

Charity registration number 1107613

Company registration number 04926476 (England and Wales)

EQUALITY NOW
ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

EQUALITY NOW

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees	Ms C El Meouchi	
	Ms P Amira	
	Ms S Sinha	
	Ms Y Waljee	
	Ms J M Middleton	(Appointed 15 March 2024)
	Ms M Berman	(Appointed 1 January 2025)
Secretary	Ms S Sinha	
Charity number	1107613	
Company number	04926476	
Principal address	c/o SEESAW 86 Princes Street Manchester M1 6NG	
Registered office	c/o Azets Holdings Limited Burnham Yard London End Beaconsfield Buckinghamshire United Kingdom HP9 2JH	
Auditor	Azets Audit Services Westpoint Lynch Wood Peterborough Cambridgeshire United Kingdom PE2 6FZ	
Bankers	Lloyds Bank plc Charing Cross Branch 49 Strand London WC2N 5LL	

EQUALITY NOW

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EQUALITY NOW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees, who are also directors of the charitable company for the purposes of the Companies Act 2006, present their annual report and financial statements for the year ended 31 December 2024.

The charitable company was incorporated on 9 October 2003 with the liability of its members limited by guarantee. The charitable company is governed by its Memorandum and Articles of Association dated the 7 March 2019 (updated from the original version from the 24 September 2003).

The financial statements have been prepared in accordance with the accounting policies set out in note 1 to the financial statements and comply with the charitable company's Memorandum and Articles of Association, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)" (effective 1 January 2019).

Objectives and activities

Equality Now works to end violence and discrimination against women through the mobilisation of public pressure. Issues of concern to Equality Now include:

- Rape
- Violence against women, including online violence
- Sex discrimination
- Sexual exploitation
- Female genital mutilation
- Child marriage

The trustees of the charitable have paid due regard to guidance issued by the Charity Commission in deciding what activities the charitable company should undertake.

Introduction to Equality Now

Equality Now was incorporated in England and Wales on the 9 October 2003 and obtained charity status on the 13 January 2005. The Board of Trustees comprises of 6 women leaders from around the world, including from Lebanon, Kenya, the United Kingdom and the United States of America.

Our mandate is to promote the human rights of women and girls. We aim to do this by researching violations of the human rights of girls and women, publicising and distributing the outcome of our research and larger analyses and building a worldwide network of supporters and partners who want to advocate for women's rights. Providing information and a channel for advocacy are the first steps to achieving change.

Since we consider access to information critical in the promotion of rights, Equality Now's materials are free and also available to the general public via our website: www.equalitynow.org. We also join with other women's and human rights groups in advocacy which seeks to foster a climate of respect for women's rights.

Our four main programme areas are focused on: legal equality, ending sexual violence, ending harmful practices such as female genital mutilation and child "marriage" and ending sexual exploitation. We add an international layer of support to work being carried out by grassroots organisations and our goals are led by local needs and priorities. We work where we believe we can have the most impact to help improve the lives of a significant number of girls and women and in areas where we feel our campaigns can make the most difference.

Equality Now is also registered with the United Nations and takes advantage of critical opportunities, such as meetings of various human rights committees and the annual Commission on the Status of Women, to bring issues of concern into the international arena and to link up with other groups working on similar concerns. Equality Now also has sister offices in Lebanon, Kenya and the United States of America.

EQUALITY NOW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Strategic report

The description under the headings "Achievements and performance" and "Financial review" meet the company law requirements for the trustees to present a strategic report.

Achievements and performance

Some highlights from 2024 include:

Equality Now continued to build on its work with the Alliance for Universal Digital Rights (AUDRI) to explore ways of creating a digital future in which everyone can enjoy equal rights to safety, freedom and dignity – whoever they are and wherever, whenever and however they exist and connect in the digital world. Equality Now and AUDRI issued a report in April 2024, together with Vulnera (The International Observatory on Vulnerable People In data protection) about how best to safeguard women and girls in the virtual world. We started to collect information about women's lived experience of online violence from Kenya and India to fully understand the issue and thereby develop solutions to address it. Equality Now was increasingly recognised as an expert in this field, with well-attended events at the UN's Commission on the Status of Women in March and several invitations to high-level meetings, including as a speaker to the AI Global Summit in Seoul in May whose aim was to advance global discussions on AI, bringing together international governments, AI companies, academia and civil society; and as a participant in the Council of Europe's Expert committee on artificial intelligence, equality and discrimination which is pursuing a comprehensive multi-stakeholder approach to ensure the promotion of equality, including gender equality and to avoid risks to discrimination in the context of AI systems.

Our work on ending sexual violence continued to gather strength and new partnerships. The South Asian Movement for Accessing Justice (SAMAJ - Uniting Against Sexual Violence) grew out of Equality Now's 2021 report, *Sexual Violence in South Asia: Legal and Other Barriers to Justice for Survivors*, co-authored with Dignity Alliance. SAMAJ was launched officially in June consisting of representatives from Bangladesh, India, Nepal, Sri Lanka and the Maldives with the aim to address and combat sexual violence in the region. Its first action was to update the report and set a programme of work for ongoing research and advocacy initiatives. Equality Now currently serves as the Secretariat to SAMAJ.

