BUILD IT INTERNATIONAL

England & Wales · Charity number 1115989

Details

Status	Registered
Legal form	Charitable company
Company number	05495358
Registered	2006-09-01
Register	View on the Charity Commission register

Contact

Address	Build IT International Windsor House Windsor Place Shrewsbury SY1 2BY
Phone	07865573443
Email	info@builditinternational.org
Website	www.builditinternational.org

Activities

Objects: (3.1) THE CHARITY'S OBJECTS ("THE OBJECTS") ARE TO PROMOTE SUSTAINABLE DEVELOPMENT FOR THE BENEFIT OF THE PUBLIC BY:(3.1.1) THE RELIEF OF POVERTY AND THE IMPROVEMENT OF THE CONDITIONS OF LIFE PARTICULARLY IN SOCIALLY AND ECONOMICALLY DISADVANTAGED AND FLOOD-PRONE COMMUNITIES;(3.1.2) THE PROMOTION OF SUSTAINABLE MEANS OF ACHIEVING ECONOMIC GROWTH AND REGENERATION;(3.1.3) THE ADVANCEMENT OF EDUCATION, PARTICULARLY IN BUILDING CONSTRUCTION, OF DEPRIVED AND FLOOD-PRONE COMMUNITIES;(3.1.4) THE PRESERVATION, CONSERVATION AND THE PROTECTION OF THE ENVIRONMENT AND THE PRUDENT USE OF NATURAL RESOURCES(3.2) 'SUSTAINABLE DEVELOPMENT' MEANS DEVELOPMENT THAT MEETS THE NEEDS OF THE PRESENT WITHOUT COMPROMISING THE ABILITY OF FUTURE GENERATIONS TO MEET THEIR OWN NEEDS.

Activities: Creating jobs and opportunities to make a living through projects that build essential community facilities, training local builders and communities in construction and business skills, promoting environmentally sound technolgies and appropriate building design.

Downloaded from opencharities.uk/ew/1115989

Classification

- **How:** Provides Buildings/facilities/open Space, Provides Services, Provides Advocacy/advice/information
- **What:** Education/training, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief, Accommodation/housing, Economic/community Development/employment
- **Who:** Children/young People, The General Public/mankind

Geography

- **Area of benefit:** IN SOCIALY AND ECONOMICALLY DISADVANTAGED AND FLOOD-PRONE COMMUNITIES.
- Zambia

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£856,195	£955,551	£1,415,463	24
2023-12-31	£1,230,323	£961,309	£1,496,954	22
2022-12-31	£1,008,855	£1,253,683	£1,144,343	30
2021-12-31	£1,243,048	£1,093,984	£1,560,106	32
2020-12-31	£1,140,878	£953,133	£1,411,042	31

Trustees

Name	Role	Appointed
Florence Alice Jane Bearman	Chair	2019-08-21
Christopher John James		2019-08-21
Jemini Patel		2025-12-15
Neil Patrick MacDougall		2022-03-09
Oluwatoyosi Adeyinka Odiakosa		2023-09-15

Downloaded from opencharities.uk/ew/1115989

BUILD IT INTERNATIONAL

England & Wales - Charity number 1115989

Accounts

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

BUILDING BRIGHTER FUTURES

TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2024

Build it INTERNATIONAL

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

CONTENTS

02-03 MESSAGE FROM OUR CHAIRS

04-05 OBJECTIVES & KEY ACTIVITIES

06-07 OUR NEW STRATEGY

08-13 BUILDING SKILLS, CHANGING LIVES

14-17 BUILDING FUTURES

18-23 BUILDING STRONGER CONNECTIONS

24-25 FUNDRAISING, ADVOCACY & PARTNERSHIPS

26-29 STRUCTURE, GOVERNANCE & MANAGEMENT

30-33 FINANCIAL REVIEW

34-35 STATEMENT OF RESPONSIBILITIES OF THE TRUSTEES

36-39 AUDITOR'S REPORT

40 CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

41 BALANCE SHEETS

42 CONSOLIDATED STATEMENT OF CASH FLOWS

43-58 NOTES TO THE FINANCIAL STATEMENTS

59 LEGAL AND ADMINISTRATIVE INFORMATION

THANK YOU!

To our supporters, donors, partners, volunteers and trustees - thank you.

Your commitment has made a real impact in 2024, helping us train more aspiring builders and support communities across Zambia in building sustainable futures. Your generosity and trust make our work possible. Thank you for your ongoing support in #BuildingBrighterFutures for young people in Zambia.

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

MESSAGE FROM OUR CHAIRS AND CEO

2024 has been a year of reflection and ambition - an opportunity to reflect on our journey and set a bold course for the future.

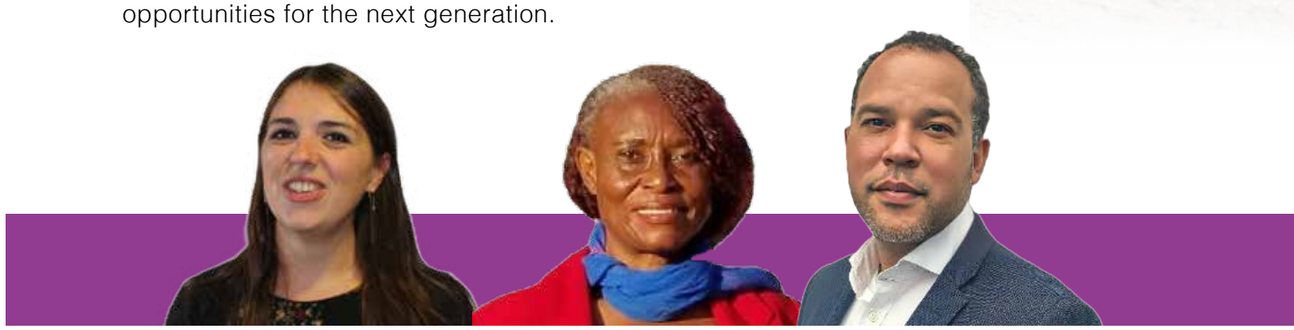
Zambia's young people are at the heart of our vision as we develop our 2025-2028 strategy. This young and vibrant population holds immense potential to drive economic growth and innovation but unlocking their full potential depends on ensuring access to quality education, skills training and meaningful job opportunities.

Our mission is to equip young people with the skills to build thriving livelihoods in Zambia's construction sector, enabling them to play a role in creating more sustainable, green infrastructure that will shape the country's future.

Our new strategy builds on strong foundations, introducing new initiatives to transform construction skills training across Zambia.

In 2024, we celebrated progress toward greater **gender inclusion,** breaking down barriers that have long prevented women from fully participating in the construction sector. By providing the right training and support, we are creating more opportunities for women to work and thrive in the industry.

We know that real, lasting change happens through **collaboration.** Our ambitions are big, and we cannot - nor do we want to - achieve them alone. In 2024, partnership and collaboration took centre stage. We are proud of our growing network of partners who share the same vision, and are working together to create meaningful opportunities for the next generation.



FLORENCE BEARMAN
CHAIR

LUCIE KASANGA
CHAIR

TUM KAZUNGA
CEO

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

OBJECTIVES AND KEY ACTIVITIES

DID YOU KNOW...?

→ 57.8 % YOUNG PEOPLE LIVE IN POVERTY IN ZAMBIA (ZAMBIA STATISTICS AGENCY 2022)

→ 49.8% OF 15 - 35-YEAR-OLDS IN ZAMBIA ARE NOT IN EMPLOYMENT, EDUCATION OR TRAINING (NEET). THIS IS HIGHER FOR FEMALES WITH 58% NEET (ZAMBIA LABOUR FORCE SURVEY 2022)

ABOUT US

Build It International has been unlocking opportunities for young people in Zambia's construction sector since 2006.

Through skills training and links into employment, we support them to build sustainable careers and brighter futures. We believe that infrastructure has the power to transform lives.

From building schools where children can unlock their potential, to health clinics that deliver vital care, and sanitation facilities that promote safety and well-being, we focus on creating spaces that empower communities.

VISION

A sustainable Africa where youth can work and thrive.

MISSION

We work in partnership to improve the lives of young people, their families and communities in Zambia, through skills training, work, construction and influencing change in the built environment.

VALUES

Excellence; Transformation; Collaboration; Courage and Integrity

KEY ACTIVITIES

Zambia's young population holds immense potential, but limited access to skills training denies many the opportunity of meaningful employment.

Meanwhile, a shortage of skilled workers hampers the construction sector, a key driver of the nation's economy. With the right training and support, young people can step into these roles - building brighter futures for themselves, their families and their communities.

Skills development is a pathway to independence, stability and a better quality of life. Build It International (Build It) works with young men and women who have had limited access to education, equipping them with practical training, life skills, work placements and connections to industry. Our Training into Work programme turns potential into real careers and lasting opportunities.

Our community building projects help bring essential services to some of Zambia's most disadvantaged areas. We work together to understand the needs and create sustainable solutions. These projects provide our trainees with valuable hands-on experience, allowing them to apply their skills in real-world settings. Where possible, we build using locally-sourced materials and sustainable technologies, and we design structures that are both practical and in harmony with their surroundings.

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

TRAIN BUILD IMPACT

INTRODUCING OUR NEW STRATEGY 2025 - 2028

Zambia has one of the youngest populations in the world, with over 65% of its population under the age of 25 years.

But our young people face some significant challenges including high youth unemployment, with over three million young people not in education, employment or training, and limited access to skills training, education and healthcare.

We believe that the construction sector can play a vital role in addressing some of these challenges. It is a priority sector in the Government's Eighth National Development Plan (2022 – 2026), and has the potential to employ large numbers of young people across both rural and urban areas.

However, if the construction sector is to realise its potential and be a key driver of Zambia's future economic growth and prosperity, it needs to overcome a number of barriers - the lack of trained entry-level workers, the slow adoption of green construction, and the challenges women face working in the sector.

Build It is uniquely positioned to help address some of the challenges faced by Zambia's youth. Since 2007, we have consistently demonstrated our ability to make a positive impact on a group of young people who are all too often left behind.

Our proven model of providing entry-level training and work placements to Zambia's youth provides them with opportunities to change their lives.

In total, we have helped over 2,000 young women and men build better futures through the dignity and rewards that work provides.

The schools, clinics, latrines and houses that we have built, have not only provided construction training within the community but will also support over 402,000 community members across Zambia with quality infrastructure.

Our new three-year strategy reflects our belief that the best way to serve young people in Zambia living below the poverty line is by providing them with the skills, confidence and support to build livelihoods in the growing construction sector. We have set four goals to increase and deepen our impact. We will track 10 indicators, separated by gender where possible, to help us make informed decisions and stay on track to meet these goals.

TO DISCOVER MORE ABOUT OUR 2025 - 2028 STRATEGY, VISIT: WWW.BUILDITINTERNATIONAL.ORG

GOAL 1

Develop partnerships and programmes that help 3,000 young people access training, employment and livelihood opportunities in the construction sector.

Training is at the heart of our impact. We train so that young people can develop meaningful livelihoods. Over the next three years we aim to grow our impact and develop opportunities to successfully package and scale our approach through partnerships.

GOAL 2

Facilitate sustainable construction projects that support over 10,000 people through educational and health infrastructure in underserved communities.

Our construction projects bring training to rural and peri-urban communities, while testing innovative, sustainable and affordable construction tailored to local needs.

GOAL 3

Share our institutional expertise as a thought leader and practitioner in Technical and Vocational Education and Training (TVET) and employability.

We aim to be Zambia's leading construction training institution, gaining recognition through partnerships, research and academic collaboration. Strengthening our credibility and influence will help achieve our broader objectives.

GOAL 4

Become a sustainable, growing and impactful organisation that is locally-driven with global and local networks of partners and supporters.

For sustainability and growth, we'll boost fundraising, strive to become locally-led and build global partnerships - enhancing our resilience, reach and impact for Zambia's youth.

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

BUILDING SKILLS, CHANGING LIVES

A YEAR OF TRAINING EXCELLENCE

We help young people gain the skills they need to build secure, sustainable futures. Our training supports them with practical skills, life-skills and work placements to help them secure jobs in the construction sector.

In 2024, we delivered 10 entry-level courses. Nine courses were delivered at our Centre for Excellence:

SIX **Construction Multi-Skills courses**

TWO **Rough Carpentry and Steel Fixing courses**

ONE **Tiling and Modular Paving course**

We also delivered an entry-level Basic Building Skills course to a group of trainees on the construction of a new Maternity and Child Health unit at Chisamba Rural Health Centre.

245 trainees enrolled across these ten courses - 172 men and 73 women. 223 went on to successfully finish their training

2024 marked a major step forward in gender representation:

In Cohort 103: Multi-Skills course we achieved near-equal participation with 12 female and 13 male trainees.

In Cohort 105: Tiling and Modular Paving course we achieved an exciting milestone. Fifteen women and 10 men participated, making it our first course with more women than men: a testament to efforts to grow the presence of women in construction.

In April 2024, we celebrated welcoming our 100th group of trainees!

"I had just completed my secondary education, but my parents didn't have the money to pay for college right away, so I applied to Build It to gain a skill in rough carpentry. I have always had an interest in carpentry, especially ceiling board designs, and I wanted to learn more about it. After acquiring this skill, I will be able to find work in different projects. I want to upgrade my education by taking myself to college, and to help out my family."

IREEN MWAMBA
2024 TRAINEE

CENTRE FOR EXCELLENCE

Our Centre for Excellence has been at the heart of our construction training since 2016, providing young trainees with the skills and confidence to build brighter futures.

Built in phases since 2016, the site has grown into a thriving hub for learning, with opportunities for future expansion.

One of the first structures built onsite was a low-cost house. This initially served as the Build It office for several years.

In 2024, we undertook renovation works to transform it into comfortable, rentable quarters for the trainers who deliver our programmes.

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

INTRODUCING FIELD TRIPS TO CONSTRUCTION SITES

Work placements are a crucial part of all our training programmes. We know that stepping onto a busy construction site for the first time can be intimidating and confusing, especially with multiple contractors often working onsite.

We want trainees to be better prepared for their placements. In April, we piloted a two-day field trip for 26 trainees (Cohort 98: Multi-Skills), to visit an active construction site managed by contractor McCoys Construction in the Ngwerere area, Lusaka.

During their time onsite, the trainees participated in various tasks including practising their blockwork skills, setting out a house and shadowing senior bricklayers.

One of the trainees taking part in the visit was 20-year-old Joyce Chitalu:

"My family, especially my parents, were very supportive of me applying for bricklaying training. My father encouraged me to work extra hard because I'm a lady, and not to let anyone discourage me about the decision I have made! The trip to McCoys was a fun and interesting learning experience - I learnt some industry secrets and techniques from the bricklayers onsite!"

GRADUATION CELEBRATION

On 4 July 2024, we celebrated the graduation of four 2023 cohorts at the Centre for Excellence, with over 80 trainees participating.

Graduations are always joyful events, recognising and honouring the hard work and determination of our trainees.

The event was also an opportunity to say a special thank you to McCoys Construction for their unwavering support over the past year.

The company was recognised with an award for outstanding mentorship during trainee work placements, and received the Anakazi Asebenze Award for their dedication to supporting women in construction.

McCoys Construction had no female workers when we first engaged with them. Today they employ 170 men and 30 women – a transformative shift.

CEO of McCoys Construction, Zacharius Ngambi (pictured with our CEO, Tum Kazunga) says *"Our work with Build It has changed how we hire and support a diverse workforce. We've seen first-hand the value that women bring to construction. Employers have a crucial and exciting role in building a more inclusive industry."*

CAREER DEVELOPMENT SUPPORT

We know that the world of work is tough for young people. Our career development and female mentorship sessions provide additional support for graduates seeking employment or transitioning between jobs.

In 2024, we held 14 sessions on essential life and professional skills, covering topics such as financial literacy, goal setting, CV writing, leadership and networking. We also provided construction-specific insights and addressed important issues such as drug and alcohol misuse.

There were 200 attendances (131 male, 69 female) across the sessions, with some individuals joining multiple sessions. These sessions continue to offer practical guidance and a strong support network to our young graduates.

Skilled carpenter, inspiring entrepreneur and a trailblazer for women in construction, Sarah Ngoma, CEO of Finest Fit Kitchens and Wardrobes spoke at the April female mentorship session:

"I felt incredibly honoured to be invited to Build It's training centre to talk to trainees and graduates about a career in construction. It was an opportunity to share my experiences and hopefully inspire the next generation of builders.

I was completely inspired by the young people I met at Build It. Their enthusiasm and commitment to learning were palpable, and it was heartening to see so many young women actively pursuing careers in construction."

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

WORK PLACEMENTS AND CONTRACTORS

Work placements are a vital part of our entry-level training courses, helping to prepare trainees for the opportunities and challenges of the workplace.

For employers, they provide access to emerging talent, helping to bridge skills gaps and ease recruitment pressures.

Active engagement of contractors across the construction sector is vital in our ambitions to train and support more young people. Their input and collaboration is key.

We have built a network of around 60 employers: witnessing contractors rally behind the next generation of builders is hugely encouraging.

In 2024, contractors contacted us with 185 worker requests of which 110 (59%) were successfully fulfilled by or linked to graduates. Of the requests, 66% were for bricklaying jobs, 29% for rough carpentry, 3% tiling and 3% painting.

SHOWCASING OUR VISION AT ZAMBIA'S CONSTRUCTION EXPO

We were delighted that Build It CEO Tum Kazunga was invited to talk about our work during the opening ceremony of the Construction Expo, June 2024.

This three-day event is the main event dedicated to the building and construction industry in Zambia, bringing together key players from across the industry.

BUILDING SAFER FUTURES: HEALTH AND SAFETY TRAINING

We train young people to work in the construction sector. As they enter the workplace, their safety and well-being remain a key priority.

Safe environments are critical in construction, where lapses in health and safety can pose serious risks. On 30 October 2024, we delivered a Health and Safety Training workshop.

The session brought together a range of stakeholders including the National Council for Construction, health and safety managers, contractors and frontline workers.

Participants explored best practices, exchanged insights and worked collaboratively to develop actionable steps for enhancing safety culture and practices on construction sites.

ENERGY CRISIS

Zambia's ongoing energy crisis, caused by drought, has severely reduced the country's production of hydropower leading to major power cuts. The impact has been significant on households and industries, including the construction sector.

Many construction businesses rely on electric-powered pumps to draw water from boreholes, essential for mixing concrete and mortar. Power shortages have slowed work and limited the use of power tools. Block-making factories and quarry dust production have also been disrupted, adding to delays and raising costs.

While larger construction firms are adapting by investing in generators and solar power systems, smaller businesses are struggling to keep up. With a large portion of the construction workforce operating in the informal sector, this makes them even more vulnerable during this crisis.

Engagement with employers has always been important to us, but it's even more crucial during these challenging times. We are working to actively expand our network of employers to create more opportunities for our trainees.

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

BUILDING FUTURES

CHISAMBA RURAL HEALTH CENTRE

For years, expectant mothers in Chisamba faced uncertainty and risk, navigating pregnancy and childbirth without the dedicated facilities they deserved.

Around 720 pregnant women each year received care in a building that lacked a dedicated postnatal ward. New mothers and their babies stayed on the general female ward, increasing the risk of cross-infection. Concerns around space, safety, and privacy meant that some women delayed seeking care - sometimes with tragic consequences.

A brand-new maternity and child health unit now stands at the heart of the Chisamba Rural Health Centre, a crucial lifeline serving over 30,000 residents across rural communities.

With a delivery room and dedicated antenatal and postnatal wards, mothers can now experience childbirth in a safe, welcoming environment.

The new unit will be able to support up to 80 deliveries per month - 960 each year - reducing the risks associated with delayed or home births.

The unit will also host under-five clinics, providing follow-up care and vital vaccinations that shape a child's future.

"You can't imagine how big this is for us. That old maternity room - when mothers gave birth, we'd bring them and their newborn babies to the other ward, and they'd mix with people who have different illnesses. But speaking for the mothers and the volunteers of this health centre we are very happy. Thank you so much!"

BEATRICE TEMBO
HEALTH CENTRE VOLUNTEER

Being a young mother who herself gave birth in the small labour room at Chisamba Rural Health Centre, Sarah is passionate about how much this project will positively impact the lives of mothers from the community.

"This opportunity is not like any other. I have no regrets of joining. I have gotten used to being around the guys. Actually I'm stronger than some of them!"

SARAH MBEWE
2024 GRADUATE

The new building includes:

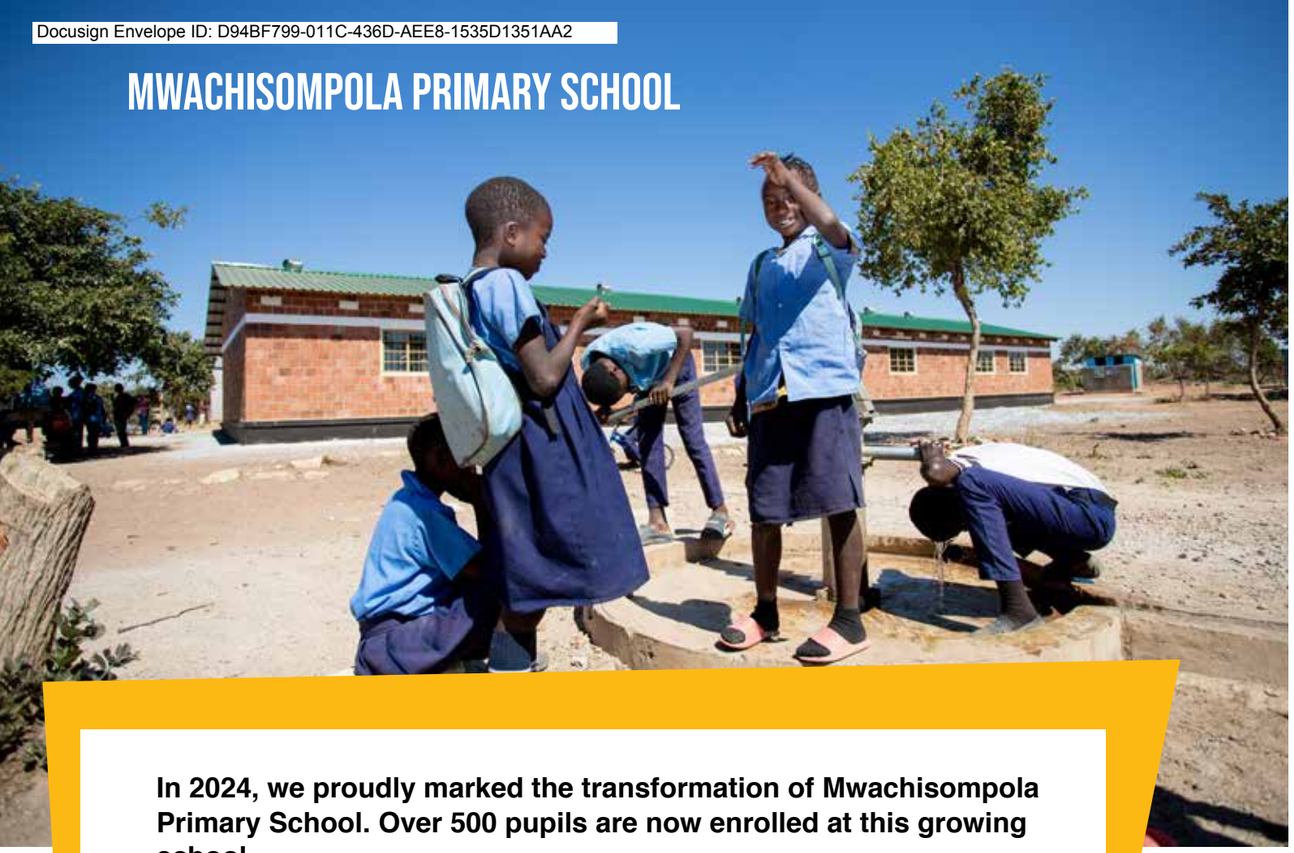
- Two consultation rooms
- Three-bed antenatal ward
- Delivery room with two beds
- Three-bed postnatal ward
- Reception and office
- Toilets, showers, laundry and sluice

Access to quality healthcare services helps entire communities grow stronger. Children have a healthier start, better opportunities and a brighter future.

Seventeen young people - 12 men and five women - took part in our training programme, learning and working alongside our Training Team and contractor Izwanga Zambia Ltd. to bring this vision to life. Trainee attendance was impacted by the harvest season, a crucial time for this rural farming community. Despite this, 12 successfully completed their exams, and six trainees were employed by the contractor to finish the project.

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

MWACHISOMPOLA PRIMARY SCHOOL



In 2024, we proudly marked the transformation of Mwachisompola Primary School. Over 500 pupils are now enrolled at this growing school.

What began as a modest community initiative in 2004, evolved into a fully-fledged government school, thanks to the dedication of the local community. But rising student numbers meant classrooms had become overcrowded and sanitation facilities insufficient, hindering the students' ability to learn and thrive.

In partnership with the community and with generous support from donors, we constructed four new classrooms, a pupil latrine block and a separate teacher latrine block. 80% of the build was completed in 2023, with final construction in early 2024 and an official opening in June 2024.

These new facilities are more than bricks and mortar - they represent the promise of a brighter future for every child who now walks through the doors.

FUTURE-PROOFING MWACHISOMPOLA

A small upgrade with a big impact!

We renovated the school's strong room in the existing classroom block. This ensures the safe storage of exam papers and other valuables. Secure exam storage is vital to ensuring students can sit their exams, supporting their education and future opportunities.

Good maintenance keeps buildings safe, strong and functional for years to come. In September 2024, we trained 12 people from the Mwachisompola community - six men and six women - with practical skills to repair walls, address roof leaks, glaze windows, painting and termite control. Equipped with this knowledge, the community can take charge of maintaining their school for years to come.

IMPROVING SCHOOL SANITATION

It is estimated that 21% of Zambian schools lack basic water access and 17% lack basic sanitation (WHO/ UNICEF Joint Monitoring Programme, 2024).

Increasing student numbers are compounding already problematic issues of inadequate water, sanitation and hygiene (WASH) facilities in primary and secondary schools.

We are exploring how to expand our community construction programme to address this urgent need.

In addition to building complete schools, we are developing a school latrine construction programme that we hope to pilot in 2025, funding permitting. This will help more children, especially girls, have access to high-quality latrines and wash facilities.

This project focuses on WASH infrastructure and hygiene education for targeted primary and secondary schools in Chibombo, near Lusaka.

In 2024, we identified potential sites, refined latrine designs and began talking to local NGOs who focus on this area in order to enhance long-term WASH support, impact and sustainability.

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

BUILDING STRONGER CONNECTIONS

BREAKING BARRIERS FOR WOMEN IN CONSTRUCTION

The construction sector in Zambia remains very male-dominated, with women primarily in lower-paying administrative or general worker roles. However, there is significant potential for greater female participation across all levels.

In February 2024, we successfully completed a six-month pilot with the Government of Ireland through the Embassy of Ireland in Zambia to strengthen women's participation in construction at entry-level.

This included the delivery of our first national conference 'Breaking Barriers, Building Dreams' on 17 January 2024. The conference brought partners together to explore the challenges that women face in the sector, and opportunities to increase their participation, paving the way for a more empowered and inclusive workforce.

Around 100 people attended, and we were honoured to be joined by esteemed guests Ms. Bronagh Carr, Ambassador of the Republic of Ireland to Zambia and Mr Anthony Dumingu, Deputy Director for Social Security under the Ministry of Labour and Social Security in Zambia.

Additional initiatives under the pilot included a mental health and sexual harassment talk for female construction workers, Women in Construction Steering Committee meetings, and media engagement on Money FM Radio with a series of 13 radio discussions.

In addition, we held breakfast engagement meetings with contractors, and hosted a special session for women-owned and managed companies to gain better understanding of industry needs and support towards promoting young women in the industry.

Gift Malasha successfully completed our carpentry training and, with more financial stability, she is now building a brighter future for herself and her son.

"I can proudly say that this is the only time I have handled reasonable money. My son is in grade 4, and I want to ensure that he gets an education."

GIFT MALASHA
GRADUATE

Building on our efforts to break barriers for women in construction, in May 2024 we launched a three-year partnership with the Government of Ireland through the Embassy of Ireland in Zambia to *build a more gender diverse, skilled, and sustainable construction industry in Zambia.*

We were delighted to welcome Minister Darragh O'Brien TD to the Centre for Excellence where he announced funding to support the new three-year project.

With our expertise in skills training and industry partnerships, we are committed to addressing gender disparities through collaboration with training providers, construction companies, government agencies, schools and communities.

The project focuses on five key areas:

STRENGTHENING TRAINING PROVIDERS

Enhance the capacity of technical and vocational training institutions to attract, retain and graduate more women in construction courses.

BUILDING INDUSTRY CAPACITY

Partner with contractors to design and implement gender-inclusive policies and programmes, ensuring equitable integration of women into the construction sector.

NETWORKING AND COLLABORATION

Establish learning platforms, mentorship and collaboration opportunities to support women's professional growth at all levels.

POLICY ADVOCACY AND STAKEHOLDER ENGAGEMENT

Engage with government bodies, trade associations, and other stakeholders to create policies and a work environment that enables women to thrive in construction.

NATIONWIDE GENDER DIVERSITY CAMPAIGN

Implement a media and community outreach campaign to promote gender diversity and break down barriers for women in the construction sector.

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

Our partnership with the Government of Ireland through the Embassy of Ireland in Zambia, has supported the delivery of a range of impactful initiatives in 2024 to break barriers and create more inclusive opportunities in the construction sector including

Research and insights:

- Conducted a baseline study with over 500 respondents to establish benchmarks for gender inclusion.
- Gendered Stakeholder Mapping exercise with 281 respondents to identify actionable recommendations to enhance gender equality in training for the construction sector.
- Held a Knowledge, Attitude and Practices (KAP) survey in Lusaka and Central Province, and hosted a validation meeting to discuss with stakeholders. Findings informed stakeholder discussions, interventions and a national gender equality media campaign.
- Organised a policy landscape study to assess challenges for women, and later reviewed 16 global policies to identify actionable recommendations.

Mentorship sessions:

- The sessions at Naboye Secondary School reached 172 students, showcasing the diverse career opportunities available in the construction industry - for both men and women.

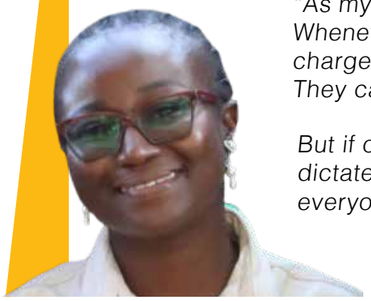
Stakeholder engagement:

- Engaged in discussions with TEVETA (Technical Education, Vocational and Entrepreneurship Training Authority), the National Council for Construction (NCC), and the University of Zambia to explore potential collaborations.
- Collaborated with the EU in Zambia's #CountMeIn campaign by involving some of our female graduates, supporting the campaign's mission to empower youth and promote gender equality.

Development of a Gender Responsive Training Manual for construction supervisors, foremen and site workers.

Supporting a better understanding of gender differences and needs, and enhance the onboarding and integration of women joining the construction sector.

Our blog series *Pamodzi* is shining the spotlight on women in construction, including Engineer Kayinda Muchepa, owner of A.B.M Construction Company Ltd:



"As my name is unisex, most clients would assume that I am male. Whenever some have come to my sites, they tend to ask: "Who is in charge?" and when I say, "I am!" – the looks on their faces, it's priceless! They can't seem to marry my work and my gender.

But if our nation is to develop, we cannot continue to let one's gender dictate what people can and cannot do. There's enough space for everyone in this industry."

KAYINDA MUCHEPA
OWNER OF A.B.M CONSTRUCTION COMPANT LTD.

WORLDSKILLS

In 2024, we proudly affiliated with WorldSkills Zambia, joining the *National Partners - Corporate Partners* membership category.

We were privileged to be selected to welcome the WorldSkills Zambia Selection Competition in July 2024 to the Centre for Excellence, hosting the competition for Bricklaying and Plastering, and Tiling.

WorldSkills Africa is the continent's largest skills competition and aims to elevate the profile of vocational skills across Africa. To be hosted by Zambia in 2025, it seeks to drive economic growth, transform Technical and Vocational Education and Training (TVET), and inspire a new generation of skilled professionals.

Build It graduate Dalitso Zulu clinched first place in the Tiling competition!

After leaving school in Grade 11 following his stepfather's passing, Dalitso took on construction work to support his family. Finding affordable training was a challenge until he discovered Build It. In 2021, he enrolled in our Tiling course - his hard work now earning him a national accolade and a place at WorldSkills Africa 2025.

"Winning the competition is not just about the recognition; it was also a testament to the countless hours of practice and the challenges I had overcome. I am currently working for myself as an entrepreneur - the sense of ownership and the ability to directly impact my success is incredibly rewarding."

DALITSO ZULU
GRADUATE

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

STRENGTHENING NETWORKS, SHAPING FUTURES

STRENGTHENING PARTNERSHIP WITH TEVETA

TEVETA is the statutory agency regulating and promoting technical education, vocational and entrepreneurship training in Zambia.

After submitting the April/May 2024 Trade Test report, we were invited to proofread TEVETA exam papers in June.

We also participated in invigilating Level II & III Carpentry and Level III Carpentry & Joinery exams at Thorn Park Construction Training Centre (30 July - 2 August 2024).

We are committed to strengthening our partnership with TEVETA as we work toward becoming a recognised TEVETA-accredited Centre of Excellence.

HOLISTIC APPROACH

We are delighted to be working with the Swiss NGO, SolidarMed on the PEGISUS programme, a peer education initiative promoting gender inclusion and addressing substance use amongst young people in southern Africa.

The programme is aimed at young people aged 16 - 24 years old enrolled in vocational training. We delivered a pilot with trainees from across three cohorts in November 2024, with a total of 16 sessions conducted alongside our regular Life Skills training. This programme will be rolled out further in quarter two of 2025.

REHEATZ

Embracing green sustainability in construction and skills training means building a future that both protects our environment and creates opportunities for communities to thrive.

In Zambia, meat production uses large amounts of hot water, most of which is discarded. The ReHEATZ project, led by Trinity College Dublin and the Southern African Institute for Policy and Research, aims to improve sustainability by recycling waste heat.

A pilot heat recovery plant is being installed at Zambeef Huntley Farm, Chisamba. Build It is supporting the project by training graduates to fabricate and maintain these systems locally.

CIDRZ

The Centre for Infectious Disease Research in Zambia (CIDRZ) had committed to sponsor a minimum of 10 young women through our Training into Work programme in 2025.

CIDRZ planned to implement a five-year project, Controlling HIV Epidemic for Key and Underserved Populations (CHEKUP I), funded by the United States Agency for International Development (USAID), across nine Zambian districts. It aimed to support females aged 10 – 24 years with life skills, education, and economic resilience to reduce HIV vulnerability. However, following USAID's global funding review in February 2025, the funding has been withdrawn with no expected resumption.

CORPORATE SOCIAL RESPONSIBILITY (CSR)

In 2024, Build It joined the CSR Network Zambia, a nonprofit organisation dedicated to advancing corporate social responsibility in the country.

This partnership has provided valuable opportunities for networking, collaboration and showcasing our work.

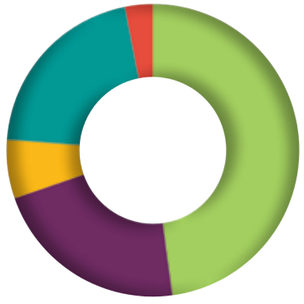
Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

FUNDRAISING, ADVOCACY AND PARTNERSHIPS

We secured £856,195 income in 2024 (2023 = £1.230M).

The drop in income from the previous year is primarily due to a large one-off endowment received in 2023, as well as an expected reduction in an annual grant from a long-term donor.

INCOME BY TYPE IN 2023:



- Trusts and foundations: £416,395
- Individuals: £184,243
- Corporate: £54,733
- Institutional: £174,842
- Investment and other income: £25,982

For every £1 spent on raising funds we received £3.60 in income (2023 = £4.56)

INSTITUTIONAL

We received a grant of £174,843 (€200,000) from the Government of Ireland through the Embassy of Ireland in Zambia towards influencing employers and key stakeholders to strengthen women's participation in the Zambia construction sector at entry-level.

We also received a grant in Kwacha of £9,654 from SolidarMed to support the delivery of the PEGISUS programme. This will purchase PPE for students participating in the project.

CORPORATE PARTNERSHIPS

In 2024, Build It received £54,733 in donations and support through a range of corporate partnerships. This included £30,000 from Buro Happold, which was in addition to their technical strategic partnership.

Mace generously donated £20,000 towards training into work, and we received £5,539 from B1G1 Business for Good.

Build It also benefited from a close partnership with Capital Group who have been instrumental in raising significant funding for our programme in Zambia.

INDIVIDUAL GIVING

£184,243 was donated by our generous individual supporters. We are delighted and inspired by the incredible support shown by our donors.

In June, our Young Professionals Board (YPB) organised their inaugural Run Club event, followed by a fundraising bowling event in December. The YPB continues to bring together a new generation of supporters to engage with our work.

In September, Capital Group kindly hosted our Annual Supporter Reception at their offices in London.

We completed the year with another successful Christmas Challenge Big Give appeal, raising our target of £50,000 towards Chisamba Health Clinic and an additional £12,607 for Zambia operations. A huge thanks to all who generously supported this campaign.

PHILANTHROPY, TRUSTS AND FOUNDATIONS

We were awarded grants from trusts and foundations in 2024 totalling £416,395, including gifts from the Oak Foundation, Marguerite Foundation, Halcrow Foundation and Capital Group Charitable Foundation.

OUR APPROACH TO FUNDRAISING

All fundraising activities are overseen by our CEO and Senior Management Team. Colleagues based in the UK and Zambia work to build support from our partners to fund our programmes and impact.

We believe that our supporters are partners in our work, and what we do is only possible with their collaboration. We act with honesty and transparency in our fundraising, ensuring that we comply with the requirements of General Data Protection Regulations (GDPR) legislation. As paid up members of the Fundraising Regulator, we are committed to follow the Code of Fundraising Practice and the Fundraising Promise.

In 2024, out of a total of 8,484 communication touchpoints, we received no complaints from the public.

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

STRUCTURE, GOVERNANCE AND MANAGEMENT

OUR STRUCTURE

Build It International was established as a company limited by guarantee in 2005 and became a registered UK charity in September 2006, governed by a memorandum and articles of association dated August 2006.

The Board of Directors (trustees) is appointed to ensure that Build It International benefits from the necessary skills and experience to guide the charity's work. The Board is responsible for the overall direction, policies and legal compliance of the charity, while key decision-making is delegated to the CEO, Director of Finance and Administration and Country Director. Trustee indemnity insurance is included in our insurance policies.

Build It International is registered in Zambia as BII Zambia Limited, a company limited by guarantee. A Memorandum of Understanding (MoU) guides the relationship between the UK and Zambia Boards which was reviewed and renewed in March 2023.

A key feature of the MoU is the development of our localisation strategy, and since December 2022, the Boards have met together as one governing body.

The MoU provides a framework for the two legal entities to function as a single organisation while ensuring compliance with our registrations in the UK and Zambia. Consequently, joint Board meetings are held, and both Boards are represented on all committees.

Our Finance & Audit Committee (FAC) meets before every Board meeting and on an ad hoc basis as required. The Nomination and Remuneration Committee considers the remuneration and appointments of the Chief Executive and senior staff. Other salaries are determined by the Chief Executive in consultation with the FAC as part of the annual budgeting process.

We continue to benefit from the input of a wide range of advisors and volunteers whose contributions are highly valued, particularly from our active Development Board.

Build It International employs 26 staff (including three part-time) - 20 in Zambia and six in the UK. Our main delivery office and training centre is in Lusaka, Zambia, and we maintain a small office in Shrewsbury to support UK fundraising and governance.

PURPOSE

Our primary purpose is to alleviate poverty by creating opportunities for young people and their communities through skills training, work experience and essential community building projects.

Zambia is one of the poorest countries in the world, with a majority of its citizens under the age of 25. Our core activities mean that young women and men from disadvantaged communities have the opportunity to build livelihoods in the country's construction sector, and that communities have access to good quality schools and clinics.

In defining our charitable programme, trustees have due regard for the Charity Commission's general guidance on public benefit and relief of poverty for public benefit.

GOVERNANCE AND TRUSTEES

The trustees meet quarterly, and as required on an *ad hoc* basis. Four board meetings were held in 2024. In December, Ronnie Fleming stepped down after 10 years on Build It's board including almost five years as Chair.

Through 2024, Build It continued to employ Affinity Resolutions to advise on compliance with GDPR and to act as the charity's Data Protection Officer. Policies and procedures are constantly reviewed and regular training held for staff and trustees.

All staff and trustees sign up annually to a Code of Conduct. Trustees are recruited openly. A gap analysis is carried out and role descriptions agreed before advertising through trustee recruitment channels. New trustees go through a comprehensive induction process that includes a full set of key documents (policies, strategy papers and board minutes) and time with senior staff.

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

MANAGEMENT AND EMPLOYEES

Build It International recognises that a motivated and engaged staff team is essential to our success. We are dedicated to fostering a culture that values and supports our team members.

The Senior Management Team convenes at least bi-weekly to discuss and oversee key operational and management activities. Additionally, we review management accounts and cash flow on a monthly basis.

