost	**3,161,312**	8,275,711
Disposal proceeds	**(3,751,876)**	(8,254,018)
Net (loss)/gain on change in fair value	**56,333**	213,368
	5,018,976	5,553,207
Movement in cash held by investment managers	**28**	35,947
Fair value at the end of the year	**5,019,004**	5,589,154

Investments comprise:		
	£	£
UK Common investment funds	**5,018,976**	5,553,207
	5,018,976	5,553,207

12 Subsidiary undertaking

The charity controls the subsidiary, Earthwatch Limited, a company limited by guarantee incorporated in Hong Kong, by virtue of having an employee who is a Trustee of the subsidiary. Control was deemed to have passed to the charity as of 1 October 2013. The subsidiary is engaged in the same charitable activities as the charity. All activities have been consolidated on a line by line basis in the statement of financial activities, based on the audited financial statements as at 30 September which are prepared in Hong Kong dollars (HK$). The results have been converted at the year-end exchange rate of 9.97 HK$ per £ (2019: 9.63 HK$ per £).

Anna Shannon, ex-HR Director, Peter Stimpson, Director of Operations and Scott Kania, CEO of Earthwatch Expeditions, our US affiliate are also directors of the subsidiary.

A summary of the results of the subsidiary is shown below:

Income and expenditure

	2020	2,019
	£	£
Incoming resources	**37,081**	170,205
Outgoing charitable resources	**(109,209)**	(200,195)
Profit/(loss) for the year	**(72,128)**	(29,990)
Reserves brought forward	**210,883**	240,873
Reserves carried forward	**138,755**	210,883

Balance sheet

The aggregate of the assets, liabilities and funds was:

Fixed assets	**-**	10,237
Current assets	**153,925**	207,514
Current liabilities	**(15,170)**	(6,868)
Funds	**138,755**	210,883

13 Parent charity

The parent charity's gross income and the results for the year are disclosed as follows:

	2020	2019
	£	£
Gross income	**2,055,785**	4,489,557
Result for the year	**(2,450,395)**	(983,204)

14 Debtors

	The group		The charity	
	2020	2019	2020	2019
	£	£	£	£
Trade debtors	**34,741**	115,485	**34,741**	115,485
Other debtors	**15,471**	41,058	**15,407**	25,306
Prepayments and accrued income	**115,058**	306,514	**114,436**	298,516
	165,270	463,057	**164,584**	439,307

15 Creditors: amounts falling due within one year

	The group		The charity	
	2020	2019	**2020**	2019
	£	£	**£**	£
Trade creditors	**12,692**	174,722	**12,692**	174,722
Taxation and social security	**13,510**	781	**13,510**	781
Amounts owed to subsidiary undertakings	**-**	-	**139,809**	141,145
Accruals and other creditors	**266,801**	337,678	**251,630**	330,812
Deferred income (note 18)	**-**	82,337	**-**	82,337
	293,003	595,518	**417,641**	729,797

16 Deferred income

Deferred income comprises payments in advance of volunteers participating in projects and corporate donations received where the project will not commence until the following financial year.

	The group		The charity	
	2020	2019	**2020**	2019
	£	£	**£**	£
Balance at the beginning of the year	**82,337**	98,129	**82,337**	98,129
Amount released to income in the year	**(82,337)**	(98,129)	**(82,337)**	(98,129)
Amount deferred in the year	**-**	82,337	**-**	82,337
Balance at the end of the year	**-**	82,337	**-**	82,337

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

	General unrestricted funds £	Designated funds £	Endowment funds £	Restricted funds £	**Total funds £**
Tangible fixed assets	-	39,920	-	-	**39,920**
Fixed asset investments	5,019,004	-	-	-	**5,019,004**
Net current assets	(1,643,558)	1,356,208	1,040,640	1,956,956	**2,710,246**
Net assets at the end of the year	**3,375,446**	**1,396,128**	**1,040,640**	**1,956,956**	**7,769,170**