In Eurasia, the focus continued to be on better understanding and addressing the particular difficulties of women and girls with disabilities, survivors of sexual violence, in accessing justice. An expert meeting was convened in Serbia in September to learn more generally about this issue and specifically to inform our collaborations in Kyrgyzstan around improving criminal justice processes and practices. It followed a standing-room-only discussion in March at the UN's Commission on the Status of Women which focused on sexual violence and disability in the context of work in Latin America and a summer course organised by the Centre for Disability Law & Policy at the University of Galway on gender and disability justice attended by Equality Now's Global Lead for the Campaign to End Sexual Violence, where we took the opportunity to broaden our connections and reach out to experts in this field. The Global Lead also presented information to the CEDAW Committee in Geneva collected from nearly 40 civil society groups on this issue.

Filming continued on a documentary on two cases in Kyrgyzstan as well as research in Central Asia to identify obstacles to justice in the legal system in three countries there, while the same research was also conducted in Georgia. In addition, we continued work under a European Commission grant, *Strengthening the role of civil society and building sustainable cooperation in promoting gender equality in Uzbekistan*, to exchange knowledge and experience of international human rights mechanisms and strengthen networks with civil society there, where groups began their own designed programmes.

In October, Equality Now issued a well-received report, *Breaking Barriers: Addressing Child, Early and Forced Marriages in Eurasia*, which uncovered persistent challenges and legal and policy issues that continue to drive this harmful practice.

An expert discussion was held with activists in November in South Asia including with voices across the diaspora to strategise on taking the movement to end female genital mutilation (FGM) ahead. A short film, 'The Beginning' was also developed on ending FGM in India, which received 10 nominations and 3 awards in various film festivals. The film was screened in Mumbai and Delhi in partnership with UNFPA to raise awareness on the issue of FGM in India.

EQUALITY NOW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Equality Now continued to partner with civil society around the world to make submissions to treaty bodies and UN mechanisms to promote adherence to international human rights on our four programme areas and offered expertise to those looking to use the law to create an environment of support for women's rights. Staff gave several media interviews throughout the year and were invited by the Council of Europe to an expert consultation meeting. Colleagues also participated in the Asia Pacific Regional Forum to follow up and review progress on the 2030 Agenda for Sustainable Development and the Sustainable Development Goals (SDGs) at the regional level, including co-organising a side-event which highlighted FGM as a priority human rights issue in Asia. Our advocacy, using a policy brief developed for the purpose, contributed to language around FGM being included in the civil society and inter-government outcome documents for the Asia-Pacific Beijing+30 regional review.

Financial review

During the year, income of £2,913,649 was received, including £527,179 worth of donated services. This income was applied to the objects of the charity.

The net movement in unrestricted funds for the year, as shown in the Statement of Financial Activities, amounted to total net incoming resources of £399,032 which has increased the unrestricted funds to £1,043,247.

Restricted funds stand at £nil at the year ended 31 December 2024.

The charitable company's net assets at the 31 December 2024 were £1,043,247.

Reserves policy

The charity aims to hold reserves equivalent to 6 months expenditure. During the coming year, efforts will continue to be directed towards increasing the level of reserves.

Risk Management

Equality Now uses agreed international and regional human rights standards as well as countries' own legal provisions as benchmarks for its international advocacy. Extreme care is taken to verify the accuracy of everything we print, which is checked in broad consultation both internally and with outside experts.

The trustees of the charitable company have identified and reviewed the major risks facing the charity and have established internal controls to mitigate these risks. The trustees confirm that the controls implemented are appropriate to the size of the charity and the nature of its operations.

We reviewed and updated all our internal processes, procedures, data systems and documentation in order to comply with the UK GDPR when it came into force in 2018. Equality Now complies with the UK GDPR as a controller and processor of data and we work with our suppliers and partner organisations to ensure they can meet these obligations. We are implementing the relevant policies and practices to ensure we protect any data handled for employees, donors, supporters, suppliers and partners and are keeping informed to comply with future systems the UK might adopt.

We continue to keep abreast of any changes to the law which affect the charity, including with respect to governance and employment law.

All work saved to the computer network is backed up on the cloud. We have recently reviewed our IT system and have ensured that appropriate safeguards are in place against unauthorised access.

EQUALITY NOW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Plans for future periods

Equality Now's long-term aim is to create an environment where women's rights are respected and upheld. To achieve this, we will continue with targeted campaigns to promote the human rights of women and girls.

Our focus for 2025 will be particularly to build on the promotion of universal standards on digital rights so that everyone can enjoy equal rights to safety, freedom and dignity and to propose new solutions to the violence faced by women and girls online. We will look to build stronger partnerships and networks in the areas of our work, as highlighted, and will aim to broaden our global reach, specifically developing further broad partnerships with civil society, legal practitioners, UN member states and others for joint collaborations and a more informed intersectional approach. We will continue the development of a number of new protocols aimed at prevention of sexual violence and enhanced access to justice, with a particular focus on marginalised communities, including women and girls with disabilities and girls and adolescents generally. We will elevate our work to address harmful practices particularly child, early and forced marriage in Eurasia and FGM in India, building on the research we have undertaken, and will continue to highlight laws which discriminate against women and girls in order that obstacles will be removed to women's and girls' full participation in society.

Structure, governance and management

The charitable company was incorporated on 9 October 2003 with the liability of its members limited by guarantee. The charitable company is governed by its Memorandum and Articles of Association dated the 7 March 2019 (updated from the original version from the 24 September 2003).

The trustees unanimously approved by resolution changes to the charitable company's Articles of Association which simplified and clarified provisions regarding meetings and the scope of delegation of authority to the Executive Officer.