We hold monthly team meetings where every member is encouraged to share successes, challenges and updates on key activities. Each team member is provided with objectives aligned with our strategy and has regular meetings with their line managers to monitor performance.

We are committed to the ongoing professional development of our team, investing in further education, skills training and away days.

SAFEGUARDING

At Build It International, our mission and vision drive our efforts but the health and safety of our staff, volunteers and the communities we serve are our highest priorities.

Our Code of Conduct and core values require all participants in our activities to actively prevent the sexual exploitation, abuse and harassment of any individual. We encourage all staff, volunteers and community members to report any safeguarding concerns.

Our safeguarding responsibilities and procedures were reviewed by external consultants in 2024 who delivered training to all staff, and we maintain a safeguarding lead at board level.

In addition to our safeguarding duties, we also monitor and report any serious incidents as defined by the Charity Commission, such as allegations of fraud, financial irregularities or governance issues. In 2024, we had no serious incidents to report.

MANAGING RISKS AND UNCERTAINTIES

As a charity, Build It International operates in an environment with inherent risks. For example, operating in one of the world's poorest countries presents challenges such as exchange rate fluctuations. Additionally, our income is susceptible to macroeconomic factors and public perceptions.

RISK MANAGEMENT POLICY

The trustees hold overall responsibility for risk management and collaborate with the Senior Management Team to ensure the Charity has an effective risk management system. A key tool in this process is the Risk Register which is regularly updated and reviewed. The Senior Management Team maintains the Risk Register, and the Finance & Audit Committee reviews it periodically. Risk discussion is a standing agenda item at every Board meeting, where significant risks are identified, evaluated, and appropriate actions are agreed upon.

Currently, we face several risks:

LOSS OF KEY STAFF

Recruiting skilled staff in Zambia and the UK continues to be challenging. Rising recruitment costs and competition with larger organisations in Zambia exacerbate this issue. To mitigate this risk, we regularly review salaries to remain competitive, provide good management, develop rewarding roles and invest in building our team's capacity.

CONSTRUCTION CHALLENGES

The construction industry in Zambia, like much of the world, faces inflationary pressures, significantly increasing our operational costs. Prices for essential inputs such as fuel, bricks, cement and tiles can rise monthly. We mitigate this risk by improving our purchasing procedures and reassessing our designs and construction processes.

GROWING OUR IMPACT

We recognise that the changing funding landscape, as well as our own charitable mission, requires us to ensure that we design our work to be as sustainable and replicable as possible. We also recognise the challenges of developing the programme and expanding our activities to achieve these aims. We seek to address this by improving our systems and processes, being innovative in our programme design and ensuring that we collaborate with partners who have complementary strengths and skills.

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

FINANCIAL REVIEW

INCOME

	Notes	Unrestricted funds £	Restricted funds £	**Total 2024 £**	Unrestricted funds £	Restricted funds £	Total 2023 £
Donations and legacies	3	397,653	432,560	**830,213**	496,519	671,650	1,168,169
Other trading activities	4	-	-	**-**	44,888	613	45,501
Investments	5	14,020	3,894	**17,914**	10,002	5,362	15,364
Profit on sale of assets		-	4,210	**4,210**	-	-	-
Other income	6	-	3,858	**3,858**	18	1,271	1,289
Total		411,673	444,522	**856,195**	551,427	678,896	1,230,323

The total income for the 12 months to 31st December 2024 was £856,195 (2023: £1,230,323). The principal sources of funding were from trusts and foundations, and individual donors.

EXPENDITURE

	Notes	Unrestricted funds £	Restricted funds £	**Total 2024 £**	Unrestrricted funds £	Restricted funds £	Total 2023 £
Raising funds	7	235,187	2,504	**237,691**	268,501	1,357	269,858
Charitable activities							
Charitable activities - Zambia Programme Delivery	8	165,391	552,469	**717,860**	236,534	454,917	691,451
Total		400,578	554,973	**955,551**	505,035	456,274	961,309

The total expenditure for the 12 months to 31 December 2024, excluding capital expenditure at the Centre for Excellence, was £955,551 (2023: £961,309).

- Charitable activities expenditure including grant making and excluding capital was 75.13% (2023: 71.54%) of total expenditure. The increase in spending on charitable activities is due to the finalisation of the 2023 community build project, Mwachisompola Community School in 2024 and the substantial completion of the 2024 project, the Chisamba Rural Health Unit.
- A further £4,781 of capital expenditure was incurred on land and buildings at the Centre for Excellence (2023: £17,041).
- When capital expenditure on our training centre is included, our charitable expenditure rises to 75.25% (2023: 72.04%) and the expenditure on raising funds drops to 28.01% (2023: 27.96%).
- The cost of raising funds was £237,691 or 28.17% (2023: 21.93%) meaning that for every £1 spent on fundraising, we received £3.60 in income (2023: £4.56).

The value of our unrestricted reserves, excluding fixed assets, was £411,936 (2023: £499,013). There was a deficit in the Statement of Financial Activities (SoFA) in 2024 of £111,856 (2023 surplus of £269,014). SoFA does not include expenditure of a capital nature (Centre for Excellence construction, office equipment and vehicle purchases). This was £4,781 in 2024 (2023: £17,041).

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

GROUP FUNDS HELD AT 31 DECEMBER 2024

- Restricted funds of £1,003,527 (2023: £987,643) including £565,234 (2023: £571,287) relating to Centre for Excellence fixed assets.
- Unrestricted funds of £411,936 (2023: £509,311) including £85 (2023: £10,298) relating to fixed assets.

RESERVES POLICY

Reserves are held to deal with unforeseen operational costs or falls in income below expectations and to provide funding for agreed projects. Build It International therefore aims to maintain readily realisable unrestricted cash reserves sufficient to cover at least three months of budgeted average core expenditure, equating to £175,000. These reserves should also not exceed an upper limit of four months average budgeted total expenditure.

Unrestricted reserves held at the year-end were at £411,936 (including fixed assets) and total reserves were £1,415,463. As the charity has looked to respond to risks and opportunities, existing reserves have been an important asset.

As at end February 2025, unrestricted reserves stood at £357,584, with restricted reserves at £1,003,527.

REMUNERATION POLICY

We pay salaries commensurate with our size, benchmark surveys and available funding, and always look to ensure we have an appropriate ratio of salaries to programmatic funding. We offer flexible working conditions and a friendly work environment to reduce the risk of losing key staff. We are also making our operations more resilient through on-line systems in areas such as finance and procurement.

The Nomination and Remuneration Committee considers the CEO and senior staff remuneration. The remuneration of all other staff is overseen by the Senior Management Team and Finance & Audit Committee.

During the year, the following staff earned more than £60,000:

	2024	2023
£60,000 - £70,000	**0**	1
£70,000 - £80,000	**1**	0

GRANT MAKING

The majority of our projects are led and managed through our Zambia offices. All project proposals are vetted by the Finance & Audit Committee and then submitted to trustees for their approval.

Where a grant is made to another organisation, appropriate checks are undertaken on the partner and an agreement is signed. Project delivery is monitored through visits, reports and audits. We did not make any grants in 2024.

INVESTMENT POLICY

Cash surplus to short-term needs are held with FCA regulated interest bearing accounts or other similar low risk investments. At present, the trustees do not consider that this policy needs to be changed. This position is reviewed annually, and the trustees are satisfied that the current investment returns on surplus cash is acceptable, bearing in mind the current economic climate and the need for surplus (unrestricted) cash funds to be readily accessible.

Build It International invested in a listed investment portfolio in 2024.

GOING CONCERN

The Board continues to maintain strong oversight of the financial position of the Group through its Finance & Audit Committee (FAC). The FAC meets quarterly to review the financial results, budgetary variances, foreign exchange impact on currency levels and risk register to ensure that long term decisions are informed by a review of upcoming expenditure, expected donation income and upcoming financial requirements of the charity.

A regular review is carried out of expected donation income and sustainability of restricted and unrestricted sources of donations and grants.

As of February 2025, the unrestricted funds balance was £345,084, (2024: £433,044) and restricted funds were £950,866 (2024: £944,431), supported by a cash balance of £762,881(2024: £910,095).

The trustees believe that the current liquidity and income levels are sufficient for the charity to remain a Going Concern for at least 12 months from the date of these financial statements.

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

STATEMENT OF RESPONSIBILITIES OF THE TRUSTEES

This report includes the content of a directors' report as required under company law. The trustees (who are also directors of Build It International for the purposes of company law) are responsible for preparing the Trustees' Annual 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. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed;
- 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.

STATEMENT OF DISCLOSURE TO AUDITOR

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- 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.

SMALL COMPANIES EXEMPTION

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Signed by:
Florence Bearman
11C09AD7A252424...

FLORENCE BEARMAN
CHAIR

DocuSigned by:
595D25145BDE456...

NASIR ALI
TREASURER

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BUILD IT INTERNATIONAL

OPINION

We have audited the financial statements of Build It International (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2024 which comprise the Consolidated Statement of Financial Activities, the Balance Sheets, the Consolidated 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 group's and parent charitable company's affairs as at 31 December 2024, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the 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 responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

CONCLUSIONS RELATING TO GOING CONCERN

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

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

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

OTHER INFORMATION

The other information comprises the information included in the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.
We have nothing to report in this regard.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' 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 parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 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's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the trustees' responsibilities statement, 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 and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

AUDITOR RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue 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 FRC's website at: https://www.frc.org.uk/auditors/audit-assurance/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, to detect material misstatements in respect of irregularities, including fraud.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

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 company through enquiry and inspection;
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations; and
- performing audit work over the risk of management 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 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 is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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. 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.

Signed by:
Azets Audit Services
FB886A48B9F84C9...

Paul Creasey FCA
Senior Statutory Auditor
For and on behalf of Azets Audit Services
Statutory Auditor and Chartered Accountants
Egham
23rd July 2025

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

STATUTORY ACCOUNTS FOR YEAR ENDED 31 DECEMBER 2024 INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted funds £	Restricted funds £	**Total 2024 £**	Unrestricted funds £	Restricted funds £	Total 2023 £
INCOME FROM:							
Donations and legacies	3	397,653	432,560	**830,213**	496,519	671,650	1,168,169
Other trading activities	4	-	-	**-**	44,888	613	45,501
Investments	5	14,020	3,894	**17,914**	10,002	5,362	15,364
Profit on sale of assets		-	4,210	**4,210**	-	-	-
Other income	6	-	3,858	**3,858**	18	1,271	1,289
Total		411,673	444,522	**856,195**	551,427	678,896	1,230,323
EXPENDITURE ON:							
Raising funds	7	235,187	2,504	**237,691**	268,501	1,357	269,858
Charitable activities							
Charitable activities - Zambia Programme Delivery	8	165,391	552,469	**717,860**	236,534	454,917	691,451
Total		400,578	554,973	**955,551**	505,035	456,274	961,309
NET INCOME (EXPENDITURE) BEFORE OTHER GAINS AND LOSSES		11,095	(110,451)	**(99,356)**	46,392	222,622	269,014
Gain/loss on investment		-	12,318	**12,318**	-	-	-
Exchange gain or loss		17	5,530	**5,547**	18	(59,612)	(59,594)
Transfers between funds	21	(108,487)	108,487	**-**	(154,670)	154,670	-
NET MOVEMENT IN FUNDS		(97,375)	15,884	**(81,491)**	(108,260)	317,680	209,420
RECONCILIATION OF FUNDS:							
Total funds brought forward at 1 January 2024		509,311	987,643	**1,496,954**	617,571	669,963	1,287,534
Total funds carried forward at 31 December 2024	23	411,936	1,003,527	**1,415,463**	509,311	987,643	1,496,954

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

BALANCE SHEETS

AS AT 31 DECEMBER 2024

	Notes	**Group 2024 £**	**BII UK 2024 £**	Group 2023 £	BII 2023 £
FIXED ASSETS					
Tangible assets	15	**565,319**	**-**	581,585	352
Investments	16	**337,476**	**337,476**	-	-
Total fixed assets		**902,795**	**337,476**	581,585	352
CURRENT ASSETS					
Debtors	17	**92,690**	**59,591**	52,228	26,619
Cash at bank and in hand (including advances)		**507,437**	**463,408**	1,010,508	883,377
Total current assets		**600,127**	**522,999**	1,062,736	909,996
CREDITORS: amounts falling due within one year	18	**(87,459)**	**(45,370)**	(147,366)	(105,499)
Net current assets		**512,668**	**477,629**	915,370	804,497
Net assets		**1,415,463**	**815,105**	1,496,955	804,849
Funds of the Charity					
Unrestricted funds		**411,936**	**411,919**	509,311	509,311
Restricted funds	21	**1,003,527**	**403,186**	987,643	295,538
Total funds		**1,415,463**	**815,105**	1,496,954	804,849

The net income of the charitable company before consolidation was £10,256 (2023 £144,466). These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the FRS102 SORP. Under the Companies Act 2006, s454, on a voluntary basis, the trustees can amend the financial statements if they subsequently prove to be defective.

The financial statements were approved and authorised for issue by the Board of Directors on 23rd July 2025 and were signed below on its behalf by:

Signed by:
Florence Bearman
11C09AD7A252424...

FLORENCE BEARMAN
CHAIR OF TRUSTEES

DocuSigned by:
595D25145BDE456...

NASIR ALI
TREASURER

Company registration no. 5495358 / Charity registration no. 1115989

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

CONSOLIDATED STATEMENT OF CASH FLOWS

YEAR ENDED 31 DECEMBER 2024

	Note	**2024** **£**	2023 £
NET CASH FLOWS FROM OPERATING ACTIVITIES			
Operating cash flows			
Operating surplus		**(99,356)**	269,014
Adjustments for items not affecting cash flows:			
Exchange gains (losses on fixed assets)			
Exchange gains (loss)		**5,547**	(59,594)
Depreciation on fixed assets	15a	**21,137**	26,809
(Gain)/Loss on sale of assets		**(4,210)**	-
Net operating cash flows before reinvestment in working capital		**(76,882)**	236,229
(Increase)/Reduction in accounts receivables	17	**(40,462)**	2,404
Increase/(Reduction) in accounts payables	18	**(59,908)**	14,216
Adjustments for:			
Investment income recognised in SOFA		**(17,914)**	(15,364)
Net cash flows from operating activities		**(195,166)**	237,485
NET CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of land & buildings		**(4,871)**	(17,041)
Purchase of land buildings & equipment	15a	**(4,871)**	(17,041)
Proceeds from sale of assets		**4,210**	-
Purchase of investments (Gosztony Endowment Fund)		**325,158**	-
Investment income received		**17,914**	15,364
Increase/(Reduction) cash and cash equivalents		**(503,071)**	235,808
Cash and cash equivalents at the beginning of the year		**1,010,508**	774,700
Cash and cash equivalents at the end of the year		**507,437**	1,010,508

All cash and cash equivalents at 31 December 2024 and 31 December 2023 were held as cash at bank and in hand

ANALYSIS OF CHANGE IN NET FUNDS	**1st January 2024** £	**Cashflow**	**31st December 2024** £
Cash	1,010,508	(503,071)	507,437

NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES

CHARITY INFORMATION

Build It International is a charitable company, limited by guarantee, registered in England and Wales. The registered and principal office of the charity is stated on page 57.

(A) BASIS OF PREPARATION

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (second edition) (FRS102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Build It International meets the definition of a public benefit entity under FRS 102.

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

Advantage has been taken not to prepare a parent company cash flow statement.

(B) GOING CONCERN

The Board have reviewed the Group's forecasts and operating plans. Whilst it is difficult to predict the potential implications on the delivery of the group's social value, its operations and income streams with certainty, the trustees at the time of signing these Accounts, have considered that the charity and group have sufficient resources to continue operations for at least twelve months.

(C) JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year.

However, the nature of estimation means that actual outcomes could differ from those estimates. There are no judgements made that have a significant effect on the amounts recognised in the financial statements.

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

(D) INCOME

Income represents donations and grants received which are brought into account on receipt unless their receipt is probable in which case they are brought into account when notified. Grants received in advance are shown as deferred income. Gifts in kind are recognised on receipt and are valued at best estimate of value to the organisation. Fundraising events participation fees are recognised as income on completion of the event.

(E) DONATED SERVICES AND FACILITIES

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item 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), general volunteer time is not recognised and refer to the trustees' annual report for more information about their contribution.

On receipt, donated 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.

(F) INTEREST RECEIVABLE

Interest on funds held on deposit is included when earned and the amount can be measured reliably by the charity.

(G) FUND ACCOUNTING

Unrestricted funds comprise accumulated surpluses and deficits on general funds. They are available for use at the discretion of the trustees in furtherance of the general charitable objectives.

Restricted funds are subject to specific restrictions funds as imposed by the donors.

(H) EXPENDITURE

Expenditure is recognised when a liability is incurred.

Cost of raising funds includes those costs incurred in attracting donations.

Charitable activities include grants made to African NGOs to fund their charitable activities. These costs include both direct costs and support costs relating to these activities.

Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with use of resources, e.g. salary by time spent within that activity.

(I) IRRECOVERABLE VAT

The charity is not registered for VAT therefore irrecoverable VAT is included with the costs to which it relates.

(J) OPERATING LEASES

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

(K) TANGIBLE FIXED ASSETS

Tangible fixed assets are shown at cost. Assets with a purchase cost above £1,000 are capitalised.

Depreciation is calculated to write down the cost of assets to their estimated residual values over their expected useful lives as follows:

Land - 0% on cost
Buildings - 2.857% on cost
Perimeter Walls - 4% on cost
Ground Fixtures - 5% on cost
Services & Site Works - 10% on cost
Landscaping - 20% on cost
Motor Vehicles - 25% on cost
Office Equipment & Furniture - 25% on cost

Assets under construction are buildings and infrastructure which are incomplete. Depreciation will commence when completed and put into use.

(L) DEBTORS

Debtors are recognised at the amount due. Prepayments are valued at the amount prepaid.

(M) 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.

(N) 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.

(O) FINANCIAL INSTRUMENTS

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

Acquisition costs are included with the original book cost at the time of purchase. At the year end, however, investments on the balance sheet are valued at market value. The difference is recorded in the Accounts as "Change in Market Value of Investments".

(P) INVESTMENTS

Investments are recognised initially at fair value which is normally the transaction price excluding transaction costs. Subsequently, they are measured at fair value with changes recognised in 'net gains/(losses) on investments' in the SoFA if the shares are publicly traded, or their fair value can otherwise be measured reliably. Other investments are measured at cost less impairment.

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

(Q) PENSION CONTRIBUTIONS

Since 1 March 2015 Build It International in the UK has offered non-temporary employees membership of a defined contribution occupational scheme “The People’s Pension” operated by B&CE. All new non-temporary employees since 1 March 2015 are offered an employer contribution to “The People’s Pension”; pre-existing employees have been allowed to retain employer contributions to pre-existing personal pension schemes.

The charity’s Auto-Enrolment staging date was 1 March 2016; and “The People’s Pension” is the scheme in use to comply with those obligations. From 1 March 2016 all employees meeting automatic enrolment eligibility threshold have been offered membership of the scheme.
The terms and conditions of employees of Build It in Zambia follow the requirements and norms applicable to Zambia; which include direct contributions to the Government run National Pension Scheme Authority (NAPSA) pension scheme.

The charity’s Auto-Enrolment staging date was 1 March 2016; and “The People’s Pension” is the scheme in use to comply with those obligations. From 1 March 2016 all employees meeting automatic enrolment eligibility threshold have been offered membership of the scheme.

The terms and conditions of employees of Build It in Zambia follow the requirements and norms applicable to Zambia; which include direct contributions to the Government run National Pension Scheme Authority (NAPSA) pension scheme. Build It International has never had a defined benefit pension scheme.

(R) SETTLEMENT PAYMENTS

Redundancy and settlement payments are recognised at the leaving date of the member of staff and measured at the best estimate of expenditure required to settle the obligation at the reporting date.

(S) FOREIGN CURRENCY TRANSLATION

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are recorded at the rate ruling at the date of the transaction. All differences are taken to the SOFA.

Month	Rate
Jan 2024	34.26819
Feb 2024	29.28737
Mar 2024	31.59345
Apr 2024	33.45370
May 2024	34.56635
Jun 2024	30.36090

Month	Rate
Jul 2024	33.50194
Aug 2024	34.28754
Sep 2024	35.41067
Oct 2024	34.27644
Nov 2024	34.22602
Dec 2024	34.79614

(T) RISK MANAGEMENT POLICY

The charity has a Currency Risk Management Policy which is used to guide the purchase of forward contracts. This has the objective of covering 40%-50% of anticipated foreign currency requirements over the next 12 months; weighted to covering more shorter term and to cover less 9-12 months ahead.

(U) BASIS OF CONSOLIDATION

The financial statements consolidate the results of the UK charitable company and its subsidiary, BII Zambia on a line by line basis.

2. LEGAL STATUS OF THE CHARITY

The Charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

3. INCOME FROM DONATIONS

	Unrestricted funds 2024 £	Restricted funds 2024 £	**Total 2024 £**	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Individuals	141,340	42,903	**184,243**	116,093	130,434	246,527
Grants from foundations and trusts and other organisations	256,313	389,657	**645,970**	380,426	541,216	921,642
	397,653	432,560	**830,213**	496,519	671,650	1,168,169

Grants from foundations and trusts and other organisations include donations for training and professional services totalling £Nil (2023: £Nil).

4. OTHER TRADING ACTIVITIES

	Unrestricted funds 2024 £	Restricted funds 2024 £	**Total 2024 £**	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Fundraising events	-	-	**-**	44,888	613	45,501
	-	-	**-**	44,888	613	45,501

Other trading activities comprise payments for participating in fundraising events.

5. INVESTMENTS

	Unrestricted funds 2024 £	Restricted funds 2024 £	**Total 2024 £**	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Investment income	14,020	3,894	**17,914**	10,002	5,362	15,364
	14,020	3,894	**17,914**	10,002	5,362	15,364

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

6. OTHER INCOME

	Unrestricted funds 2024 £	Restricted funds 2024 £	**Total 2024 £**	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Trainee registration	-	837	**837**	-	874	874
Other income	-	3,021	**3,021**	18	397	415
	-	3,858	**3,858**	18	1,271	1,289

7. RAISING FUNDS

	Unrestricted funds 2024 £	Restricted funds 2024 £	**Total 2024 £**	Unrestricted funds 2023 £	Restricted funds 2023 £	Total 2023 £
Staff costs	159,183	-	**159,183**	149,598	-	149,598
Operational support	23,767	-	**23,767**	64,360	-	64,360
Governance costs	7,908	1,389	**9,297**	7,779	1,357	9,136
Support costs	44,329	1,115	**45,444**	46,764	-	46,764
	235,187	2,504	**237,691**	268,501	1,357	269,858

8. CHARITABLE ACTIVITIES

	Grant making 2024 £	Charitable activities 2024 £	**Total 2024 £**	Grant making 2023 £	Charitable activities 2023 £	Total 2023 £
Staff costs	-	212,072	**212,072**	-	259,948	259,948
Direct programme activities	-	346,026	**346,026**	-	263,800	263,800
Governance costs	-	27,892	**27,892**	-	27,408	27,408
Support costs	-	131,870	**131,870**	-	140,295	140,295
	-	717,860	**717,860**	-	691,451	691,451
Analyse by fund						
Unrestricted funds	-	165,391	**165,391**	-	236,534	236,534
Restricted funds	-	552,469	**552,469**	-	454,917	454,917
	-	717,860	**717,860**	-	691,451	691,451

9. SUPPORT COSTS

	Support costs 2024 £	Governance costs 2024 £	**Total 2024 £**	Support costs 2023 £	Governance costs 2023 £	Total 2023 £
Staff costs	61,943	-	**61,943**	80,850	-	80,850
Operating costs - non staff	115,371	-	**115,371**	106,209	-	106,209
Audit fees	-	34,849	**34,849**	-	31,602	31,602
Legal costs	-	274	**274**	-	882	882
Trustee meetings	-	2,066	**2,066**	-	4,060	4,060
	177,314	37,189	**214,503**	187,059	36,544	223,603
Analysed between						
Cost of generating funds	45,444	9,297	**54,741**	46,764	9,136	55,900
Charitable activities	131,870	27,892	**159,762**	140,295	27,408	167,703
	177,314	37,189	**214,503**	187,059	36,544	223,603

Support and governance costs have been allocated based on the trustees estimated costs incurred being 25% to cost of generating funds, 0% to grant making and 75% to Zambia Programme Delivery.

10. MOVEMENT IN FUNDS

Net movement in funds is stated after charging:	**2024 £**	2023 £
Depreciation of tangible assets	**21,154**	26,809
UK Auditors' remuneration	**31,112**	28,200
Zambia Auditors' remuneration	**3,737**	3,402
Operating lease rentals - land and buildings	**6,000**	6,000
Recognised exchange differences (Gain)/Cost	**(5,547)**	59,594

11. STAFF COSTS (UK & ZAMBIA)

	2024	2023
	£	£
Wages and Salaries	**384,595**	430,360
Social Security Costs	**18,902**	23,133
Other Pension costs	**13,273**	19,803
	416,770	473,296

	As at 31 Dec 2024			**As at Dec 2023**		
	Part-time	**Full-time**	**Total**	**Part-time**	**Full-time**	**Total**
Direct employees (i.e excluding contract workers)						
UK-based staff	3	3	**6**	2	3	5
Zambia-based staff	0	20	**20**	0	17	17
	3	23	**26**	2	20	22

Employees earning in excess of £60,000	**2024**	2023
£60,000 - £70,000	**0**	1
£70,000 - £80,000	**1**	0

Average number of employees (full-time and part-time) in the year was 24; (2023: 22). One employee earned in excess of £60,000 (in a 12 month period) excluding pension contributions (2023: 0).

Build It International directly delivers its charitable programme of work and training in Zambia. We utilise the skills of highly qualified staff to deliver quality training with high standards to our trainees to give them the best grounding for their future. When compared with similar organisations, staff numbers in Zambia are higher than other organisations that outsource their work.

The trustees consider the Key Management Personnel of the charitable company to be themselves, the CEO, Director of Finance and Administration and Country Director. The cost of two UK Key Management Personnel during the year is £133,219 (incl. Employer National Insurance and pension) (2023: £167,625 for three Key Management Personnel).

Key Management Salaries are set by a Remuneration Committee in consultation with the Chief Executive (and Finance & Audit Committee as part of the annual budgeting process).

Holiday Pay outstanding at the end of year is £2,673 (2023: £3,508).

Whilst modest in quantity, Build It International greatly values the expertise and voluntary time given by a number of individuals during 2024 and prior periods.

12. TRUSTEE REIMBURSED EXPENSES

A total of £287 (2023: £2,959) was incurred related to the expenses (travel and subsistence) of four trustees.

13. TRUSTEE DONATIONS, TRUSTEE REMUNERATION AND RELATED PARTIES

A total of £34,946 was donated by trustees and related parties (2023: £10,001). No trustees received remuneration with regard to being a trustee in the year 2024 (2023: £Nil). Other than those with BII Zambia below, there were no related party transactions in the year. (2023: none). The majority of expenditure is in Zambia through our subsidiary, BII Zambia Limited (a company limited by guarantee).

	2024	2023
	£	£
Cash transfers from UK to Zambia	**241,966**	515,000
Non-cash transfers from UK to Zambia	**19,632**	34,927
Non-cash transfers from Zambia to UK	**(1,717)**	-
Total net transfers to Zambia	**259,881**	549,927

Total net transfers to Zambia are £259,881, ZMW 8.9M (2023: £549,927, ZMW 13.7M).

14. GROUP FINANCIAL STATEMENTS

The financial statements consolidate the results of BII and its subsidiary, BII Zambia Limited. A separate Statement of Financial Activities and Statement of Cash Flows is not presented for UK charitable company because the charity has taken advantage of the exemptions in S408 of the Companies Act 2006.

15A. FIXED ASSETS - GROUP

	Group Land & Buildings	**Group** Office equipment	**Group** Motor Vehicles	**Group Total**
Opening Cost at 1 January 2024	670,157	17,093	106,940	**794,190**
Additions	4,871	-	-	**4,871**
Disposals	-	-	(5,888)	**(5,888)**
Closing Cost at 31 December 2024	675,028	17,093	101,052	**793,173**
Opening Accumulated Depreciation at 1 January 2024	98,870	16,624	97,111	**212,605**
Depreciation charge for the year	10,924	384	9,846	**21,154**
Disposals in the year	-	-	(5,888)	**(5,888)**
Foreign exchange	-	-	(17)	**(17)**
Closing Accumulated Depreciation at 31 December 2024	109,794	17,008	101,052	**227,854**
Net book value at 31 December 2024	565,234	85	-	**565,319**
Net book value at December 2023	571,287	469	9,829	**581,585**

Land is long leasehold land for the Centre for Excellence project in Zambia. Buildings are depreciated over the expected useful life, and depreciation charges commence in the year in which they are brought into use. Buildings are all at the Centre for Excellence and as at 31 December 2024 are in use. At 31 December 2024 there are capital commitments relating to Centre for Excellence of Nil (2023: nil).

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

15B. FIXED ASSETS - CHARITABLE COMPANY

	Office Equipment £
Costs at 1 Jan 2024	**4,955**
Additions	**-**
Disposals	**-**
Costs at 31 December 2024	**4,955**
Depreciation at 1 Jan 2024	**4,955**
Depreciation charge for year	
Disposals	**-**
Depreciation at 31 December 2023	**4,955**
Net book value at 31 December 2024	**-**
Net book value at December 2023	**352**

16. FIXED ASSETS INVESTMENTS

	Group 2024 £	BII UK 2024 £	Group 2023 £	BII UK 2023 £
Listed investments				
At 1 January 2024	**-**	**-**	**-**	**-**
Shares purchased	**325,158**	**325,158**	**-**	**-**
Unrealised investment (losses)/gains	**12,318**	**12,318**	**-**	**-**
At 31 December 2024	**337,476**	**337,476**	**-**	**-**

17. DEBTORS

	Group 2024 £	BII UK 2024 £	Group 2023 £	BII UK 2023 £
Gift Aid	**15,238**	**15,238**	9,923	9,923
Accrued Income	**39,077**	**33,201**	16,235	10,006
Sundry Debtors and Prepayments	**38,375**	**11,152**	26,070	6,690
	92,690	**59,591**	52,228	26,619

18. CREDITORS (AMOUNT FALLING DUE WITHIN ONE YEAR)

	Group 2024 £	BII UK 2024 £	Group 2023 £	BII UK 2023 £
Accruals	**73,077**	**36,855**	134,221	94,106
Sundry Creditors	**14,382**	**8,515**	13,146	11,393
	87,459	**45,370**	147,367	105,499

19. FINANCIAL INSTRUMENTS

	Group 2024 £	BII UK 2024 £	Group 2023 £	BII UK 2023 £
Financial assets				
Fixed asset investments	**337,476**	**337,476**	-	-
Sundry debtors	**38,375**	**11,152**	26,070	6,690
	375,851	**348,628**	26,070	6,690
Financial liabilities				
Sundry creditors	**14,382**	**8,515**	13,146	11,393
	14,382	**8,515**	13,146	11,393

20. COMMITMENTS UNDER OPERATING LEASES

At 31st December 2024 the charity had commitments of £5,500 (2023: £11,500) under non-cancellable operating leases . This relates to a lease on Shrewsbury office premises. Of this £5,500 (2023: £6,000) relates to a period of less than one year and £0 (2023: £5,500) relates to a period of one to five years. The lease is with Build It International UK.

21. ANALYSIS OF GROUP 2024 RESTRICTED FUNDS

	Balance 1.1.2024	Fx loss on Zambia Reserve	Incoming resources	Expenditure	Transfers from Unrestricted	Balance 31.12.24	Cumulative Capital Purchases after Depn.
	£	£	£	£	£	**£**	£
Training into Work							
Centre for Excellence	422,007	5,530	-	10,931	-	**416,606**	565,234
Training into Work	-	-	68,464	158,900	90,436	**-**	-
Gosztony Endowment Fund (GEF)	314,714	-	60,519	-	(37,000)	**338,233**	-
Community Buildings with Training & Support Activities							
Mukuyo Community School (2020)	7,421	-	-	-	-	**7,421**	-
Naluyanda Community School (2020)	11,459	-	-	-	-	**11,459**	-
Other Community Projects (Zambia)	48,694	-	4,179	445	(4,176)	**52,428**	-
Chisamba Maternity Clinic	29,038	-	174,617	175,843	-	**27,812**	-
Mwachisompola School	74,519	-	-	37,081	-	**37,438**	-
School Latrines Programme	-	-	1,499	145	-	**1,354**	-
Other Projects							
Distance Learning Programme	4,968	-	-	-	-	**4,968**	-
Advocacy - Waterloo	45,949	-	-	34,176	(11,773)	**-**	-
Safe Hands Programme	9,169	-	-	-	-	**9,169**	-
Irish Aid - Advocacy	19,705	-	-	13,541	-	**6,164**	-
Irish Aid 2024/25	-	-	140,155	49,680	-	**90,475**	-
Programme Support & Development Costs	-	-	7,407	74,231	66,824	**-**	-
Total	987,643	5,530	456,840	554,973	108,487	**1,003,527**	565,234

Funding is for individual projects and collectively for projects of a similar nature. Training into Work includes the Centre for Excellence - the balance shown of £565,234 is invested in fixed assets incurred in the construction of the Centre for Excellence. Community building projects include our training programme and the construction of community health and education infrastructure. There were two active community construction projects in 2024; Mwachisompola Community School was completed early in the year and construction of the Chisamba Maternity and Infant Health Unit began in May

.

Funds Transfers:

1. Programme support and development costs: as in previous years a transfer from unrestricted funds is necessary to cover a deficit where expenditure exceeds income.
2. A transfer from unrestricted funds of £1,277 was approved to compliment the grant from Waterloo Foundation for Advocacy and Business Development. As well, at the start of 2024 £13,050 was reclassified from the Unrestricted Fund to recognise the 2023 Impact Study charge under the Waterloo Foundation grant.
3. Training into Work including the Centre for Excellence: again, during 2024 we are grateful for the support that donors have shown for Build It by unrestricting their donation when usually restricted donations are given. As such, a transfer from unrestricted of £54,999 is necessary to support the activities of training and building at the Centre for Excellence.
4. The Goztony Endowment Fund, established in 2023, provided funding for Training into Work by way of a funds transfer of of £37,000

21. ANALYSIS OF GROUP 2023 RESTRICTED FUNDS (CONTINUED)

	Balance 1.1.2023 Restated	Fx loss on Zambia Reserve	Incoming resources	Expenditure	Transfers from Unrestricted	Balance 31.12.23	Cumulative Capital Purchases after Depn.
	£	£	£	£	£	£	£
Training into Work							
Training to Work including Centre for Excellence	534,109	(59,622)	86,755	(146,148)	6,913	422,007	571,287
Gosztony Endowment Fund (GEF)	-	-	315,161	(447)	-	314,714	-
Community Buildings with Training & Support Activities							
Mukuyo Community School (2020)	7,421	-	-	-	-	7,421	-
Naluyanda Community School (2020)	11,459	-	-	-	-	11,459	-
Libuyu Maternity Unit (2022/2022)	-	-	2,500	(6,676)	4,176	-	-
Other Community Projects (Zambia)	75,781	-	4,094	(27,005)	(4,176)	48,694	-
Chisamba Maternity Clinic	-	-	31,000	(1,962)	-	29,038	-
Mwachisompola School	-	-	174,186	(99,667)	-	74,519	-
Other Projects							
Distance Learning Programme	9,500	-	-	(4,532)	-	4,968	-
Advocacy - Waterloo	22,524	-	36,523	(13,098)	-	45,949	-
Safe Hands Programme	9,169	-	-	-	-	9,169	-
Irish Aid - Advocacy	-	-	25,366	(5,661)	-	19,705	-
Programme Support & Development Costs	-	10	3,311	(151,078)	147,757	-	-
Total	669,963	(59,612)	678,896	(456,274)	154,670	987,643	571,287

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

22. ANALYSIS OF RESTRICTED FUNDS - PARENT COMPANY

	Balance 1.1.2024	Incoming resources	Expenditure	Transfers from Unrestricted	Balance 31.12.24
	£	£	£	£	£
Restricted Funds	295,538	273,930	274,769	108,487	403,186
Unrestricted Funds	509,311	411,673	400,578	(108,487)	411,919
Total Funds	804,849	685,603	675,347	-	815,105

	Balance 1.1.2023	Incoming resources	Expenditure	Transfers from Unrestricted	Balance 31.12.23
Restricted Funds	42,972	649,345	551,449	154,670	295,538
Unrestricted Funds	617,571	551,428	505,018	(154,670)	509,311
Total Funds	660,543	1,200,773	1,056,467	0	804,849

Restricted Funds are held in Build It International UK (BII UK) until such times as they are requested by way of cash transfer to BII Zambia Ltd (BIIZ). All of the balances relate to the itemised programme lines of restricted funds remaining in the group funds note, with the exception of Training into Work which is apportioned between BIIZ and BII UK.

23. ANALYSIS OF NET ASSETS BY FUND

GROUP	Unrestricted Funds £	Restricted Funds £	2024 Total Funds £
Tangible Fixed Assets	85	565,234	**565,319**
Investments	-	337,476	**337,476**
Current Assets	457,221	142,906	**600,127**
Current Liabilities	(45,370)	(42,089)	**(87,459)**
Total	411,936	1,003,527	**1,415,463**

GROUP	Unrestricted Funds £	Restricted Funds £	2023 Total Funds £
Fixed Assets	10,298	571,287	**581,585**
Current Assets	604,513	458,223	**1,062,736**
Current Liabilities	(105,500)	(41,867)	**(147,367)**
Total	509,311	987,643	**1,496,954**

The Restricted Funds balance shown of £1,003,527 (2023: £987,643) includes capital expenditure incurred in constructing the Centre for Excellence of £565,234 (2023: £571,287).

24. TAXATION

Build It International is a registered charity and therefore is not liable to income tax or corporation tax on income or gains derived from its charitable activities, as they fall within the various exemptions available to registered charities.

25. GRANTS

During 2024 the charity made grants of £Nil (2023: £0). All other projects are directly managed by Build It International.

26. DETAILS OF SUBSIDIARY UNDERTAKINGS

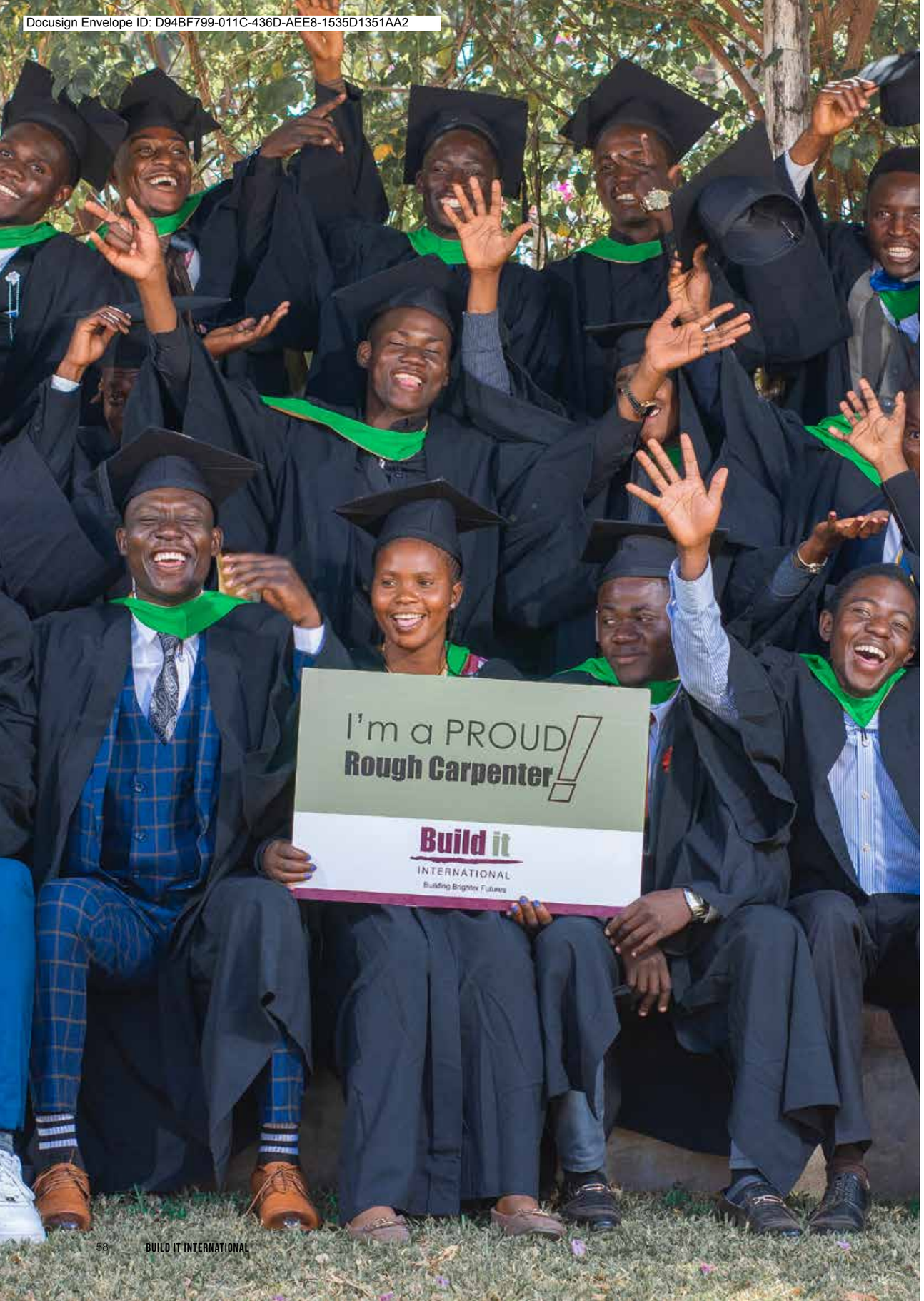
Build It International operates in Zambia through BII Zambia Ltd (a Company Limited by Guarantee), registered in Zambia at Sub Division A-Farm 9317, Great North Road, Chibombo, Zambia, as company number 120150137444. Control is exercised though a Memorandum of Understanding between the two Boards.