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

	General unrestricted funds £	Designated funds £	Endowment funds £	Restricted funds £	**Total funds £**
Tangible fixed assets	-	88,169	-	-	**88,169**
Fixed asset investments	5,589,154	-	-	-	**5,589,154**
Net current assets	(1,202,648)	1,576,571	1,033,865	3,134,454	**4,542,242**
Net assets at the end of the year	**4,386,506**	**1,664,740**	**1,033,865**	**3,134,454**	**10,219,565**

18a Movements in funds (current year)

	At 1 October 2019 £	Income & gains £	Expenditure & losses £	Transfers £	**At 30 September 2020 £**
Endowment funds:					
40th anniversary fellowship	1,033,865	6,939	(156)	(8)	**1,040,640**
Total endowment funds	1,033,865	6,939	(156)	(8)	**1,040,640**
Restricted funds:					
Neville Shulman Earthwatch Award	66,719	-	(21,263)	(2,363)	**43,093**
EU - MONOCLE	33,164	106,745	(47,158)	-	**92,751**
Jersey	77,987	-	(1,509)	-	**76,478**
HSBC Climate Partnership	1,218,259	7,948	-	-	**1,226,207**
MICS	267,538	49,099	(135,725)	-	**180,912**
HSBC WA / STP	1,151,781	-	(1,079,901)	(71,880)	**-**
HSBC SLP Programme	236,478	110,305	(247,844)	(24,728)	**74,211**
Other funds	-	-	-	-	**-**
EU Citizen	82,528	13,301	(52,680)	-	**43,149**
Respires	-	1,152	(1,152)	-	**-**
COS4Cloud	-	183,111	(72,869)	-	**110,242**
OVO - Tiny Forests	-	80,900	(5,973)	-	**74,927**
Wild Days	-	32,728	(32,728)	-	**-**
Natural Environment Research Council	-	38,390	(38,390)	-	**-**
S C Johnson	-	95,000	(54,013)	(6,001)	**34,986**
Groundtruth	-	29,849	(29,849)	-	**-**
Total restricted funds	3,134,454	748,528	(1,821,054)	(104,972)	**1,956,956**
Unrestricted funds:					
Designated funds:					
Capital fund	88,169	-	(48,915)	666	**39,920**
Other	1,576,571	996,806	(1,230,471)	13,302	**1,356,208**
Total designated funds	1,664,740	996,806	(1,279,386)	13,968	**1,396,128**
General funds	4,175,623	303,512	(1,333,456)	91,012	**3,236,691**
Non-charitable trading funds	210,883	37,081	(109,209)	-	**138,755**
Total unrestricted funds	6,051,246	1,337,399	(2,722,051)	104,980	**4,771,574**
Total funds	10,219,565	2,092,866	(4,543,261)	-	**7,769,170**

18b Movements in funds (prior year)

	At 1 October 2018 £	Income & gains £	Expenditure & losses £	Transfers £	**At 1 October 2019 £**
Endowment funds:					
Jersey	88,039	-	(10,052)	(77,987)	**-**
40th anniversary fellowship	1,029,047	9,651	(4,833)	-	**1,033,865**
Total endowment funds	1,117,086	9,651	(14,885)	(77,987)	**1,033,865**
Restricted funds:					
Neville Shulman Earthwatch Award	94,941	-	(25,400)	(2,822)	**66,719**
EU - MONOCLE	93,326	-	(60,162)	-	**33,164**
Jersey	-	-	-	77,987	**77,987**
HSBC Climate Partnership	1,802,568	10,144	(594,453)	-	**1,218,259**
MICS	-	372,056	(83,697)	(20,821)	**267,538**
HSBC WA / STP	1,619,786	1,478,030	(1,825,212)	(120,823)	**1,151,781**
HSBC SLP Programme	271,982	581,836	(565,999)	(51,341)	**236,478**
Other funds	-	1,825	(1,825)	-	**-**
EU Citizen	-	97,795	(15,267)	-	**82,528**
Total restricted funds	3,882,603	2,541,686	(3,172,015)	(117,820)	**3,134,454**
Unrestricted funds:					
Designated funds:					
Capital fund	139,484	-	(58,867)	7,552	**88,169**
Other	1,413,423	1,679,983	(1,516,835)	-	**1,576,571**
Total designated funds	1,552,907	1,679,983	(1,575,702)	7,552	**1,664,740**
General funds	4,409,300	433,974	(855,906)	188,255	**4,175,623**
Non-charitable trading funds	240,873	170,205	(200,195)	-	**210,883**
Total unrestricted funds	6,203,080	2,284,162	(2,631,803)	195,807	**6,051,246**
Total funds	11,202,769	4,835,499	(5,818,703)	-	**10,219,565**