Trustees

The trustees, who are also the directors for the purpose of company law, and who served during the year and up to the date of signature of the financial statements were:

Ms D Feeney	(Resigned 1 January 2025)
Mr D Kelly Jr	(Resigned 15 February 2024)
Ms C El Meouchi	
Ms P Amira	
Ms S Sinha	
Ms Y Waljee	
Ms J M Middleton	(Appointed 15 March 2024)
Ms M Berman	(Appointed 1 January 2025)

Recruitment and appointment of trustees

Equality Now's board has a nominating committee which nominates new trustees for consideration by the full board. Suggestions come from staff and existing trustees and selection preference is given to those candidates who represent skills and geographical women's rights knowledge missing from the Board at any given time. The nominating committee interviews shortlisted candidates to ensure they have time to commit to the organisation and are committed to Equality Now's work and policies. Successful candidates are then recommended to the full board for approval.

None of the trustees has any beneficial interest in the company. All of the trustees are members of the company and guarantee to contribute £1 in the event of a winding up.

Organisational structure

The Board of Trustees is responsible for deciding, with input from the staff, the strategic plan and general work orientation of the organisation as well as its policies. The staff makes day-to-day decisions and implements the plan and policies.

EQUALITY NOW

TRUSTEES' REPORT (INCLUDING DIRECTORS' REPORT AND STRATEGIC REPORT) (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

Induction and training of trustees

New trustees on joining are given a copy of all Equality Now policies and are onboarded via discussions with staff and other board members. They are then given a board “buddy” to guide them as necessary during their term.

Related parties

The charity has a close relationship with the Equality Now offices in New York and Nairobi.

Disclosure of information to auditor

Each of the trustees has confirmed that there is no information of which they are aware which is relevant to the audit, but of which the auditor is unaware. They have further confirmed that they have taken appropriate steps to identify such relevant information and to establish that the auditor is aware of such information.

The trustees' report, including the strategic report, was approved by the Board of Trustees.



Ms S Sinha

Trustee

Date: 9th April 2025

EQUALITY NOW

STATEMENT OF TRUSTEES' RESPONSIBILITIES

FOR THE YEAR ENDED 31 DECEMBER 2024

The trustees, who are also the directors of Equality Now for the purpose of company law, are responsible for preparing the Trustees' 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 of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that year.

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 SORP;
- make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

EQUALITY NOW

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF EQUALITY NOW

Opinion

We have audited the financial statements of Equality Now (the 'charitable company') for the year ended 31 December 2024 which comprise the statement of financial activities, the balance sheet, the statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including 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 charitable company's affairs as at 31 December 2024 and of its incoming resources and application of resources, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the *Auditor's responsibilities for the audit of the financial statements* section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

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

We have nothing to report in this regard.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 require us to report to you if, in our opinion:

- the information given in the financial statements is inconsistent in any material respect with the trustees' report; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records; or
- we have not received all the information and explanations we require for our audit.

EQUALITY NOW

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF EQUALITY NOW

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities, the trustees, who are also the directors of the charitable company for the purpose of company law, are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error. In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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.

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

Extent to which the audit was considered capable of detecting irregularities, including fraud

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above and on the Financial Reporting Council's website, to detect material misstatements in respect of irregularities, including fraud.

We obtain and update our understanding of the entity, its activities, its control environment, and likely future developments, including in relation to the legal and regulatory framework applicable and how the entity is complying with that framework. Based on this understanding, we 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. This includes consideration of the risk of acts by the entity that were contrary to applicable laws and regulations, including fraud.

In response to the risk of irregularities and non-compliance with laws and regulations, including fraud, we designed procedures which included:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the entity through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

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 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.

EQUALITY NOW

INDEPENDENT AUDITOR'S REPORT (CONTINUED) TO THE TRUSTEES OF EQUALITY NOW

Use of our report

This report is made solely to the charity's trustees, as a body, in accordance with part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charity and the charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.



Tracey Richardson BSc (Hons) FCA (Senior Statutory Auditor)
for and on behalf of Azets Audit Services

10th April 2025
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Chartered Accountants
Statutory Auditor

Westpoint
Lynch Wood
Peterborough
Cambridgeshire
United Kingdom
PE2 6FZ

Azets Audit Services is eligible for appointment as auditor of the charitable company by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

EQUALITY NOW

STATEMENT OF FINANCIAL ACTIVITIES INCLUDING INCOME AND EXPENDITURE ACCOUNT

FOR THE YEAR ENDED 31 DECEMBER 2024

		Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Notes							
<u>Income and endowments from:</u>							
Donations and legacies	3	2,426,143	484,282	2,910,425	1,829,646	252,629	2,082,275
Investments	4	2,743	-	2,743	1,719	-	1,719
Other income	5	481	-	481	1,159	-	1,159
Total income		2,429,367	484,282	2,913,649	1,832,524	252,629	2,085,153
<u>Expenditure on:</u>							
Charitable activities	6	2,013,045	640,687	2,653,732	2,018,725	362,357	2,381,082
Net incoming/(outgoing) resources before transfers		416,322	(156,405)	259,917	(186,201)	(109,728)	(295,929)
Gross transfers between funds		(16,434)	16,434	-	(14,618)	14,618	-
Net income/(expenditure) for the year/ Net incoming/(outgoing) resources		399,888	(139,971)	259,917	(200,819)	(95,110)	(295,929)
<u>Other recognised gains and losses</u>							
Other gains or losses	12	(856)	-	(856)	(605)	-	(605)
Net movement in funds		399,032	(139,971)	259,061	(201,424)	(95,110)	(296,534)
Fund balances at 1 January 2024		644,215	139,971	784,186	845,639	235,081	1,080,720
Fund balances at 31 December 2024		1,043,247	-	1,043,247	644,215	139,971	784,186

The statement of financial activities includes all gains and losses recognised in the year.