The Build It UK Chair and CEO are both members of the BII Zambia Ltd board of trustees. There is a single senior management team that includes both UK and Zambia staff members. Cash is transferred from the UK to Zambia on an 'as necessary' basis.

The aggregate amount of assets, liabilities and funds at 31 December 2024 for BII Zambia Ltd is ZMW 11,714,902 (2023: ZMW 14,571,308). In the twelve months ending 31 December 2024 BII Zambia Ltd had an income of ZMW 15,156,403 (2023: ZMW 14,465,344); expenditure of ZMW 18,103,213 (2023: ZMW 11,881,785); and a deficit of ZMW 3,001,208 (2023: surplus of ZMW 2,583,559).

Direct Income for BII Zambia Ltd includes grants from institutional donors, gifts in kind, local cash contributions to projects and bank deposit interest.

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2



LEGAL AND ADMINISTRATIVE INFORMATION

COMPANY NUMBER	05495358
CHARITY NUMBER	1115989
GOVERNING DOCUMENT	Memorandum and Articles of Association
TRUSTEES	Florence Bearman - Chair Nasir Ali - Treasurer from 20th April 2024 Ronald Fleming - Trustee until 4th December 2024 Christopher James Lucie Kasanga - Chair of BII Zambia Ltd Neil MacDougall Toyosi Odiakosa Graham Wickenden - Treasurer and Trustee until 20th April 2024
SECRETARY	Alison McKittrick
CHIEF EXECUTIVE	Tumundila Kazunga
DIRECTOR OF FINANCE AND ADMINISTRATION	Tracy Harper
COUNTRY DIRECTOR	Chilufya Kasutu
REGISTERED OFFICE	Windsor House Windsor Place Shrewsbury Shropshire SY1 2BY
AUDITORS	Azets Audit Services Gladstone House 77-79 High Street Egham Surrey TW20 9HY
BANKERS	Barclays Bank plc. Business Banking P.O. Box 89 Shrewsbury Shropshire SY1 2WQ
WEBSITE	www.builditinternational.org

Docusign Envelope ID: D94BF799-011C-436D-AEE8-1535D1351AA2

Build it
INTERNATIONAL

www.builditinternational.org

Stay connected

Follow us on social media to keep up to date with all our latest news, events and information.

Build It International, England & Wales
Registered Charity No. 1115989

BII Zambia Limited, Zambia Companies
Registration No. 120150137444

BUILD IT INTERNATIONAL

England & Wales - Charity number 1115989

Accounts

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

BUILDING BRIGHTER FUTURES

TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

Build it INTERNATIONAL

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

CONTENTS

03 MESSAGE FROM OUR CHAIRS

04-05 OBJECTIVES & KEY ACTIVITIES

06-13 OUR IMPACT IN 2023

14-15 OUR 2018-2023 STRATEGY

16-17 IMPACT STUDY

18-19 FUTURE PLANS

20-23 FUNDRAISING, ADVOCACY & PARTNERSHIPS

24-27 STRUCTURE, GOVERNANCE & MANAGEMENT

28-31 FINANCIAL REVIEW

32 STATEMENT OF RESPONSIBILITIES OF THE TRUSTEES

34-37 AUDITOR'S REPORT

38 CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

39 BALANCE SHEETS

40 CONSOLIDATED STATEMENT OF CASH FLOWS

41-55 NOTES TO THE FINANCIAL STATEMENTS

56-57 LEGAL AND ADMINISTRATIVE INFORMATION

THANK YOU!

We extend our heartfelt gratitude to all our supporters, donors, partners, volunteers and Trustees—who have played a crucial role in making 2023 a year of impactful change.

Your unwavering commitment has empowered communities across Zambia, enabling us to train more aspiring builders, and create sustainable futures. Together, we have transformed lives and laid the foundation for continued progress. Your generosity and trust in our mission inspire us daily, and we look forward to building an even brighter future together.

Thank you for standing with us in 2023 and beyond!

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

MESSAGE FROM OUR CHAIRS

2023 has been a year of change at the helm of Build It International. After 16 years of leadership, co-founder and Chief Executive, Andrew Jowett stepped down in September.

Under Andrew's visionary guidance, Build It has become a powerful force for positive change in Zambia, equipping young people with opportunities to thrive and building vital infrastructure to help communities flourish.

Andrew steered us through the unprecedented challenges of the COVID-19 pandemic, ensuring our mission continued unabated. He has now passed the baton to our new Chief Executive, Tum Kazunga, who brings a wealth of fundraising and programming expertise, and a strong connection to Zambia. Tum's passion for locally driven NGOs aligns with Build It's vision, and we are confident he will lead us to make an even greater impact.

We also thank Ronnie Fleming, who served as Chair from 2019 to December 2023. Ronnie's dedication and guidance have been invaluable during a pivotal period for Build It.

Looking ahead to 2024, we are excited about the opportunities before us. Together, with your continued support, we will build on our successes and break new ground, creating brighter futures for more young people in Zambia.

FLORENCE BEARMAN
CHAIR

LUCIE KASANGA
CHAIR

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

OBJECTIVES AND KEY ACTIVITES

ABOUT US

Build It International has been creating employment opportunities for young people across Zambia's building sector since 2006.

We support young people with skills and opportunities to work and thrive, to build themselves a brighter future.

We believe in the power of infrastructure to support communities to grow and flourish. That's why we construct essential community buildings in disadvantaged communities; schools to nurture young minds, health clinics to save lives, and sanitation facilities to support clean, safe living conditions.

Delve into this report to discover the impact of our work in 2023.

WHY ZAMBIA?

Zambia has a young and dynamic population. However, the country continues to face challenges in equipping young people with relevant skills for work.

The construction sector, a substantial contributor to Zambia's GDP, faces a skills shortage and desperately needs more skilled workers.

THE ZAMBIA CENSUS PROJECTION REPORT 2011-2035 ESTIMATES THAT IN 2023, INDIVIDUALS AGED 19-34 MAKE UP 26.7% OF THE TOTAL POPULATION.

49.8% OF 15-35 YEAR OLDS IN ZAMBIA ARE NOT IN EMPLOYMENT EDUCATION OR TRAINING (NEET).

THE CONSTRUCTION SECTOR IS THE SIXTH HIGHEST EMPLOYER OF YOUNG PEOPLE OUT OF 21 INDUSTRIES STUDIED (ZAMBIA LABOUR FORCE SURVEY 2022).

Since becoming a trained construction worker, my life has changed for the better. I now have access to job opportunities that allow me to earn a steady income, which has enabled me to support myself and my family.

As a woman, the most significant change in my life has been the newfound independence I have gained. I am no longer dependent on anyone else. This empowerment has had a ripple effect on many parts of my family's life, and I am grateful for it.

Every construction project and hammer swing is more than just work; it represents empowerment and positive change that spreads through every aspect of my life.

MEMORY MUNAMOONGA, 2017 GRADUATE
GATHERED AS PART OF 2023 IMPACT STUDY

OUR VISION

AN AFRICA IN WHICH EVERYONE HAS THE OPPORTUNITY TO WORK AND THRIVE.

OUR MISSION

TO CREATE OPPORTUNITIES FOR YOUNG PEOPLE AND THEIR COMMUNITIES THROUGH SKILLS TRAINING, WORK EXPERIENCE AND ESSENTIAL COMMUNITY BUILDING PROJECTS.

KEY ACTIVITIES

The construction sector offers a wealth of exciting opportunities for young people - if they have the right skills and training.

Skills development helps create sustainable livelihoods. It also helps reduce poverty, giving people the potential to earn a better living and enjoy greater economic resilience.

Build It trains young men and women who have had limited opportunity to access education and training but who have a genuine interest and motivation to learn new skills.

Our Training into Work programme provides the opportunities that young people need: life-skills, practical training and work placements, helping to deliver a clear pathway into employment.

Our community building projects help to bring essential services to some of Zambia's most disadvantaged communities: working alongside them to identify issues and solutions.

Our projects offer our young construction trainees valuable work experience. We use locally sourced building materials, sustainable technologies and designs that harmonise with the local area.

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

BUILDING SKILLS, CHANGING LIVES

IN 2022, WE SAID...

We would train a minimum of 200 young people (30% women) and implement new editions of our construction courses.

IN 2023, WE'RE CELEBRATING...

194 young trainees enrolled onto our entry-level construction courses; 78% men and 22% women.

THE PASS MARK FOR FINAL ASSESSMENTS ON OUR COURSES IS 75%.

OUR TRAINEE AVERAGE FINAL ASSESSMENT MARK WAS 90.5%.

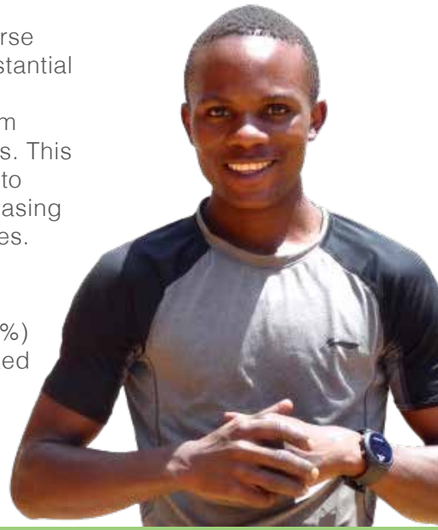
Successful delivery of eight training courses, of which seven were at our Centre for Excellence.

- We celebrated the achievements of five groups of graduates with a joyous graduation ceremony on 20 September 2023. We were joined by esteemed guest Mr. Norman Chipakupaku, Ministry of Defence Permanent Secretary who also enjoyed a tour of the Centre for Excellence. The celebrations were captured for ZNBC Today television programme. These happy and inspiring events celebrate the hard work and commitment of the young people who have completed our training.

Delivery of monthly career development sessions and quarterly female mentorship sessions to engage and support graduates.

- We successfully rolled out new course content in 2023. This follows a substantial review in 2022 of four of our entry-level training courses with input from contractors, partners and graduates. This ensures that our training continues to meet the needs of employers, increasing employability of our young graduates.

- Contractors contacted us with 229 worker requests of which 127 (55.5%) were successfully fulfilled by or linked to graduates. Of the 229 requests 67% were for bricklaying, 14% for rough carpentry, 11% tiling and 8% painting.



"I have gained confidence and skills that have transformed my life completely. I can now do things that I never thought I was capable of.

The skills I gained have enabled me to secure employment and earn an income that has improved the lives of my mother and sister. I have started running my own business from home. I am able to renovate my mother's old house using the construction skills I acquired.

I'm equipped with the skills and tools to build a better and more stable future for myself and my family."

TRYWELL ZULU, 2020 GRADUATE
GATHERED AS PART OF 2023 IMPACT STUDY

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

BREAKING BARRIERS

WE SAID...

We said we would progress our Women into Work programme by hosting construction sector-wide events in UK and Zambia.

We are thrilled to share the progress of our gender-focused initiatives. Our aim is not only to increase the number of women we train but to ensure they can go forward to achieve the same successes as their male counterparts.

DID YOU KNOW...?

WOMEN HOLD LESS THAN 2% OF MANAGERIAL POSITIONS IN ZAMBIAN CONSTRUCTION COMPANIES

CELEBRATING...

CHAMPIONING WOMEN, INFLUENCING CHANGE

On 29 March 2023, we hosted an engaging hybrid panel discussion in London on Women in Construction. There were lively discussions on the challenges facing women in construction, and what we can all do to influence change.

BOOSTING GENDER EQUALITY

Generous support from the Government of Ireland through the Embassy of Ireland in Zambia enabled us to deliver a range of new activities. This included an Affiliate Contractors roundtable meeting (23 November), Women Leaders in Construction breakfast meeting (28 November), and several Lunch Hour Gender Chats with workers on active construction sites.

DRIVING CHANGE THROUGH ADVOCACY

We brought together industry leaders, passionate voices and community members for 12 radio programmes on Zambia's Money FM. Engaging 30-minute segments featured panel discussions and call-ins exploring a diverse range of key topics.

ENGAGING WITH COMMUNITIES

We stepped into the heart of the communities at Machaya, Mwachinondo and Lusaka's Ten-Miles market, delivering drama sketches and traditional dances to inform and inspire women and families about construction sector opportunities.

BREAKING DOWN BARRIERS FOR WOMEN

All of these activities shaped our conference, "Breaking Barriers, Building Dreams: Women's Contributions to Zambia's Construction Industry," held on 17 January 2024 in Lusaka. We welcomed over 100 industry delegates from across the construction industry. The event highlighted collaboration, analysed obstacles hindering women, and outlined key areas for policy and cultural transformation.

WE'RE EXCITED TO FORGE AHEAD AND CONTINUE THIS WORK INTO 2024, WORKING TOGETHER TO CREATE A MORE DIVERSE AND INCLUSIVE WORKFORCE.

DID YOU KNOW...?

IN ZAMBIA, 96.6% OF CONSTRUCTION WORKERS ARE MALE AND 3.4% ARE FEMALE (ZAMBIA LABOUR FORCE SURVEY 2021).

OF THESE 85,900 WERE AGED 15 – 35 YEARS OLD: 96.7% WERE MALE AND 3.3% FEMALE.

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

BUILDING FUTURES

WE SAID...

We said we would complete a school project at Mwachisompola Primary School.

CELEBRATING...

In 2023, we successfully completed 80% of the building work, transforming Mwachisompola Primary School into an environment where children can thrive.

We are thrilled to announce that the school is now fully complete, providing 565 students with access to a brighter future and better educational opportunities.

Classroom environment has a significant impact on student learning.

Too many children in Zambia find themselves crammed into overcrowded, dilapidated classrooms or even learning outdoors.

We build spaces that help empower young learners. We have built four classrooms at this busy, rural school 66km north of Lusaka.

The completion of the new classroom block at our school has brought happiness to both staff and the community.

The increased learning space will help accommodate a growing population of learners in the community and allow us to manage time and learning sessions more effectively.

We are deeply grateful and feel privileged to have been chosen among the many schools in the Chibombo District.

JOHN KAPAMBWE
HEAD TEACHER OF MWACHISOMPOLA PRIMARY SCHOOL

The Mwachisompola project was brought to life by 25 young trainees from our training programme.

They gained valuable skills while building these facilities that will benefit their community for years to come.

Visiting a relative in Mwachisompola, I learned about Build It and was intrigued by the construction skills training. I decided to apply and, upon acceptance, made the tough choice for my 2-year-old daughter to stay with my parents in the Mumbwa district, west of Lusaka, so that I could fully focus on the training.

It paid off! At my graduation I earned an award as the best female student! My skills led to a job with Izwanga Construction, working on the new maternity unit at Chisamba Rural Health Clinic. Now, I earn enough to support my daughter and provide for our future.

PREVIOUS LUPANGO
2023 GRADUATE

We built a Ventilated Improved Pit latrine block for the pupils at the school. Many girls in Zambia miss lessons or drop out of school entirely due to a lack of proper sanitary facilities. By providing these essential amenities, we are ensuring that girls can manage their periods with dignity and continue their education.

When girls are supported to thrive, entire communities flourish.

In addition to student facilities, we have constructed a two-cubicle latrine block for the school's 11 dedicated teachers. They previously faced a 10-minute walk to the local church for facilities. The new latrines will help foster a better teaching environment and attract more teachers to the school.

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

STRENGTHENING COMMUNITIES

WE SAID...

We would design a Maternity and Child Health Unit at Chisamba Rural Health Centre

CELEBRATING...

We are thrilled to share the design of a bespoke, purpose-built 460 sqm Maternity and Child Health unit for the Chisamba Rural Health Centre that will be built in 2024.

This bustling clinic serves as a lifeline for over 30,000 residents in the Chisamba District, Central Province, offering a range of essential healthcare services.

Currently, the centre supports around 720 pregnant women each year. However, its existing maternity and infant care facilities are insufficient and inadequate for the community's needs.

OUR NEW DESIGN AIMS TO TRANSFORM THIS VITAL HEALTHCARE HUB. THE NEW BUILDING WILL INCLUDE:

- Two consultation rooms
- Three-bed antenatal ward
- Three-bed post-natal ward
- Delivery room with two beds
- Reception and office
- Plus essential facilities and recreational areas

"Thank you for the new maternity wing being built. The current delivery room is very small, and women have a lot of challenges giving birth because of limited space and lack of privacy. I faced similar challenges when I gave birth there 6 months ago!

EMELDA
WITH HER SON RONISA

SHARING SKILLS, SHAPING SUCCESS

WE SAID...

We would share our experience to support the provision and uptake of improved skills training

CELEBRATING...

On 6 April 2023 we had the pleasure of welcoming our special guest Minister Sean Fleming TD from the Irish Government to the Centre for Excellence.

Mr Fleming's visit to Zambia celebrated the extensive and valuable work that Ireland has accomplished through its enduring partnerships in the region. We were delighted that Mr Fleming was able to witness our training programme firsthand.

We launched a five-day Maintenance course for the commercial sector, focusing on cost-effective building upkeep. Held from 16-23 Oct 2023, the pilot included five participants from Cretech Construction and McCoys Building Solutions who praised the skills and knowledge gained.

In October 2023, we hosted our second Employer Engagement workshop with representatives from five construction companies and Mr. Lloyd Kayeka, District Commissioner of Chibombo. These workshops aim to strengthen contractor relationships and drive skills training and advocacy to help young people transition from learning to earning.

We shared our training programme with several other NGOs, including Children International. The enthusiastic response we received underscores the strong demand for training and support that enhances employment prospects for young people.

In partnership with NGO SolidarMed, we established a Youth Advisory Board to provide further insights and guidance on our training programme. Focus group discussions will directly inform 2024 interventions around substance abuse and gender equality.

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

REFLECTING ON OUR 2018-2023 STRATEGY

Since Build It was established in 2006, we have continued to refine our approach, drawing inspiration from the young people and communities we work with. Their aspiration continues to fuel our mission.

In 2018, we embarked on a bold new chapter to significantly increase our reach. We celebrate the conclusion of this transformative strategy, which despite the challenges of COVID-19 pandemic has:

→ **SUPPORTED**

1,262

men and women through our Training into Work programme.

→ **DELIVERED**

15

community-led building projects to transform lives across Zambia.

→ **IMPROVED ACCESS FOR**

148,873

people in receiving better education and health services.

→ **SHARED OUR**

EXPERTISE

to support provision and uptake of improved skills training beyond our programme

OUR CENTRE FOR EXCELLENCE

Our strategic vision saw the construction of our dedicated training centre - our Centre for Excellence in Lusaka. This has been a game changer. From barren scrub land, the Centre is now a vibrant hub for learning, revolutionising our training programme to support more young people than ever before.

The transformation of our Centre for Excellence has not only enhanced our training capabilities but also strengthened our connections with industry partners. As the Centre thrives, so too does our network of contractor relationships. These partnerships are crucial, as they provide valuable work placements and job opportunities, reflecting the increasing sector-wide support for nurturing the next generation of builders.

We have developed bespoke entry-level construction skills courses accredited to international standards. Our detailed curriculum includes life skills, practical skills, work placements and career development support.

This approach ensures our training is relevant and responsive to industry needs, maximising employment opportunities for our young trainees.

OUR 2018-2023 STRATEGY HAS SIGNIFICANTLY CONTRIBUTED TO OUR TOTAL IMPACT, DRIVING REMARKABLE GROWTH SINCE BUILD IT WAS ESTABLISHED IN 2006 INCLUDING:

1,841
YOUNG PEOPLE TRAINED

56
COMMUNITY BUILD PROJECTS DELIVERED

402,189
PEOPLE SUPPORTED

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

IMPACT STUDY

Every two years we commission an independent Impact Study. These studies provide important insights and help us learn. They show the value of our work and highlight areas for improvement.

Our 2023 Impact Study continues to show the positive impact our work has on creating brighter futures for young people in Zambia.

The study looked at Build It graduates trained in 2017, 2020 and 2021, and featured:

319 SURVEYED WITH **207** GRADUATES (30% FEMALE) & **112** COMPARISON GROUP (29% FEMALE)

23 FOCUS GROUPS

25 PERSONAL STORIES GATHERED

20 INFORMANT INTERVIEWS
School headteachers, community leaders, employers and Build It staff

5 COMMUNITY PROJECT VISITS
Katole School, Bissell School, Light of Hope School, Zambezi Sawmills School and Libuyu Health Centre

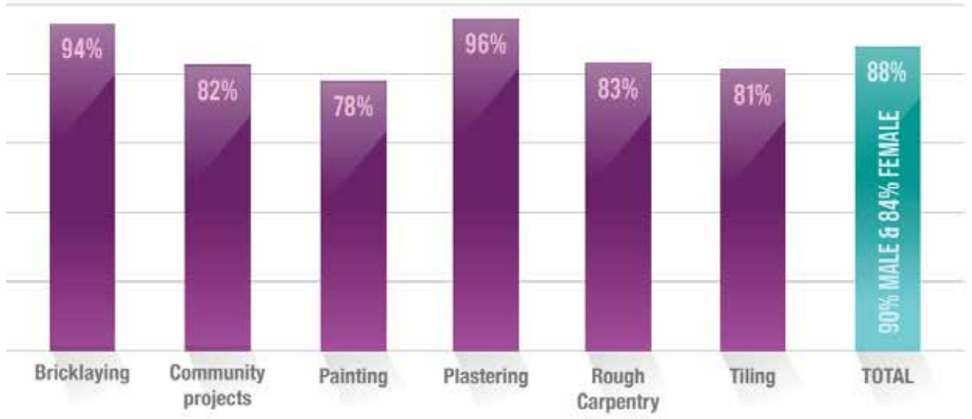
For more information about our Impact Study, or to request a copy of the study's highlights, please email info@builditinternational.org

"The newfound skills allowed me to earn a living as a skilled construction worker and provide for my family.

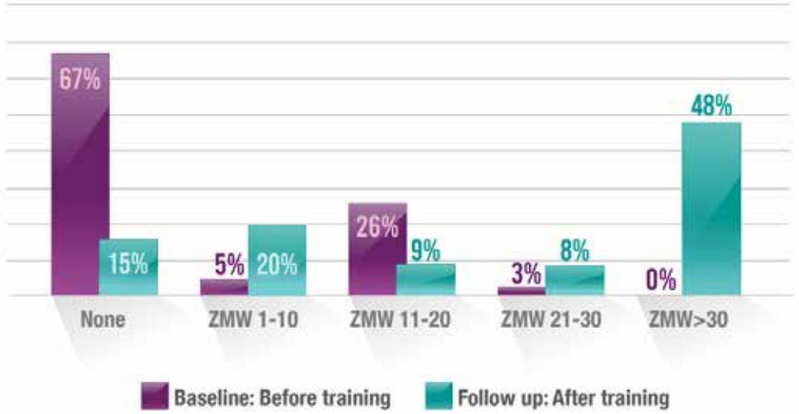
It's not just the acquisition of skills; it's the empowerment to build a future, sustain a family, and create opportunities that once seemed impossible."

ALICK MWANZA, 2017 GRADUATE
GATHERED AS PART OF 2023 IMPACT STUDY

ENGAGED IN PAID CONSTRUCTION WORK SINCE GRADUATION



AVERAGE DAILY INCOME IN ZAMBIAN KWACHA



KEY RECOMMENDATIONS

1. FURTHER STRENGTHEN TRAINING

Expand and tailor our training programmes to meet local job market demands. Provide graduates with ongoing career advice, mentorship and networking opportunities.

2. ADVOCATE FOR INCLUSIVE WORKPLACES

Focus on creating safe, inclusive environments, especially for women. Collaborate with stakeholders to overcome employment barriers and ensure fair treatment for young workers.

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

FUTURE PLANS

We remain ambitious in our goal to expand our impact, helping even more young women and men transform their lives through skills and work in Zambia's construction sector.

In the coming year, we will focus on several key initiatives:

LAUNCH A NEW STRATEGY

We will develop a new three-year strategy to be launched in autumn 2024.

This strategy, running from 2025 to 2028, will focus on several key goals aimed at increasing our impact, partnerships, and sustainability, including:

- SHARING OUR EXPERTISE IN TRAINING AND WORK PLACEMENTS WITH ZAMBIA'S WIDER TECHNICAL AND VOCATIONAL EDUCATION AND TRAINING (TVET) SECTOR.
- INCREASING THE NUMBER OF STUDENTS DIRECTLY TRAINED BY BUILD IT INTERNATIONAL.
- CONDUCTING AND PUBLISHING MORE RESEARCH INTO ZAMBIA'S CONSTRUCTION SECTOR.
- ESTABLISHING BUILD IT INTERNATIONAL AS AN EXPERT IN PRACTICAL AND APPROPRIATE GREEN CONSTRUCTION TECHNOLOGY.

LATRINES PROJECT

Recognising the acute need for educational infrastructure across Zambia, we will expand our community construction programme.

Alongside building complete schools, we will develop a school latrine construction programme to be piloted in 2025. This initiative will involve working with partners to ensure more children, especially girls, have access to high-quality latrines.

WOMEN IN CONSTRUCTION

Building on the work supported by the Government of Ireland through the Embassy of Ireland in Zambia, we will develop a comprehensive new programme to remove barriers and provide the skills and training needed to help more women fully participate in Zambia's construction sector.

This collaborative programme will involve working with various important stakeholders, including government and industry.

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

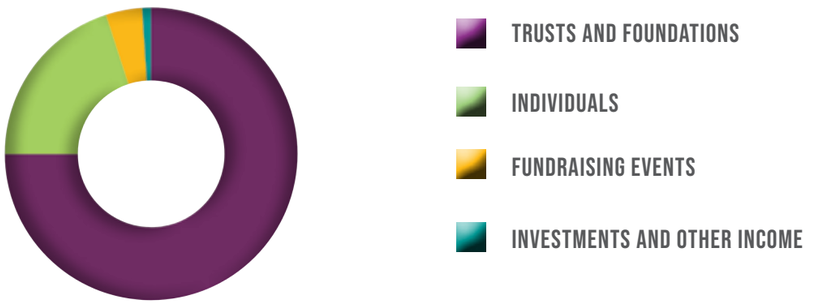
FUNDRAISING, ADVOCACY & PARTNERSHIPS

INCOME OVERVIEW

We secured £1.230M income in 2023 (2022 = £1.008M), which includes contributions of £315,000 to establish the Gosztony Endowment Fund.

This was created as a lasting legacy to commemorate Stephen Gosztony, a founding donor of Build It. The funds, which have been raised by family, friends and colleagues from Capital Group, are to be invested to provide a long-term income for Build It.

INCOME BY TYPE IN 2023:



For every £1 spent on raising funds we received £4.56 in income (2022 = £4.30).

INDIVIDUAL GIVING

£246,000 was donated by our generous individual supporters.

We are delighted and inspired by the incredible support shown across our calendar of events. The year began with a unique opportunity to tour the Chelsea Physic Garden in May.

Event attendees took time to explore the exquisite gardens in the heart of London, all whilst raising vital funds for our work.

In June, the pace ramped up with our second Zambia Cycle Challenge - an adventurous journey through breathtaking landscapes that included visits to several of our community projects.

September saw us at Kempton Park Race Day, followed by our Annual Supporter Reception at the London School of Economics in October.

In December, our Young Professionals Board organised a lively fundraising bowling event, bringing together a new generation of supporters to engage with our work. The year was capped off with a hugely successful Christmas Challenge Big Give appeal, a testament to the ongoing generosity and compassion of our supporters.

Embarking on an extraordinary journey through the heart of Zambia presented an adventure of a lifetime... The group of cyclists that were daring enough to participate had mixed levels of cycling experience. Some were seasoned veterans, whilst others, including myself, had never cycled for more than just pleasure on a sunny afternoon!

Reflecting on our adventure, it was more than a cycling challenge; it was a journey of discovery and impact. The warmth and hospitality of the people we met, the breath-taking landscapes and the shared moments of triumph and toil, all contributed to an unforgettable experience. Beyond the physical feat, our collective effort raised over £35,000, a testament to the power of unity and the spirit of giving.

PHILIPPOS POUROULLIS
YOUNG PROFESSIONALS' BOARD MEMBER

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

FUNDRAISING, ADVOCACY & PARTNERSHIPS

PHILANTHROPY, TRUSTS AND FOUNDATIONS

We were awarded grants from Trusts and Foundations in 2023 totalling £775,000, including gifts from the Oak Foundation, Marguerite Foundation, Sallens Trust and Capital Group Charitable Foundation.

INSTITUTIONAL

We received a grant of 30,000 Euros from the Embassy of Ireland in Zambia towards influencing employers and key stakeholders to strengthen women's participation in the Zambia construction sector at entry level. This was implemented through:

- Convening key stakeholders through a conference of learning and sharing.
- Working with contractors to enable and improve opportunities for women.
- Media and community engagement to raise awareness and build knowledge and support for women working in construction.

CORPORATE PARTNERSHIPS

In 2023, Build It International received £77,127 in donations and support through a range of corporate partnerships.

This included £30,000 from Buro Happold, which was in addition to their technical strategic partnership.

Mace generously donated £22,853 towards the latrines at our Mwachisompola School Project, in addition to £4,506 from B1G1 Business for Good. Build It International is also fortunate to benefit from a close partnership with Capital who have been instrumental in raising significant core funding for our programme in Zambia.

OUR APPROACH TO FUNDRAISING

All fundraising activities are overseen by our CEO. Colleagues based in the UK and Zambia work to build support from our partners to fund our programmes and impact.

We believe that our supporters are partners in our work, and what we do is only possible with their help.

Build It's fundraising is based on building quality relationships with our supporters without the need for intrusion or undue pressure, and to ensure the protection of any vulnerable supporters.

Our approach to fundraising is honest and transparent. We never use professional fundraisers or engage in cold-calling. We continue to take professional advice to ensure that we comply with the requirements of General Data Protection Regulations (GDPR).

IN 2023, OUT OF A TOTAL OF 8,959 COMMUNICATION TOUCHPOINTS WE RECEIVED

0

COMPLAINTS FROM THE PUBLIC

Our email newsletter continues to be a vital way of connecting with our supporters, achieving an impressive average open rate of 47% in 2023.

This strong engagement reflects the dedication of our community and their interest in the impact we're making together.

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

STRUCTURE, GOVERNANCE & MANAGEMENT

OUR STRUCTURE

Build It International was established as a company limited by guarantee in 2005 and became a registered UK charity in September 2006, governed by a memorandum and articles of association dated August 2006.

The Board of Directors (Trustees) is appointed to ensure that Build It International benefits from the necessary skills and experience to guide the charity's work. The Board is responsible for the overall direction, policies and legal compliance of the charity, while key decision-making is delegated to the CEO, Director of Finance and Administration and Country Director. Trustee indemnity insurance is included in our insurance policies.

Build It International is registered in Zambia as BII Zambia Limited, a company limited by guarantee. A Memorandum of Understanding (MoU) guides the relationship between the UK and Zambia Boards which was reviewed and renewed in March 2023.

A key feature of the MoU is the development of our localisation strategy, and since December 2022, the Boards have met together as one governing body.

The MoU provides a framework for the two legal entities to function as a single organisation while ensuring compliance with our registrations in the UK and Zambia. Consequently, joint Board meetings are held, and both Boards are represented on all committees.

Our Finance & Audit Committee meets before every Board meeting and on an *ad hoc* basis as required. The Nomination and Remuneration Committee considers the remuneration and appointments of the Chief Executive and senior staff. Other salaries are determined by the Chief Executive in consultation with the Finance & Audit Committee as part of the annual budgeting process.

We continue to benefit from the input of a wide range of advisors and volunteers whose contributions are highly valued, particularly from our active Development Board.

Build It International employs 23 staff (including 3 part-time) - 17 in Zambia and 6 in the UK. Our main delivery office and training centre is in Lusaka, Zambia, and we maintain a small office in Shrewsbury to support UK fundraising and governance.

OUR PURPOSE

Our primary purpose is to alleviate poverty by creating opportunities for young people and their communities through skills training, work experience and essential community building projects.

Zambia is one of the poorest countries in the world, with a majority of its citizens under the age of 25. Our approach and core activities benefit the public by providing young women and men from disadvantaged communities with opportunities to build livelihoods in the country's construction sector, and supporting communities with access to good quality schools and clinics.

In defining our charitable programme, we have regard for the Charity Commission's general guidance on public benefit and relief of poverty for public benefit.

GOVERNANCE AND TRUSTEES

The Trustees meet on a quarterly basis, and as required on an *ad hoc* basis. Four board meetings were held in 2023.

Build It International has adopted the principles of the Charity Governance Code version for large charities. Through 2023, Build It continued to employ Regulatory Solution to advise on compliance with GDPR and to act as the charity's Data Protection officer. Policies and procedures are constantly reviewed and regular training held for staff and trustees.

All staff and trustees sign up annually to a Code of Conduct. Trustees are recruited openly. Role descriptions are agreed and the positions advertised through trustee recruitment channels. New trustees go through a comprehensive induction process that includes a full set of key documents (policies, strategy papers and board minutes) and time with senior staff. Nasir Ali joined the UK Board from BII Zambia in March 2023 and Toy Odiakosa became a trustee in September 2023.

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

MANAGEMENT AND EMPLOYEES

Build It International recognizes that a motivated and engaged staff team is essential to our success.

We are dedicated to fostering a culture that values and supports our team members.

The Senior Management Team convenes weekly to discuss and oversee key operational and management activities. Additionally, we review management accounts and cash flow on a monthly basis.

We hold monthly all staff meetings where every member is encouraged to share successes, challenges and updates on key activities. Each team member is provided with objectives aligned with our strategy and has regular meetings with their line managers to monitor performance.

We are committed to the ongoing professional development of our team, investing in further education, skills training and away days.

In 2023, we experienced several staff changes: Alison Bruce departed from our Finance department after nine years of service. Tracy Harper succeeded Jude Fox as our Finance Director, and Chilufya Kasutu was confirmed as Country Director. We were also delighted to welcome Tum Kazunga as CEO, succeeding Andrew Jowett who founded and led Build It since 2006.

SAFEGUARDING

At Build It International, our mission and vision drive our efforts but the health and safety of our staff, volunteers and the communities we serve are our highest priorities.

Our Code of Conduct and core values require all participants in our activities to actively prevent the sexual exploitation, abuse and harassment of any individual. We encourage all staff, volunteers and community members to report any safeguarding concerns.

Our safeguarding responsibilities and procedures, which include a monthly action log, are diligently monitored by the Senior Management Team. At the board level, we have appointed a trustee as the Safeguarding Lead to ensure continuous oversight. We regularly review and strengthen our safeguarding policies and procedures to maintain robust systems.

In addition to our safeguarding duties, we also monitor and report any serious incidents as defined by the Charity Commission, such as allegations of fraud, financial irregularities or governance issues.

MANAGING RISKS AND UNCERTAINTIES

As a charity, Build It International operates in an environment with inherent risks. For example, operating in one of the world's poorest countries presents challenges such as exchange rate fluctuations. Additionally, our income is susceptible to macroeconomic factors and public perceptions.

RISK MANAGEMENT POLICY

The Trustees hold overall responsibility for risk management and collaborate with the Senior Management Team to ensure the Charity has an effective risk management system. A key tool in this process is the Risk Register which is regularly updated and reviewed.

The Senior Management Team maintains the Risk Register, and the Finance & Audit Committee reviews it periodically.

Risk discussion is a standing agenda item at every Board meeting where significant risks are identified, evaluated, and appropriate actions are agreed upon.

Currently, we face several risks:

→ **LOSS OF KEY STAFF**
Recruiting skilled staff in Zambia and the UK is challenging. Rising recruitment costs and competition with larger organizations in Zambia exacerbate this issue. To mitigate this risk, we regularly review salaries to remain competitive, provide good management, develop rewarding roles, and invest in building our team's capacity.

→ **CHANGING FUNDRAISING LANDSCAPE**
Maintaining and growing our support to fund our work and core costs is increasingly challenging due to the cost of living crisis and evolving donor expectations. We address this risk by ensuring excellent care and support for existing supporters and developing new programmes to expand our impact and attract diverse supporters and partners.

→ **CONSTRUCTION CHALLENGES**
The construction industry in Zambia, like much of the world, faces inflationary pressures, significantly increasing our operational costs. Prices for essential inputs such as fuel, bricks, cement and tiles can rise monthly. We mitigate this risk by improving our purchasing procedures and reassessing our designs and construction processes.

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

FINANCIAL REVIEW

INCOME

	Notes	Unrestricted funds £	Restricted funds £	**Total 2023 £**	Unrestricted funds £	Restricted funds £	Total 2022 £
Donations and legacies	3	496,519	671,650	**1,168,169**	645,007	329,395	974,402
Other trading activities	4	44,888	613	**45,501**	23,571	-	23,571
Investments	5	10,002	5,362	**15,364**	4,112	-	4,112
Profit on sale of assets		-	-	**0**	0	5,456	5,456
Other income	6	18	1,271	**1,289**	0	1,314	1,314
Total		551,427	678,896	**1,230,323**	672,690	336,165	1,008,855

The total for the 12 months to 31st December 2023 was £1,230,323 (2022: £1,008,855). The principal sources of funding were from trusts and foundations and individual donors.

EXPENDITURE

	Notes	Unrestricted funds £	Restricted funds £	**Total 2023 £**	Unrestrricted funds £	Restricted funds £	Total 2022 £
Raising funds	7	268,501	1,357	**269,858**	232,364	547	232,911
Charitable activities							
Grant making	8	0	0	**-**	6,236	25,082	31,318
Other charitable activities - Zambia Program Delivery	8	236,534	454,917	**691,451**	227,114	762,340	989,454
Total		505,035	456,274	**961,309**	465,714	787,969	1,253,683

Charitable activities expenditure including grant making and excluding capital was 71.54% (2022: 81.42%). The decrease in spending on charitable activities is due to the delayed start of the community build project, Mwachisompola Primary School. Construction began in 2023 Q4 and was completed in Q1 of 2024. This has resulted in a lower than anticipated spend in the 2023 fiscal year. A further £17,041 of capital expenditure was incurred on land and buildings at the Centre for Excellence (2022 restated: £47,063).

When capital expenditure on our training centre is included, our charitable expenditure rises to 72.04% (2022 restated: 82.10%) and the expenditure on raising funds drops to 27.96% (2022 restated: 17.90%). The cost of raising funds was £269,858 or 21.93% (2022: 23.24%) meaning that for every £1 spent on fundraising, we received £4.56 in income (2022: £4.30).

The value of Group unrestricted reserves, excluding fixed assets, was £499,013 (2022 restated: £594,017). There was a surplus in the Statement of Financial Activities (SoFA) in 2023 of £269,014 (2022 deficit of £244,828). SoFA does not include expenditure of a capital nature (Centre for Excellence construction, office equipment and vehicle purchases). This was £17,041 in 2023 (2022 restated: £47,063).

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

GROUP FUNDS HELD AT 31 DECEMBER 2023

Restricted funds of £987,643 (2022 restated: £669,963) including £571,287 (2022 restated: £567,798) relating to Centre for Excellence fixed assets.

Unrestricted funds of £509,311 (2022: £617,571) including £10,298 (2022 restated: £23,554) relating to fixed assets.

RESERVES POLICY

Reserves are held to deal with unforeseen operational costs or falls in income below expectations and to provide funding for agreed projects. Build It therefore aims to maintain readily realisable unrestricted cash reserves sufficient to cover at least three months of budgeted average core expenditure, equating to £175,000. These reserves should also not exceed an upper limit of four months average budgeted total expenditure.

Unrestricted reserves held at the year-end were at £509,311 (including fixed assets). Group free reserves at year end stood at £499,013, which exceeds the target set. As the charity has looked to respond to risks and opportunities, existing reserves have been an important asset.

As at end June 2024 unrestricted reserves stood at £426,272.

REMUNERATION POLICY

We pay salaries commensurate with our size, benchmark surveys and available funding, and always look to ensure we have an appropriate ratio of salaries to programmatic funding.

We offer flexible working conditions and a friendly work environment to reduce the risk of losing key staff. We are also making our operations more resilient through on-line systems in areas such as finance and procurement.

The Nomination and Remuneration Committee considers the CEO and senior staff remuneration. The remuneration of all other staff is overseen by the SMT and Finance & Audit Committee.

During the year, the following staff earned more than £60,000:

	2023	2022
£60,000 - £70,000	**0**	1
£70,000 - £80,000	**0**	0

GRANT MAKING

The majority of our projects are led and managed through our Zambia offices. Where these projects require Build It to provide a grant to a partner organisation, appropriate checks are undertaken on the partner and an agreement is signed, ensuring the needs of partner communities, donors and our commitment to financial transparency and probity are kept foremost. Project delivery is monitored through visits, reports and audits. We did not make any grants in 2023.