Purposes of endowment funds
The 40th Anniversary Fellowship consists of a donation of £1,000,000 from the Oman Government to set up an endowment fund. At 30 September 2019, there is unspent income from the fund of £33,865 which is included in the total. We are currently negotiating with the relevant parties to agree objectives for the Fund going forward.

Purposes of restricted funds

The Neville Shulman Earthwatch Award Fund is a donation from the author and environmentalist Neville Shulman CBE, set up to fund Earthwatch fellows from developing countries who are emerging leaders in conservation. Two awards of £4,000 are given each year to fund a project in the fellow's home country with a view to further enhance their professional skills in conservation. A further four awards of £500 are given each year to fund fellows' participation in a local workshop and/or conservation conferences.

2018 was the 10th year of Neville's Awards programme, which was based on an investment of £150,000 in 2008. In 2018 Neville confirmed his wish to continue supporting Earthwatch and agreed to continued support for an additional 10 years at a level of £20,000 per year; Neville has so far made donations which total £66,600. These awards now better represent the Earthwatch focus areas. Selection criteria has been adapted to ensure candidates whose projects meet our new strategy focus and have an impact on local communities and stakeholders are selected.

The HSBC Climate Partnership was a five-year international research and engagement programme on climate change, funded by HSBC Holdings plc. Following the completion of the programme in 2012, HSBC agreed that the fund would be retained by Earthwatch to fund future projects or used to increase Earthwatch's capacity to deliver future programmes. From 2017, Earthwatch began to use these funds to support community engagement activities.

18 Movements in funds (continued)

Purposes of restricted funds
The HSBC Water Programme is an eight-year programme designed to deliver research and engagement on freshwater sources and the ecosystems they support worldwide. The aim of the programme is education of HSBC staff and the local communities, about critical local and global freshwater challenges. The evolution of this programme led to the development of the Sustainability Training Programme in 2017. The programme focuses on regional scientific research projects, investigating nature-based solutions for climate resilience, building understanding of these issues and how these connect internally to sustainability and the bank's priorities.

The HSBC Sustainability Leadership Programme is a residential programme for Senior Managers within HSBC designed to deeply engage business leaders in climate change and sustainability issues; leading to decisions and actions which make HSBC a more sustainable business. Participants work with Earthwatch scientists on a climate change-related research project and take part in structured sustainability learning sessions relevant to HSBC - the programme is co-delivered by Earthwatch and HSBC.

It has now been agreed with the States of Jersey that we can spend the endowment. It has been agreed to spend the remainder of the fund over the next five years, with a particular focus on supporting education, teachers and emerging scientists. The first training using this fund will take place in February 2019.

The EU – Monocle, MICS, COS4Cloud and EU Citizen restricted balances are residual balances on a range of EU funded grants that are in progress. All balances are held for utilisation in 2021.

The grant from the Ovo Foundation will see us plant a number of Tiny Forests as well as engaging schoolchildren with the environment using these forests. This is a three year grant which began in July 2019.

The Wild Days project was an initiative to provide on line nature based activities, and was partly funded by donations from Lego, the Tomorro foundation and T & M Rembaum.

The Natural Environment Research Council funded project is research into the Community for Engaging Environments and the Earthwatch Naturehood program

The donation from S C Johnson is for the River Plastics project.

Transfers from restricted funds to general funds are made on the basis of agreed margins where applicable.

Purposes of designated funds
The Capital Fund is the funds of the group/company which are represented by the net book value of tangible and intangible fixed assets.

Other designated funds are monies received in advance for projects that are not restricted but have committed activities in future years. These funds are not for general use.

19 Operating lease commitments

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

	Property **2020 £**	2019 £
Less than one year	**96,000**	86,400
One to five years	**384,000**	345,600
Over five years	**-**	-
	480,000	432,000

20 Legal status of the charity

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

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