All income and expenditure derive from continuing activities.

The statement of financial activities also complies with the requirements for an income and expenditure account under the Companies Act 2006.

EQUALITY NOW

BALANCE SHEET

AS AT 31 DECEMBER 2024

	Notes	2024 £	£	2023 £	£
Current assets					
Debtors	13	65,964		67,357	
Cash at bank and in hand		1,070,020		827,590	
		<u>1,135,984</u>		<u>894,947</u>	
Creditors: amounts falling due within one year	14	(92,737)		(110,761)	
Net current assets			1,043,247		784,186
Income funds					
Restricted funds	16		-		139,971
Unrestricted funds			1,043,247		644,215
			<u>1,043,247</u>		<u>784,186</u>


The company is entitled to the exemption from the audit requirement contained in section 477 of the Companies Act 2006, for the year ended 31 December 2024, although an audit has been carried out under section 144 of the Charities Act 2011.

The directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of financial statements.

The members have not required the company to obtain an audit of its financial statements under the requirements of the Companies Act 2006, for the year in question in accordance with section 476.

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Trustees on 9th April 2025



Ms S Sinha
Trustee

Company registration number 04926476

EQUALITY NOW

STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2024

	Notes	2024 £	£	2023 £	£
Cash flows from operating activities					
Cash generated from/(absorbed by) operations	19		239,687		(121,549)
Investing activities					
Investment income received		2,743		1,719	
Net cash generated from investing activities			2,743		1,719
Net cash used in financing activities			-		-
Net increase/(decrease) in cash and cash equivalents			242,430		(119,830)
Cash and cash equivalents at beginning of year			827,590		947,420
Cash and cash equivalents at end of year			1,070,020		827,590

EQUALITY NOW

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

Charity information

Equality Now is a private company limited by guarantee incorporated in England and Wales. The registered office is c/o Azets Holdings Limited, Burnham Yard, London End, Beaconsfield, Buckinghamshire, HP9 2JH, United Kingdom.

1.1 Accounting convention

The financial statements have been prepared in accordance with the charitable company's governing document, the Companies Act 2006 and "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019)". The charitable company is a Public Benefit Entity as defined by FRS 102.

The financial statements are prepared in sterling, which is the functional currency of the charitable company. Monetary amounts in these financial statements are rounded to the nearest £.

The financial statements have been prepared under the historical cost convention. The principal accounting policies adopted are set out below.

1.2 Going concern

Equality Now continues to receive support from its connected charities and thus at the time of approving the financial statements, the trustees have a reasonable expectation that the charitable company has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

1.3 Charitable funds

Unrestricted funds are available for use at the discretion of the trustees in furtherance of their charitable objectives.

Restricted funds are subject to specific conditions by donors as to how they may be used. The purposes and uses of the restricted funds are set out in the notes to the financial statements.

Endowment funds are subject to specific conditions by donors that the capital must be maintained by the charitable company.

1.4 Incoming resources

Income is recognised when the charitable company is legally entitled to it after any performance conditions have been met, the amounts can be measured reliably, and it is probable that income will be received.

Cash donations are recognised on receipt. Other donations are recognised once the charitable company has been notified of the donation, unless performance conditions require deferral of the amount. Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Legacies are recognised on receipt or otherwise if the charitable company has been notified of an impending distribution, the amount is known, and receipt is expected. If the amount is not known, the legacy is treated as a contingent asset.

Grant income, other than capital grants, is recognised in the Statement of Financial Activities as soon as it is receivable unless there are requirements of the funder related to performance and specific deliverables. These grants are accounted for as the charity earns the right to consideration by its performance, adjusted to reflect the time value of money. Where the income is received in advance of its recognition, it is deferred and included in creditors. Where entitlement occurs before the income is received, the income is accrued and included in debtors.

EQUALITY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

(Continued)

Donated services are credited to the Statement of Financial Activities based on the time spent volunteering for the charity and the fair market value of the services.

1.5 Resources expended

Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with the use of resources.

Resources expended and the corresponding liability are recognised in period in which they are incurred. Management and administration costs include expenditure on general administration, management and compliance with constitutional and statutory requirements.

Grants offered subject to conditions which have not been met at the year end date are noted as a commitment but not accrued as expenditure.

1.6 Tangible fixed assets

Tangible fixed assets are initially measured at cost and subsequently measured at cost or valuation, net of depreciation and any impairment losses. The charitable company's capitalisation policy is to only capitalise tangible fixed assets that cost more than £2,000.

Depreciation is recognised so as to write off the cost or valuation of assets less their residual values over their useful lives on the following bases:

Leasehold improvements	5 years or remainder of lease if shorter
Computers	2% on cost

The gain or loss arising on the disposal of an asset is determined as the difference between the sale proceeds and the carrying value of the asset, and is recognised in the statement of financial activities.