INVESTMENT POLICY

Cash surplus to short-term needs are held with FCA regulated interest bearing accounts or other similar low risk investments. At present, the Trustees do not consider that this policy needs to be changed. This position is reviewed annually, and the Trustees are satisfied that the current investment returns on surplus cash is acceptable, bearing in mind the current economic climate and the need for surplus (unrestricted) cash funds to be readily accessible.

GOING CONCERN

The Board maintains strong oversight of the financial position of the Group. The Finance & Audit Committee of the Board meets regularly to review the risk register and the cash position including the income and expenditure levels, and to ensure that long term decisions are informed by a review of upcoming expenditure, expected donation income and upcoming financial requirements of the charity.

In 2023, Build It implemented a new financial system, resulting in cost savings and process efficiencies. Going forward into 2024, the organisation will continue to improve on existing financial, operating and ICT controls to ensure the ongoing efficient and effective use of resources.

Build It have had successes in raising funds during the year which have included Gosztony Endowment Fund (GEF: £315,161), the Oak Foundation (£200,000) and Marguerite Foundation (£100,000). These funds have assisted in strengthening the restricted and unrestricted balances in the year and there are a substantial number of opportunities which are currently being worked on by the fundraising team. These efforts have ensured an unrestricted funds balance of £509,311 at the end of 2023 which was £617,571 at the end of 2022. The cash balance at December 31, 2023 was £1,010,508, which compared with the cash balance at the end of last year of £774,700. The funds have increased from 2022 due to the newly established GEF which also accounts for the 2023 operating surplus of £209,420.

As of June 2024, the unrestricted funds balance was £426,272 and restricted funds were £987,652, supported by a cash balance of £1,013,959.

The trustees believe that the cash reserves and current income level will provide support to the charity throughout 2025 and keep the charity as a going concern going forward.

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

STATEMENT OF RESPONSIBILITIES OF THE TRUSTEES

This report includes the content of a directors' report as required under company law.
The trustees (who are also directors of Build It International for the purposes of company law) are responsible for preparing the Trustees' Annual 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. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period.

In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2019 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed;
- 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.

STATEMENT OF DISCLOSURE TO AUDITOR

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- 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.

SMALL COMPANIES EXEMPTION

This report has been prepared in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006.

Signed by:
Florence Bearman
AE4A4EA6B2BE4DF...

FLORENCE BEARMAN
CHAIR

DocuSigned by:
595D25145BDE456...

NASIR ALI
TREASURER

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF BUILD IT INTERNATIONAL

OPINION

We have audited the financial statements of Build It International (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2023 which comprise the Consolidated Statement of Financial Activities, the Balance Sheets, the Consolidated 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 group's and parent charitable company's affairs as at 31 December 2023, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the 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 responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

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

CONCLUSIONS RELATING TO GOING CONCERN

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

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

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

OTHER INFORMATION

The other information comprises the information included in the trustees' report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.
We have nothing to report in this regard.

OPINIONS ON OTHER MATTERS PRESCRIBED BY THE COMPANIES ACT 2006

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

- the information given in the trustees' report, which includes the directors' report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the trustees' 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 parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 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's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the trustees' responsibilities statement, 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 and parent charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the group or parent charitable company or to cease operations, or have no realistic alternative but to do so.

AUDITOR RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue 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 FRC's website at: https://www.frc.org.uk/auditors/audit-assurance/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, to detect material misstatements in respect of irregularities, including fraud.

The extent to which our procedures are capable of detecting irregularities, including fraud is detailed below:

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 company through enquiry and inspection;
- reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations; and
- performing audit work over the risk of management 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 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 is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

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. 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.

Signed by:
Azets Audit Services
FB886A48B9F84C9...

Paul Creasey FCA
Senior Statutory Auditor
For and on behalf of Azets Audit Services
Statutory Auditor and Chartered Accountants
Egham

Date: 16th September 2024

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

STATUTORY ACCOUNTS FOR YEAR ENDED 31 DECEMBER 2023 INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted funds £	Restricted funds £	**Total 2023 £**	Unrestricted funds £	Restricted funds £ Restated	Total 2022 £ Restated
INCOME FROM:							
Donations and legacies	3	496,519	671,650	**1,168,169**	645,007	329,395	974,402
Other trading activities	4	44,888	613	**45,501**	23,571	-	23,571
Investments	5	10,002	5,362	**15,364**	4,112	-	4,112
Profit on sale of assets		-	-	**0**	0	5,456	5,456
Other income	6	18	1,271	**1,289**	0	1,314	1,314
Total		551,427	678,896	**1,230,323**	672,690	336,165	1,008,855
EXPENDITURE ON:							
Raising funds	7	268,501	1,357	**269,858**	232,364	547	232,911
Charitable activities							
Grant making	8	0	0	**-**	6,236	25,082	31,318
Other charitable activities - Zambia Program Delivery	8	236,534	454,917	**691,451**	227,114	762,340	989,454
Total		505,035	456,274	**961,309**	465,714	787,969	1,253,683
NET INCOME/ EXPENDITURE		46,392	222,622	**269,014**	206,976	(451,804)	(244,828)
Exchange gain or loss	26	18	(59,612)	**(59,594)**	(24)	(27,720)	(27,744)
Transfers between funds	20	(154,670)	154,670	**-**	(205,081)	205,081	-
NET MOVEMENT IN FUNDS		(108,260)	317,680	**209,420**	1,871	(274,443)	(272,572)
RECONCILIATION OF FUNDS:							
Total funds brought forward at 1 January 2023		617,571	669,963	**1,287,534**	615,700	779,080	1,394,780
Prior period adjustment	26				-	165,326	165,326
Total funds brought forward at 1 January 2023		617,571	669,963	**1,287,534**	615,700	944,406	1,560,106
Total funds carried forward at 31 December 2023	22	509,311	987,643	**1,496,954**	617,571	669,963	1,287,534

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

BALANCE SHEETS

ANNUAL ACCOUNTS FOR THE TWELVE MONTHS ENDED 31 DECEMBER 2023

	Notes	**Group 2023 £**	**BII UK 2023 £**	Group 2022 £ Restated	BII 2022 £
FIXED ASSETS					
Tangible assets	15	**581,585**	**352**	591,352	705
Total fixed assets		**581,585**	**352**	591,352	705
CURRENT ASSETS					
Debtors	16	**52,228**	**26,619**	54,632	29,288
Cash at bank and in hand (including advances)		**1,010,508**	**883,377**	774,700	695,963
Total current assets		**1,062,736**	**909,996**	829,332	725,251
CREDITORS: amounts falling due within one year	17	**(147,367)**	**(105,499)**	(133,150)	(65,413)
Net current assets		**915,369**	**804,497**	696,182	659,838
Net assets		**1,496,954**	**804,849**	1,287,534	660,543
Funds of the Charity					
Unrestricted funds		**509,311**	**509,311**	617,571	617,571
Restricted funds	20	**987,643**	**295,538**	669,963	42,972
Total funds		**1,496,954**	**804,849**	1,287,534	660,543

The net income of the charitable company before consolidation was £144,466 (2022 loss: £218,317). These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the FRS102 SORP. Under the Companies Act 2006, s454, on a voluntary basis, the trustees can amend the financial statements if they subsequently prove to be defective.

The financial statements were approved and authorised for issue by the Board of Directors on 16th September 2024 and were signed below on its behalf by:

Signed by: Florence Bearman
AE4A4EA6B2BE4DF...

FLORENCE BEARMAN
CHAIR OF TRUSTEES

DocuSigned by:
595D25145BDE456...

NASIR ALI
TREASURER

Company registration no. 5495358 / Charity registration no. 1115989

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

CONSOLIDATED STATEMENT OF CASH FLOWS

YEAR ENDED 31 DECEMBER 2023

	Note	2023 £	2022 £
NET CASH FLOWS FROM OPERATING ACTIVITIES			
Operating cash flows			
Operating surplus		**269,014**	(244,827)
Adjustments for items not affecting cash flows:			
Exchange gains (losses on fixed assets)		**0**	(2,369)
Exchange gains (loss)		**(59,594)**	(27,745)
Depreciation on fixed assets	15a	**26,809**	52,785
(Gain)/Loss on sale of assets		**0**	(5,456)
Net operating cash flows before reinvestment in working capital		**236,229**	(227,612)
(Increase)/Reduction in accounts receivables	16	**2,404**	42,231
Increase/(Reduction) in accounts payables	17	**14,216**	40,880
Adjustments for:			
Investment income recognised in SOFA		**(15,364)**	(4,112)
Net cash flows from operating activities		**237,485**	(148,613)
NET CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of land & buildings		**(17,041)**	(36,641)
Purchase of Motor Vehicle		**0**	(10,212)
Purchase of equipment		**0**	(210)
Purchase of land buildings & equipment	15a	**(17,041)**	(47,063)
Proceeds from sale of assets		**0**	5,456
Investment income received		**15,364**	4,112
Increase/(Reduction) cash and cash equivalents		**235,808**	(186,108)
Cash and cash equivalents at the beginning of the year		**774,700**	960,808
Cash and cash equivalents at the end of the year		**1,010,508**	774,700

All cash and cash equivalents at 31 December 2023 and 31 December 2022 were held as cash at bank and in hand

ANALYSIS OF CHANGE IN NET FUNDS	1st January 2023 £	Cashflow	31st December 2023 £
Cash	774,700	235,808	1,010,508

NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES

CHARITY INFORMATION

Build It International is a charitable company, limited by guarantee, registered in England and Wales. The registered and principal office of the charity is stated on page 57.

(A) BASIS OF PREPARATION

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (second edition) (FRS102), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Build It International meets the definition of a public benefit entity under FRS 102.

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

Advantage has been taken not to prepare a parent company cash flow statement.

(B) GOING CONCERN

The Board have reviewed the Group's forecasts and operating plans. Whilst it is difficult to predict the potential implications on the delivery of the group's social value, its operations and income streams with certainty, the trustees at the time of signing these Accounts, have considered that the charity and group have sufficient resources to continue operations for at least twelve months.

(C) JUDGEMENTS AND KEY SOURCES OF ESTIMATION UNCERTAINTY

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year.

However, the nature of estimation means that actual outcomes could differ from those estimates. There are no judgements made that have a significant effect on the amounts recognised in the financial statements.

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

(D) INCOME

Income represents donations and grants received which are brought into account on receipt unless their receipt is probable in which case they are brought into account when notified. Grants received in advance are shown as deferred income. Gifts in kind are recognised on receipt and are valued at best estimate of value to the organisation. Fundraising events participation fees are recognised as income on completion of the event.

(E) DONATED SERVICES AND FACILITIES

Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item 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), general volunteer time is not recognised and refer to the trustees' annual report for more information about their contribution.

On receipt, donated 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.

(F) INTEREST RECEIVABLE

Interest on funds held on deposit is included when earned and the amount can be measured reliably by the charity.

(G) FUND ACCOUNTING

Unrestricted funds comprise accumulated surpluses and deficits on general funds. They are available for use at the discretion of the trustees in furtherance of the general charitable objectives.

Restricted funds are subject to specific restrictions funds as imposed by the donors.

(H) EXPENDITURE

Expenditure is recognised when a liability is incurred.

Cost of raising funds includes those costs incurred in attracting donations.

Charitable activities include grants made to African NGOs to fund their charitable activities. These costs include both direct costs and support costs relating to these activities.

Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with use of resources, e.g. salary by time spent within that activity.

(I) IRRECOVERABLE VAT

The charity is not registered for VAT therefore irrecoverable VAT is included with the costs to which it relates.

(J) OPERATING LEASES

Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

(K) TANGIBLE FIXED ASSETS

Tangible fixed assets are shown at cost. Assets with a purchase cost above £1,000 are capitalised.

Depreciation is calculated to write down the cost of assets to their estimated residual values over their expected useful lives as follows:
Land - 0% on cost
Buildings - 2.857% on cost
Perimeter Walls - 4% on cost
Ground Fixtures - 5% on cost
Services & Site Works - 10% on cost
Landscaping - 20% on cost
Motor Vehicles - 25% on cost
Office Equipment & Furniture - 25% on cost

Assets under construction are buildings and infrastructure which are incomplete. Depreciation will commence when completed and put into use.

(L) DEBTORS

Debtors are recognised at the amount due. Prepayments are valued at the amount prepaid.

(M) 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.

(N) 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.

(O) FINANCIAL INSTRUMENTS

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

(P) PENSION CONTRIBUTIONS

Since 1 March 2015 Build It International in the UK has offered non-temporary employees membership of a defined contribution occupational scheme "The People's Pension" operated by B&CE. All new non-temporary employees since 1 March 2015 are offered an employer contribution to "The People's Pension"; pre-existing employees have been allowed to retain employer contributions to pre-existing personal pension schemes.

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

The charity's Auto-Enrolment staging date was 1 March 2016; and "The People's Pension" is the scheme in use to comply with those obligations. From 1 March 2016 all employees meeting automatic enrolment eligibility threshold have been offered membership of the scheme.

The terms and conditions of employees of Build It in Zambia follow the requirements and norms applicable to Zambia; which include direct contributions to the Government run National Pension Scheme Authority (NAPSA) pension scheme.

Build It International has never had a defined benefit pension scheme.

(Q) SETTLEMENT PAYMENTS

Redundancy and settlement payments are recognised at the leaving date of the member of staff and measured at the best estimate of expenditure required to settle the obligation at the reporting date.

(R) FOREIGN CURRENCY TRANSLATION

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are recorded at the rate ruling at the date of the transaction. All differences are taken to the SOFA.

Month	Rate
Jan 2023	23.489014
Feb 2023	23.853288
Mar 2023	26.345484
Apr 2023	22.349477
May 2023	24.046640
Jun 2023	21.975197

Month	Rate
Jul 2023	23.782166
Aug 2023	25.566798
Sep 2023	25.577234
Oct 2023	26.752319
Nov 2023	29.968262
Dec 2023	32.822454

(S) RISK MANAGEMENT POLICY

The charity has a Currency Risk Management Policy which is used to guide the purchase of forward contracts. This has the objective of covering 40%-50% of anticipated foreign currency requirements over the next 12 months; weighted to covering more shorter term and to cover less 9-12 months ahead.

(T) BASIS OF CONSOLIDATION

The financial statements consolidate the results of the UK charitable company and its subsidiary, BII Zambia on a line by line basis.

2. LEGAL STATUS OF THE CHARITY

The Charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

3. INCOME FROM DONATIONS

	Unrestricted funds 2023	Restricted funds 2023	**Total 2023**	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	**£**	£	£	£
Individuals	116,093	130,434	**246,527**	109,275	121,442	230,717
Grants from foundations and trusts and other organisations	380,426	541,216	**921,642**	535,732	207,953	743,685
	496,519	671,650	**1,168,169**	645,007	329,395	974,402

Grants from foundations and trusts and other organisations includes donations for training and professional services totalling £Nil (2022: £6,000).

4. OTHER TRADING ACTIVITIES

	Unrestricted funds 2023	Restricted funds 2023	**Total 2023**	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	**£**	£	£	£
Fundraising events	44,888	613	**45,501**	23,571	-	23,571
	44,888	613	**45,501**	23,571	0	23,571

Other trading activities comprise payments for participating in fundraising events.

5. INVESTMENTS

	Unrestricted funds 2023	Restricted funds 2023	**Total 2023**	Unrestricted funds 2022	Restricted funds 2022	Total 2022
	£	£	**£**	£	£	£
Investment income	10,002	5,362	**15,364**	4,112	-	4,112
	10,002	5,362	**15,364**	4,112	-	4,112

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

6. OTHER INCOME

	Unrestricted funds 2023 £	Restricted funds 2023 £	**Total 2023 £**	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Trainee Registration		874	**874**		1,290	1,290
Other income	18	397	**415**		24	24
	18	1,271	**1,289**	-	1,314	1,314

7. RAISING FUNDS

	Unrestricted funds 2023 £	Restricted funds 2023 £	**Total 2023 £**	Unrestricted funds 2022 £	Restricted funds 2022 £	Total 2022 £
Staff costs	149,598	0	**149,598**	163,841	-	163,841
Operational support	64,360	0	**64,360**	26,953		26,953
Governance costs	7,779	1,357	**9,136**	8,235	547	8,782
Support costs	46,764	0	**46,764**	33,335		33,335
	268,501	1,357	**269,858**	232,364	547	232,911

8. CHARITABLE ACTIVITIES

	Grant making 2023 £	Charitable activities 2023 £	**Total 2023 £**	Grant making 2022 £	Charitable activities 2022 £	Total 2022 £
Staff costs	0	259,948	**259,948**	-	328,003	328,003
Direct programme activities	0	263,800	**263,800**	25,000	489,383	514,383
Operational support	0	0	**0**		6,000	6,000
Governance costs	0	27,408	**27,408**	1,318	37,728	39,046
Support costs	0	140,295	**140,295**	5,000	128,340	133,340
	-	691,451	**691,451**	31,318	989,454	1,020,772
Analyse by fund						
Unrestricted funds	0	236,534	**236,534**	6,236	227,114	233,350
Restricted funds	0	454,917	**454,917**	25,082	762,340	787,422
	-	691,451	**691,451**	31,318	989,454	1,020,772

9. SUPPORT COSTS

	Support costs 2023 £	Governance costs 2023 £	**Total 2023 £**	Support costs 2022 £	Governance costs 2022 £	Total 2022 £
Staff costs	80,850	0	**80,850**	73,291		73,291
Operating costs - non staff	106,209	0	**106,209**	93,384		93,384
Audit fees	0	31,602	**31,602**		32,718	32,718
Accounts fee			**0**		8,188	8,188
Legal costs	0	882	**882**		1,653	1,653
Trustee meetings	0	4,060	**4,060**		5,269	5,269
	187,059	36,544	**223,603**	166,675	47,828	214,503
Analysed between						
Cost of generating funds	46,764	9,136	**55,900**	33,335	8,782	42,117
Charitable Activities	140,295	27,408	**167,703**	133,340	39,046	172,386
	187,059	36,544	**223,603**	166,675	47,828	214,503

Support and governance costs have been allocated based on the trustees estimated costs incurred being 25% to cost of generating funds, 0% to grant making and 75% to Zambia Programme Delivery.

10. MOVEMENT IN FUNDS

Net movement in funds is stated after charging:	**2023 £**	2022 £
Depreciation of tangible assets	**26,809**	39,602
UK Auditors' remuneration	**28,200**	28,800
Zambia Auditors' remuneration	**3,402**	3,918
UK Accounts remuneration	**0**	8,188
Operating lease rentals - land and buildings	**6,000**	11,901
Recognised exchange differences (Gain)/Cost	**59,594**	27,744

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

11. STAFF COSTS (UK & ZAMBIA)

	2023	2022
	£	£
Wages and Salaries	**430,360**	516,677
Social Security Costs	**23,133**	23,104
Other Pension costs	**19,803**	25,354
	473,296	565,135

	As at 31 Dec 2023			As at Dec 2022		
	Part-time	Full-time	Total	Part-time	Full-time	Total
Direct employees (i.e excluding contract workers)						
UK-based staff	2	3	**5**	2	4	6
Zambia-based staff		17	**17**		16	16
	2	20	**22**	2	20	22

Average number of employees (full-time and part-time) in the year was 22 (2022: 22). No employees earned in excess of £60,000 (in a 12 month period) excluding pension contributions (2023: 1).

Build It International directly delivers its charitable programme of work and training in Zambia. We utilise the skills of highly qualified staff to deliver quality training with high standards to our trainees to give them the best grounding for their future. When compared with similar organisations staff numbers in Zambia are higher than other organisations that outsource their work.

The cost of Key Management Personnel is £167,625 (incl. Employer National Insurance and pension) for three employees (2022: £155,037 for three employees).

Key Management Salaries are set by a Remuneration Committee in consultation with the CEO (and Finance & Audit Committee as part of the annual budgeting process).

Holiday Pay outstanding at the end of year is £3,508 (2022: £5,396).

Whilst modest in quantity, Build It International greatly values the expertise and voluntary time given by a number of individuals during 2023 and prior periods.

12. TRUSTEE REIMBURSED EXPENSES

A total of £2,959 (2022: 1,460) was incurred related to the expenses of four trustees.

13. TRUSTEE DONATIONS, TRUSTEE REMUNERATION AND RELATED PARTIES

A total of £10,001 was donated by Trustees and Related Parties (2022: £11,081).

No trustees received remuneration with regard to being a Trustee in the year 2023 (2022: £Nil).

Other than those with BII Zambia below, there were no related party transactions in the year (2022: none).

The majority of expenditure is in Zambia through our subsidiary, BII Zambia Limited (a company limited by guarantee).

	2023	2022
	£	£
Cash transfers from UK to Zambia	**515,000**	660,027
Non-cash transfers from UK to Zambia	**34,927**	58,022
Non-cash transfers from Zambia to UK		(3,541)
Total net Transfers to Zambia	**549,927**	714,508

Total net Transfers to Zambia are £549,927, ZMW 13.7M (2022: £714,508, ZMW 14.0M).

14. GROUP FINANCIAL STATEMENTS

The financial statements consolidate the results of BII and its subsidiary, BII Zambia Limited. A separate Statement of Financial Activities and Statement of Cash Flows is not presented for UK charitable company because the charity has taken advantage of the exemptions in S408 of the Companies Act 2006.

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

15A. FIXED ASSETS - GROUP

	Group Land & Buildings	Group Office equipment	Group Motor Vehicles	Group **Total**
Opening Cost at 1 January 2023	653,116	17,093	106,940	**777,149**
Additions	17,041	0	0	**17,041**
Disposals	-	0	0	**0**
Closing Cost at 31 December 2023	670,157	17,093	106,940	**794,190**
Opening Accumulated Depreciation at 1 January 2023	85,318	16,230	84,248	**185,796**
Depreciation charge for the year	13,552	394	12,863	**26,809**
Disposals in the year	0	0	0	**0**
Closing Accumulated Depreciation at 31 December 2023	98,870	16,624	97,111	**212,605**
Net book value at 31 December 2023	571,287	469	9,829	**581,585**
Net book value at December 2022 (restated)	567,797	863	22,692	**591,352**

Land is long leasehold land for the Centre for Excellence project in Zambia. Buildings are depreciated over the expected useful life, and depreciation charges commence in the year in which they are brought into use. Buildings are all at the Centre for Excellence and as at 31 December 2023 are in use. At 31 December 2023 there are capital commitments relating to Centre for Excellence of Nil (2022: nil).

15B. FIXED ASSETS - CHARITABLE COMPANY

	Office Equipment £
Costs at 1 Jan 2023	**4,955**
Additions	**-**
Disposals	**-**
Costs at 31 December 2023	**4,955**
Depreciation at 1 Jan 2023	**4,250**
Depreciation charge for year	**353**
Disposals	**-**
Depreciation at 31 December 2023	**4,603**
Net book value at 31 December 2023	**352**
Net book value at December 2022	**705**

16. DEBTORS

	Group 2023 £	BII UK 2023 £	Group 2022 £	BII UK 2022 £
Gift Aid	**9,923**	**9,923**	7,809	7,809
Accrued Income	**16,235**	**10,006**	24,206	14,874
Sundry Debtors and Prepayments	**26,070**	**6,690**	22,617	6,605
	52,228	**26,619**	54,632	29,288

17. CREDITORS (AMOUNT FALLING DUE WITHIN ONE YEAR)

	Group 2023 £	BII UK 2023 £	Group 2022 £	BII UK 2022 £
Accruals	**134,221**	**94,106**	99,640	54,608
Sundry Creditors	**13,146**	**11,393**	33,510	10,805
Deferred income			-	-
	147,367	**105,499**	133,150	65,413

18. FINANCIAL INSTRUMENTS

	Group 2023 £	BII UK 2023 £	Group 2022 £	BII UK 2022 £
Financial assets				
Sundry debtors	**26,070**	**6,690**	22,617	6,605
Financial liabilities				
Sundry creditors	**13,146**	**11,393**	33,510	10,805

19. COMMITMENTS UNDER OPERATING LEASES

At 31st December 2023 the charity had commitments of £11,500 (2022: £17,500) under non-cancellable operating leases . This relates to a lease on Shrewsbury office premises. Of this £6,000 (2022: £6,000) relates to a period of less than one year and £5,500 (2022: £6,000) relates to a period of one to five years. The Lease is with BII UK.

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

20. ANALYSIS OF GROUP 2023 RESTRICTED FUNDS

	Balance 1.1.2023	Fx loss on Zambia Reserve	Incoming resources	Expenditure	Transfers from Unrestricted	Balance 31.12.23	Cumulative Capital Purchases after Depn.
	£	£	£	£	£	£	£
Training into Work							
Training into Work including Centre for Excellence	534,109	(59,622)	86,755	(146,148)	6,913	422,007	571,287
Gosztony Endowment Fund (GEF)	0		315,161	(447)		314,714	
Community Buildings with Training & Support Activities							
Mukuyo Community School (2020)	7,421					7,421	
Naluyanda Community School (2020)	11,459					11,459	
Libuyu Maternity Unit (2022/2022)	-		2,500	(6,676)	4,176	0	
Other Community Projects (Zambia)	75,781		4,094	(27,005)	(4,176)	48,694	
Chisamba Maternity Clinic			31,000	(1,962)		29,038	
Mwachisompola School			174,186	(99,667)		74,519	
Other Projects							
Distance Learning Programme	9,500		-	(4,532)		4,968	
Advocacy - Waterloo	22,524		36,523	(13,098)		45,949	
Safe Hands Programme	9,169					9,169	
Irish Aid - Advocacy			25,366	(5,661)		19,705	
Programme Support & Development Costs		10	3,311	(151,078)	147,757	-	
Total	669,963	(59,612)	678,896	(456,274)	154,670	987,643	571,287

Funding is for individual projects and collectively for projects of a similar nature. Community building projects include our training programme and the construction of community health and education infrastructure. Training into Work includes the Centre for Excellence - the balance shown of £571,287 is invested in fixed assets incurred constructing the Centre for Excellence. Naluyanda Community School Fund relates to the community build project in Chibombo district of a three-classroom school building with an office and strong room for exam papers, a new sustainable latrine and a hand pump to provide access to safe, clean water. Libuyu Refurbishment restricted fund relates to a two-phase project: a new Maternal and Child Health unit at Libuyu Health Centre in Livingstone to improve antenatal, postnatal and family planning services, followed by a Phase II redevelopment of the existing clinic building. The Safe Hands Initiative is building permanent hand wash facilities across 18 Zambian schools in rural and urban communities. The Gosztony Endowment Fund has been created in memory of Stephen Gosztony, a founding donor of Build It. The funds will be invested to provide a long-term income for Build It

Funds Transfers:

1. Programme support and development costs: As in previous years a transfer from unrestricted funds is necessary to cover a deficit where expenditure exceeds income.
2. Training into Work including the Centre for Excellence: Again, during 2023 we are grateful for the support that donors have shown for Build It by unrestricting their donation when usually restricted donations are given. As such, a small transfer from unrestricted of £6,913 is necessary to support the activities of training and building at the Centre for Excellence.

20. ANALYSIS OF GROUP 2022 RESTRICTED FUNDS (CONTINUED)

	Balance 1.1.2022 Restated	Fx loss on Zambia Reserve	Incoming resources	Expenditure	Transfers from Unrestricted	Balance 31.12.22	Cumulative Capital Purchases after Depn.
	£	£	£	£	£	£	£
Training into Work							
Training to Work including Centre for Excellence	747,005	(27,720)	109,728	(298,739)	3,835	534,109	567,797
Community Buildings with Training & Support Activities							
Mukuyo Community School (2020)	7,421		0	0		7,421	
Naluyanda Community School (2020)	11,459		0	0		11,459	
Libuyu Maternity Unit (2022/2022)	41,363		72,457	(129,246)	15,426	0	
Other Community Projects (Zambia)	106,393		118,500	(149,112)		75,781	
Other Projects							
Distance Learning Programme	0		9,500	0		9,500	
Advocacy	21,424		15,404	(14,304)		22,524	
Safe Hands Programme	9,341		884	(1,056)		9,169	
Programme Support & Development Costs			9,692	(195,512)	185,820	-	
Total	944,406	(27,720)	336,165	(787,969)	205,081	669,963	567,797

21. ANALYSIS OF RESTRICTED FUNDS - PARENT COMPANY

	Balance 1.1.2023	Incoming resources	Expenditure	Transfers from Unrestricted	Balance 31.12.23
	£	£	£	£	£
Restricted Funds	42,972	649,345	551,449	154,670	295,538
Unrestricted Funds	617,571	551,428	505,018	(154,670)	509,311
Total Funds	660,543	1,200,773	1,056,467	-	804,849

	Balance 1.1.2022	Incoming resources	Expenditure	Transfers from Unrestricted	Balance 31.12.22
Restricted Funds	263,160	320,061	745,330	205,081	42,972
Unrestricted Funds	615,700	672,690	465,738	(205,081)	617,571
Total Funds	878,860	992,751	1,211,068	0	660,543

Restricted Funds are held in BII UK until such times as they are requested by way of cash transfer to BIIZ. All of the balances relate to the itemised programme lines of restricted funds remaining in the group funds note, with the exception of Training into Work which is apportioned between BIIZ and BII UK.

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

22. ANALYSIS OF FUNDS

GROUP	Unrestricted Funds £	Restricted Funds £	2023 Total Funds £
Fixed Assets	10,298	571,287	**581,585**
Current Assets	604,513	458,223	**1,062,736**
Current Liabilities	(105,500)	(41,867)	**(147,367)**
Total	509,311	987,643	**1,496,954**

GROUP	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £
Fixed Assets	23,554	567,798	**591,352**
Current Assets	659,430	169,902	**829,332**
Current Liabilities	(65,413)	(67,737)	**(133,150)**
Total	617,571	669,963	**1,287,534**

The Restricted Funds balance shown of £987,643 (2022: £669,963) includes capital expenditure incurred in constructing the Centre for Excellence of £571,287 (2022: £567,798).

23. TAXATION

Build It International is a registered charity and therefore is not liable to income tax or corporation tax on income or gains derived from its charitable activities, as they fall within the various exemptions available to registered charities.

24. GRANTS

During 2023 the charity made a grant of £Nil (2023: £25,000). The grant in 2022 was to support The Book Bus Foundation. All other projects are directly managed by Build It International.

25. DETAILS OF SUBSIDIARY UNDERTAKINGS

Build It International operates in Zambia through BII Zambia Limited (a Company Limited by Guarantee), registered in Zambia as company number 120150137444.

Control is exercised though a Memorandum of Understanding between the two Boards. The BII Chair and CEO are both members of the BII Zambia Ltd board of trustees. There is a single senior management team that includes both UK and Zambia staff members. Cash is transferred from the UK to Zambia on an 'as necessary' basis.

The aggregate amount of assets, liabilities and funds at 31 December 2023 for BII Zambia Limited is ZMW 14,571,308 (2022: ZMW 12,125,823). In the twelve months ending 31 December 2023 BII Zambia Limited had an income of ZMW 14,354,265 (2022: ZMW 14,190,869); expenditure of ZMW 11,881,785 (2022: ZMW 15,475,655); and a surplus of ZMW 2,583,559 (2022: deficit of ZMW 1,019,663). Direct Income for BII Zambia Limited includes grants from institutional donors, gifts in kind, local cash contributions to projects and bank deposit interest.

26. PRIOR YEAR ADJUSTMENTS

During the year, trustees identified that fixed assets had been incorrectly translated at the closing rate in the financial statements. On correcting this error, the prior year figures for Exchange gain or loss and Restricted funds have been restated from the 2022 audited financial statements. The reduction of £165,359 to group restricted funds at 1 January 2022 has been reversed, and the 2022 Exchange loss on Restricted funds of (£5,585) has been restated as (£27,720). The net book value of fixed assets at 1 January 2022 was increased by £165,326 and the closing position was increased by £143,191.

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

LEGAL AND ADMINISTRATIVE INFORMATION

COMPANY NUMBER 05495358

CHARITY NUMBER 1115989

GOVERNING DOCUMENT Memorandum and Articles of Association

TRUSTEES

Ronald Fleming (Chair until 06 Dec 2023)
Florence Bearman (Chair from 06 Dec 2023)
Graham Wickenden (Trustee and Treasurer until 20 Apr 2024)
Christopher James
Lucie Kasanga
Neil MacDougall
Oluwatoyosi Odiakosa (from 15 Sept 2023)
Nasir Ali (from 01 Mar 2023; Treasurer from 20 Apr 2024)

SECRETARY Judith Fox until 22 Sept 2023
Alison McKittrick from 25 Sept 2023

CHIEF EXECUTIVE Andrew Jowett until 04 Sept 2023
Tumundila Kazunga from 04 Sept 2023

REGISTERED OFFICE
Windsor House
Windsor Place
Shrewsbury
Shropshire
SY1 2BY

AUDITORS
Azets Audit Services
Gladstone House
77-79 High Street
Egham
Surrey
TW20 9HY

BANKERS
Barclays Bank plc.
Business Banking
P.O. Box 89
Shrewsbury
Shropshire
SY1 2WQ

WEBSITE www.builditinternational.org

Docusign Envelope ID: D6AEBE2B-6185-4ABA-B79C-73E00194510D

Build it
INTERNATIONAL

www.builditinternational.org

Stay connected

Follow us on social media to keep up to date with all our latest news, events and information.

Build It International, England & Wales
Registered Charity No. 1115989

BII Zambia Limited, Zambia Companies
Registration No. 120150137444

BUILD IT INTERNATIONAL

England & Wales - Charity number 1115989

Accounts

Build it

INTERNATIONAL

Building Brighter Futures

Registered Charity No. 1115989 (England & Wales)

BUILD IT INTERNATIONAL

TRUSTEE'S REPORT AND CONSOLIDATED FINANCIAL STATEMENTS (COMPANY LIMITED BY GUARANTEE)

YEAR ENDED 31 DECEMBER 2022

REGISTERED COMPANY NO. 05495358 (ENGLAND AND WALES)

www.builditinternational.org

BUILD IT INTERNATIONAL
TRUSTEES' REPORT AND CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2022

Build it INTERNATIONAL
Building Brighter Futures

CONTENTS

	Page
Legal and Administrative Information	2
Trustees Report	3
Introduction and Highlights	3
Charitable Operations	3
Review of Activities and Performance against Strategic Objectives	4
Raising Funds	8
Structure, Governance and Management	9
Review of Financial Position	10
Statutory Policies	11
Statement of Trustees' Responsibilities	13
Auditor's Report	14
Consolidated Statement of Financial Activities	17
Consolidated Balance Sheets	18
Consolidated Statement of Cash Flows	19
Notes to the Financial Statements	20

Build it INTERNATIONAL
Building Brighter Futures

LEGAL AND ADMINISTRATIVE INFORMATION

Company number	05495358
Charity number	1115989
Governing document	Memorandum and Articles of Association
Trustees	Ronnie Fleming - Chair Florence Bearman - Deputy Chair Graham Wickenden - Treasurer Chris James Sharon Jackson until 9th March 2022 Lucie Kasanga Neil MacDougall from 9th March 2022 Nasir Ali from 1st March 2023 Toyosi Odiakosa from 15th September 2023
Secretary	Andrew Jowett OBE until 1st January 2022 Judith Fox from 1st January 2022 until 22nd September 2023 Alison McKittrick from 25th September 2023
Chief Executive	Andrew Jowett OBE until 4th September 2023 Tum Kazunga from 4th September 2023
Registered office	Windsor House Windsor Place Shrewsbury Shropshire SY1 2BY
Auditors	Dyke Yaxley Ltd 1 Brassey Road Old Potts Way Shrewsbury Shropshire SY3 7FA
Bankers	Barclays Bank plc. Business Banking P.O. Box 89 Shrewsbury Shropshire SY1 2WQ
Website	www.builditinternational.org

INTRODUCTION & HIGHLIGHTS

We are pleased to present our annual report outlining developments at Build It International in 2022.

The COVID19 pandemic abated significantly in 2022. This allowed us to work uninterrupted throughout the year in contrast to 2020 and 2021. However, there is no doubt that the pandemic and UK economic challenges have made fundraising harder. A dramatic increase in the value of the Zambian Kwacha in 2022 also impacted our spend budget as costs increased in sterling terms. Currency volatility continues to be a major challenge.

As ever, we pay tribute to our dedicated staff in Lusaka and Shrewsbury who remained focused on delivering a quality programme of training and community building. Overall, we completed 75% of planned activities.

Highlights:

- 204 Trainees enrolled on our Training into Work courses: 25% women.
- Total trained to date is 1,644 at 31 December.
- 95% of our trainees completed a course.
- Completion of the student toilet block at the Centre for Excellence.
- Completion of Zambezi Sawmills School, Livingstone.
- Completion of re-ordering and renovation of Libuyu Clinic, Livingstone.
- Full year of delivery of a literacy support programme at six schools with The Book Bus.

We estimate that a further 29,156 people will benefit from our work carried out in 2022. This brings the total number of direct and indirect beneficiaries since Build It International was launched in 2006 to approximately 391,000.

We secured £1M income over the year, including our best Big Give Campaign. However, the Board took the decision to release five members of staff and change the way we deliver community building projects in the light of the dramatic increase in costs.

After 16 years in post, our founding CEO Andrew Jowett stepped down in September. Andrew's leadership, drive and passion shaped Build It International into the effective, transformational organisation that it is today.

In 2019, Andrew's dedication and hard work was recognised by our country with the award of an OBE that was well deserved. Andrew will continue to support and encourage our fundraising work and we will be seeing him at our supporter events. On behalf of all the trustees Andrew, thank you.

We were delighted to appoint Tum Kazunga as CEO from September 2023. Tum is a UK-Zambia national who joins us after five years as CEO of Habitat for Humanity Great Britain. He brings valuable experience in institutional funding, corporate partnerships and the construction sector.

CHARITABLE OPERATIONS

Build It International was established in 2006 with the aim of supporting the small-scale building sector as a way of creating sustainable employment opportunities and economic growth in low-income countries, mainly in Africa. Our vision remains: *An Africa in which everyone has the opportunity to work and thrive.*

The Charity's legal objects are:

a. The relief of poverty and the improvement of the conditions of life particularly in socially and economically disadvantaged and flood-prone communities.
b. The promotion of sustainable means of achieving economic growth and regeneration.
c. The enhancement of education, primarily in building construction, in deprived and flood-prone communities.

The preservation, conservation and protection of the environment and the use of natural resources.

Mission Statement: *to create opportunities for young people and their communities through skills training, work experience and essential community building projects.*

Our core values are Empowerment, Excellence, Collaboration and Courage.

Our primary activity is entry-level construction skills training for men and women under 35 years old living in poverty in Zambia. This is called *Training into Work* and is delivered through three pathways: our Centre for Excellence in Lusaka, on-the-job training at our community building projects and lastly, with partner organisations. Our livelihoods-based approach also includes post-training career development support, especially for women.

Public Benefit
Our programme directly benefits low-income communities and families through skills training and the provision of essential community buildings: schools, health clinics, teachers' houses and clean water/sanitation facilities. Our approach benefits the public by:

a. **Supporting local livelihoods;** *skills training is important because it reduces poverty by giving people (our trainees) the potential to earn a better living, enjoy greater economic resilience and provide practical skills for the community. This is borne out by our impact studies.*
b. **Promoting sustainable building materials, design and construction;** *this is important because it promotes a sustainable use of raw materials and simple, robust design to improve the quality and durability of community facilities.*
c. **Participation of local communities;** *we do this to promote local ownership of projects.*

In defining our charitable programme, we have regard for the Charity Commission's general guidance on public benefit and relief of poverty for public benefit.

REVIEW OF ACTIVITIES AND PERFORMANCE AGAINST STRATEGIC OBJECTIVES

Our overall aim is to be the leading entry-level vocational training organisation in Zambia. In 2020, we extended our current strategy to 2023 in response to the disruption of the pandemic. The main objectives and performance are presented below.

COVID19 Response
Whilst the direct impact of the pandemic abated, we remained alert to the need to ensure the safety of our staff and trainees. Build It International continued to follow Government guidelines in the UK and Zambia where applicable and apply enhanced internal COVID19 protocols covering operations and travel. There are no current restrictions in place.

Strategic Objective 1: Support at least 2,000 men and women through our *Training into Work* programme
Some 204 trainees enrolled on our programme against a target of 280. The deficit was due to the early completion of the Katombora initiative and increased costs forcing us to postpone one cohort at the training centre and another linked to the construction of a new learning plaza (also postponed). Of these, 196 completed training (95% against a target of 90%). We are delighted that training resumed at community projects following a break due to COVID19. Overall learner pass rate was >90 % for all courses with an average of 95%.

This brings the number of graduates enrolled since 2017 to 1,068 or 59% of our strategic target and a total of 1,647 since the Training into Work programme commenced.

We delivered 12,105 training days during the year compared with 14,112 in 2021. Eight of the nine cohorts were at our Centre for Excellence, operating at 67% of full capacity, with two courses Brick & Block laying and Rough Carpentry. Of these, 56% had completed their work placement by the end of the year with many more lined up to work for local employers early in 2023. The ninth cohort was at Zambezi Sawmills school with a course in Basic Building Skills.

In 2022, some 25% of trainees were women which is a remarkable figure given that sector averages across the world are much lower. As usual, they performed very well. Increasing the number of female trainees towards 50% is a key objective going forwards for which we recognise the need to broaden our training offer.

In 2022, we responded to requests from 42 affiliate contractors for 243 positions (292 in 2021) of which 167 were successfully fulfilled by or linked to graduates (118 in 2021). Short notice, availability and communicating with graduates were the main constraints preventing a higher fulfilment. We recognise that helping our affiliate contractor partners meet their labour demands is a key opportunity for graduates to achieve lasting economic independence, and plans are being developed in 2023 to increase the numbers of request we can respond to.

Our programme continues to be endorsed by NOCN, the UK based international awards body, which provides an independent quality assurance service and inspects our programme annually.

Following consultation with employers who take placement trainees, a substantial review of the following courses was undertaken:

- Brick and Block Laying – this now has an expanded curriculum, and from 2023 is known as Construction Multi-skills.
- Rough Carpentry - addition of an optional two-week, steel-fixing module
- Tiling – Core content reduced, and paving added. Renamed Tiling and Modular Paving from 2023.

At present our stand-alone decorating course and plastering courses are retired.

The construction sector in Zambia stabilised in 2022 but remains subdued.

The cost of training per person, including all overheads, averaged, £1,351 (2021: £1,079). Costs vary by course and location. In 2022, 67% of delivered courses were in Brick and Block laying, compared to 40% in 2021. This training is more expensive to deliver, resulting in the higher cost of training per person.

Strategic Objective 2: Deliver community building projects to improve access to education and health services for 150,000 people

In 2022, we completed our major project at Libuyu Health Clinic, situated in a high-density compound in Livingstone. Following the construction of a new Maternal Child Health unit including a labour ward, we completed a major re-ordering and refurbishment of the dilapidated clinic in February. This provides out-patient and in-patient services and a laboratory. The works include new roof, wiring, plumbing and tiling. Several walls were reconstructed to expand spaces and install high level windows to improve light and ventilation. This has created a huge improvement in the facility for patients and staff including a more coherent patient journey throughout the building. The total project cost was £465,943.

Our 55th building project is at Zambezi Sawmills Community School in Livingstone where we completed a new four-classroom block including a computer room at this well-organised school serving the local compound. Build It International's standard design was used. A six-cubicle toilet block with urinal was also built. This features an easy access cubicle for pupils with physical disabilities that can also be used as a washing space for girls. It was a real pleasure to resume training on these projects after a two-year break.

Project We assume projects provide benefit over 25-30 years.	**Estimated new Direct & Indirect Life-Time Beneficiaries**	**Estimated Cost per Beneficiary**
Libuyu Health Centre Phase 1 - Completion of Libuyu Clinic Maternity Annex Phase 2 - Major re-ordering and refurbishment of existing clinic	10,000	£46 per beneficiary (£15 in 2021)
Zambezi Sawmills School, Livingstone – Four classroom block and pupil toilet block (also trained 25 local builders)	18,070	£6 per lifetime beneficiary
Centre for Excellence Completion of student toilets (50%) Completion of office building (25%) Design of Learning Plaza 5 Site works; boundary wall, paths and landscaping	n/a	n/a

Our intention to support communities for up to two years post-building was compromised by the pandemic. However, in 2022 work resumed and we were able to complete a one-year literacy initiative targeting six schools through our partner, The Book Bus. Our partnership continued with ReScope, an environmental education charity. This involves working with the pupils and staff to create gardens around school buildings that showcase local species with nutritional and other benefits.

Zambezi Saw Mills School

Libuyu Health Clinic

2022 was a year of modest investment at our Centre for Excellence training facility near Lusaka compared with previous years. We completed our office, bringing the whole team together on one site. We also completed the student toilet block and the design of an indoor Learning Plaza, with valuable support from Buro Happold engineering. The centre now has capacity to deliver approximately 18,000 training days per year.

Strategic Objective 3: Share our experience to support provision and uptake of improved skills training
In early 2022, we developed an initial advocacy strategy focused on three areas: working with employers, working with other training organisations and liaising with Government. Our overall aim is to make the case for skills training, encourage increased support and contribute to improving access and quality provision. A key cross-cutting theme is promoting Women in Construction.

In terms of activities, we continued to work with over 20 employers on these issues and facilitated their input to our training curriculum. We also recognised commitment to our placement programme and good practice in employing women. A productive workshop with contractors was held in June and will be repeated.

Going forwards, we have agreed initial financial support from Irish Aid to work on these themes and have co-created a longer-term programme during 2023 including sector-wide events.

Impact Monitoring and Evaluation
During the year, 204 Trainees enrolled on our Training into Work courses, of which 25% were women. Combining the impact of our Training into Work and Community Building programmes, 29,156 people benefited from our work in 2022. This increases the number of people we have supported to 137,750, since 2017, towards a target of 150,000 people supported by the end of 2023.

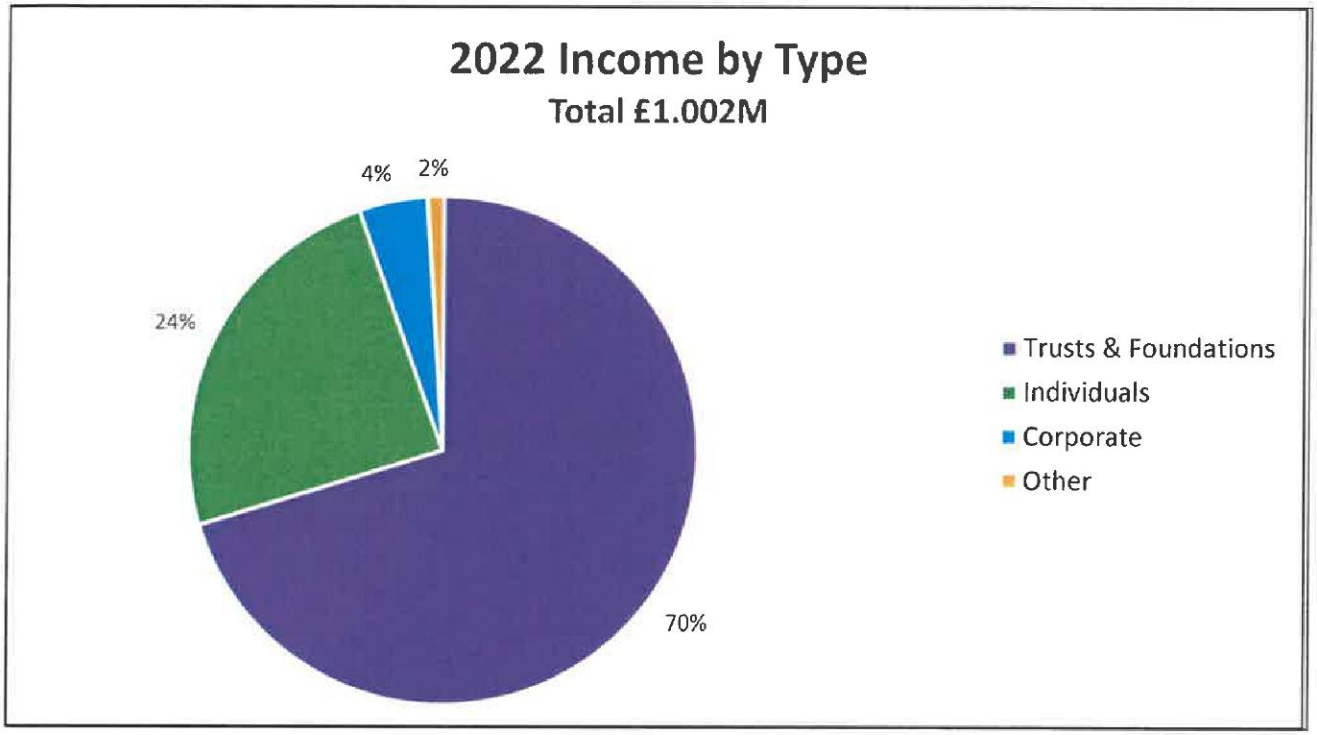
The estimated total number of people served since we began is 391,000. This includes around 124,000 individuals directly accessing health and education services. The balance is other family members of pupils at schools we have built. Direct health project beneficiaries comprise around 25% total.

Pending a planned review of our Monitoring, Evaluation and Learning framework (MEAL), we will henceforth commission independent impact studies every two years. Summary data from 2021 remains available on our website and the next survey will be completed by December in 2023 with the report available in early 2024.

In the intervening years we will focus on a key learning exercise and for 2022, this was the production of our first Theory of Change statement. Led by David Musendo at Lifetime Consulting, a three-day workshop was conducted with the team in Zambia, Board members and graduates of our training programme.

RAISING FUNDS

We secured £1.002M income in 2022 (2021 = £1.24M). It should be noted that the 2021 figure includes a grant from Irish Aid for training activities in both 2021 and 2022 (£133,715). Excluding this item, income in 2022 was level with 2021. Given the context of COVID19 and concerns for a recession in the UK, we consider this a respectable achievement.



We were awarded 25 grants from Trusts and Foundations in 2022 year totalling £699,000 and this remains our largest income stream managed by Christine Cartland. A further £224,000 was donated by our generous individual supporters. For every £1 spent on raising funds we received £4.30 in income (2021 = £5.69).

In October 2022, we hosted our first in-person supporter reception since 2019 with around 80 gathering at the Zambia High Commission in London and over £15,000 received from new donors. Our events programme included a clay pigeon shooting day at Bisley and a golf day at Hankley Common. Other highlights from 2022 include our best Big Give Campaign raising £68,000, a fundraising evening organised by our Young Professionals Board, and we resumed donor visits to Zambia.

Fundraising and communications are managed by a dedicated team of professional staff based out of our Shrewsbury office. During the year we said a heartfelt thank-you to Susan Barlow after five years with us whilst extending a warm welcome to Lisa Carson, appointed Head of Fundraising & Communications in August. Congratulations to Christine Cartland who was promoted to Head of Strategic Partnerships as we look to increase support from institutional donors. We also express our sincere thanks to Marianne Brown for her hard work and dedication during her time with us. An early success of note in 2023 is our first ever financial support from the Government of Zambia through TEVETA (within the Ministry of Education). Since the year end, we have secured an additional grant of £200,000 from The Oak Foundation.

We will introduce new fundraising events and campaigns in 2023, including a planned *Women in Construction* panel discussion to be held in London with representatives from the UK construction sector.

Please check our website regularly for the latest news on our events and fundraising campaigns.

Build It International is registered with the Fundraising Regulator that sets and maintains standards for charitable fundraising as detailed in the Code of Fundraising Practice to ensure that we are respectful, open, honest and accountable to the public. The charity actively monitors fundraising activity undertaken on our behalf as far as resources allow. The Trustees are satisfied that throughout 2022 the charity complied with the Code and received no complaints (2021: none).

Build It International's fundraising is based on developing quality relationships with our supporters without the need for intrusion or undue pressure, and to ensure the protection of any vulnerable supporters. We do not use fundraising agencies or engage in face-to-face fundraising or cold calling. We never sell or share information to other organisations to use for their own purposes. We will only allow supporters' information to be used by suppliers working on our behalf or where we are required to do so by law. We have continued to take professional advice to review and update policies and procedures to ensure compliance with the General Data Protection Regulations (GDPR).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Build It International was formed as a company limited by guarantee in 2005 and became a registered UK charity in September 2006 with a memorandum and articles of association, dated August 2006, as its governing document.

The Directors of the Board (Trustees) are appointed to ensure that Build It International enjoys the skills and experience necessary to guide the charity's work. The Board is responsible for the overall direction of the charity, policies and legal compliance while key decision making is delegated to the CEO, Finance Director and Country Director. Trustee indemnity insurance is included in our insurance policies.

Build It International is registered in Zambia as BII Zambia Limited which is a Company limited by Guarantee. A Memorandum of Understanding guides the relationship between the UK and Zambia Boards, and this was reviewed and renewed in March 2023. As part of our efforts to ensure our work is locally led, the two Boards have met together as one governance body since December 2022.

Our Finance and Audit Committee meets ahead of every board meeting and on an *ad hoc* basis as required.

A Nomination and Remuneration Committee considers Chief Executive and senior staff remuneration and appointments. Other salaries are set by the Chief Executive in consultation with the Finance and Audit Committee as part of the annual budgeting process.

We continue to enjoy the input of a wide range of advisors and volunteers on an individual basis and their input is highly appreciated, not least from our active Development Board.

Build It International employs 30 staff (including 4 part-time) and maintains a small support office in Shrewsbury and a main programme delivery office in Lusaka at our training centre. Our office in Lusaka employs 17 staff (all Zambian) who manage programme delivery.

Governance

Trustees are recruited openly. Role descriptions are agreed, and the positions advertised through trustee recruitment channels. New trustees go through a comprehensive induction process that includes a full set of key documents (policies, strategy papers and board minutes) and time with senior staff.

Four board meetings were held in 2022 as well as a strategy away day.

The new Memorandum of Understanding provides the framework for the two legal bodies to function as one organisation whilst ensuring compliance with our registration in the UK and Zambia. As such, joint Board

meetings are held, both Boards are represented on all committees and results are consolidated into those of Build It International.

The Board signed up to the principles of the Charity Governance Code in December 2017 and adopted the version for large charities. The results of a Board survey in 2021 showed that Build It International met or exceeded the vast majority of objectives within the code. Since then, no significant further action has taken place.

Through 2022, Build It International continued to employ Affinity Resolutions to advise on compliance with UK GDPR and to act as the charity's Data Protection officer. Policies and procedures are constantly reviewed, and regular training held for staff and trustees.

All staff and trustees sign up annually to a Code of Conduct.

Environmental, Social and Governance
Position statements have been updated on our website to emphasise how we work and our contribution towards four U.N. Sustainable Development Goals: No poverty, Quality education, Gender equality and Decent work and economic growth. This will strengthen our case for support from corporates.

Key policies updated in 2022 include Equality, Inclusion and Diversity (formally Equal Opportunities). The Board also approved an Anti-Money Laundering policy as well as Home Working and Mobile Devices policies.

Safeguarding
We recognise the importance of ensuring that children, young people and vulnerable adults associated with our work are safeguarded, and that their health, safety and welfare is promoted while in our programme. Our safeguarding procedures were reviewed and substantially updated with effect from September 2021 followed by investment in staff training. A new management statement was approved in Zambia in April 2022 and in UK in September 2022. This replaces the previous Safeguarding policy. There are also a range of procedures and monthly action logs which are monitored by the Senior Management Team.

Key Objectives for 2023

- Recruit and successfully transition to new CEO
- Implement new editions of all courses and train a minimum of 200 (30% women)
- Progress Women into Work programme with first sector-wide events in UK and Zambia
- Complete Training into Work Business Plan
- Complete school project at Mwachisompola and plan maternity unit at Chisamba Health Centre
- Raise £1.19M
- Review our "Locally Led" strategy, that will shift power and resources nearer to the communities we serve

REVIEW OF FINANCIAL POSITION

Income – the total for the 12 months to 31st December 2022 was £1,008,855 (2021: £1,243,048). The principal sources of funding were from trusts and foundations and individual donors.

Expenditure - £1,253,683 for the 12 months to 31 December 2022 (2021: £1,093,984) excluding capital expenditure at the Centre for Excellence;

- Charitable activities expenditure including grant making and excluding capital was 81.42% (2021: 80.0%).
- A further £36,574 of capital expenditure was incurred on land and buildings at the Centre for Excellence, Lusaka (2021: £72,456)

- When capital expenditure on our training centre is included, our charitable expenditure rises to 81.95% (2021: 81.2%) and the expenditure on raising funds drops to 18.05% (2021: 18.7%).
- The cost of raising funds was £232,911 or 23.24% (2021: 19.9%) meaning that for every £1 spent we received £4.30 in income (2021: £5.68).

The value of our unrestricted reserves, excluding fixed assets, was **£584,194** (2021: £572,302).

There was a deficit in the Statement of Financial Activities (SoFA) in 2022 of £244,828 (2021 = £149,064 surplus). SoFA does not include expenditure of a capital nature (Centre for Excellence construction, office equipment and vehicle purchases). This was in £47,013 in 2022 (2021: £115,777).

Group Funds held at 31 December 2022

- Restricted funds of £526,772 (2021: £779,080) including £414,785 (2021: £385,982) relating to Centre for Excellence fixed assets.
- Unrestricted funds of £617,570 (2021: £615,700) including £33,376 (2020: £43,398) relating to fixed assets.

STATUTORY POLICIES

A schedule of policies is maintained with policies reviewed on a rolling programme at board meetings.

Risk Management

The Trustees have overall responsibility for ensuring that the Charity has an appropriate system of controls, financial and otherwise. The Risk Register is a standing item at every Board meeting whereby significant risks are identified and evaluated, and appropriate actions are agreed. The Risk Register is also reviewed regularly by the Finance & Audit Committee.

At the Board Meeting in December 2022, Trustees considered that the three highest risks that the charity currently faces in achieving its strategic objectives are loss of key staff in Zambia, mainly to higher paid jobs; failure to reach income target and impact of the weak pound on the cost of Zambia activities.

Unrestricted cash forecasts are estimated against different scenarios and are updated as frequently as deemed necessary to ensure we act quickly as circumstances change.

We pay salaries commensurate with our size, benchmark surveys, and available funding. We offer flexible working conditions and a friendly work environment to reduce the risk of losing key staff. We are also making our operations more resilient through on-line systems in areas such as finance and procurement.

Protecting the charity against cyber-attacks continues to be a priority. Staff have regular training, and we continue to assess ourselves against the guidelines for small charities from the National Cyber Security Centre as well as work towards Cyber Essentials accreditation. We continue to resource and report on this risk to each Board Meeting.

Reserves Policy

Reserves are held to deal with unforeseen operational costs or falls in income below expectations and to provide funding for agreed projects. Build It International therefore aims to maintain readily realisable unrestricted cash reserves sufficient to cover at least three months of budgeted average core expenditure. These reserves should also not exceed an upper limit of four months average budgeted total expenditure.

During 2022, we continued to benefit from donors generously making unrestricted donations. Unrestricted reserves held at the year-end were at £617,570 (including fixed assets). With an uncertain economic outlook and exchange rate volatility, the Board considers it beneficial to hold healthy unrestricted reserves.

As at end August 2023 unrestricted reserves stood at £581,128, in line with expectations.

Going concern

Building on improvements in 2021, the Board maintains strong oversight of the financial position of the organisation. The Finance & Audit Committee meets regularly to review the risk register and the cash position including the income and expenditure levels, and to ensure that long terms decisions informed by a review of upcoming expenditure, expected donation income and upcoming financial requirements of the charity.

Looking forward into 2023, Build It International has implemented a new financial system and continues to improve on existing financial, operating and ICT controls to ensure the ongoing efficient and effective use of resources.

Our fund raising efforts resulted in an increase in unrestricted funds to at £617,570 by the end of 2022. The cash balance at December 31, 2022, was £774,700, slightly down from the 2021 level of £960,808. The operating loss incurred in 2022 reflects the planned utilisation of restricted funds towards the successful completion of projects carried forward from prior years.

As of August 2023, the unrestricted funds balance was £581,128 and restricted funds were £1,148,038, supported by a cash balance of £1,124,770.

The trustees believe that the cash reserves and current income level will provide support to the charity throughout 2024 and make the charity a going concern.

Investment Policy

Cash surplus to short-term needs are held with FCA regulated interest-bearing accounts or other similar low risk investments. At present, the Trustees do not consider that this policy needs to be changed. This position is reviewed annually, and the Trustees are satisfied that the current investment returns on surplus cash is acceptable, bearing in mind the current economic climate and the need for surplus (unrestricted) cash funds to be readily accessible.

Grant Making Policy

Most of our projects are directly managed through our Zambia offices. All project proposals are vetted by the Finance & Audit Committee, and then submitted to Trustees for their approval to ensure that the proposed work is in line with strategy. Where a grant is made to another organisation, appropriate checks are undertaken on the partner, an agreement is signed, and project delivery is monitored through visits, reports and audits. One grant totalling £25,000 was made in 2022 (2021: two grants totalling £26,379).

This report also serves as a Directors' report as required by s417 of the Companies Act 2006.

In preparing the accounts, the Trustees have followed the accounting policies set out in note 1 to the accounts and comply with the requirements of charity's Memorandum and Articles of Association, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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 (FRS102)" (effective 1 January 2019).

Regular updates on our work are posted on our website: www.builditinternational.org

Build it
INTERNATIONAL
Building Brighter Futures

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of BII for the purpose of company law) are responsible for preparing the Trustees' Annual 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 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 SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

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.

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.

SMALL COMPANY PROVISIONS

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the Board and signed on its behalf.

Date: 13/12/2023

Ronald Fleming

Ronald Fleming
Chair of Trustees

Graham Wickenden

Graham Wickenden
Treasurer

BUILD IT INTERNATIONAL
INDEPENDENT AUDITOR'S REPORT
TO THE TRUSTEES OF BUILD IT INTERNATIONAL

Opinion

We have audited the financial statements of Build IT International (the 'charity') for the year ended 31 December 2022 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 2022 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 charity in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the annual report other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information 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.

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of our audit:

- the information given in the trustees' report for the financial year for which the financial statements are prepared, which includes the directors' report prepared for the purposes of company law, is consistent with the financial statements; and
- the directors' report included within the trustees' 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 charity and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report included within the trustees' report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 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
- 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, the trustees, who are also the directors of the charity 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 charity's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the 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.

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 misstatement misstatements in respect of irregularities, including fraud.

The extent to which our procedures are capable of detecting irregularities, including fraud, is detailed below:

We gained an understanding of the legal and regulatory framework applicable to the charity and the industry in which it operates, and considered the risk of acts by the charity that were contrary to applicable laws and regulations, including fraud.

We designed audit procedures to respond to the risk, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery or intentional misrepresentations, or through collusion.

We focussed on laws and regulations which could give rise to a material misstatement in the financial statements, including, but not limited to, the UK tax legislation, Employment Law and Charity Act 2011. Our tests included agreeing the financial statement disclosures to underlying supporting documentation and enquiries with management.

There are inherent limitations in the audit procedures described above and, the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we would become aware of it.

We did not identify any key audit matters relating to irregularities, including fraud.

As in all our audits, we also addressed the risk of management override of internal controls, including testing journals and evaluating whether there was evidence of bias by the trustees that represented a risk of material misstatement due to fraud.

Use of our report
This report is made solely to the charity's' members. 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.

Dyke Yaxley Ltd

Stacey Lea FCA (Senior Statutory Auditor)
For and on behalf of Dyke Yaxley Limited

Date: 14/12/2023

Chartered Accountants
Statutory Auditor

1 Brassey Road
Old Potts Way
Shrewsbury
Shropshire
SY3 7FA

BUILD IT INTERNATIONAL GROUP
STATUTORY ACCOUNTS FOR YEAR ENDED 31 DECEMBER 2022
CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES
INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT

	Notes	Unrestricted funds £	Restricted funds £	Total 2022 £	Unrestricted funds £ Restated	Restricted funds £ Restated	Total 2021 £ Restated
INCOME FROM:							
Donations and legacies	3	645,007	329,395	974,402	667,228	546,162	1,213,390
Other trading activities	4	23,571	-	23,571	8,550	-	8,550
Investments	5	4,112	-	4,112	3,360	-	3,360
Profit on sale of assets		-	5,456	5,456	9,816	-	9,816
Other income	6	-	1,314	1,314	7,932	-	7,932
Total		672,690	336,165	1,008,855	696,886	546,162	1,243,048
EXPENDITURE ON:							
Raising funds	7	232,364	547	232,911	211,884	6,891	218,775
Charitable activities							
Grant making	8	6,236	25,082	31,318	3,973	26,379	30,352
Other charitable activities - Zambia Program Delivery	8	227,114	762,340	989,454	179,931	664,926	844,857
Total		465,714	787,969	1,253,683	395,788	698,196	1,093,984
NET INCOME/(EXPENDITURE)		206,976	(451,804)	(244,828)	301,098	(152,034)	149,064
Exchange gain or loss		(24)	(5,585)	(5,609)	-	-	-
Transfers between funds	19	(205,081)	205,081	-	(244,686)	244,686	-
NET MOVEMENT IN FUNDS		1,871	(252,308)	(250,437)	56,412	92,652	149,064
RECONCILIATION OF FUNDS:							
Total funds brought forward at 1 January 2022		615,700	779,080	1,394,780	559,288	686,428	1,245,716
Total funds carried forward at 31 December 2022	21	617,571	526,772	1,144,343	615,700	779,080	1,394,780

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

BUILD IT INTERNATIONAL
STATUTORY ACCOUNTS FOR YEAR ENDED 31 DECEMBER 2022
CONSOLIDATED BALANCE SHEET

	Notes	Group 31 December 2022 £	BII UK 31 December 2022 £	Group 31 December 2021 £ Restated	BII UK 31 December 2021 £ Restated
FIXED ASSETS					
Tangible assets	15	448,161	705	429,380	1,948
Total fixed assets		448,161	705	429,380	1,948
CURRENT ASSETS					
Debtors	16	54,633	29,288	96,864	37,384
Cash at bank and in hand (including advances)		774,700	695,963	960,808	866,006
Total current assets		829,333	725,251	1,057,672	903,390
CREDITORS: amounts falling due within one year	17	(133,151)	(65,413)	(92,272)	(26,478)
Net current assets		696,182	659,838	965,400	876,912
Net Assets		**1,144,343**	**660,543**	**1,394,780**	**878,860**
Funds of the Charity					
Unrestricted funds		617,571	617,571	615,700	615,700
Restricted funds	19	526,772	42,972	779,080	263,160
Total funds		**1,144,343**	**660,543**	**1,394,780**	**878,860**

The net loss of the charitable company before consolidation was £218,317 (2021 loss: £4,355).

Under the Companies Act 2006, s454, on a voluntary basis, the trustees can amend the financial statements if they subsequently prove to be defective.

The financial statements were approved and authorised for issue by the Board of Directors on 13/12/2023

Ronald Fleming

Ronald (Ronnie) Fleming
Chair of Trustees

Graham Wickenden

Graham Wickenden
Treasurer

Company registration no. 5495358
Charity registration no. 1115989

BUILD IT INTERNATIONAL
STATUTORY ACCOUNTS FOR YEAR ENDED 31 DECEMBER 2022
CONSOLIDATED STATEMENT OF CASHFLOWS

	Note	2022 £	2021 £
NET CASH FLOWS FROM OPERATING ACTIVITIES			
Operating cash flows			
Operating surplus		(244,828)	149,064
Adjustments for items not affecting cash flows:			
Exchange gains(loss) on fixed assets	15a	(11,273)	
Foreign exchange gains (loss)		(5,610)	
Depreciation on fixed assets	15a	39,602	42,733
(Gain)/Loss on sale of assets		(4,719)	(9,816)
Net operating cash flows before reinvestment in working capital		(226,827)	181,981
(Increase)/Reduction in accounts receivables	16	42,231	(54,930)
Increase/(Reduction) in accounts payables	17	40,879	(44,773)
Adjustments for:			
Investment income recognised in SOFA		(4,112)	(3,360)
Net cash flows from operating activities		**(147,829)**	**78,918**
NET CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of Land & Buildings		(36,574)	(72,456)
Purchase of Motor Vehicles		(11,079)	(41,911)
Purchase of Equipment		(194)	(1,410)
Purchase of Land, Buildings & Equipment	15a	(47,847)	(115,777)
Proceeds from sale of assets		5,456	13,255
Investment income received		4,112	3,360
Increase/(Reduction) cash and cash equivalents		(186,108)	(20,244)
Cash and cash equivalents at the beginning of the year		960,808	981,052
Cash and cash equivalents at the end of the year		774,700	960,808

BUILD IT INTERNATIONAL
NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

1. ACCOUNTING POLICIES

Charity information
Build IT International is a charitable incorporated organisation, registered in England and Wales. The registered office is Windsor House, Windsor Place, Shrewsbury, Shropshire, SY1 2BY. The Charity registration number is 1115989.

(a) Basis of preparation

The financial statements have been prepared in accordance with the charity's Memorandum and Articles of Association, the Companies Act 2006, FRS 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" ("FRS 102") and the Charities SORP "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 (FRS102)" (effective 1 January 2019). The charity is a Public Benefit Entity as defined by FRS 102.

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

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

Advantage has been taken not to prepare a parent company cash flow statement.

(b) Going concern
The Board at the time of signing these Accounts have considered that for at least the next twelve months the charity is a going concern.

(c) Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that actual outcomes could differ from those estimates. There are no judgements made that have a significant effect on the amounts recognised in the financial statements.

(d) Income
Income represents donations and grants received which are brought into account on receipt unless their receipt is probable in which case they are brought into account when notified. Grants received in advance are shown as deferred income. Gifts in kind are recognised on receipt and are valued at best estimate of value to the organisation.
Fundraising events participation fees are recognised as income on completion of the event.

(e) Donated services and facilities
Donated professional services and donated facilities are recognised as income when the charity has control over the item, any conditions associated with the donated item 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), general volunteer time is not recognised and refer to the trustees' annual report for more information about their contribution.

On receipt, donated 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.

(f) Interest receivable
Interest on funds held on deposit is included when earned and the amount can be measured reliably by the charity.

(g) Fund Accounting
Unrestricted funds comprise accumulated surpluses and deficits on general funds. They are available for use at the discretion of the trustees in furtherance of the general charitable objectives.

Restricted funds are subject to specific restrictions funds as imposed by the donors.

(h) Expenditure
Expenditure is recognised when a liability is incurred.

Cost of raising funds includes those costs incurred in attracting donations.

Charitable activities include grants made to African NGOs to fund their charitable activities. These costs include both direct costs and support costs relating to these activities.

Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with use of resources, e.g. salary by time spent within that activity.

The prior year figures have been restated to include the foreign exchange difference arising on consolidation that was not included in the 2021 figures.

(i) Operating leases
Rentals payable under operating leases are charged against income on a straight line basis over the lease term.

(j) Tangible fixed assets
Tangible fixed assets are shown at cost. Assets with a purchase cost above £1,000 are capitalised.
Depreciation is calculated to write down the cost of assets to their estimated residual values over their expected useful lives as follows:
Land - 0% on cost
Buildings - 2.857% on cost
Perimeter Walls - 4% on cost
Ground Fixtures - 5% on cost
Services & Site Works - 10% on cost
Landscaping - 20% on cost
Motor vehicles - 25% on cost
Office equipment and furniture - 25% on cost
Assets under construction are buildings and infrastructure which are incomplete. Depreciation will commence when completed and put into use.

(k) Debtors
Debtors are recognised at the amount due. Prepayments are valued at the amount prepaid.

(l) 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.

(m) 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.

(n) Financial Instruments
The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

(o) Pension contributions

Since 1 March 2015 Build It International in the UK has offered non-temporary employees membership of a defined contribution occupational scheme "The People's Pension" operated by B&CE. All new non-temporary employees since 1 March 2015 are offered an employer contribution to "The People's Pension"; pre-existing employees have been allowed to retain employer contributions to pre-existing personal pension schemes. The charity's Auto-Enrolment staging date was 1 March 2016; and "The People's Pension" is the scheme in use to comply with those obligations. From 1 March 2016 all employees meeting automatic enrolment eligibility threshold have been offered membership of the scheme. The terms and conditions of employees of Build It in Zambia follow the requirements and norms applicable to Zambia; which include direct contributions to the Government run National Pension Scheme Authority (NAPSA) pension scheme.

(p) Settlement payments
Redundancy and settlement payments are recognised at the leaving date of the member of staff and measured at the best estimate of expenditure required to settle the obligation at the reporting date.

(q) Foreign currency translation

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are recorded at the rate ruling at the date of the transaction. All differences are taken to the SOFA.

(r) Risk Management Policy

The charity has a Currency Risk Management Policy which is used to guide the purchase of forward contracts. This has the objective of covering 40%-50% of anticipated foreign currency requirements over the next 12 months; weighted to covering more shorter term and to cover less 9-12 months ahead.

(s) 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 objectives.

(t) Subsidiaries
Build It International has 1 subsidiary company:
BII Zambia Limited 120170137444. The primary activity of this company is the delivery of a vocational skills training programme in a range of entry level building trades through its Training into Work Programme.

(u) Basis of consolidation
The financial statements consolidate the results of the UK charitable company and its subsidiary, BII Zambia on a line by line basis. Any inter company balance has been eliminated on consolidation. The results of Group undertakings are translated into sterling at the average exchange rates for the year. The assets and liabilities of overseas undertakings are translated at the exchange rates ruling at the year-end.

2. LEGAL STATUS OF THE CHARITY
The Charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

3. INCOME FROM DONATIONS

	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Unrestricted funds 2021	Restricted funds 2021	Total 2021
	£	£	£	£	£	£
Individuals	109,275	121,442	230,717	109,358	95,168	204,526
Grants from foundations and trusts and other organisations	535.732	207.953	743.685	547.870	450.994	998.864
Legacies	-	-	-	10,000	-	10,000
	645,007	329,395	974,402	667,228	546,162	1,213,390

Grants from foundations and trusts and other organisations includes donations of services and materials totalling £7,368 (2021: £8,550), and £6,000 (2021: £375) for training and professional services.

4. OTHER TRADING ACTIVITIES

	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Unrestricted funds 2021	Restricted funds 2021	Total 2021
	£	£	£	£	£	£
Fundraising events	23,571	-	23,571	8,550	-	8,550
	23,571	-	23,571	8,550	-	8,550

Other trading activities comprise payments for participating in fundraising events.

5. INVESTMENTS

	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Unrestricted funds 2021	Restricted funds 2021	Total 2021
	£	£	£	£	£	£
Investment income	4,112	-	4,112	3,360	-	3,360
	4,112	-	4,112	3,360	-	3,360

6. OTHER INCOME

	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Unrestricted funds 2021	Restricted funds 2021	Total 2021
	£	£	£	£	£	£
Trainee Registration	-	1,290	1,290		-	-
Other income	-	24	24	7,932	-	7,932
	-	1,314	1,314	7,932	-	7,932

7. RAISING FUNDS

	Unrestricted funds 2022	Restricted funds 2022	Total 2022	Unrestricted funds 2021	Restricted funds 2021	Total 2021
	£	£	£	£	£	£
Staff costs	163,841	-	163,841	158,177	6,321	164,498
Operational support	26,953	-	26,953	25,637	-	25,637
Governance costs	8,235	547	8,782	4,037	570	4,607
Support costs	33,335	-	33,335	24,033	-	24,033
	232,364	547	232,911	211,884	6,891	218,775

8. CHARITABLE ACTIVITIES

	Grant making 2022	Charitable activities 2022	Total 2022	Grant making 2021	Charitable activities 2021	Total 2021
	£	£	£	£	£	£
Staff costs	-	328,003	328,003	-	322,644	322,644
Direct programme activities	25,000	493,301	518,301	26,379	411,609	437,988
Operational support	-	6,000	6,000	-	-	-
Governance costs	1,318	33,810	35,128	639	17,792	18,431
Support costs	5,000	128,340	133,340	3,334	92,812	96,146
	31,318	989,454	1,020,772	30,352	844,857	875,209
Analyse by fund						
Unrestricted funds	6,236	227,114	233,350	3,973	179,931	183,904
Restricted funds	25,082	762,340	787,422	26,379	664,926	691,305
	31,318	989,454	1,020,772	30,352	844,857	875,209

9. SUPPORT COSTS

	Support costs	Governance costs	2022	Support costs	Governance costs	2021
	£	£	£	£	£	£
Staff costs	73,291	-	73,291	47,130	7,983	55,113
Operating costs - non staff	93,384	-	93,384	73,049	-	73,049
Audit fees	-	28,800	28,800	-	13,800	13,800
Accounts fee	-	8,188	8,188	-	-	-
Legal costs	-	1,653	1,653	-	-	-
Trustee meetings	-	5,269	5,269	-	1,255	1,255
	166,675	43,910	210,585	120,179	23,038	143,217
Analysed between						
Cost of generating funds	33,335	8,782	42,117	24,033	4,607	28,640
Charitable Activities	133,340	35,128	168,468	96,146	18,431	114,577
	166,675	43,910	210,585	120,179	23,038	143,217

Support and governance costs have been allocated based on the trustees estimated costs incurred being 20% to cost of generating funds, 3% to grant making and 77% to Zambia Program Delivery.

10. MOVEMENT IN FUNDS

Net movement in funds is stated after charging:	2022 £	2021 £
Depreciation of tangible assets	39,602	42,733
UK Auditors remuneration	28,800	13,800
UK Accountants remuneration	8,188	
Operating lease rentals - land and buildings	11,901	5,131
Recognised exchange differences (Gain)/Cost	5,609	(292)

11. STAFF COSTS (UK & ZAMBIA)

	2022	2021
	£	£
Wages and Salaries	516,677	490,780
Social Security Costs	23,104	29,334
Other Pension costs	25,354	22,142
	565,135	542,256

Direct employees (i.e. excluding contract workers)	As at 31st December 2022			As at 31st December 2021		
	Part-time	Full-time	Total	Part-time	Full-time	Total
UK-based staff	4	5	9	4	5	9
Zambia-based staff		21	21		30	30
	4	26	30	4	35	39

Average number of employees (full-time and part-time) in the year was 25 (2021: 32).

1 employee earned in excess of £60,000 (in a 12 month period) excluding employer pension contributions (2021: Nil). 1 employee fell within the band £60,000 - £70,000.
Build It International directly delivers its charitable programme of work and training in Zambia. We utilise the skills of highly qualified staff to deliver quality training with high standards to our trainees to give them the best grounding for their future. When compared with similar organisations staff numbers in Zambia are higher than other organisations that outsource their work.
The cost of Key Management Personnel is £155,037 (incl. Employer National Insurance and pension) for three employees (2021: £157,670 for four employees).
Key Management Salaries are set by a Remuneration Committee in consultation with the Chief Executive (and Finance and Audit Committee as part of the annual budgeting process).

Holiday Pay outstanding at the end of year is £3,195 (2021: £4,545).

Whilst modest in quantity Build It International greatly values the expertise and voluntary time given by a number of individuals during 2022 and prior periods.

12. TRUSTEE REIMBURSED EXPENSES

A total of £1,460 (2021: £3,383) was incurred for the travel expenses of three trustees.

13. TRUSTEE DONATIONS,TRUSTEE REMUNERATION AND RELATED PARTIES

A total of £11,081 was donated by Trustees and Related Parties (2021: £12,990).

No trustees received remuneration with regard to being a Trustee in the year 2022 (2021: £Nil).

Other than those with BII Zambia below, there were no related party transactions in the year (2021: none).

The majority of expenditure is in Zambia through our subsidiary, BII Zambia Limited (a company limited by guarantee).

	2022	2021
Cash transfers from UK to Zambia	660,027	450,000
Non-cash transfers from UK to Zambia	58,022	59,700
Non-cash transfers from Zambia to UK	(3,541)	(164)
Total net Transfers to Zambia	714,508	509,536

Total net Transfers to Zambia are £714,508, ZMW 14.0M (2021: £509,536, ZMW 14.2M).

14. GROUP FINANCIAL STATEMENTS

The financial statements consolidate the results of BII and its subsidiary, BII Zambia Limited. A separate Statement of Financial Activities and Statement of Cash Flows is not presented for UK charitable company because the charity has taken advantage of the exemptions in S408 of the Companies Act 2006.

15 a). FIXED ASSETS - GROUP

	Group Land & Buildings £	Group Office equipment £	Group Motor Vehicles £	Group Total £
Opening Cost at 1 January 2022	427,322	11,136	90,501	528,959
Additions	36,574	194	11,079	47,847
Disposals	(737)	-	(14,085)	(14,822)
Foreign exchange	11,271	162	2,387	13,820
Closing Cost at 31 December 2022	474,430	11,492	89,882	575,804
Opening Accumulated Depreciation at 1 January 2022	41,340	8,800	49,438	99,579
Depreciation charge for the year	17,214	1,689	20,699	39,602
Disposals in the year	-	-	(14,085)	(14,085)
Foreign exchange	1,091	153	1,304	2,548
Closing Accumulated Depreciation at 31 December 2022	59,644	10,642	57,356	127,643
Net book value at 31 December 2022	414,785	850	32,526	448,161
Net book value at 31 December 2021	385,982	2,336	41,063	429,380

Land is long leasehold land (99 years from 1 September 2016) for the Centre for Excellence project in Zambia.
Buildings are depreciated over the expected useful life, and depreciation charges commence in the year in which they are brought into use.
Buildings are all at the Centre for Excellence and as at 31 December 2022 are in use.
At 31 December 2022 there are capital commitments relating to Centre for Excellence of Nil (2021: nil).

15 b). FIXED ASSETS - CHARITABLE COMPANY

	Office Equipment £
Costs at 1 Jan 2022	4,955
Additions	-
Disposals	-
Costs at 31 December 2022	4,955
Depreciation at 1 Jan 2022	3,007
Depreciation charge for year	1,243
Disposals	-
Depreciation at 31 December 2022	4,250
Net book value at 31 December 2022	**705**
Net book value at 31 December 2021	1,948

16. DEBTORS

	Group 2022 £	BII UK 2022 £	Group 2021 £	BII UK 2021 £
Gift Aid	7,809	7,809	21,029	21,029
Accrued Income	24,206	14,874	10,000	10,000
Sundry Debtors and Prepayments	22,618	6,605	65,835	6,355
	54,633	29,288	96,864	37,384

17. CREDITORS (amount falling due within one year)

	Group 2022	BII UK 2022	Group 2021	BII UK 2021
	£	£	£	£
Accruals	99,641	54,608	89,981	26,478
Sundry Creditors	33,510	10,805	2,291	-
	133,151	65,413	92,272	26,478

2020 Deferred Income of £81,447, being the 2020/21 grant from Irish Aid for programme activities to be delivered in 2021 was released in the prior year.