1.7 Cash and cash equivalents

Cash and cash equivalents include cash in hand, deposits held at call with banks, other short-term liquid investments with original maturities of three months or less, and bank overdrafts. Bank overdrafts are shown within borrowings in current liabilities.

1.8 Financial instruments

The charitable company has elected to apply the provisions of Section 11 'Basic Financial Instruments' and Section 12 'Other Financial Instruments Issues' of FRS 102 to all of its financial instruments.

Financial instruments are recognised in the charitable company's balance sheet when the charitable company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

EQUALITY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

(Continued)

Other financial assets

Other financial assets, including investments in equity instruments which are not subsidiaries, associates or joint ventures, are initially measured at fair value, which is normally the transaction price. Such assets are subsequently carried at fair value and the changes in fair value are recognised in net income/(expenditure), except that investments in equity instruments that are not publicly traded and whose fair values cannot be measured reliably are measured at cost less impairment.

Impairment of financial assets

Financial assets, other than those held at fair value through income and expenditure, are assessed for indicators of impairment at each reporting date. Financial assets are impaired where there is objective evidence that, as a result of one or more events that occurred after the initial recognition of the financial asset, the estimated future cash flows have been affected.

If an asset is impaired, the impairment loss is the difference between the carrying amount and the present value of the estimated cash flows discounted at the asset's original effective interest rate. The impairment loss is recognised in net income/(expenditure) for the year.

If there is a decrease in the impairment loss arising from an event occurring after the impairment was recognised, the impairment is reversed. The reversal is such that the current carrying amount does not exceed what the carrying amount would have been, had the impairment not previously been recognised. The impairment reversal is recognised in net income/(expenditure) for the year.

Derecognition of financial assets

Financial assets are derecognised only when the contractual rights to the cash flows from the asset expire or are settled, or when the charitable company transfers the financial asset and substantially all the risks and rewards of ownership to another entity, or if some significant risks and rewards of ownership are retained but control of the asset has transferred to another party that is able to sell the asset in its entirety to an unrelated third party.

Basic financial liabilities

Basic financial liabilities, including creditors and bank loans are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of operations from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Other financial liabilities

Derivatives, including interest rate swaps and forward foreign exchange contracts, are not basic financial instruments. Derivatives are initially recognised at fair value on the date a derivative contract is entered into and are subsequently re-measured at their fair value. Changes in the fair value of derivatives are recognised in or in finance costs or finance income as appropriate, unless hedge accounting is applied and the hedge is a cash flow hedge.

Derecognition of financial liabilities

Financial liabilities are derecognised when the charitable company's contractual obligations expire or are discharged or cancelled.

EQUALITY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

1 Accounting policies

(Continued)

1.9 Taxation

The charity is exempt from corporation tax on its charitable activities.

1.10 Employee benefits

The cost of short-term employee benefits are recognised as a liability and an expense, unless those costs are required to be recognised as part of the cost of stock or fixed assets.

The cost of any unused holiday entitlement is recognised in the period in which the employee's services are received.

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

1.11 Retirement benefits

Payments to defined contribution retirement benefit schemes are charged as an expense as they fall due.

1.12 Leases

Rentals payable under operating leases, including any lease incentives received, are charged as an expense on a straight line basis over the term of the relevant lease.

1.13 Foreign exchange

Transactions in currencies other than pounds sterling are recorded at the rates of exchange prevailing at the dates of the transactions. At each reporting end date, monetary assets and liabilities that are denominated in foreign currencies are retranslated at the rates prevailing on the reporting end date. Gains and losses arising on translation in the period are included in net income/expenditure for the period.

2 Critical accounting estimates and judgements

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

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

EQUALITY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

3 Donations and legacies	Unrestricted funds		Restricted funds		Total		Unrestricted funds		Restricted funds		Total	
	2024	2024	2024	2024	2024	2024	2023	2023	2023	2023	2023	2023
	£	£	£	£	£	£	£	£	£	£	£	£
Donations and gifts	21,057	-	-	-	21,057	-	34,392	-	-	-	34,392	-
Legacies receivable	-	-	-	-	-	-	24,000	-	-	-	24,000	-
Grants received	1,877,907	484,282	484,282	2,362,189	2,362,189	252,629	1,556,487	252,629	1,809,116	1,809,116	214,767	-
Donated goods and services	527,179	-	-	527,179	527,179	-	214,767	-	-	-	214,767	-
	2,426,143	484,282	484,282	2,910,425	2,910,425	252,629	1,829,646	252,629	2,082,275	2,082,275		
Donations and gifts												
Donations	19,518	-	-	19,518	19,518	-	33,658	-	-	-	33,658	-
Gift Aid	1,539	-	-	1,539	1,539	-	734	-	-	-	734	-
	21,057	-	-	21,057	21,057	-	34,392	-	-	-	34,392	-
Grants receivable for core activities												
Equality Now Americas	1,875,547	477,189	477,189	2,352,736	2,352,736	209,977	1,556,487	209,977	1,766,464	1,766,464	14,363	-
Equality Now Africa	2,360	7,093	7,093	9,453	9,453	-	-	-	-	-	28,289	-
Other grants	-	-	-	-	-	-	-	-	-	-	-	-
	1,877,907	484,282	484,282	2,362,189	2,362,189	252,629	1,556,487	252,629	1,809,116	1,809,116		

EQUALITY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

4 Investments

	Unrestricted funds	Unrestricted funds
	2024 £	2023 £
Interest receivable	2,743	1,719

5 Other income

	Unrestricted funds	Unrestricted funds
	2024 £	2023 £
Other income	481	1,159

EQUALITY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

6 Charitable activities

	2024 £	2023 £
Staff costs	1,219,229	1,237,154
Insurance	761	3,709
Telephone	491	1,281
Postage and stationery	14,947	24,252
Travel and accommodation	113,004	122,252
Consultancy	409,206	471,639
Rent	2,636	845
Office equipment	3,502	9,258
Translation and interpretation	17,527	46,392
Bank charges	5,537	5,022
Legal expenses	527,179	214,767
Staff training	3,100	778
	<u>2,317,119</u>	<u>2,137,349</u>
Grant funding of activities (see note 7)	143,111	48,421
Share of support costs (see note 8)	174,406	179,573
Share of governance costs (see note 8)	19,096	15,739
	<u>2,653,732</u>	<u>2,381,082</u>
Analysis by fund		
Unrestricted funds	2,013,045	2,018,725
Restricted funds	640,687	362,357
	<u>2,653,732</u>	<u>2,381,082</u>

EQUALITY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

7 Grants payable

	2024 £	2023 £
Grants to institutions (12 grants):		
Uthema	3,900	5,908
Forum for Women, Law & Development	14,196	10,238
NIHOL	88,603	29,316
Equality Now Inc	(2,446)	2,959
Breakthrough Trust	8,107	-
Kenya ICT Action Network	16,149	-
Life Bloom Services International	777	-
People Serving Girls At Risk	6,228	-
Trace Kenya	792	-
Women's Development Centre	1,612	-
Bangladesh Legal Aid & Services Trust (BLAST)	1,617	-
Awareness Against Human Trafficking (HAART)	3,576	-
	<u>143,111</u>	<u>48,421</u>

EQUALITY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

8 Support costs

	Support costs	Governance costs	2024	Support costs	Governance costs	2023
	£	£	£	£	£	£
Staff costs	162,298	-	162,298	159,846	-	159,846
Insurance	5,931	-	5,931	1,918	-	1,918
Telephone, postage and stationery	307	-	307	966	-	966
Sundries	726	-	726	856	-	856
Travel and accommodation	1,587	-	1,587	3,084	-	3,084
Consultancy	-	-	-	8,608	-	8,608
Rent	680	-	680	6	-	6
Office equipment	-	-	-	75	-	75
Staff training	349	-	349	1,836	-	1,836
Credit card fees and bank charges	369	-	369	311	-	311
Legal expenses	2,159	-	2,159	2,067	-	2,067
Audit fees	-	17,076	17,076	-	14,100	14,100
Accountancy	-	1,800	1,800	-	1,513	1,513
Legal and professional	-	220	220	-	126	126
	<u>174,406</u>	<u>19,096</u>	<u>193,502</u>	<u>179,573</u>	<u>15,739</u>	<u>195,312</u>
Analysed between						
Charitable activities	<u>174,406</u>	<u>19,096</u>	<u>193,502</u>	<u>179,573</u>	<u>15,739</u>	<u>195,312</u>

Governance costs includes payments to the auditors of £17,076 (2023- £14,100) for audit fees and £1,800 (2023- £1,513) for non-audit fees.

9 Trustees

None of the trustees (or any persons connected with them) received any remuneration or benefits from the charitable company during the year.

10 Employees

The average monthly number of employees during the year was:

2024 Number	2023 Number
17	17

EQUALITY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

10 Employees

(Continued)

Employment costs	2024 £	2023 £
Wages and salaries	1,197,406	1,205,714
Social security costs	129,080	136,453
Other pension costs	55,041	54,833
	<u>1,381,527</u>	<u>1,397,000</u>

The number of employees whose annual remuneration was more than £60,000 is as follows:

	2024 Number	2023 Number
£60,001 - £70,000	2	5
£70,001 - £80,000	3	2
£80,001 - £90,000	1	-
£100,001 - £110,000	1	1
£120,001 - £130,000	1	2
£160,001 - £170,000	1	-
	<u>1</u>	<u>-</u>

11 Taxation

The charity is exempt from tax on income and gains falling within section 505 of the Taxes Act 1988 or section 252 of the Taxation of Chargeable Gains Act 1992 to the extent that these are applied to its charitable objects.

12 Other gains or losses

	Unrestricted funds	Unrestricted funds
	2024 £	2023 £
Foreign exchange losses	<u>856</u>	<u>605</u>

13 Debtors

	2024 £	2023 £
Amounts falling due within one year:		
Amounts owed by fellow group undertakings	2,360	-
Other debtors	55,390	59,585
Prepayments and accrued income	8,214	7,772
	<u>65,964</u>	<u>67,357</u>

EQUALITY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

14 Creditors: amounts falling due within one year

	Notes	2024 £	2023 £
Other taxation and social security		39,297	-
Deferred income	15	-	409
Trade creditors		6,299	47,634
Amounts owed to fellow group undertakings		853	-
Accruals and deferred income		46,288	62,718
		<u>92,737</u>	<u>110,761</u>

15 Deferred income

	2024 £	2023 £
Other deferred income	-	409
	<u>-</u>	<u>409</u>

Deferred income is included in the financial statements as follows:

	2024 £	2023 £
Deferred income is included within:		
Current liabilities	-	409
	<u>-</u>	<u>409</u>
Movements in the year:		
Deferred income at 1 January 2024	409	13,698
Released from previous periods	(409)	(13,289)
	<u>-</u>	<u>409</u>
Deferred income at 31 December 2024	-	409
	<u>-</u>	<u>409</u>