18. COMMITMENTS UNDER OPERATING LEASES

At 31st December 2022 the charity had commitments of £17,500 (2021: £4,618) under non-cancellable operating leases . This relates to a lease on Shrewsbury office premises. Of this £6,000 (2021: £4,618) relates to a period of less than one year and £11,500 (2021: £nil) relates to a period of one to five years. The Lease is with BII UK.

19. ANALYSIS OF GROUP 2022 RESTRICTED FUNDS

	Balance 1.1.2022	Fx loss on Zambia Reserve	Incoming resources	Expenditure	Transfers from Unrestricted	Balance 31.12.22	Cumulative capital purchases
	£	£	£	£	£	£	
Training to Work							
Training to Work including Centre for Excellence	747,005		109,728	(298,739)	3,835	561,829	414,785
Community Buildings with Training & Support Activities							
Mukuyo Community School (2020)	7,421	-	-	-	-	7,421	
Naluyanda Community School (2020)	11,459	-	-	-	-	11,459	
Libuyu Maternity Unit (2021/2022)	41,363	-	72,457	(129,246)	15,426	0	
Other Community Projects (Zambia)	106,396	-	118,500	(149,113)	-	75,783	
						-	
Other Projects						-	
Distance Learning Programme	-	-	9,500	-	-	9,500	
Advocacy	21,424	-	15,404	(14,304)	-	22,524	
Safe Hands Programme	9,341	-	884	(1,056)	-	9,169	
						-	
Programme Support & Development Costs	-	-	9,692	(195,512)	185,820	-	
						-	
Foreign exchange difference on consolidation	(165,329)	(5,585)				(170,914)	
Total	779,080	(5,585)	336,165	(787,969)	205,081	526,772	

The prior year restricted funds figures have been restated to include the foreign exchange difference arising on consolidation of £165,329.

Funding is for individual projects and collectively for projects of a similar nature.
Community building projects include our training programme and the construction of community health and education infrastructure.
The Training into Work restricted fund contains two tranches of construction training income from the "Embassy of Ireland, Department of Foreign Affairs and Trade", the first in relation to release of deferred income from the Youth Employed Into Work Project 2020/21 of €90,000 (£81,478) and the second in relation to current year funding under the Youth Employed Into Work Project 2021/22 with a grant of €160,000 (£133,715). This enabled BII Zambia to train 5 cohorts of 22 trainees in construction skills, life skills and secure work placements with contractor partners.

* Training into Work includes the Centre for Excellence.
Naluyanda Community School Fund relates to the community build project in Chibombo district of a three-classroom school building with an office and strong room for exam papers, a new sustainable latrine and a hand pump to provide access to safe, clean water.

Libuyu Refurbishment restricted fund relates to a two-phase project a new Maternal and Child Health unit at Libuyu Health Centre in Livingstone to improve antenatal, postnatal and family planning services, followed by a Phase II redevelopment of the existing clinic building.

The Safe Hands Initiative is building permanent hand wash facilities across 18 Zambian schools in rural and urban communities.

Funds Transfers:
1. Programme support and development costs: As in previous years a transfer from unrestricted funds is necessary to cover a deficit where expenditure exceeds income, which relates to the charity's core purpose and it's charitable activities.

2. Training into Work including the Centre for Excellence: Again, during 2022 we are grateful for the support that donors have shown for Build It by unrestricting their donation when usually restricted donations are given. As such, a small transfer from unrestricted of £3,835 is necessary to support the activities of training and building at the Centre for Excellence, as well as a small transfer from unrestricted of £15,426 supporting the completion of the Libuyu Refurbishment Phase II project.

19. ANALYSIS OF GROUP 2021 RESTRICTED FUNDS (continued)

	Balance 1.1.2021	Fx loss on Zambia Reserve	Incoming resources	Expenditure	Transfers from Restricted Funds	Transfers from Unrestricted	Balance 31.12.21
	£	£	£	£	£	£	Restated £
Training into Work							
Training into Work including Centre for Excellence	616,413		272,362	(286,270)	-	144,500	747,005
Community Buildings with Training & Support Activities							
Mukuyu Community School (2019)	8,423		-	(1,002)	-	-	7,421
Naluyanda Community School (2019)	40,722		(22,937)	(6,326)	-	-	11,459
Light of Hope Community School (2020)	19,263		-	(27,876)	8,613	-	-
Libuyu Maternity Unit (2020/2021)	48,910		127,000	(134,547)	-	-	41,363
Other Community Projects (Zambia)	28,872		129,510	(43,373)	(8,613)	-	106,396
Other Projects							
Advocacy	50,958		-	(29,534)	-	-	21,424
Safe Hands Programme	38,193		40,227	(69,079)	-	-	9,341
Other Projects							
Programme Support & Development Costs	-		-	(100,186)	-	100,186	-
Foreign exchange difference on consolidation	(165,329)						(165,329)
Total	686,425	0	546,162	(698,193)	-	244,686	779,080

20. ANALYSIS OF RESTRICTED FUNDS - PARENT COMPANY

	Balance £	Incoming £	Expenditure £	Transfers £	Balance £
Restricted Funds	263,160	320,061	745,330	205,081	42,972
Unrestricted Funds	615,700	672,690	465,738	(205,081)	617,571
Total Funds	878,860	992,751	1,211,068	-	660,543

	Balance 1.1.2021	Incoming resources	Expenditure	Transfers from Unrestricted	Balance 31.12.21
Restricted Funds	323,927	296,737	602,190	244,686	263,160
Unrestricted	559,288	696,886	395,788	(244,686)	615,700
Total Funds	883,215	993,623	997,978	-	878,860

Restricted Funds are held in BII UK until such times as they are requested by way of cash transfer to BIIZ. All of the balances relate to the itemised programme lines of restricted funds remaining in the group funds note, with the exception of Training into Work which is apportioned between BII Zambia and BII UK.

21. ANALYSIS OF FUNDS

GROUP	Unrestricted Funds £	Restricted Funds £	2022 Total Funds £
Fixed Assets	33,376	414,785	448,161
Current Assets	649,608	179,725	829,333
Current Liabilities	(65,413)	(67,738)	(133,151)
Total	617,571	526,772	1,144,343

GROUP	Unrestricted Funds £	Restricted Funds £	2021 Total Funds £
Fixed Assets	43,399	385,981	429,380
Current Assets	598,779	458,893	1,057,672
Current Liabilities	(26,478)	(65,794)	(92,272)
Total	615,700	779,080	1,394,780

22. TAXATION

Build It International is a registered charity and therefore is not liable to income tax or corporation tax on income or gains derived from its charitable activities, as they fall within the various exemptions available to registered charities.

23. GRANTS

During 2022 the charity made a grant of £25,000 (2021: £26,379). The grant in 2022 was to support an institution, The Book Bus Foundation for the Lusaka School. No grants were paid to individuals during the year. The grants in 2021 were made to support the renovation of a Home Economics room at a Community School where Build It has constructed school buildings, and a grant from the BGL Legacy Programme for adult literacy.
All other projects are directly managed by Build It International.

24. DETAILS OF SUBSIDIARY UNDERTAKINGS

Build It International operates in Zambia through BII Zambia Limited (a Company Limited by Guarantee), registered in Zambia as company number 120150137444. BII Zambia Limited is a 100% subsidiary of Build It International.

Control is exercised though a Memorandum of Understanding between the two Boards. The BII Chair and CEO are both members of the BII Zambia Ltd board of trustees. There is a single senior management team that includes both UK and Zambia staff members. Cash is transferred from the UK to Zambia on an 'as necessary' basis.

The aggregate amount of assets, liabilities and funds at 31 December 2022 for BII Zambia Limited is ZMW 12,125,823 (2021: ZMW 13,130,668). In the twelve months ending 31 December 2022 BII Zambia Limited had an income of ZMW 14,455,992 (2021: ZMW 15,680,290); expenditure of ZMW 15,445,655 (2021: ZMW 17,233,653); and a deficit of ZMW 1,019,663 (2021: deficit of ZMW 906,665). Direct income for BII Zambia Limited includes grants from institutional donors, gifts in kind, local cash contributions to projects and bank deposit interest.

BUILD IT INTERNATIONAL

England & Wales - Charity number 1115989

Accounts

Build it
INTERNATIONAL
Building Brighter Futures

Registered Charity No. 1115989 (England & Wales)

BUILD IT INTERNATIONAL

TRUSTEE'S REPORT AND CONSOLIDATED FINANCIAL STATEMENTS (COMPANY LIMITED BY GUARANTEE)

YEAR ENDED 31 DECEMBER 2021

REGISTERED COMPANY NO. 05495358 (ENGLAND AND WALES)

www.builditinternational.org

BUILD IT INTERNATIONAL
TRUSTEES' REPORT AND CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2021

CONTENTS

	Page
Legal and Administrative Information	2
Trustees Report	3
Introduction and Highlights	3
Charitable Operations	3
Review of Activities and Performance against Strategic Objectives	4
Raising funds	8
Structure, Governance and Management	9
Review of Financial Position	10
Statutory Policies	11
Statement of Trustees' Responsibilities	14
Auditor's Report	15
Consolidated Statement of Financial Activities	18
Balance Sheets	19
Consolidated Statement of Cash Flows	20
Notes to the Financial Statements	21

LEGAL AND ADMINISTRATIVE INFORMATION

Company number	05495358
Charity number	1115989
Governing document	Memorandum and Articles of Association
Trustees	Ronnie Fleming - Chair Florence Bearman - Deputy Chair Liz Elston Mayhew until 8th December 2021 Graham Wickenden - Treasurer Chris James Sharon Jackson until 9th March 2022 Lucie Kasanga from 16th September 2021 Neil Macdougall from 9th March 2022
Secretary	Andrew Jowett until 1st January 2022 Judith Fox from 1st January 2022
Chief Executive	Andrew Jowett
Registered office	The Pump House Coton Hill Shrewsbury SY1 2DP
Auditors	Haysmacintyre LLP 10 Queen Street Place London EC4R 1AG
Bankers	Barclays Bank plc. Business Banking P.O. Box 89 Shrewsbury Shropshire SY1 2WQ
Website	www.builditinternational.org

INTRODUCTION & HIGHLIGHTS

We are pleased to present our annual report outlining developments at Build It International in 2021. This report covers the activities of both Build It International and BII Zambia Ltd.

The COVID19 pandemic continued to interrupt our fundraising and programme activities in 2021. Our Centre for Excellence in Lusaka, Zambia was closed for a total of two months and community activities were affected by restricted access and disrupted supply chains. Despite these challenges we trained our highest ever number of young men and women in a vocational skill and were able to progress building works at various locations including Safe Hands Phase 2. Overall, we completed 75% of planned activities.

Highlights:

- 230 Trainees enrolled with 94% completing their courses in bricklaying, carpentry, plastering and tiling. This brings the total to date to 1,443.
- Completion of a two storey Build It office at the Centre for Excellence and relocation of all staff to this location with closure of the Woodlands office in Lusaka.
- Commencement of a student toilet block at the Centre for Excellence.
- Completion and opening of Light of Hope School, Livingstone.
- Further delivery of "Safe Hands" wash stations under Phase 2; 36 schools supported.
- 70% completion of a Maternal Child Health annex, including a labour ward, at Libuyu Clinic.
- Commencement of a literacy programme at six schools through our partner, The Book Bus.

We estimate that 29,640 people will benefit from our work carried out in 2021. This brings the total to around 362,000 direct and indirect beneficiaries since Build It was launched in 2006.

Managing the COVID19 risk remained a priority and we continued to focus on the three objectives drawn up at the beginning of the pandemic:

- To ensure the safety of our staff and trainees
- To ensure that the charity emerges from the crisis with all critical functions intact
- To contribute to the wider COVID19 response in Zambia

In the UK, COVID19 related restrictions dominated much of the year and put a hold on fundraising events until October. For the second year, our Annual Supporter reception was held online. Overall, income remains steady to 2019 and 2020 levels.

CHARITABLE OPERATIONS

Build It International was established in 2006 with the aim of supporting the small-scale building sector as a way of creating sustainable employment opportunities and economic growth in low-income countries, mainly in Africa. Our vision is: *An Africa in which everyone has the opportunity to work and thrive.*

The Charity's legal objects are:

a. The relief of poverty and the improvement of the conditions of life particularly in socially and economically disadvantaged and flood-prone communities.
b. The promotion of sustainable means of achieving economic growth and regeneration.
c. The enhancement of education, primarily in building construction, in deprived and flood-prone communities.
d. The preservation, conservation and protection of the environment and the use of natural resources.

Mission Statement: *to create opportunities for young people and their communities through skills training, work experience and essential community building projects.*

Our core values are: Empowerment, Excellence, Collaboration and Courage.

Our primary activity is entry-level construction skills training for men and women under 35 years old living in poverty in Zambia. This is called *Training into Work* and is delivered through three pathways: our Centre for Excellence in Lusaka, on-the-job training at our community building projects and thirdly, with partner organisations at other locations. Our livelihoods-based approach also includes post-graduation career development support, especially for women.

Public Benefit
Our programme directly benefits low-income communities and families through skills training and also the provision of essential community buildings: schools, health clinics, teachers' houses and clean water/sanitation facilities. Our approach benefits the public by:

a. **Supporting local livelihoods;** *skills training is important because it reduces poverty by giving people (our trainees) the potential to earn a better living, enjoy greater economic resilience and provide practical skills for the community. This is borne out by our impact studies.*
b. **Promoting sustainable building materials, design and construction;** *this is important because it promotes a sustainable use of raw materials and simple, robust design to improve the quality and durability of community facilities.*
c. **Participation of local communities;** *we do this to promote local ownership of projects.*

In defining our charitable programme, we have regard for the Charity Commission's general guidance on public benefit and relief of poverty for public benefit.

REVIEW OF ACTIVITIES AND PERFORMANCE AGAINST STRATEGIC OBJECTIVES

Our current strategy runs from 2017-2023 having been extended by two years when the pandemic arrived. Our overall aim is to be the leading entry-level vocational training organisation in Zambia. The main objectives and performance are presented below following a brief analysis of managing COVID19 related risks.

COVID19 Response Objectives

To ensure the safety of our staff and trainees
Build It continued to follow Government guidelines in the UK and Zambia and enhanced these with internal COVID19 protocols covering all areas of operation and travel. We assisted employees to work from home where possible and implemented a range of Health and Safety measures. These were actively reinforced and monitored with non-compliance as a disciplinary issue. We encouraged vaccination take up and paid for testing when staff demonstrated symptoms.

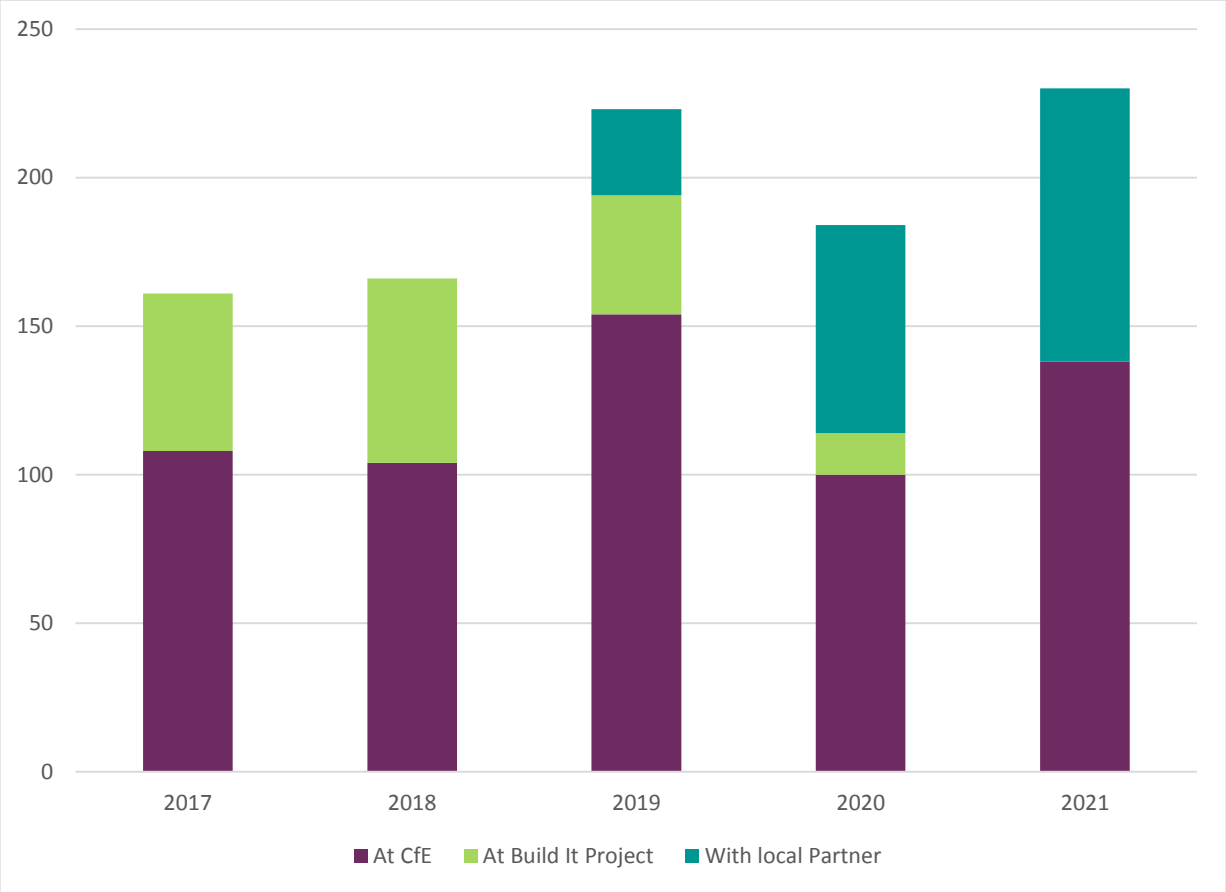
To ensure that Build It emerges from the crisis with all critical functions intact
As a fundraising organisation, we continued to be concerned by the risk to income from the restrictions to fundraising activities. A conservative budget was agreed and reserves forecasting closely followed.

To contribute to the wider COVID19 response in Zambia
We are proud to have continued successfully with two initiatives: Distance Learning and Safe Hands. These are discussed in more detail below.

Strategic Objective 1: Support at least 2,000 men and women through our *Training Into Work* programme
Some 230 trainees enrolled on our programme against a target of 276. The deficit was due to the closure of the training centre for two months. Of these, 19% were female and 217 graduated (94% completion against a target of 90%). We continued not to train on community projects for COVID19 safety reasons.

This brings the number of graduates enrolled since 2017 to 964 or 48% of our strategic target and a total of 1,443 since the Training into Work programme commenced. Women continue to make up an increasing proportion of our trainees, currently at 25%.

Trainees by pathway 2017-2021



We delivered 14,112 training/days during the year compared with 10,489 in 2020. Entry-level courses delivered: Brick and Block laying, Rough Carpentry, Plastering and Tiling (new course). 70% of trainees completed a work placement. Our programme continues to be endorsed by NOCN, the UK based international awards body, who provide an independent quality assurance service. A review of training delivery was completed by advisor Ralph Need and an action plan drawn up to address issues identified.

Our figures include the last year of training at Katombora Reform School, Livingstone where 92 young men were trained. The Rise Again Project, funded by the European Commission in partnership with the NGO Undikumbukire Project, provides these young men with the skills to rebuild their lives once they leave prison.

The Katombora project skews our gender figures but overall some 19% of trainees were women who continue to perform very well. Increasing the number of female trainees towards 50% is a key objective going forwards as we start to deliver our new Gender Strategy.

Following skills training and work experience, our new graduates are eligible for follow up support including linking them to work jobs. In 2021, we responded to requests from 19 contractors for 292 positions (up from 276 in 2020 and 189 in 2020) of which 118 were fulfilled. Short notice, availability and communicating with graduates constrained fulfilment.

The construction sector in Zambia suffered contraction in 2020/21 due to the pandemic and this affected work opportunities and pay rates for our graduates. See the Impact Monitoring section on p 7.

The cost of training per person, including all overheads, averaged, £1,079 (2020: £1,215). Costs vary by course and location.

Strategic Objective 2: Deliver community-led building projects to improve access to education and health services for 150,000 people

In 2021, our target was to close out the two projects started in 2020 and this was achieved at Katombora (toilet block) and Light of Hope School. In February, work commenced on an annex to Libuyu Health Centre in Livingstone. Serving an urban compound of 20,000 on a cramped site, this was completed in April 2022. The superb 186 sqm facility comprises consultation and treatment rooms for pregnant women and under-fives services (MCH) such as growth monitoring and vaccinations as well as family planning. It boasts a labour ward with pre and post-delivery spaces, shower and laundry rooms. With generous waiting areas, the new facility will transform the quality of care provided to this poor neighbourhood of 20,000. We are very proud of the quality of build and pay tribute to the Build It delivery team including three graduates from our *Training into Work* programme who won the contract.

At the Centre for Excellence training facility, we continued to make significant investment including the completion of an office that will bring our team together on one site. Work also commenced on a student toilet block design with support from Arup engineering. This completed in June 2022.

We continued to respond to the COVID19 challenge by extending our well received Safe Hands initiative. In 2021, we completed Phase 1 and also Phase 2 with a further 41 stations across 21 schools. Over the two years, 61 stations were built at 35 schools benefitting around 32,000 children.

Project Each project is estimated to provide benefit over a life-time of 25-30 years.	**Estimated new Direct & Indirect Life-Time Beneficiaries**	**Estimated Cost per Beneficiary**
Libuyu Health Centre – Maternal Child Health unit and Labour Ward. * Further work in 2022 will complete this project when the balance of 10,000 beneficiaries will be added.	10,000*	£15 per beneficiary
Centre for Excellence office block completion, site works and student toilet block (50%)	n/a	n/a
Safe Hands Phase 1 completion and Phase 2 41 hand-wash stations across 21 schools	18,750	£3 per child

Support to communities post build projects has been limited due to travel restrictions. The main exception is the launch of a one-year initiative under a BGL Legacy grant involving six schools. This includes a literacy campaign through our partner The Book Bus and environmental education activities with ReScope.

Libuyu Maternity / MCH facility with Build It project delivery team and staff

Strategic Objective 3: Share our experience to support provision and uptake of improved skills training
In 2021, we were unable to make progress against our advocacy objectives that aims to increase employer and Government spending on skills training as well as showcase an effective model of quality training provision. As in 2020, our team continued to work directly with employers to support women in the sector and promote safe working environments. We are starting to see a shift in attitude in some of our partners.

Strategic Objective 4: Extend our reach to at least one other country beyond Zambia
This objective remains on hold and will be reviewed in 2022.

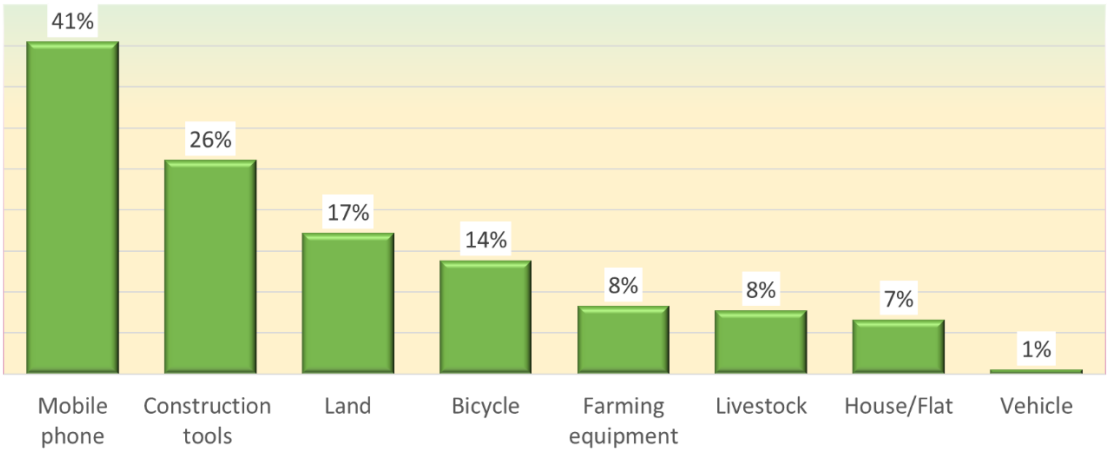
Impact Monitoring and Evaluation
In 2021, our Training into Work and Community Building programmes will benefit a further 29,640 people. This increases our running total to 108,600 since 2017, towards a target of 150,000 by end 2023.

The cumulative number of life-time beneficiaries since 2006 is estimated at 362,000. This includes an estimated 114,000 directly accessing health and education services. The balance are other family members of pupils at schools we have built. Direct health project beneficiaries comprise around 25% total.

Data was collected for our annual independent Impact Study in November 2021 by Lifetime Consulting. Copies of the full report are available on request and there is a summary on our website. In short, this was a tough year for graduates as the pandemic precipitated a down-turn in economic activity with the construction sector hit hard. Lives were still changed for the good, but not as significantly as in previous years. Headline numbers:

- 88% of graduates were active in construction within 6 months of graduation.
- On average 43% were working more than 10 days/month in construction (51% in 2020).
- On average, 48% of graduates are earning at least USD1.90/day compared with 19% before training and 20% of comparison group – but this figure was 57% in 2020 reflecting economic conditions
- 61% of graduates are able to make financial savings regularly compared to 20% pre-training.
- PPI (2010 Poverty Probability Index) data indicated that 49% graduates were likely to be living in poverty compared with 76% pre-training. This is a considerable change.

As an illustration of the impact of increased earnings, the graph below details how many graduates purchased a range of assets over the previous 12 months.

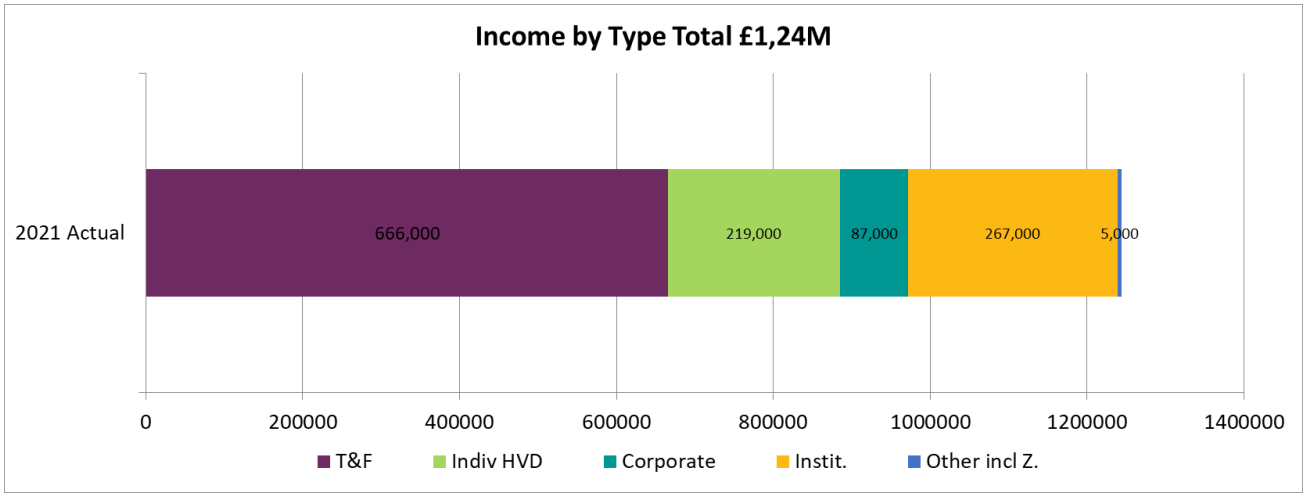


RAISING FUNDS

We secured £1.24M income in 2021 and are grateful to all our supporters for their loyalty and generosity. These include individuals, grant-making Trusts and Foundations (T&F) and two institutional donors; Irish Aid and the European Commission.

Our approach has always been to develop a high value, loyal supporter base. To achieve this we engage supporters through regular correspondence and events as well as our website, social media and quality reporting. In 2021 most of the events were online. This is managed by a small team of professional staff. For every £1 spent on raising funds we received £5.69 in income (2020 = £5.58).

We are delighted to have completed the second year of our UK Young Professionals Board that supports our fundraising and communications work and thank all those who have contributed.



Key:
T&F – Trusts & Foundations
Indiv HVD – Individual High Value Donors
Instit – Institutional Donors
Other incl Z – Other donations including BII Zambia income

Build It International is registered with the Fundraising Regulator that sets and maintains standards for charitable fundraising as detailed in the Code of Fundraising Practice to ensure that we are respectful, open, honest and accountable to the public. The charity actively monitors fundraising activity undertaken on our behalf as far as resources allow. The Trustees are satisfied that throughout 2021 the charity complied with the Code and received no complaints (2020: none).

Build It's fundraising is based on building quality relationships with our supporters without the need for intrusion or undue pressure, and to ensure the protection of any vulnerable supporters. We do not use fundraising agencies or engage in 'chugging' or cold-calling. We never sell or share information to other organisations to use for their own purposes. We will only allow supporters' information to be used by suppliers working on our behalf or where we are required to do so by law. We have continued to take professional advice to review and update policies and procedures to ensure compliance with the General Data Protection Regulations (GDPR).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Build It International was formed as a company limited by guarantee in 2005 and became a registered UK charity in September 2006 with a memorandum and articles of association, dated August 2006, as its governing document.

The Directors of the Board (Trustees) are appointed with a view to ensuring that Build It enjoys the skills and experience necessary to guide the charity's work. The Board is responsible for the overall direction of the charity, policies and legal compliance. Trustee indemnity insurance is included in our insurance policies.

Build It is registered in Zambia as BII Zambia Ltd, which is a Company limited by Guarantee. A memorandum of understanding guides the relationship between the UK and Zambia Boards and was renewed in December 2018. The intention outlined in the memorandum of understanding is that BII Zambia is a subsidiary of Build It and, as a result of this, its results are consolidated into those of Build It International.

Our Finance and Audit Committee meets ahead of every board meeting and on an *ad hoc* basis as required. From May 2020 to February 2022 a separate COVID19 Risk Management Committee met monthly to oversee our response to the pandemic working to review three scenarios for impact, risks and action. This work has now reverted to FAC and Board meetings.

We continue to enjoy the input of a wide range of advisors and volunteers on an individual basis and their input is highly appreciated.

The Build It head office is in Shrewsbury in the United Kingdom with eight staff (including four part-time). The main functions are fundraising, finance and strategy. In October 2021 our Head of Finance retired and was replaced by our first Director of Finance and Resources in an expanded role. We would like to thank John Hindson for his many years of dedicated service and welcome Jude Fox to the team. Our office in Lusaka employs 23 staff (22 Zambian) who manage programme delivery. The Board would like to thank everyone for their hard work, enthusiasm and professional dedication over the past 12 months, especially during the COVID19 pandemic.

A Nomination and Remuneration Committee considers Chief Executive and senior staff remuneration and appointments. Other salaries are set by the Chief Executive in consultation with the Finance and Audit Committee as part of the annual budgeting process.

Governance

Trustees are recruited openly. Role descriptions are agreed and the positions advertised through trustee recruitment channels. New trustees go through a comprehensive induction process that includes: a full set of key documents (all policies, strategy papers and board minutes) and time with senior staff.

Five board meetings were held in 2021 (attendance) as well as a strategy session. Ronnie Fleming took a sabbatical from May to September when Liz Elston Mayhew acted as Chair:

Ronnie Fleming (4/5)
Florence Bearman (5/5)
Lucie Kasanga (2/2)
Liz Elston Mayhew (5/5)
Chris James (4/5)
Graham Wickenden (5/5)
Sharon Jackson (1/5)

The Board would especially like to thank Liz Mayhew for her nine years of dedicated service. Liz brought a professional dynamism to the board from running her own company, with an entrepreneurial flair for making things happen. Liz continues to serve the third sector as a trustee in the arts and cultural field and we wish her well in this work.

Charity Governance Code – The Board signed up to the principles of this comprehensive, voluntary code of practice in December 2017 and adopted the version for large charities. A survey of trustees' views, measured against the criteria set out under the code, was completed during the latter part of 2020. A summary report of the findings was circulated to the trustees in March 2021. The results of the survey showed that Build It met or exceeded the vast majority of objectives within the code. Due to the COVID19 pandemic no further action has taken place on this.

Through 2021, Build It continued to employ Affinity Resolutions to advise on compliance with GDPR and to act as the charity's Data Protection officer. Policies and procedures are constantly reviewed and regular training held for staff and trustees.

All staff and trustees sign up annually to a Code of Conduct.

Environmental, Social and Governance
Position statements have been updated on our website to emphasise how we work and our contribution towards four U.N. Sustainable Development Goals: 1 No poverty, 4 Quality education, 5 Gender equality and 8 Decent work and economic growth. This will strengthen our case for support from corporates.

Key policies updated in 2022 include Equality, Inclusion and Diversity (formally Equal Opportunities).

Safeguarding
We recognise the importance of ensuring that children, young people and vulnerable adults associated with our work are safeguarded, and that their health, safety and welfare is promoted while in our programme. Our safeguarding procedures were reviewed and substantially updated with effect from September 2021 followed by investment in staff training. Please contact us for further information.

Key Objectives for 2022

- 276 trainees to complete skills training.
- Close out the gender strategy and commence implementation.
- Update the Training into Work Business plan to increase income from within Zambia.
- Complete Libuyu Clinic Phase 2 and Zambezi Sawmills community School.
- Further investment in our Centre for Excellence: student toilets, site works and learning spaces.
- Raise £1.07M.
- Review of Organisational Strategy for 2023 onwards.

REVIEW OF FINANCIAL POSITION

Income – the total for the 12 months to 31st December 2021 was £1,243,048 (2020: £1,140,878). The principal sources of funding were from trusts and foundations, institutional donors Irish Aid and the European Union and individual donors.

Expenditure - £1,093,984 for the 12 months to 31 December 2021 (2020: £953,133) excluding capital expenditure at the Centre for Excellence;

- Charitable activities expenditure including grant making and excluding capital was 80.1% (2020: 78.6%).
- A further £72,456 of capital expenditure was incurred on land and buildings at the Centre for Excellence, Lusaka.
- When capital expenditure on our training centre is included, our charitable expenditure rises to 81.2% (2020: 80.3%) and the cost of raising funds drops to 18.7% (2020: 19.7%).
- The cost of raising funds was £218,775 or 19.9% (2020: 21.4%) meaning that for every £1 spent we received £5.68 in income (2020: £5.58).

The value of our unrestricted reserves, excluding fixed assets, was £575,162 (2020: £533,760).

There was a surplus in the Statement of Financial Activities (SoFA) in 2021 of £149,064 (2020: £187,745). SoFa does not include expenditure of a capital nature (Centre for Excellence construction, office equipment and vehicle purchases). This was £115,777 in 2021 (2020: £85,848).

Group Funds held at 31 December 2021

- Restricted funds of £944,406 (2020: £851,754) including £553,168 (2020: £498,573) relating to Centre for Excellence fixed assets.
- Unrestricted funds £615,700 (2020: £559,288) including £41,538 (2020: £25,528) relating to fixed assets.

STATUTORY POLICIES

A schedule of policies is maintained with policies reviewed on a rolling programme at board meetings.

Risk Management

The Trustees have overall responsibility for ensuring that the Charity has an appropriate system of controls, financial and otherwise. The Risk Register is a standing item at every Board meeting whereby significant risks are identified and evaluated and appropriate actions are agreed. The Risk Register is also reviewed regularly by the Finance & Audit Committee.

At the Board Meeting in December 2021, Trustees considered that the three highest risks that the charity currently faces in achieving its strategic objectives are continuing disruption from the COVID19 pandemic; loss of key staff in Zambia, mainly to higher paid jobs; and a major breach of our cyber security protection.

COVID19 risk management continues to be reviewed fortnightly by the Senior Management Team and regularly by our COVID19 Committee or main Board. These reviews focus on protection of staff and trainees; the impact of restrictions on our training and construction activities; and the potential impact on income and expenditure.

Unrestricted cash forecasts are estimated against different scenarios and are updated as frequently as deemed necessary to ensure we act quickly as circumstances change.

We pay salaries commensurate with our size, benchmark surveys, and available funding. We offer flexible working conditions and a friendly work environment to reduce the risk of losing key staff. We are also making our operations more resilient through on-line systems in areas such as finance and procurement.

Protecting the charity against cyber attacks continues to be a priority. Staff have regular training and we continue to assess ourselves against the guidelines for small charities from the National Cyber Security Centre. We continue to resource and report on this risk to each Board Meeting.

Going concern

Learning lessons from 2020, we have throughout 2021 maintained a resilient approach to managing major shocks, not least COVID19 but also the highly volatile Zambian currency. We retain strong Boards in the UK and Zambia, professional staff and well established programme delivery systems and processes. The Board members are closely involved in the review of all major decisions and in planning for any shocks and volatility as part of our approach to risk management. We retain a tight grip on expenditure.

While the UK Charity sector has faced major challenges during the year, Build it had a relatively stable year and during 2021 we continued to enjoy the generous support of our loyal supporter base. As in previous recent years, the fundraising environment is challenging and looks to be tougher still over the next period. However, we have put in place a programme of supporter events to 2024 to support new and existing major donor relationships.

With the easing of COVID19 constraints we are now able to repopulate our project pipeline for 2023 onwards. This will enable new conversations with donors who support this work. This income stream has been in the range of £200k to £400k since 2018 and we now aim for growth from 2023.

Having secured and delivered against two institutional grants over last three years, we are using this experience and credibility to further develop funding relations with institutional donor organisations. Our basis of developing these relationships is to demonstrate the excellent work we have done and we expect this to generate funding from 2023 (after an anticipated drop in 2022). A recent donor mapping exercise has identified new targets for major grants and contracts from 2023. These include the European Commission with a major new initiative in youth/green skills. We are increasingly well positioned to access major funding especially given our focus on opportunities for women under our Training into Work programme.

The Finance Committee regularly meets and review the cash position including the income and expenditure levels and ensure that long terms decisions are taken including review of upcoming expenditure, expected donation income and upcoming financial requirements of the charity.

The trustees believe that the cash reserves and current income level will provide support to the charity throughout 2022 and makes the charity a going concern. A detailed analysis and scenario planning is carried out which is regularly discussed at FAC meetings to ensure that any sensitivities are addressed. A comprehensive risk register is maintained which is reviewed by FAC and the main Board to understand and mitigate any current and upcoming risks.

Investment Policy

Cash surplus to short-term needs are held with FSA regulated interest bearing accounts. At present, the Trustees do not consider that this policy needs to be changed. This position is reviewed annually, and the Trustees are satisfied that the current investment returns on surplus cash is acceptable, bearing in mind the current economic climate and the need for surplus (unrestricted) cash funds to be readily accessible.

Grant Making Policy

The majority of our projects are directly managed through our Zambia offices. All project proposals are vetted by the Finance & Audit Committee, and then submitted to Trustees for their approval to ensure that the proposed work is in line with strategy. Where a grant is made to another organisation, appropriate checks are undertaken on the partner, an agreement is signed and project delivery is monitored through visits, reports and audits. Two grants totalling £26,379 were made in 2021.

Reserves Policy

Reserves are held to deal with unforeseen operational costs or falls in income below expectations and to provide funding for agreed projects. Build It International therefore aims to maintain readily realisable unrestricted cash reserves sufficient to cover at least three months of budgeted average core expenditure. These reserves should also not exceed an upper limit of four months average budgeted total expenditure.

During 2021, we continued to benefit from donors generously offering unrestricted donations, where there would normally have been a restriction and as such, unrestricted reserves held at the year-end were higher than normal at £616,700 (including fixed assets). It is considered that with the increasingly uncertain economic outlook, it is beneficial to hold healthy unrestricted reserves to help manage income uncertainties.

As at end August 2022 unrestricted reserves stood at £689,070, in line with expectations and is expected to be drawn down further by the year end.

This report also serves as a Directors' report as required by s417 of the Companies Act 2006.

In preparing the accounts, the Trustees have followed the accounting policies set out in note 1 to the accounts and comply with the requirements of the governing document, the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice 2015.

Regular updates on our work are posted on our website: **www.builditinternational.org**

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of BII for the purposes of company law) are responsible for preparing the Trustees' Annual 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 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 SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

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.

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.

SMALL COMPANY PROVISIONS

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the Board and signed on its behalf.

Ronnie Fleming

Ronald Fleming
Chair of Trustees

Graham Wickenden

Graham Wickenden
Treasurer

Date: 28 September 2022

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF BUILD IT INTERNATIONAL

Opinion

We have audited the financial statements of Build It International for the year ended 31 December 2021, which comprise the Consolidated Statement of Financial Activities, Balance Sheets, Consolidated Statement of Cash Flows, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 December 2021 and of the group's and parent charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' Report have 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 its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (which incorporates the directors' report).

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

- adequate accounting records have not been kept by the parent charitable company; 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
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees for the financial statements
As explained more fully in the trustees' responsibilities statement set out on page 14, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and 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
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 is detailed below:

Based on our understanding of the group and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to the regulatory requirements of the Charity Commission and Zambian company and employment law, and we considered the extent to which non-

compliance might have a material effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011.