EQUALITY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

16 Restricted funds

The income funds of the charity include restricted funds comprising the following unexpended balances of donations and grants held on trust for specific purposes:

	Balance at 1 January 2023	Movement in funds			Balance at 1 January 2024	Movement in funds			Exchange differences	Incoming resources	Movement in funds			Exchange differences	Transfers	Resources expended	Balance at 31 December 2024
		£	£	£		£	£	£			£	£	£				
European Commission	219,162	-	-	(79,191)	139,971	-	-	(148,530)	-	8,559	-	-	-	-	-	-	-
Comic Relief	(3,349)	28,289	(30,704)	6,932	-	-	(1,168)	-	-	-	-	-	-	-	-	-	-
Gates Foundation	-	3,142	(3,207)	-	-	-	65	(87,201)	85,826	-	-	1,375	-	-	-	-	-
InMaat Foundation	-	77,724	(81,297)	-	-	-	3,573	(74,531)	73,315	-	-	1,216	-	-	-	-	-
Lovell Foundation	-	3,513	(3,520)	-	-	-	7	(13,839)	13,611	-	-	228	-	-	-	-	-
Oak	-	4,628	(4,623)	-	-	-	(5)	-	-	-	-	-	-	-	-	-	-
SIDA	-	3,763	(3,734)	-	-	-	(29)	-	-	-	-	-	-	-	-	-	-
New Venture	-	5,184	(5,284)	-	-	-	100	-	-	-	-	-	-	-	-	-	-
UN Women	69	-	-	-	-	-	(69)	-	-	-	-	-	-	-	-	-	-
Wallace Global	346	7,487	(7,727)	-	-	-	(106)	(8,270)	8,148	-	-	122	-	-	-	-	-
Winifred Stevens Foundation	(3,156)	29,541	(30,061)	3,157	-	-	519	(99,547)	97,612	-	-	1,935	-	-	-	-	-
Gucci	21,340	78,758	(100,956)	-	-	-	858	(28,919)	27,833	-	-	1,086	-	-	-	-	-
POWf	669	2,754	(4,207)	-	-	-	784	(7,093)	7,093	-	-	-	-	-	-	-	-
UNFPA	-	7,846	(7,846)	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Mastercard Foundation	-	-	-	-	-	-	-	(120,993)	119,225	-	-	1,768	-	-	-	-	-
Nancy's Very Own	-	-	-	-	-	-	-	(51,244)	51,104	-	-	140	-	-	-	-	-
Wellsprings	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Philanthropic Funds	-	-	-	-	-	-	-	(520)	515	-	-	5	-	-	-	-	-
	235,081	252,629	(362,357)	10,089	139,971	4,529	139,971	(640,687)	484,282	8,559	7,875	-	-	-	-	-	-

EQUALITY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

16 Restricted funds

(Continued)

European Commission

These funds were for strengthening the role of civil society and building sustainable cooperation in promoting gender equality in Uzbekistan.

Comic Relief

The funds were to undertake collective advocacy actions, with local partners, aimed at addressing pervasive violence and discrimination against adolescent girls in and out of schools in Sierra Leone.

Gates Foundation

The 12 commitments made by the Government of Kenya during the Generation Equality Forum establish a firm foundation for the full realisation of women's rights. It does so not only by reiterating the robust legal framework that currently exists with regards to women's rights in the Kenyan context but also by reinforcing political will from the top-most office in the country towards the fulfilment of these laws and policies. Equality Now was a central interlocutor in advocating for these commitments, premising its next action (*Gender Justice II Project: Deepening SDG5 and GEF Commitments Accountability in Kenya*) of seeing through the implementation of these commitments.

The new funding is to fund general support for gender justice work.

InMaat Foundation

The overall purpose of the grant was to support Equality Now's campaign to address online sexual exploitation and abuse and secure universal digital rights. The grant supports the Alliance for Universal Digital Rights campaign's advocacy for feminist-informed global digital governance frameworks underpinned by international human rights law and standards and our advocacy for international joined-up laws and policies to prevent and address online sexual exploitation and abuse.

Lovell Foundation

The funds were used to conduct research, produce reports and create engaging educational materials to highlight gender equality gaps in the US, focusing on issues such as child marriage, FGM and sexual violence. Through partnerships with media, grassroots coalitions and international bodies, we amplified diverse voices, promoted legal reforms and pushed for greater accountability on gender equality commitments.

Oak

These funds are to accelerate solutions to end sexual violence in Latin America, particularly with respect to adolescent girls. The new fund is restricted to work targeting LAC and sexual violence with a particular focus on girls.

SIDA

As a contribution to the achievement of the AU's "All for Maputo Protocol" programme, the SOAWR Coalition adopted the same objectives under the project "All for Maputo Protocol Initiative" (AMPI). Supported by the Swedish International Development Cooperation Agency (SIDA) from November 2019 to March 2024, AMPI was coordinated by Equality Now, serving as the Secretariat of the Coalition. The AMPI formed a major part of the SOAWR Strategic Plan 2020-2024, which itself was developed as one of the initial project outputs.

EQUALITY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

16 Restricted funds

(Continued)

New Venture

The grant supported Equality Now and our local partners in Kenya in disseminating the Out of the Shadows Global Index on child sexual exploitation and abuse. We engaged policymakers and CSOs and developed policy recommendations in a policy brief.