We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to non-compliance with laws and regulations and the processing of journal entries. Audit procedures performed by the engagement team included:

- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Challenging assumptions and judgements made in relation to accounting estimates, in particular those concerned with the recognition of income;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and

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

Steven Harper (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditor

10 Queen Street Place
London

Date: 30 September 2022

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (incorporating Income and Expenditure account)

	Notes	Unrestricted Funds	Restricted Income Funds	2021 Total	2020 Total
		£	£	£	£
INCOME FROM:					
Donations	3	667,228	546,162	1,213,390	1,130,188
Other Trading Activities	3	8,550	-	8,550	-
Investment income – interest receivable		3,360	-	3,360	2,251
Profit on sale of assets		9,816	-	9,816	7,917
Other income		7,932	-	7,932	522
Total		696,886	546,162	1,243,048	1,140,878
EXPENDITURE ON:					
Raising funds		211,884	6,891	218,775	204,426
Charitable activities					
Grant making	18	3,973	26,379	30,352	-
Other charitable activities		179,931	664,926	844,857	748,707
Total	8	395,788	698,196	1,093,984	953,133
NET INCOME/(EXPENDITURE)	4	301,098	(152,034)	149,064	187,745
Transfers between funds	14	(244,686)	244,686	-	-
NET MOVEMENTS IN FUNDS	4	56,412	92,652	149,064	187,745
RECONCILIATION OF FUNDS:					
Total funds brought forward at 1 January 2021		559,288	851,754	1,411,042	1,223,297
TOTAL FUNDS CARRIED FORWARD AT 31 DECEMBER 2021	15	615,700	944,406	1,560,106	1,411,042

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

Excluded from the above is capital expenditure on the Centre of Excellence in the amount of £72,456 (2020: £85,847). In line with the requirements of FRS 102 this has been capitalised on the balance sheet and will be depreciated in line with the accounting policies set out in note 1.

CONSOLIDATED AND CHARITY BALANCE SHEETS

	Notes	2021 Group £	2021 BII UK £	2020 Group £	2020 BII UK £
FIXED ASSETS					
Tangible assets	10	594,706	1,948	524,101	1,777
CURRENT ASSETS					
Debtors	11	96,864	37,384	42,934	34,513
Cash at bank and in hand (including advances)		960,808	866,006	981,052	872,744
Total current assets		1,057,672	903,390	1,023,986	907,257
CREDITORS: amounts falling due within one year	12	(92,272)	(26,478)	(137,045)	(25,819)
Net Current Assets		965,400	876,912	886,941	881,438
Net Assets		**1,560,106**	**878,860**	**1,411,042**	**883,215**
Funds of the Charity					
Unrestricted funds		615,700	615,700	559,288	559,288
Restricted income funds	14	944,406	263,160	851,754	323,927
Total funds		**1,560,106**	878,860	**1,411,042**	**883,215**

The net surplus of the charitable company before consolidation was £78,078 (2020: £79,724).

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the FRS102 SORP.

The financial statements were approved and authorised for issue by the Board of Directors on 28 September 2022 and were signed below on its behalf by:

Ronnie Fleming

Ronald (Ronnie) Fleming
Chair of Trustees

Graham Wickenden

Graham Wickenden
Treasurer

Company registration no. 05495358
Charity registration no. 1115989

CONSOLIDATED STATEMENT OF CASHFLOWS

	Notes	2021 £	2020 £
NET CASH PROVIDED BY OPERATING ACTIVITIES	**A**	82,278	257,136
NET CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of land & buildings		(72,456)	(85,847)
Purchase of motor vehicles		(41,911)	
Purchase of equipment		(1,410)	-
Purchase of land, buildings and equipment		(115,777)	(85,847)
Proceeds from sale of assets		13,255	9,945
Increase/(Reduction) cash and cash equivalents		(20,244)	181,234
Cash and cash equivalents at the beginning of the year		981,052	799,818
Cash and cash equivalents at the end of the year		960,808	981,052

Analysis of cash and cash equivalents
Cash and cash equivalents comprise solely cash at bank and in hand for both the current and prior year.

A. NET CASH FLOWS PROVIDED BY OPERATING ACTIVITIES

Operating Cash Flows		
Operating surplus	149,064	187,746
Adjustments for items not affecting cash flows:		
Depreciation on fixed assets	42,733	34,287
(Gain)/Loss on sale of assets	(9,816)	(7,917)
Net operating cash flows before reinvestment in working capital	181,981	214,116
(Increase)/Reduction in debtors	(54,930)	22,349
(Reduction)/Increase in creditors	(44,773)	20,671
Net cash provided by operating activities	82,278	257,136

NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES

(a) **Basis of preparation**
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Second Edition, effective 1 January 2019) – (Charities SORP (second edition) (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006. No changes have been required to the financial statements following the adoption of the second edition of the Charities SORP. Build it International meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). Advantage has been taken of the exemption in paragraph 1.12 of FRS102 not to prepare a parent company cash flow statement.

(b) **Going Concern**
The Board at the time of signing these Accounts have considered that for at least the next twelve months the charity is a going concern. See the main report and note 20 for information on the impact of COVID19.

(c) **Judgements and key sources of estimation uncertainty**
The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that the actual outcomes could differ from those estimates. There are no judgements made that have a significant effect on the amounts recognised in the financial statements.

(d) **Income**
Income represents donations and grants received which are brought into account on receipt unless their receipt is probable in which case they are brought into account when notified. Grants received in advance are shown as income. Gifts in kind are recognised on receipt and are valued at best estimate to the organisation.

Fundraising events participation fees are recognised as income on completion of the event.

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

On receipt, donated 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.

(f) **Interest receivable**
Interest on funds held on deposit is included when earned and the amount can be measured reliably by the charity.

(g) **Fund Accounting**
Unrestricted funds comprise accumulated surpluses and deficits on general funds. They are available for use at the discretion of the trustees in furtherance of the general charitable objectivities.

Restricted funds are subject to specific restrictions funds as imposed by the donors.

(h) **Expenditure**
Expenditure is recognised when a liability is incurred.

Cost of raising funds includes those costs incurred in attracting donations.

Charitable activities includes grants made to African NGOs to fund their charitable activities. These costs include both direct costs and support costs relating to these activities.

Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with use of resources, e.g. salary by time spent within that activity.

(i) **Irrecoverable VAT**
The charity is not registered for VAT therefore irrecoverable VAT is included with the costs to which it relates.

(j) **Operating leases**
Rentals payable under operating leases are charged against income on a straight-line basis over the lease term.

(k) **Tangible fixed assets**
Tangible fixed assets are shown at cost. Asset with a purchase cost above £1,000 are capitalised.

Depreciation is calculated to write down the cost of assets to their estimated residual values over their expected useful lives as follows:

Land	0% on cost
Buildings	2.85% on cost
Office Equipment and furniture	25% on cost
Motor Vehicles	25% on cost
Services & Site works	4 - 10% on cost
Landscaping	20% on cost

Assets under construction are buildings and infrastructure which are incomplete. Depreciation will commence when completed and put into use.

(l) **Debtors**
Debtors are recognised at the amount due. Prepayments are valued at the amount prepaid.

(m) **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 amount.

(n) **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 account.

(o) **Financial Instruments**

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

(p) **Pension Contributions**

Since 1 March 2015 Build It International in the UK has offered non-temporary employees membership of a defined contribution occupational scheme "The People's Pension" operated by B&CE. All new non-temporary employees since 1 March 2015 are offered an employer contribution to "The People's Pension"; pre-existing employees have been allowed to retain employer contributions to pre-existing personal pension schemes. The charity's Auto-Enrolment staging date was 1 March 2016; and "The People's Pension" is the scheme in use to comply with those obligations. The terms and conditions of employees of Build It in Zambia follow the requirements and norms applicable to Zambia; which include direct contributions to the Government-run National Pension Scheme Authority (NAPSA) pension scheme.

Build It International had a defined benefit pension scheme.

(q) **Settlement payments**

Redundancy and settlement payments are recognised at the leaving date of the member of staff and measured at the best estimate of expenditure required to settle the obligation at the reporting date.

(r) **Foreign currency translation**

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are recorded at the rate ruling at the date of the transactions. All differences are taken to the SoFA.

(s) **Risk Management Policy**

The charity has a Currency Risk Management Policy that is used to guide the purchase of forward contracts. This has the objective of covering 40%-50% of anticipated foreign currency requirements over the next 12 months; weighted to covering more shorter-term funding requirements and to cover less than 9-12 months ahead. At a virtual meeting held on 5th November 2021, the Board agreed with the Finance & Audit Committee's recommendation temporarily to suspend this policy and to cease the purchase of forward contracts. This decision, which is under continuous review, was taken in the light of a continuous and continuing significant depreciation of the Zambian Kwacha against all major currencies.

(t) **Basis of consolidation**

The financial statements consolidate the results of the UK charitable company and its subsidiary, BII Zambia on a line-by-line basis.

2. LEGAL STATUS OF THE CHARITY

The Charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

NOTES TO THE FINANCIAL STATEMENTS

3. INCOME FROM DONATIONS

	2021 £	2020 £
Individuals	204,526	160,309
Grants from foundations and trusts and other organisations	998,864	969,879
Legacies	10,000	-
	1,213,390	1,130,188

Grants from foundations and trusts and other organisations includes donations of services and materials totalling £8,550 (2020: £5,000) and £375 (2020: £nil) for training and professional services.

Other trading activities comprise payments for participating in fundraising events.

4. MOVEMENT IN FUNDS

	2021 £	2020 £
Net movement in funds is stated after charging:		
Depreciation of tangible assets	42,733	34,287
UK auditors remuneration	13,800	13,200
Operating lease rentals – land and buildings	5,131	11,844
Recognised exchange differences (Gain)/Cost	(292)	(6,901)

5. STAFF COSTS (UK & ZAMBIA)

	2021 £	2020 £
Wages and salaries	490,780	449,930
Social security costs	29,334	28,550
Other pension costs	22,142	19,646
	542,256	498,126

5. STAFF COSTS (UK & ZAMBIA) (continued)

Direct employees (i.e. excluding contract workers)

	2021			2020		
	Part-time	Full-time	Total	Part-time	Full-time	Total
UK- based staff	4	5	9	4	4	8
Zambia-based staff	-	30	30	-	26	26
Group Total	4	35	39	4	30	34

The average number of employees (full-time and part-time) in the year was 32 (2020: 31).

No employee earned in excess of £60,000 during the year including pension contributions (2020: none). The cost of Key Management Personnel is £157,670 (inc. Employer National Insurance and pension) for four employees (2020: £138,676 for three employees). Key Management Salaries and a salary scheme are set by a Remuneration Committee in consultation with the Chief Executive (and Finance and Audit Committee as part of the annual budgeting process).

Build It International directly delivers its charitable programme of work and training in Zambia. We utilise the skills of highly qualified staff to deliver quality training with high standards to our trainees to give them the best grounding for their future. When compared with similar organisations staff numbers in Zambia are higher than other organisations which outsource their work.

Holiday Pay outstanding at the end of the year was £4,545 (2020: £4,355).

Whilst modest in quantity Build It International greatly values the expertise and voluntary time given by a number of individuals during 2021 and prior periods.

6. TRUSTEE REIMBURSED EXPENSES

A total of £3,383 (2020: £383) was incurred related to the expenses of five trustees. This includes a figure of £2,906 for Fundraising Consultancy by Sharon Jackson.

7. TRUSTEE DONATIONS, TRUSTEE REMUNERATION AND RELATED PARTIES

A total of £12,990 was donated by Trustees and Related Parties (2020: £22,725). No trustees received remuneration with regard to being a Trustee in the year 2021 (2020: £Nil).

Other than those with BII Zambia below, there were no related party transactions in the year (2020: none).

The majority of expenditure is in Zambia through our subsidiary, BII Zambia Limited (a company limited by guarantee).

	2021	2020
	£	£
Cash transfers from UK to Zambia	450,000	500,000
Non-cash transfers from UK to Zambia	59,700	42,812
Non-cash transfers from Zambia to UK	(164)	(799)
	509,536	542,013

Total net Transfers to Zambia were £509,536 (ZMW 14.2m), (2020: £542,013, ZMW 16.6m).

Other than as stated above there were no other related party transactions in the current or previous accounting period.

8. ALLOCATION OF EXPENDITURE

The Charity allocates support costs having analysed the principal areas of cost, attributing to each area the proportion of time or resources expended between Cost of generating funds and Charitable activities.

The Charity has allocated its UK support costs as shown below:

2021	Direct costs £	Support costs (including salaries) £		Total 2021 £	2021
Costs of generating funds	190,135	28,640	19.9%	218,775	19.9%
Charitable activities					
Grant making	26,379	3,973	2.8%	30,352	2.8%
Other charitable activities	734,252	110,604	77.3%	844,856	77.3%
	950,766	143,217		1,093,983	

The above 2021 expenditure and percentages do not include £72,456 (2020: £85,847) of capital expenditure on the Centre for Excellence. When this is added Charitable Activities are 81.2% (2020: 79.5%) of expenditure including the Centre for Excellence.

2020	Direct costs £	Support costs (including salaries) £		Total 2020 £	2020
Costs of generating funds	146,945	57,481	30%	204,426	21.4%
Charitable activities	614,585	134,122	70%	748,707	78.6%
	761,530	191,603		953,133	

The above 2020 expenditure and percentages do not include £99,611 of capital expenditure on Centre for Excellence. When this is added Charitable Activities are 80.0% of expenditure including Centre for Excellence.

ANALYSIS OF SUPPORT COSTS

	2021 £	2020 £
UK Staff and Contractors (excluding Fundraising)	55,113	114,306
UK Support costs (Including UK office, insurances and IT)	73,049	62,607
UK Audit Fees	13,800	13,200
Costs relating to the governance of the Charity	1,255	1,490
Total Support Costs	143,217	191,603

9. GROUP FINANCIAL STATEMENTS

The Financial statements consolidate the results of BII and its subsidiary, BII Zambia Limited. A separate Statement of Financial Activities and Statement of Cash Flows is not presented for the UK Charitable Company because the charity has taken advantage of the exemptions in S408 of the Companies Act 2006.

10 a). FIXED ASSETS - GROUP

	Group Land & buildings £	Group Office equipment £	Group Motor Vehicles £	Group Total £
Costs at 1 January 2021	544,019	24,113	114,007	682,139
Additions	72,456	1,410	41,911	115,777
Disposals	-	-	(41,843)	(41,843)
At 31 December 2021	616,475	25,523	114,075	756,073
Depreciation at 1 January 2021	45,445	21,011	91,582	158,038
Depreciation charge for year	17,862	2,106	22,765	42,733
Disposals	-	-	(39,404)	(39,404)
At 31 December 2021	63,307	23,117	74,943	161,367
Net book value at 31 December 2021	553,168	2,406	39,132	594,706
Net book value at 31 December 2020	498,574	3,102	22,425	524,101

Land is long leasehold land for the Centre for Excellence project in Zambia.

Building will be depreciated over the expected useful life, and will begin in the year in which they are brought into use. Buildings are all at the Centre for Excellence and as at 31 December 2021 are in use other than the Office building which is expected to be completed and put into use in 2021.

At 31 December 2021 there are capital commitments relating to the Centre for Excellence of £nil (2020: £nil).

NOTES TO THE FINANCIAL STATEMENTS

10 b). FIXED ASSETS – CHARITABLE COMPANY

	Office Equipment
	£
Costs at 1 January 2021	3,545
Additions	1,410
At 31 December 2021	4,955
Depreciation at 1 January 2021	1,768
Depreciation charge for the year	1,239
At 31 December 2021	3,007
Net book value at 31 December 2021	**1,948**
Net book value at 31 December 2020	1,777

11. DEBTORS

	Group 2021	BII UK 2021	Group 2020	BII UK 2020
	£	£	£	£
Gift Aid	22,029	22,029	9,360	9,360
Accrued income	10,000	10,000	-	-
Sundry Debtors and Prepayments	65,605	6,355	33,574	25,153
Total	97,634	38,384	42,934	34,513

12. CREDITORS (Amount falling due within one year)

	Group 2021	BII UK 2021	Group 2020	BII UK 2020 (as restated)
	£	£	£	£
Accruals	89,981	26,478	13,200	13,200
Sundry creditors	2,291	-	42,398	12,619
Deferred income	-	-	81,447	-
Total	92,272	26,478	137,045	25,819

Analysis of movements in deferred income (Group)

Balance at 1 January 2021	81,447
Released in the year	(81,447)
Income deferred	-
Balance at 31 December 2021	-

13. COMMITMENTS UNDER OPERATING LEASES

At 31st December 2021 the charity had commitments of £4,618 (2020: £16,427) under non-cancellable operating leases . This relates to a lease on Shrewsbury office premises. Of this £4,618 (20120 £11,992) relates to a period of less than one year and £nil (2019: £4,435) relates to a period of one to five years. The Lease is with BII UK.

14. ANALYSIS OF RESTRICTED FUNDS

	Balance 1.1.2021 £	Income £	Expenditure £	Transfers from Restricted £	Transfers from Unrestricted £	Balance 31.12.2021 £	Cumulative Capital Purchases £
Training to Work							
Training to Work including Centre for Excellence	616,413	272,362	(286,270)	-	144,500	747,005	553,168
Community Building with Training and Support Activities							
Mukuyo Community School (2020)	8,423	-	(1,002)	-	-	7,421	-
Naluyanda Community School (2020)	40,722	-	(6,326)	(22,937)	-	11,459	-
Light of Hope Community School (2021)	19,263	-	(27,876)	8,613	-	-	-
Libuyu Maternity Unit (2021/2021)	48,910	127,000	(134,547)	-	-	41,363	-
Other Community Projects (Zambia)	28,872	106,563	-	16,324	-	106,396	-
Other Projects							
Advocacy	50,958	-	(29,534)	-	-	21,424	-
Safe Hands programme	38,193	40,227	69,079	-	-	9,341	-
Programme Support & Development Costs	-	-	(100,186)	-	100,186	-	-
Total	851,754	546,162	(698,193)	-	244,686	944,409	553,168

Funding is for individual projects and collectively for projects of a similar nature.

Community building projects include our training programme and constructing buildings for long-term local use.

The Training into Work restricted fund contains two tranches of construction training income from the "Embassy of Ireland, Department of Foreign Affairs and Trade", the first in relation to release of deferred income from the Youth Employed Into Work Project 2020/21 of €90,000 (£81,478) and the second in relation to current year funding under the Youth Employed Into Work Project 2021/22 with a grant of €160,000 (£133,715). This enabled BII Zambia to train 9 cohorts of 23 trainees in construction skills, life skills and secure work placements with contractor partners.

* Training to work including Centre for Excellence - the balance shown of £747,005 includes £553,168 invested in fixed assets incurred constructing Centre for Excellence of £553,168. Therefore, £193,837 remains available to spend on future activity.

Naluyanda Community School Fund relates to the community build project in Chibombo district of a three classroom school building with an office and strong room for exam papers, a new sustainable latrine and a hand pump to provide access to safe, clean water.

Libuyu Maternity Unit restricted fund relates to Phase I of a two phase project, being a new Maternal and Child Health unit at Libuyu Health Centre in Livingstone to improve antenatal, postnatal and family planning services, followed by a Phase II redevelopment of the existing clinic building. .

The Safe Hands Initiative is building permanent hand wash facilities across 18 Zambian schools in rural and urban communities.

Funds Transfers:
1. Programme support and development costs: As in previous years a transfer from unrestricted funds is necessary to cover a deficit where expenditure exceeds income.

2. Training to work including Centre for Excellence: Again during 2021 we are pleased that donors have shown post COVID19 support for Build It by unrestricting their donation when usually restricted donations are given. As such, a transfer from unrestricted of £144,500 is necessary to support the activities of training and building at Centre for Excellence.

3. A small balance of £8,613 was transferred from the Other Community Projects, a restricted fund available to contribute to any shortfalls or other requirements needed relating to Zambia community school projects.

14. ANALYSIS OF RESTRICTED FUNDS (continued)

	Balance 1.1.2020 £	Income £	Expenditure £	Transfers from Restricted £	Transfers from Unrestricted £	Balance 31.12.2020 £	Cumulative Capital Purchases £
Training to Work							
Training to Work including Centre for Excellence	552,370	170,120	(300,577)	-	194,500	616,413	498,573
Community Building with Training and Support Activities							
Mukuyo Community School (2019)	27,329	-	(18,906)	-	-	8,423	-
Naluyanda Community School (2019)	39,318	17,079	(15,675)	-	-	40,722	-
Light of Hope Community School (2020)	24,308	81,400	(86,445)	-	-	19,263	-
Libuyu Maternity Unit (2020/2021)	(5,505)	70,895	(16,480)	-	-	48,910	-
Other Community Projects (Zambia)	98,653	26,669	(65,937)	(30,513)	-	28,872	-
Other Projects							
Advocacy	-	70,000	(19,042)	-	-	50,958	-
Safe Hands programme	-	41,017	(43,337)	30,513	10,000	38,193	-
Programme Support & Development Costs	-	8,757	(113,244)	-	104,487	-	-
Total	736,473	485,937	(679,643)	-	308,987	851,754	498,573

15. ANALYSIS OF RESTRICTED FUNDS PARENT COMPANY

Movement in funds – parent charity

	Balance 1.1.2021 £	Income	Expenditure £	Transfers from unrestricted £	Balance 31.12.21 £
Restricted funds	323,927	296,737	602,190	244,686	263,160
Unrestricted funds	559,288	696,886	395,788	(244,686)	615,700
Total	883,215	993,623	997,978	-	878,860

	Balance 1.1.2020 £	Income	Expenditure £	Transfers from unrestricted £	Balance 31.12.20 £
Restricted funds	316,667	315,776	(617,503)	308,987	323,927
Unrestricted funds	486,824	654,921	(273,470)	(308,987)	559,288
Total	803,491	970,697	(890,973)	-	883,215

Note on restricted funds

Individual projects are extensively monitored by management and on a regular basis by the trustees at their quarterly meetings. An analysis in these accounts of those projects and the restricted funds attributable to them has been provided at the consolidated group level (see above and below) but not at the UK charity level. It has been decided by the trustees that the effort needed this year to provide such UK-only analysis (together with the prior year comparatives), was disproportionately large compared to the benefit that would be derived from such analysis by the readers of these accounts.

NOTES TO THE FINANCIAL STATEMENTS

16. ANALYSIS OF FUNDS

Group	Unrestricted Fund £	Restricted Fund £	2021 Total Funds £
Fixed Assets	41,538	553,168	594,706
Current Assets	600,640	457,032	1,057,672
Current Liabilities	(26,478)	(65,794)	(92,272)
Total	615,700	944,406	1,560,106

Group	Unrestricted Fund £	Restricted Fund £	2020 Total Funds £
Fixed Assets	25,528	498,573	524,101
Current Assets	559,580	464,405	1,023,985
Current Liabilities	(25,820)	(111,224)	(137,044)
Total	559,288	851,754	1,411,042

The Restricted Funds balance shown of £944,406 (2020: £851,754) includes capital expenditure incurred constructing the Centre for Excellence of £553,168 (2020: £498,573).

17. TAXATION

Build it International is a registered charity and therefore, is not liable to income tax or corporation tax on income or gains derived from its charitable activities, as they fall within the various exemptions available to registered charities.

18. GRANTS

During 2021 the charity made two grants £26,379 (2020: £2,400). These grants were made to support the renovation of a Home Economics room at a Community School where Build It has constructed school buildings, and a grant from the BGL Legacy Programme for adult literacy.

All other projects are directly managed by Build It International.

19 PRIOR YEAR STATEMENT OF FINANCIAL ACTIVITIES

	Unrestricted Funds	Restricted Income Funds	2020 Total
	£	£	£
INCOME FROM:			
Donations	652,868	477,320	1,130,188
Other Trading Activities	-	-	-
Investment income – interest receivable	2,073	178	2,251
Profit on sale of assets	-	7,917	7,917
Other income	-	522	522
Total	654,941	485,937	1,140,878
EXPENDITURE ON:			
Raising funds	190,707	13,719	204,426
Charitable activities – programme activities in Zambia	82,783	665,924	748,707
Total	273,490	679,643	953,133
NET INCOME/(EXPENDITURE)	381,451	(193,706)	187,745
Transfers between funds	(308,987)	308,987	-
NET MOVEMENTS IN FUNDS	72,464	115,281	187,745
RECONCILIATION OF FUNDS:			
Total funds brought forward at 1 January 2020	486,824	736,473	1,223,297
TOTAL FUNDS CARRIED FORWARD AT 31 DECEMBER 2020	559,288	851,754	1,411,042

20. DETAILS OF SUBSIDIARY UNDERTAKINGS

Build it International operates in Zambia through Bill Zambia Limited (a Company Limited by Guarantee), registered in Zambia as company number 120150137444.

Control is exercised through a Memorandum of Understanding between the two Boards. The BII Chair and CEO are both members of the Bill Zambia Ltd Board of Trustees. There is a single senior management team that includes both UK and Zambia staff members. Cash is transferred from the UK to Zambia on an 'as necessary' basis.

The aggregate amount of assets, liabilities and funds at 31 December 2021 for BII Zambia Limited is ZMW 13,130,668 (2020: ZMW 10,387,607). In the twelve months ending 31 December 2021 BII Zambia Limited had an income of ZMW 16,326,988 (2020: ZMW 14,702,509); expenditure of ZMW 17,233,653 (2020: ZMW 12,413,372); and a deficit of ZMW 662,591 (2020: surplus of ZMW 2,289,137). Direct Income for BII Zambia Limited includes grants from institutional donors, gifts in kind, local cash contributions to projects and bank deposit interest.

BUILD IT INTERNATIONAL

England & Wales - Charity number 1115989

Accounts

Build it
INTERNATIONAL
Building Brighter Futures

Registered Charity No. 1115989 (England & Wales)

BUILD IT INTERNATIONAL

TRUSTEE'S REPORT AND CONSOLIDATED FINANCIAL STATEMENTS
(COMPANY LIMITED BY GUARANTEE)

YEAR ENDED 31 DECEMBER 2020

REGISTERED COMPANY NO. 05495358 (ENGLAND AND WALES)

www.builditinternational.org

BUILD IT INTERNATIONAL
TRUSTEES' REPORT AND CONSOLIDATED FINANCIAL STATEMENTS
YEAR ENDED 31 DECEMBER 2020

CONTENTS

Legal and Administrative Information	2
Trustees' Report	3
Introduction and Highlights	3
Charitable Operations	3
Review of Activities and Performance against Strategic Objectives	4
Structure, Governance and Management	8
Review of Financial Position	10
Statutory Policies	10
Statement of Trustees' Responsibilities	12
Auditor's Report	13
Consolidated Statement of Financial Activities	16
Balance Sheets	17
Consolidated Statement of Cash Flows	18
Notes to the Financial Statements	19

LEGAL AND ADMINISTRATIVE INFORMATION

Company number	05495358
Charity number	1115989
Governing document	Memorandum and Articles of Association
Trustees	Ronnie Fleming - Chair Liz Elston Mayhew – Deputy Chair Graham Wickenden - Treasurer Florence Bearman Chris James Peter Bedford until 5th March 2020 Sharon Jackson from 2nd December 2020
Secretary	Andrew Jowett
Chief Executive	Andrew Jowett
Registered office	The Pump House Coton Hill Shrewsbury SY1 2DP
Auditors	Haysmacintyre LLP 10 Queen Street Place London EC4R 1AG
Bankers	Barclays Bank plc. Business Banking P.O. Box 89 Shrewsbury Shropshire SY1 2WQ
Website	www.builditinternational.org

TRUSTEES' REPORT

INTRODUCTION & HIGHLIGHTS

Our plans for 2020 were significantly affected by the COVID-19 pandemic with delayed activities in Zambia and the postponement of fundraising events in the UK. As a result, we suffered an 18% reduction in income and completed around 70% of our planned programme. In March 2020, at the start of the pandemic, Build It International drew up three objectives:

1. To ensure the safety of our staff and trainees
2. To ensure that the charity emerges from the crisis with all critical functions intact
3. To contribute to the wider COVID-19 response in Zambia

We are pleased to present our annual report outlining developments at Build It International in 2020. This report covers the activities of both Build It International and BII Zambia Ltd. Highlights include:

- Training completed for a further 184 young men and women in various building skills including bricklaying, carpentry, plastering and painting, bringing the total to date to 1,213.
- Launch of distance learning for trainees during the closure of our Centre for Excellence.
- Start of construction work on a two storey Build It office at the Centre for Excellence.
- Start of construction work at Light of Hope School and Katombora Reform Institute near Livingstone.
- Launch of the "Safe Hands" initiative with the construction of 21 permanent wash stations at 13 schools.

We estimate that 22,000 people will benefit from our work carried out in 2020. This brings the total to 324,000 direct and indirect beneficiaries since Build It was launched.

This report also serves as a Directors' report as required by s417 of the Companies Act 2006.

In preparing the accounts, the Trustees have followed the accounting policies set out in note 1 to the accounts and comply with the requirements of the governing document, the Companies Act 2006 and Accounting and Reporting by Charities: Statement of Recommended Practice 2015.

CHARITABLE OPERATIONS

Build It International was established in 2006 with the aim of supporting the small-scale building sector as a way of creating sustainable employment opportunities and economic growth in low-income countries, mainly in Africa. Our vision is: *An Africa in which everyone has the opportunity to work and thrive.*

The Charity's legal objects are:

a. The relief of poverty and the improvement of the conditions of life particularly in socially and economically disadvantaged and flood-prone communities.
b. The promotion of sustainable means of achieving economic growth and regeneration.
c. The enhancement of education, primarily in building construction, in deprived and flood-prone communities.
d. The preservation, conservation and protection of the environment and the use of natural resources.

Mission Statement: *to create opportunities for young people and their communities through skills training, work experience and essential community building projects.*

Our core values are: Empowerment, Excellence, Collaboration and Courage

Our primary activity is entry-level construction skills training for men and women under 35 years old living in poverty in Zambia. This is called *Training into Work* and is delivered through three pathways: our Centre for Excellence in Lusaka, on-the-job training at our community building projects and thirdly, with partner organisations at other locations. Our livelihoods-based approach also includes post-graduation career development support, especially for females.

Public Benefit

Our programme directly benefits low-income communities and families through skills training and also the provision of essential community buildings; schools, health clinics, teachers' houses and clean water/sanitation facilities. Our approach benefits the public by:

a. **Supporting local livelihoods;** *skills training is important because it reduces poverty by giving people (our trainees) the potential to earn a better living, enjoy greater economic resilience and provide practical skills for the community. This is borne out by our impact studies.*
b. **Promoting sustainable building materials, design and construction;** *this is important because it promotes a sustainable use of raw materials and simple, robust design to improve the quality and durability of community facilities.*
c. **Participation of local communities;** *we do this to promote local ownership of projects.*

In defining our charitable programme, we have regard for the Charity Commission's general guidance on public benefit and relief of poverty for public benefit.

REVIEW OF ACTIVITIES AND PERFORMANCE AGAINST STRATEGIC OBJECTIVES

2020 was the fourth year of our Building Brighter Futures strategy that runs until 2023. Our overall aim is to be the leading entry-level vocational training organisation in Zambia. The main objectives are presented below following an analysis of how we fared against our COVID-19 risk management objectives.

COVID-19 Response Objectives

To ensure the safety of our staff and trainees

Build It followed Government guidelines in UK and Zambia and enhanced these with internal COVID-19 protocols covering all areas of operation and travel. We assisted employees to work from home where possible and implemented a range of Health and Safety measures across the organisation. These measures continue to be actively reinforced and monitored, and non-compliance is a disciplinary issue. In addition, Build It has tried to support the well-being of staff through regular contact and access to online resources.

To our knowledge, no staff has contracted COVID-19 but there were instances of self-isolation as a precaution.

To ensure that Build It emerges from the crisis with all critical functions intact

Like most fundraising organisations, we were concerned at the possibility of a drop in income. Budgets were re-worked to postpone discretionary expenditure, freeze recruitment and account for delayed project activity. A short working week of four days was agreed with all staff from 1st May until 31st July 2020. This allowed us to retain all staff positions. In the event, income was down 18%.

Fundraising adapted to losing planned supporter events by keeping in touch through online events and meetings. Overall, we coped well with the disruption.

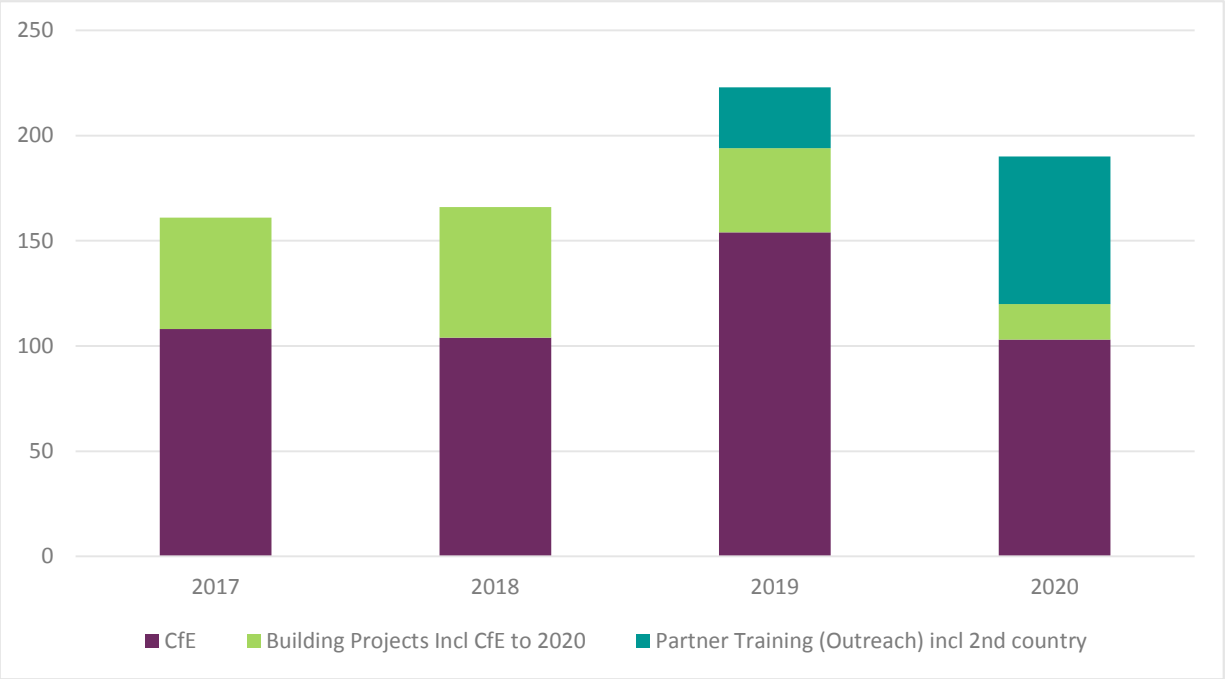
To contribute to the wider COVID-19 response in Zambia

We are proud to have quickly and successfully launched two initiatives: Distance Learning (from April) and Safe Hands (July – December and continuing). These are discussed in more detail below.

Strategic Objective 1: Support at least 2000 men and women through our *Training Into Work* programme
Some 208 trainees entered our programme and 184 graduated (88% against a target of 90%). Our target for the year was 280 graduates but this was compromised by the forced closure of the training centre (20th March to 27th July 2020) and our decision not to train on community projects for trainees' safety re COVID-19. The one exception was the Centre for Excellence office. Under the circumstances, this is an excellent result.

This brings the number of graduates since 2017 to 734 or 36% of our strategic target. A total of 1,213 have graduated since the programme commenced.

Trainees by pathway 2017-2020



We delivered 10,530 training/days during the year compared with 12,535 in 2019. Entry-level courses delivered: Basic Building Skills, Brick and Blocklaying, Rough Carpentry, Painting and Plastering. Unfortunately, our new Floor and Wall Tiling course had to be postponed until 2021.

The figures include training at our partner Katombora Reform School, Livingstone where 66 young men were trained in bricklaying and rough carpentry. This is under the Rise Again Project, a three-year programme funded by the European Commission where we work in partnership with the NGO Undikumbukire Project.

Graduates included 38 women (21%), a modest rise from the 18% trained in 2019. We continue to explore ways to increase the number of women in our programme.

On closure of the Centre for Excellence, the training team prepared and recorded 30 video lessons that were downloaded onto electronic tablets. These were distributed weekly to the two cohorts of trainees that had been sent home. The programme ran for eight weeks and covered demonstration material, theory, knowledge tests and 'stay safe' information on COVID-19.

Through the remote support of our training consultant, Ralph Need, we continued to invest in the capacity and quality of our Training into Work Programme through staff coaching, course content review and development of further guidelines. We continued to be endorsed by National Open College Network (NOCN) whose annual visit was made virtually.

Disruption due to COVID-19 affected the local construction sector which in turn limited our ability to give all trainees work placements. In total, 119 trainees (63%) completed or started their placements in 2020.

Under the Career Development Support component of Training into Work we:

- continued to put on monthly drop-in sessions for graduates struggling to find work, with social distancing rules observed – these included two female-only sessions.
- responded to 189 'worker' requests from 15 contractors (up from 126 requests in 2019), of which 54 were fulfilled.

The cost of training per person, including all overheads, ranged from £1,000 to £1400 (2019: £1,045 to £1,615) depending on course and location. The average cost was £1,215.

Strategic Objective 2: Deliver community-led building projects to improve access to education and health services for 150,000 people

In 2020, our target was to complete two new community projects, a second teacher's house at Chitukuko and further investment in the Centre for Excellence training facility. This was compromised by COVID-19 disruption and we were able only to start one new project and the Centre for Excellence's office in addition to completion of the teacher's house at Chitukuko. However, we launched and completed 50% of our Safe Hands programme that includes installing multi-person hand washing stands in primary and secondary schools.

Project Each project is estimated to provide benefit over a life-time of 25-30 years.	**Estimated Direct & Indirect Life-Time Beneficiaries**	**Estimated Cost per Beneficiary**
Light of Hope School, Livingstone: Three classroom block, ablution block and teachers house (75% completed)	4,334	£85 direct £17 indirect
Centre for Excellence office block and further landscaping, site works	n/a	n/a
Katombora Reform School, toilet block (75% completed)	3,000	£15 per juvenile
Safe Hands Phase 1	13,715	£3 per child

Shifwankula Primary School, hand washing station

Strategic Objective 3: Share our experience to support provision and uptake of improved skills training
In 2020 our aim was to define an advocacy strategy and launch the first year of activity. The strategy was signed off by the Board in February 2020 and outlined a range of activities focused on employers, government and other training organisations. The overall aim is to increase spending on skills training and showcase an effective model of quality training provision. Initial two-year funding was secured from the Waterloo Foundation.

Progress during the year was limited due to travel and meeting/event restrictions. However, our Affiliate Contractors team continue to work with around 15 local companies to engage them in our *Training into Work* programme. In particular, we have promoted safe working environments, learner placements (paid) and a more positive attitude towards female workers.

Working closely with our quality assurance partner NOCN, we submitted our curriculum to the Zambia Qualifications Authority **(ZAQA)** to certify two courses.

Strategic Objective 4: Extend our reach to at least one other country beyond Zambia
After good progress in 2019, our research is on hold pending the lifting of COVID-19 travel restrictions.

Impact Monitoring and Evaluation
In 2020, our Training into Work and Community Building programmes will benefit an estimated 22,000 people. This increases our running total to 79,000 since 2017 enabling us to stay on target to reach 150,000 by end 2023.

The cumulative number of life-time beneficiaries since 2006 is estimated at 324,000.

Data collection for the annual Impact Study was delayed from March to November because of travel restrictions in Zambia during the pandemic. The final report was completed by Lifetime Consulting on 5th March 2021. Headlines include:

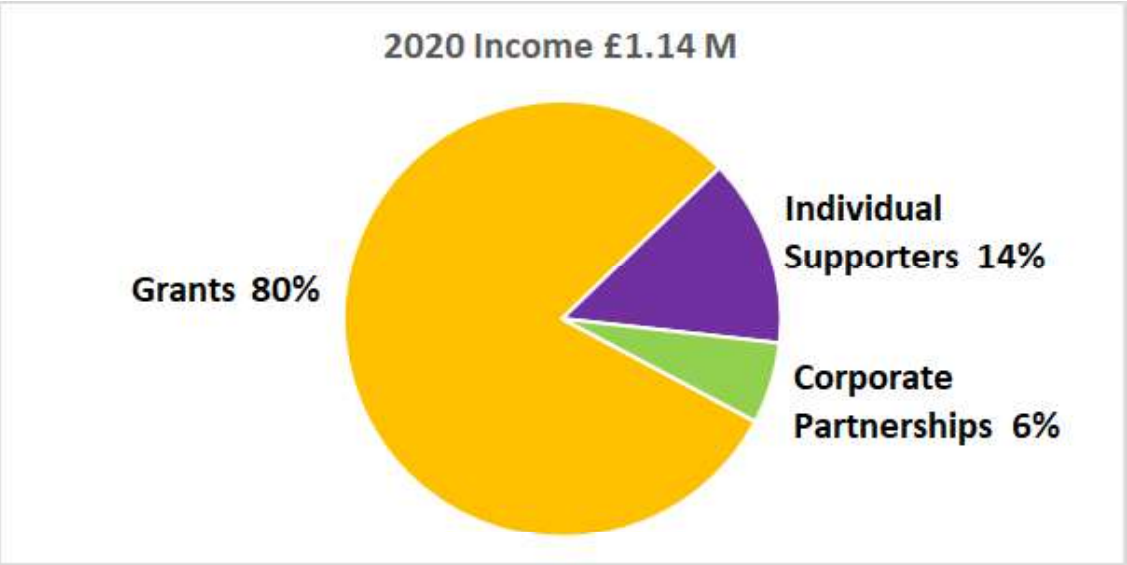
- 78% of graduates were active in construction within 6 months of graduation.
- On average 51% were working more than 10 days/month in construction.
- On average, 57% of graduates are earning at least USD1.90/day compared with 19% before they completed our training programme.
- 66% of graduates are able to make financial savings regularly compared to 14% pre-training.
- PPI (2010 Poverty Probability Index) data indicated that 49% graduates were living in poverty compared with 76% pre-training.