UN Women

To work with national and regional partners so that they have strengthened evidence-based knowledge and capacity to assess gaps, draft new and/or strengthen existing legislation and policies and enforce implementation of existing legislation on ending, sexual and gender-based violence, FGM and child marriage, that are in line with international human rights standards and treaty bodies recommendations.

Wallace Global

The Wallace Global Fund grant supports Equality Now's global campaign to end female genital mutilation. The global campaign to end FGM covered the following three main areas in 2024: (i) Accelerating efforts to end FGM in the Middle East and North Africa region; (ii) Advocating for FGM to be addressed as a priority issue in Asia; and (iii) Research on FGM as a global issue.

Winifred Stevens Foundation

These funds are for strengthening work against sexual violence in five South Asian countries.

Gucci

To accelerate access to justice for sexual violence survivors in countries in South Asia.

POWE

The Young Women for Awareness, Agency, Advocacy and Accountability (YW4A) programme is an innovative new partnership being implemented in Egypt, Kenya, Palestine and South Sudan. A five-year initiative, YW4A has been designed and funded in partnership with the Netherlands Government's Ministry of Foreign Affairs, in consultation with the Netherlands Government Embassies in the four focus countries. Built on collaboration between partners and stakeholders at local to international levels, YW4A was co-created by four consortium partners: World Young Women's Christian Association (World YWCA), Equality Now, YWCA Palestine and YWCA Kenya; two implementing partners, YWCA South Sudan and Ibrahimia Media Centre; and two technical partners, KIT Royal Tropical Institute and Faith to Action Network (F2A).

UNFPA

UNFPA's grant in 2024 supported the organisation of an inter-generational strategic Convening to End FGM in Africa, bringing together activists and unifying voices and actions across generations.

EQUALITY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

16 Restricted funds

(Continued)

Mastercard Foundation

This grant seeks to promote inclusive innovation through research addressing gender inequality, discrimination, injustice and abuse in online spaces that are aided by the use of digital technologies. Equality Now and its partner organisation, Women Leading in AI, have created the Alliance for Universal Digital Rights (AUDRI), a global campaign working to address online barriers, guarantee the rights of women and girls in the digital realm and ensure technology is gender-inclusive and a force for good. AUDRI advocated for the adoption of common international standards in the form of a gender-inclusive universal digital rights framework to be incorporated into the UN's Global Digital Compact (GDC) and reflected in existing international treaties and review bodies.

Nancy's Very Own

The grant supports our campaign to address online sexual exploitation and abuse, which is disproportionately affecting women and girls in every part of the world, through the adoption of common, effective international and national standards in laws and policies for addressing online harms and guaranteeing the rights of all people, particularly the most marginalised, in the digital realm. The campaign supports the empowerment and equality of women and girls in all their diversity and the adoption of appropriate international and national standards, including those that address the role and responsibility of governments, digital technology companies and other actors to protect those rights.

Wellsprings Philanthropic Funds

Wellspring has been a long-standing donor for EN's work around the ratification, domestication and implementation of the Maputo Protocol. The current grant's goal is to ensure that girls and women whose human rights have been violated access justice through judicial mechanisms at the national and regional levels, per the minimum standards articulated in the Maputo Protocol. Increased awareness and advocacy by law students through a moot court competition, training of legal researchers and participation of Equality Now and SOAWR coalition members in the African Commission are among the activities under this grant.

EQUALITY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

17 Analysis of net assets between funds

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total 2024 £	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fund balances at 31 December 2024 are represented by:						
Current assets/(liabilities)	1,043,247	-	1,043,247	644,215	139,971	784,186
	<u>1,043,247</u>	<u>-</u>	<u>1,043,247</u>	<u>644,215</u>	<u>139,971</u>	<u>784,186</u>

18 Related party transactions

Remuneration of key management personnel

The remuneration of key management personnel is as follows.

	2024 £	2023 £
Aggregate compensation	<u>465,240</u>	<u>454,961</u>

Transactions with related parties

During the year the charitable company entered into the following transactions with related parties:

	Grants received		Grants made	
	2024 £	2023 £	2024 £	2023 £
Equality Now (New York)	2,352,736	1,766,464	(2,446)	2,959
Equality Now (Nairobi)	9,453	14,363	-	-
	<u>2,362,189</u>	<u>1,780,827</u>	<u>(2,446)</u>	<u>2,959</u>

The following amounts were outstanding at the reporting end date:

	Amounts owed to related parties	
	2024 £	2023 £
Equality Now (New York)	<u>853</u>	<u>-</u>

EQUALITY NOW

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2024

18 Related party transactions

(Continued)

The following amounts were outstanding at the reporting end date:

		Amounts owed by related parties	
		2024 £	2023 £
	Equality Now (Nairobi)	2,360	-
19	Cash generated from operations	2024 £	2023 £
	Surplus/(deficit) for the year	259,917	(295,929)
	Adjustments for:		
	Investment income recognised in statement of financial activities	(2,743)	(1,719)
	Foreign exchange differences	(856)	(605)
	Movements in working capital:		
	Decrease in debtors	1,393	144,776
	(Decrease)/increase in creditors	(17,615)	45,217
	(Decrease) in deferred income	(409)	(13,289)
	Cash generated from/(absorbed by) operations	239,687	(121,549)
20	Analysis of changes in net funds		
	The charitable company had no debt during the year.		