Copies of the full report are available on request and there is a summary on our web-site.

RAISING FUNDS
We raised £1.14M including gifts in kind – an impressive result given the pandemic, only 18% down on 2019. Our sincere thanks to all our individual supporters, corporate partners, grant-making foundations including the Oak Foundation, and institutional donors, Irish Aid and the European Commission.

Our approach is to develop a high value, loyal supporter base. To achieve this we aim to engage supporters through regular correspondence and events as well as our website, social media and quality reporting. This is managed by a small team of professional staff based in Shrewsbury. For every £1 spent on raising funds we received £5.53 in income.

We are delighted to have completed the first full year of our Young Professionals Board that supports our fundraising and communications work.



Build It International is registered with the Fundraising Regulator that sets and maintains standards for charitable fundraising as detailed in the Code of Fundraising Practice to ensure that we are respectful, open, honest and accountable to the public. The charity actively monitors fundraising activity undertaken on our behalf as far as resources allow. This includes having written agreements in place with corporate partners whose staff fundraise for Build It. The Trustees are satisfied that throughout 2020 the charity complied with the Code and received no complaints.

Build It's fundraising is based on building quality relationships with our supporters without the need for intrusion or undue pressure, and to ensure the protection of any vulnerable supporters. We never sell or share their information to other organisations to use for their own purposes. We will only allow supporters' information to be used by suppliers working on our behalf or where we are required to do so by law. We have continued to review and update policies and procedures to ensure compliance with the General Data Protection Regulations (GDPR).

STRUCTURE, GOVERNANCE AND MANAGEMENT

Build It International was formed as a company limited by guarantee in 2005 and became a registered UK charity in September 2006 with a memorandum and articles of association, dated August 2006, as its governing document.

The Directors of the Board (Trustees) are appointed with a view to ensuring that Build It enjoys the skills and experience necessary to guide the charity's work. The Board is responsible for the overall direction of the charity, policies and legal compliance. Trustee indemnity insurance is included in our insurance policies.

Build It is registered in Zambia as BII Zambia Ltd, which is a Company limited by Guarantee. A memorandum of understanding guides the relationship between the UK and Zambia Boards and was renewed in December 2018. The intention outlined in the memorandum of understanding is that BII Zambia is a subsidiary of Build It and, as a result of this, its results are consolidated into those of Build It International.

Our Finance and Audit Committee (FAC) meets ahead of every Board meeting and on an *ad hoc* basis as required. In May 2020, Build It also established a COVID-19 Risk Management Committee with four Board members including the Chair or Vice Chair from UK and Zambia, members of the FAC, and staff representation to oversee our response to the pandemic. This met seven times between May and December and reviewed three scenarios for impact, risks and action. It continues to meet monthly.

We continue to enjoy the input of a wide range of advisors and volunteers on an individual basis and through our Technical Advisory Group (see website). Their input is highly appreciated.

Build It's head office is in Shrewsbury in the United Kingdom with eight staff (including four part-time). The main functions are fundraising, finance and strategy. Our office in Lusaka employs 23 staff who manage programme delivery. The Board would like to thank all staff for their hard work, enthusiasm and professional dedication over the past 12 months, especially during the COVID-19 pandemic.

A Nomination and Remuneration Committee was established in March 2018 to consider Chief Executive and senior staff remuneration and appointments. Other salaries are set by the Chief Executive in consultation with the Finance and Audit Committee as part of the annual budgeting process.

Governance

Trustees are recruited openly. Role descriptions are agreed and the positions advertised through trustee recruitment channels. New Trustees go through a comprehensive induction process that includes: a full set of key documents (all policies, strategy papers and Board minutes) and time with senior staff at the Shrewsbury office when permitted.

Four Board meetings were held in 2020 (attendance) as well as a strategy session:

Ronnie Fleming (5/5)	Liz Elston Mayhew (5/5)	Graham Wickenden (5/5)
Florence Bearman (5/5)	Chris James (5/5)	Sharon Jackson (0/1)

Charity Governance Code – The Board signed up to the principles of this comprehensive, voluntary code of practice in December 2017 and adopted the version for large charities. It was due for review in 2020 and a trustee survey of key areas to work on was completed. We are still confident that we are compliant with most aspects of the Code and will draw up an action plan to implement the few remaining items.

In 2020, Build It continued to employ Affinity Resolutions to advise on compliance with GDPR and to act as the charity's Data Protection officer. Policies and procedures are constantly reviewed and regular training held for staff and Trustees.

All staff and Trustees sign up annually to a Code of Conduct.

In September 2020, the Board appointed haysmacintyre as its external auditors following a competitive tendering process. The Board would like to thank WMT for their many years of much appreciated service as the previous external auditors.

Safeguarding

We recognise the importance of ensuring that children, young people and vulnerable adults associated with our work are safeguarded, and that their health, safety and welfare is promoted while in our programme.

We have a safeguarding policy, approved by the Board, as well as guidelines to guide staff delivering our programme. These are regularly reviewed along with staff training. Please contact us for further information.

Key Objectives for 2021

- 280 trainees complete skills training courses.
- Complete a gender strategy to encourage more women into the programme.
- Pilot short courses that attendees will pay for.
- Complete Light of Hope Community School and build a Maternity Ward at Libuyu, Livingstone.
- Centre for Excellence: complete the Country Office, student toilets and start Learning Plaza 5.
- Progress implementation of our advocacy activities.

REVIEW OF FINANCIAL POSITION

Income – total for the 12 months to 31st December was £1,140,879.

Expenditure - £953,132 for the 12 months to 31 December 2020 excluding capital expenditure at the Centre for Excellence

- Charitable expenditure excluding capital was 78.6%.
- A further £85,847 of capital expenditure was incurred on land and buildings at the Centre for Excellence, Lusaka.
- Cost of raising funds £204,426 (2019: £257,436) or 21.4% (21.6% in 2019). Every £1 spent returned £5.53 (2019: £5.29) in income.
- When capital expenditure on our training centre is included, our charitable expenditure rises to 80.3% and the cost of raising funds drops to 19.7%.

Value of our unrestricted reserves, excluding fixed assets, was £533,761

There is a surplus in the Statement of Financial Activities (SoFA) in 2020 of £187,746. SoFA does not include expenditure of a capital nature (Centre for Excellence construction and vehicle purchases) which is £85,847.

Funds held at 31 December 2020

- Restricted funds of £851,755 including £498,573 relating to Centre for Excellence fixed assets.
- Unrestricted funds £559,288 including £25,527 relating to fixed assets.

STATUTORY POLICIES

A schedule of policies is maintained with policies reviewed on a rolling programme at Board meetings.

Risk Management

The Trustees have overall responsibility for ensuring that the charity has an appropriate system of controls, financial and otherwise. The Risk Register is a standing item at every Board meeting whereby significant risks are identified and evaluated and appropriate actions are agreed. The Risk Register is examined more frequently by the Finance and Audit and COVID-19 Committees.

At the Board Meeting in March 2021, Trustees considered that the three highest risks that the charity currently faces in achieving its strategic objectives are disruption from the COVID-19 pandemic; loss of key staff in Zambia, mainly to higher paid jobs at other NGO's; and a major breach of cyber security protection.

COVID-19 pandemic risk management is reviewed frequently by the Senior Management Team and by a specially constituted COVID-19 Committee of the Board of Trustees, which currently meets monthly. The reviews focus on protection of staff and trainees from infection by the virus; the impact on operations in Zambia of restrictions on training and construction activity, and the potential financial impacts on income and expenditure. A reforecast for 2021 has been completed, with unrestricted cash forecast out to mid-2022 and a number of different financial scenarios examined. These forecasts and scenarios are updated as frequently as necessary. As happened during peaks of the pandemic in 2020, we are prepared to act quickly as circumstances change.

As a small charity operating in Zambia, we are not always able to match the staff pay packages of larger and better financed organisations. This means that we are at constant risk of key staff leaving for better paid jobs, once they have gained valuable work experience with Build It. We recognise that we will mostly be unable to match the pay packages of the best paid staff in the third sector and therefore seek to mitigate the risk of the loss of key staff in different ways. We try to achieve this by making our operations more resilient

through systems that are less staff-dependent, in areas such as finance and procurement, and by making working conditions as pleasant as possible.

Protecting the charity against cyber-attacks continued to be a major focus in 2020. Staff have regular training and we continue to assess ourselves against the guidelines for small charities from the National Cyber Security Centre. This has become of even greater importance with most staff working from home during the current pandemic. We continue to resource and report this risk to each Board Meeting.

Going concern

In common with many other charities, the impact of COVID-19 has put the assessment of the going concern basis for Build It much higher up the agenda than previously. When the full extent of the pandemic became apparent, management took immediate action to conserve cash, including putting all staff temporarily on a four-day week. Construction projects were temporarily halted or restricted and the Zambian Government halted training at our Centre for Excellence for four months during 2020. In addition, the economic impact of the pandemic called into question whether Build It's income streams could continue at their current level.

With the experience of this difficult period of operations under our belts and in particular with the flexible response of our excellent staff to often very challenging conditions, we are confident that Build It's future continues to be assured. We have not been able to implement projects as actively as we wished during 2020 and income was undoubtedly reduced due to the uncertain economic environment, both in Zambia and in Europe. The other side of the coin is that we have entered 2021 with temporarily higher than expected levels of unspent reserves. Once the pandemic allows, we will use these reserves to pursue our programmes with increased vigour.

In the meantime, we have forecast our cash consumption out to the middle of 2022 under several sets of different possible conditions. On the basis of these forecasts and based on the experience of our responses to the pandemic, the Board is confident that Build It's future is assured and that the assessment of the charity's finances on a going concern basis continues to be appropriate.

Grant Making Policy

When occasionally a grant is made to another organisation, appropriate checks are undertaken on the partner, an agreement is signed and project delivery is monitored through visits, reports and audits. All but £2,400 of our projects this year were directly managed through our Zambia offices. All project proposals are vetted by the Finance and Audit Committee, and then submitted to Trustees for their approval to ensure that the proposed work is in line with strategy.

Reserves Policy

Reserves are held to deal with unforeseen operational costs or falls in income below expectations and to provide funding for agreed projects. Build It International therefore aims to maintain readily realisable reserves sufficient to cover at least three months of budgeted average core expenditure. The reserves should also, under normal circumstances, not exceed an upper limit of four months average budgeted total expenditure.

At the end of 2020 the value of our unrestricted reserves, excluding fixed assets, was £533,761. The aim in a normal year is for unrestricted reserves not to exceed an upper limit of four months' average budgeted total expenditure. 2020 was far from a normal year and by the year end we had slightly exceeded this upper limit. There were two principal reasons for this: the first being that some of our donors, recognising the difficult conditions posed by the COVID-19 pandemic and to give us extra flexibility, generously made unrestricted donations that would normally have been restricted; and secondly, we took swift action to cut costs, including staff costs, to mitigate the potential risks posed by the pandemic. Since the end of 2020, levels of unrestricted reserves have already begun to revert to more normal levels and are expected to remain there during 2021. Unrestricted reserves as at the 31st March 2021 stood at £450,025 in line with expectations.

Regular updates on our work are posted on our website: **www.builditinternational.org**

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees (who are also directors of BII for the purposes of company law) are responsible for preparing the Trustees' Annual 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 group, and of the incoming resources and application of resources, including the income and expenditure, of the charitable company and 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 SORP;
- make judgments and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

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 the 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.

SMALL COMPANY PROVISIONS

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

Approved by the Board and signed on its behalf on 6 May 2021.

Ronald S Fleming

Ronald Fleming
Chair of Trustees

G R Wickenden

Graham Wickenden
Treasurer

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES OF BUILD IT INTERNATIONAL

Opinion

We have audited the financial statements of Build It International for the year ended 31 December 2020, which comprise the Consolidated Statement of Financial Activities, Balance Sheets, Consolidated Statement of Cash Flows, and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- give a true and fair view of the state of the group's and of the parent charitable company's affairs as at 31 December 2020 and of the group's and parent charitable company's net movement in funds, including the income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006
In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Trustees' Report (which includes the directors' report prepared for the purposes of company law) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report included within the Trustees' Report have 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 its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' Report (which incorporates the directors' report).

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

- adequate accounting records have not been kept by the parent charitable company; 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
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the trustees' report and from the requirement to prepare a strategic report.

Responsibilities of trustees for the financial statements
As explained more fully in the trustees' responsibilities statement set out on page 12, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the group's and 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
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 is detailed below:

Based on our understanding of the group and the environment in which it operates, we identified that the principal risks of non-compliance with laws and regulations related to UK employment law, and local employment laws in Zambia, and we considered the extent to which non-compliance might have a material

effect on the financial statements. We also considered those laws and regulations that have a direct impact on the preparation of the financial statements such as the Companies Act 2006 and the Charities Act 2011.

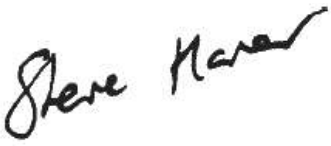
We evaluated management's incentives and opportunities for fraudulent manipulation of the financial statements (including the risk of override of controls), and determined that the principal risks were related to non-compliance with laws and regulations and the processing of journal entries. Audit procedures performed by the engagement team included:

- Discussions with management including consideration of known or suspected instances of non-compliance with laws and regulation and fraud;
- Evaluating management's controls designed to prevent and detect irregularities;
- Challenging assumptions and judgements made in relation to accounting estimates, in particular those concerned with the recognition of income;
- Identifying and testing journals, in particular journal entries posted with unusual account combinations, postings by unusual users or with unusual descriptions; and

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



Steven Harper (Senior Statutory Auditor)
For and on behalf of Haysmacintyre LLP, Statutory Auditor
Date: 13 May 2021

10 Queen Street Place
London

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted Funds	Restricted Income Funds	2020 Total	2019 Total
		£	£	£	£
INCOME FROM:					
Donations	3	652,868	477,320	1,130,188	1,362,196
Other Trading Activities	3	-	-	-	13,176
Investment income – interest receivable		2,073	178	2,251	3,630
Profit on sale of assets		-	7,917	7,917	-
Other income		-	522	522	-
Total		654,941	485,937	1,140,878	1,379,002
EXPENDITURE ON:					
Raising funds		190,707	13,719	204,426	257,436
Charitable activities – programme activities in Zambia		82,783	665,924	748,707	933,033
Total	8	273,490	679,643	953,133	1,190,469
NET INCOME/(EXPENDITURE)	4	381,451	(193,706)	187,745	188,533
Transfers between funds	14	(308,987)	308,987	-	-
NET MOVEMENTS IN FUNDS	4	72,464	115,281	187,745	188,533
RECONCILIATION OF FUNDS:					
Total funds brought forward at 1 January 2020		486,824	736,473	1,223,297	1,034,764
TOTAL FUNDS CARRIED FORWARD AT 31 DECEMBER 2020	15	559,288	851,754	1,411,042	1,223,297

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

Excluded from the above is capital expenditure on the Centre of Excellence in the amount of £85,847 (2019: £99,611). In line with the requirements of FRS 102 this has been capitalised on the balance sheet and will be depreciated in line with the accounting policies set out in note 1.

CONSOLIDATED AND CHARITY BALANCE SHEETS

	Notes	2020 Group £	2020 BII UK £	2019 Group £	2019 BII UK (as restated) £
FIXED ASSETS					
Tangible assets	10	524,101	1,777	474,568	2,659
Total fixed assets		524,101	1,777	474,568	2,659
CURRENT ASSETS					
Debtors	11	42,934	34,513	65,283	52,723
Cash at bank and in hand (including advances)		981,052	872,744	799,818	783,005
Total current assets		1,023,986	907,257	865,101	835,728
CREDITORS: amounts falling due within one year	12	(137,045)	(25,819)	(116,372)	(34,896)
Net Current Assets		886,941	881,438	748,729	800,832
Net Assets		**1,411,042**	**883,215**	**1,223,297**	**803,491**
Funds of the Charity					
Unrestricted funds		559,288	559,288	486,824	486,824
Restricted income funds	14	851,754	323,927	736,473	316,667
Total funds		**1,411,042**	**883,215**	**1,223,297**	**803,491**

The net surplus of the charitable company before consolidation was £79,724 (2019: £190,449).

These accounts have been prepared in accordance with the provisions applicable to small companies subject to the small companies regime and in accordance with the FRS102 SORP.

The financial statements were approved and authorised for issue by the Board of Directors on 6 May 2021 and were signed below on its behalf by:

Ronald (Ronnie) Fleming
Chair of Trustees

G R Wickenden

Graham Wickenden
Treasurer

Company registration no. 05495358
Charity registration no. 1115989

CONSOLIDATED STATEMENT OF CASHFLOWS

	Notes	2020 £	2019 £
NET CASH PROVIDED BY OPERATING ACTIVITIES	**A**	257,136	254,164
NET CASH FLOWS FROM INVESTING ACTIVITIES			
Purchase of land & buildings		(85,847)	(99,611)
Purchase of equipment		-	(37,942)
Purchase of land, buildings and equipment		(85,847)	(137,942)
Proceeds from sale of assets		9,945	1,990
Increase/(Reduction) cash and cash equivalents		181,234	118,601
Cash and cash equivalents at the beginning of the year		799,818	681,217
Cash and cash equivalents at the end of the year		981,052	799,818

Analysis of cash and cash equivalents
Cash and cash equivalents comprise solely cash at bank and in hand for both the current and prior year.

A. NET CASH FLOWS PROVIDED BY OPERATING ACTIVITIES

Operating Cash Flows		
Operating surplus	187,746	188,533
Adjustments for items not affecting cash flows:		
Depreciation on fixed assets	34,287	41,807
(Gain)/Loss on sale of assets	(7,917)	4,723
Net operating cash flows before reinvestment in working capital	214,116	235,063
Reduction/(increase) in debtors	22,349	(3,986)
Increase in creditors	20,671	23,087
Net cash provided by operating activities	257,136	254,164

NOTES TO THE FINANCIAL STATEMENTS

1. ACCOUNTING POLICIES

(a) **Basis of preparation**
The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (Second Edition, effective 1 January 2019) – (Charities SORP (second edition) (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) and the Companies Act 2006. No changes have been required to the financial statements following the adoption of the second edition of the Charities SORP. Build it International meets the definition of a public benefit entity under FRS 102.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note(s). Advantage has been taken of the exemption in paragraph 1.12 of FRS102 not to prepare a parent company cash flow statement.

(b) **Going Concern**
The Board at the time of signing these Accounts have considered that for at least the next twelve months the charity is a going concern. See the main report and note 20 for information on the impact of COVID-19.

(c) **Judgements and key sources of estimation uncertainty**
The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported for assets and liabilities as at the balance sheet date and the amounts reported for revenues and expenses during the year. However, the nature of estimation means that the actual outcomes could differ from those estimates. There are no judgements made that have a significant effect on the amounts recognised in the financial statements.

(d) **Income**
Income represents donations and grants received which are brought into account on receipt unless their receipt is probable in which case they are brought into account when notified. Grants received in advance are shown as income. Gifts in kind are recognised on receipt and are valued at best estimate to the organisation.

Fundraising events participation fees are recognised as income on completion of the event.

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

On receipt, donated 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.

(f) **Interest receivable**
Interest on funds held on deposit is included when earned and the amount can be measured reliably by the charity.

(g) **Fund Accounting**
Unrestricted funds comprise accumulated surpluses and deficits on general funds. They are available for use at the discretion of the trustees in furtherance of the general charitable objectivities.

Restricted funds are subject to specific restrictions funds as imposed by the donors.

(h) **Expenditure**
Expenditure is recognised when a liability is incurred.

Cost of raising funds includes those costs incurred in attracting donations.

Charitable activities includes grants made to African NGOs to fund their charitable activities. These costs include both direct costs and support costs relating to these activities.

Governance costs include those incurred in the governance of the charity and its assets and are primarily associated with constitutional and statutory requirements.

Support costs include central functions and have been allocated to activity cost categories on a basis consistent with use of resources, e.g. salary by time spent within that activity.

(i) **Irrecoverable VAT**
The charity is not registered for VAT therefore irrecoverable VAT is included with the costs to which it relates.

(j) **Operating leases**
Rentals payable under operating leases are charged against income on a straight-line basis over the lease term.

(k) **Tangible fixed assets**
Tangible fixed assets are shown at cost. Asset with a purchase cost above £1,000 are capitalised.

Depreciation is calculated to write down the cost of assets to their estimated residual values over their expected useful lives as follows:

Land	0% on cost
Buildings	2.85% on cost
Office Equipment and furniture	25% on cost
Motor Vehicles	25% on cost
Services & Site works	10% on cost
Landscaping	20% on cost

Assets under construction are buildings and infrastructure which are incomplete. Depreciation will commence when completed and put into use.

(l) **Debtors**
Debtors are recognised at the amount due. Prepayments are valued at the amount prepaid.

(m) **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 amount.

(n) **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 account.

(o) **Financial Instruments**

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

(p) **Pension Contributions**

Since 1 March 2015 Build It International in the UK has offered non-temporary employees membership of a defined contribution occupational scheme "The People's Pension" operated by B&CE. All new non-temporary employees since 1 March 2015 are offered an employer contribution to "The People's Pension"; pre-existing employees have been allowed to retain employer contributions to pre-existing personal pension schemes. The charity's Auto-Enrolment staging date was 1 March 2016; and "The People's Pension" is the scheme in use to comply with those obligations. The terms and conditions of employees of Build It in Zambia follow the requirements and norms applicable to Zambia; which include direct contributions to the Government-run National Pension Scheme Authority (NAPSA) pension scheme.

Build It International had a defined benefit pension scheme.

(q) **Settlement payments**

Redundancy and settlement payments are recognised at the leaving date of the member of staff and measured at the best estimate of expenditure required to settle the obligation at the reporting date.

(r) **Foreign currency translation**

Monetary assets and liabilities denominated in foreign currencies are translated into sterling at the rates of exchange ruling at the balance sheet date. Transactions in foreign currencies are recorded at the rate ruling at the date of the transactions. All differences are taken to the SoFA.

(s) **Risk Management Policy**

The charity has a Currency Risk Management Policy that is used to guide the purchase of forward contracts. This has the objective of covering 40%-50% of anticipated foreign currency requirements over the next 12 months; weighted to covering more shorter-term funding requirements and to cover less than 9-12 months ahead. At a virtual meeting held on 5th November 2020, the Board agreed with the Finance & Audit Committee's recommendation temporarily to suspend this policy and to cease the purchase of forward contracts. This decision, which is under continuous review, was taken in the light of a continuous and continuing significant depreciation of the Zambian Kwacha against all major currencies.

(t) **Basis of consolidation**

The financial statements consolidate the results of the UK charitable company and its subsidiary, BII Zambia on a line-by-line basis.

2. LEGAL STATUS OF THE CHARITY

The Charity is a company limited by guarantee and has no share capital. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the charity.

NOTES TO THE FINANCIAL STATEMENTS

3. INCOME FROM DONATIONS

	2020 £	2019 £
Individuals	160,309	413,506
Grants from foundations and trusts and other organisations	969,879	948,690
	1,130,188	1,362,196

Grants from foundations and trusts and other organisations includes donations of services and materials totalling £5,000 (2019: £12,208) and £nil (2019: £365) for provision of meeting facilities, and £nil (2019: £1,283) for materials, and £nil (2019: £10,560) for training and professional services.

We greatly value all the individuals who donate money to our work. Some of these individuals give very large amounts depending in part on their personal circumstances and enthusiasm for particular projects. In 2019 one project in particular caught the imagination of a donor, with support in excess of £150,000. In 2019 too we ran a successful Cycle Challenge event in Zambia generating significant donations. We are reassured by the continuing encouragement and support we receive from individual donors who like us are looking forward to new projects and fundraising events, both of which were affected by the COVID-19 pandemic.

Other trading activities comprise payments for participating in fundraising events.

4. MOVEMENT IN FUNDS

	2020 £	2019 £
Net movement in funds is stated after charging:		
Depreciation of tangible assets	34,287	41,807
UK auditors remuneration	13,200	7,800
Operating lease rentals – land and buildings	11,844	10,795
Recognised exchange differences (gain)/Cost	(6,901)	(6,546)

5. STAFF COSTS (UK & ZAMBIA)

	2020 £	2019 £
Wages and salaries	449,930	489,973
Social security costs	28,550	29,096
Other pension costs	19,646	20,887
	498,126	539,956

5. STAFF COSTS (UK & ZAMBIA) (continued)

Direct employees (i.e. excluding contract workers)

	2020			2019		
	Part-time	Full-time	Total	Part-time	Full-time	Total
UK- based staff	4	4	8	4	4	8
Zambia-based staff	-	26	26	-	24	24
Group Total	4	30	34	4	28	32

The average number of employees (full-time and part-time) in the year was 31 (2019: 31).

No employee earned in excess of £60,000 during the year including pension contributions (2019: none). The cost of Key Management Personnel is £138,676 (inc. Employer National Insurance and pension) for three employees (2019: £139,990 for three employees). Key Management Salaries and a salary scheme are set by a Remuneration Committee in consultation with the Chief Executive (and Finance and Audit Committee as part of the annual budgeting process).

Build It International directly delivers its charitable programme of work and training in Zambia. We utilise the skills of highly qualified staff to deliver quality training with high standards to our trainees to give them the best grounding for their future. When compared with similar organisations staff numbers in Zambia are higher than other organisations which outsource their work.

Holiday Pay outstanding at the end of the year was £4,545 (2019: £12,291).

Whilst modest in quantity Build It International greatly values the expertise and voluntary time given by a number of individuals during 2020 and prior periods.

6. TRUSTEE REIMBURSED EXPENSES

A total of £383 (2019: £3,113) was incurred related to the expenses of five trustees. The reduction in costs was wholly due to meetings held on line due to COVID 19.

7. TRUSTEE DONATIONS, TRUSTEE REMUNERATION AND RELATED PARTIES

A total of £22,725 was donated by Trustees and Related Parties (2019: £20,618). No trustees received remuneration with regard to being a Trustee in the year 2020 (2019: £Nil).

Other than those with BII Zambia below, there were no related party transactions in the year (2019: none).

The majority of expenditure is in Zambia through our subsidiary, BII Zambia Limited (a company limited by guarantee).

	2020 £
Cash transfers from UK to Zambia	500,000
Non-cash transfers from UK to Zambia	42,812
Non-cash transfers from Zambia to UK	(799)
	542,013

Total net Transfers to Zambia were £542,013 (ZMW 10.6M) of which ZMW 8.9M was for revenue projects and ZMW 1.7M for Centre for Excellence building projects and capital items.

Other than as stated above there were no other related party transactions in the current or previous accounting period.

8. ALLOCATION OF EXPENDITURE

The Charity allocates support costs having analysed the principal areas of cost, attributing to each area the proportion of time or resources expended between Cost of generating funds and Charitable activities.

The Charity has allocated its UK support costs as shown below:

2020	Direct costs £	Support costs (including salaries) £		Total 2020 £	2020
Costs of generating funds	146,945	57,481	30%	204,426	21.4%
Charitable activities	614,585	134,122	70%	748,707	78.6%
	761,530	191,603		953,133	

The above 2020 expenditure and percentages do not include £85,847 (2019: £99,611) of capital expenditure on the Centre for Excellence. When this is added Charitable Activities are 79.5% (2019: 80.0%) of expenditure including the Centre for Excellence.

2019	Direct costs £	Support costs (including salaries) £		Total 2019 £	2019
Costs of generating funds	179,399	78,037	35%	257,436	21.6%
Charitable activities	788,107	144,926	65%	933,033	78.4%
	967,506	222,963		1,190,469	

The above 2019 expenditure and percentages do not include £99,611 of capital expenditure on Centre for Excellence. When this is added Charitable Activities are 80.0% of expenditure including Centre for Excellence.

ANALYSIS OF SUPPORT COSTS

	2020 £	2019 £
UK Staff and Contractors (excluding Fundraising)	114,306	128,838
UK Support costs (Including UK office, insurances and IT)	62,607	73,333
UK Audit Fees	13,200	7,800
Costs relating to the governance of the Charity	1,490	12,992
Total Support Costs	191,603	222,963

9. GROUP FINANCIAL STATEMENTS

The Financial statements consolidate the results of BII and its subsidiary, BII Zambia Limited. A separate Statement of Financial Activities and Statement of Cash Flows is not presented for the UK Charitable Company because the charity has taken advantage of the exemptions in S408 of the Companies Act 2006.

10 a). FIXED ASSETS - GROUP

	Group Land & buildings £	Group Office equipment £	Group Motor Vehicles £	Group Total £
Costs at 1 January 2020	458,171	24,113	130,230	612,514
Additions	85,848	-	-	85,848
Disposals	-	-	(16,223)	(16,223)
At 31 December 2020	544,019	24,113	114,007	682,139
Depreciation at 1January 2020	28,018	19,328	90,600	137,946
Depreciation charge for year	17,427	1,683	15,177	34,287
Disposals	-	-	(14,195)	(14,195)
At 31 December 2020	45,445	21,011	91,582	158,038
Net book value at 31 December 2020	498,574	3,102	22,425	524,101
Net book value at 31 December 2019	430,153	4,785	39,630	474,568

Land is long leasehold land for the Centre for Excellence project in Zambia.

Building will be depreciated over the expected useful life, and will begin in the year in which they are brought into use. Buildings are all at the Centre for Excellence and as at 31 December 2020 are in use other than the Office building which is expected to be completed and put into use in 2021.

At 31 December 2020 there are capital commitments relating to the Centre for Excellence of £nil (2019: £nil).

NOTES TO THE FINANCIAL STATEMENTS

10 b). FIXED ASSETS – CHARITABLE COMPANY

	Office Equipment
	£
Costs at 1 January 2020	3,545
Additions	-
At 31 December 2020	3,545
Depreciation at 1 January 2020	866
Depreciation charge for the year	902
At 31 December 2020	1,768
Net book value at 31 December 2020	**1,777**
Net book value at 31 December 2019	2,659

11. DEBTORS

	Group 2020	BII UK 2020	Group 2019	BII UK 2019
	£	£	£	£
Gift Aid	9,360	9,360	4,916	4,916
Sundry Debtors and Prepayments	33,574	25,153	60,367	47,807
Total	42,934	34,513	65,283	52,723

12. CREDITORS (Amount falling due within one year)

	Group 2020	BII UK 2020	Group 2019	BII UK 2019 (as restated)
	£	£	£	£
Accrued charges – UK audit	13,200	13,200	7,800	7,800
Sundry accruals	42,398	12,619	65,439	27,096
Deferred income	81,447	-	43,133	-
Total	137,045	25,819	116,372	34,896

Analysis of movements in deferred income (Group)

Balance at 1 January 2020	43,133
Released in the year	(43,133)
Income deferred	81,447
Balance at 31 December 2020	81,477

The above all relates to Irish Aid income. £81,477 has been deferred at the year end as the trustees do not consider the income recognition criteria under FRS 102 to have been met at this date.

13. COMMITMENTS UNDER OPERATING LEASES

At 31st December 2020 the charity had commitments of £16,427 (2019: £28,212) related to non-cancellable operating leases . This concerns a lease on Shrewsbury office premises entered into by BII UK. Of this £11,992 (2019: £11,674) relates to a period of less than one year and £4,435 (2019: £16,538) relates to a period of one to five years.

14. ANALYSIS OF RESTRICTED FUNDS

	Balance 1.1.2020 £	Income £	Expenditure £	Transfers from Restricted £	Transfers from Unrestricted £	Balance 31.12.2020 £	Cumulative Capital Purchases £
Training to Work							
Training to Work including Centre for Excellence	552,370	170,120	(300,577)	-	194,500	616,413	498,573
Community Building with Training and Support Activities							
Mukuyo Community School (2019)	27,329	-	(18,906)	-	-	8,423	-
Naluyanda Community School (2019)	39,318	17,079	(15,675)	-	-	40,722	-
Light of Hope Community School (2020)	24,308	81,400	(86,445)	-	-	19,263	-
Libuyu Maternity Unit (2020/2021)	(5,505)	70,895	(16,480)	-	-	48,910	-
Other Community Projects (Zambia)	98,653	26,669	(65,937)	(30,513)	-	28,872	-
Other Projects							
Advocacy	-	70,000	(19,042)	-	-	50,958	-
Safe Hands programme	-	41,017	(43,337)	30,513	10,000	38,193	-
Programme Support & Development Costs	-	8,757	(113,244)	-	104,487	-	-
Total	736,473	485,937	(679,643)	-	308,987	851,754	498,573

Funding is for individual projects and collectively for projects of a similar nature.

Community building projects include our training programme and constructing buildings for long-term local use.

The Naluyanda closing balance was overstated by £30,871 in the 2019 accounts, and Other Community Projects was understated by the same amount due an analytical error between these two balances.

* Training to work including the Centre for Excellence - the balance shown of £616,417 does not take into account capital expenditure incurred constructing the Centre for Excellence of £498,573 - this amount is on the Balance Sheet. Therefore, £117,844 remains available to spend on future activity.

Libuyu Maternity Unit – design costs were incurred in 2019; project income will be received in 2020.

Funds Transfers:
1. Programme support and development costs: As in previous years a transfer from unrestricted funds is necessary to cover a deficit where expenditure exceeds income.
2. Safe Hands: £10,000 of a corporate donation to support the work of Build It during the COVID-19 pandemic is being utilised to support our programme of hand wash stations and PPE and other practical support to community schools in Zambia.
3. Training to work including the Centre for Excellence: We are pleased that our donors have shown such support for Build It during a year of COVID-19: Some who usually give restricted donations have made these unrestricted this year. A transfer from unrestricted is necessary to support the activities of training and building at the Centre for Excellence.
4. £30,513 was transferred from restricted projects funds to our Safe Hands Programme

NOTES TO THE FINANCIAL STATEMENTS

14. ANALYSIS OF RESTRICTED FUNDS GROUP (continued)

	Balance 1.1.2019 £	Income £	Expenditure £	Transfers from Restricted £	Transfers from Unrestricted £	Balance 31.12.2019 £	Cumulative Capital Purchases £
Training to Work							
Training to Work including Centre for Excellence	489,175	432,717	369,522	-	-	552,370	430,153
Community Building with Training and Support Activities							
Kamila Community School (2018)	3,081	49,291	41,974	-	-	10,398	-
Mukuyo Community School (2019)	-	160,984	133,655	-	-	27,329	-
Naluyanda Community School (2019)	-	162,782	123,464	-	-	70,189	-
Light of Hope Community School (2020)	-	27,715	3,407	-	-	24,308	-
Libuyu Maternity Unit (2020/2021)	-	-	5,505	-	-	(5,505)	-
Other Community Projects (Zambia)	56,587	125,026	93,358	-	-	57,384	-
Other Projects							
Programme Support & Development Costs	-	2,015	127,673	-	125,658	-	-
Total	543,843	960,530	898,558	-	125,658	736,473	430,153

15. ANALYSIS OF RESTRICTED FUNDS PARENT COMPANY

Movement in funds – parent charity

	Balance 1.1.2020 £	Income	Expenditure £	Transfers from unrestricted £	Balance 31.12.20 £
Restricted funds	316,667	315,776	(617,503)	308,987	323,927
Unrestricted funds	486,824	654,921	(273,470)	(308,987)	559,288
Total	803,491	970,697	(890,973)	-	883,215

	Balance 1.1.2019 £	Income	Expenditure £	Transfers from unrestricted £	Balance 31.12.19 £
Restricted funds	167,621	867,681	(844,293)	125,658	316,667
Unrestricted funds	485,921	418,472	(291,911)	(125,658)	486,824
Total	653,542	1,286,153	(1,136,204)	-	803,491

Note on restricted funds

Individual projects are extensively monitored by management and on a regular basis by the trustees at their quarterly meetings. An analysis in these accounts of those projects and the restricted funds attributable to them has been provided at the consolidated group level (see above and below) but not at the UK charity level. It has been decided by the trustees that given the current difficult pandemic conditions, the effort needed this year to provide such UK-only analysis (together with the prior year comparatives), was disproportionately large compared to the benefit that would be derived from such analysis by the readers of these accounts.

NOTES TO THE FINANCIAL STATEMENTS

16. ANALYSIS OF FUNDS

Group	Unrestricted Fund £	Restricted Fund £	2020 Total Funds £
Fixed Assets	25,528	498,573	524,101
Current Assets	559,580	464,405	1,023,985
Current Liabilities	(25,820)	(111,224)	(137,044)
Total	559,288	851,754	1,411,042

Group	Unrestricted Fund £	Restricted Fund £	2019 Total Funds £
Fixed Assets	44,415	430,153	474,568
Current Assets	477,305	387,796	865,101
Current Liabilities	(34,896)	(81,476)	(116,372)
Total	486,824	736,473	1,223,297

The Restricted Funds balance of £851,754 includes fixed assets expenditure £498,573 already incurred in constructing our Centre for Excellence of. Therefore, £353,182 of restricted funds remain available to spend on future activity.

17. TAXATION

Build it International is a registered charity and therefore, is not liable to income tax or corporation tax on income or gains derived from its charitable activities, as they fall within the various exemptions available to registered charities.

18. GRANTS

During 2020 the charity made two grants totalling £2,400 (2019: £10,605). One grant was made to support improved facilities at a community school where Build It has constructed school buildings, and is to facilitate greater improvements in community and educational attainment. The other small grant was to St Francis Hospital towards the construction of an oxygen tank facility in anticipation of their COVID-19 response.

All other projects are directly managed by Build It International.

NOTES TO THE FINANCIAL STATEMENTS

19 PRIOR YEAR STATEMENT OF FINANCIAL ACTIVITIES

	Notes	Unrestricted Funds	Restricted Income Funds	2019 Total
		£	£	£
INCOME FROM:				
Donations	3	402,046	960,150	1,362,196
Other Trading Activities	3	13,176	-	13,176
Investment income – interest receivable		3,250	380	3,630
Profit on sale of assets		-	-	-
Total		418,472	960,530	1,379,002
EXPENDITURE ON:				
Raising funds		211,432	46,004	257,436
Charitable activities – programme activities in Zambia		80,479	852,554	933,033
Total	8	291,911	898,558	1,190,469
NET INCOME/(EXPENDITURE) FOR THE YEAR BEFORE TRANSFERS	4	126,561	61,972	188,533
Transfers between funds	14	(125,658)	125,658	-
NET MOVEMENTS IN FUNDS	4	903	187,630	188,533
RECONCILIATION OF FUNDS:				
Total funds brought forward at 1 January 2019		485,921	548,843	1,034,764
Total funds carried forward at 31 December 2019	15	486,824	736,473	1,223,297

20. DETAILS OF SUBSIDIARY UNDERTAKINGS

Build it International operates in Zambia through Bill Zambia Limited (a Company Limited by Guarantee), registered in Zambia as company number 120150137444.

Control is exercised through a Memorandum of Understanding between the two Boards. The BII Chair and CEO are both members of the Bill Zambia Ltd Board of Trustees. There is a single senior management team that includes both UK and Zambia staff members. Cash is transferred from the UK to Zambia on an 'as necessary' basis.

The aggregate amount of assets, liabilities and funds at 31 December 2020 for BII Zambia Limited was ZMW 10,387,607 (2019: ZMW 6,805,862). In the twelve months ending 31 December 2020 it had an income of ZMW 14,702,509 (2019: ZMW 11,039,173; expenditure of ZMW 12,413,372 (2019: ZMW 11,758,820); and a surplus of ZMW 2,289,137 (2019: deficit of ZMW deficit 719,647). Direct Income for BII Zambia Limited included grants from institutional donors, gifts in kind, local cash contributions to projects and bank deposit interest.

21. POST-BALANCE SHEET EVENTS

Since the year end, the COVID-19 pandemic has continued to impact Build It International's activities in both Zambia, where in February the government temporarily closed schools and training courses for the second time during the pandemic (since reopened), and in the UK, where office staff are still mostly working from home. Problems arising from the pandemic appear to be alleviating, both in the UK as a result of lockdown and the vaccination programme; and in Zambia, where the virus appears not to have taken hold to quite the extent originally expected, even with the spread from South Africa of a more infectious strain.

The numerous impacts on Build It are covered in the Trustees' Report. The pandemic is expected to continue to put both income and expenditure under pressure during 2021. However, the Trustees are confident that the charity is taking sufficient action to conserve resources, that it will continue as a going concern and that it will be ready to resume full operations once conditions permit.

22. RESTATEMENT OF PRIOR YEAR FIGURES

The accounts have been restated to correct the impact of an accounting error in presenting the parent charitable company's deferred income at 31 December 2019. The change has resulted in an increase to the parent charitable company's surplus for the year ended 31 December 2019 of £40,133, and a reduction of the parent company's deferred income at 31 December 2019 of the same amount. There was no impact on the group balance sheet at 31 December 2019 or the result presented in the Consolidated Statement of Financial Activities for the year ended 31 December 2019.