

# BUILDING BRIGHTER FUTURES



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

**Build it**  
INTERNATIONAL





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!



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# 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



# 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.



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

## 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.

## 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).



## 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.



# 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 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.

- 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.

“

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





**DID YOU KNOW...?**

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

# 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.

## 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.



# 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 cramped 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



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.



**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.**



## 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
- Delivery room with two beds
- Three-bed antenatal ward
- Reception and office ward
- Three-bed post-natal ward
- 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 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.

### 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.



# 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

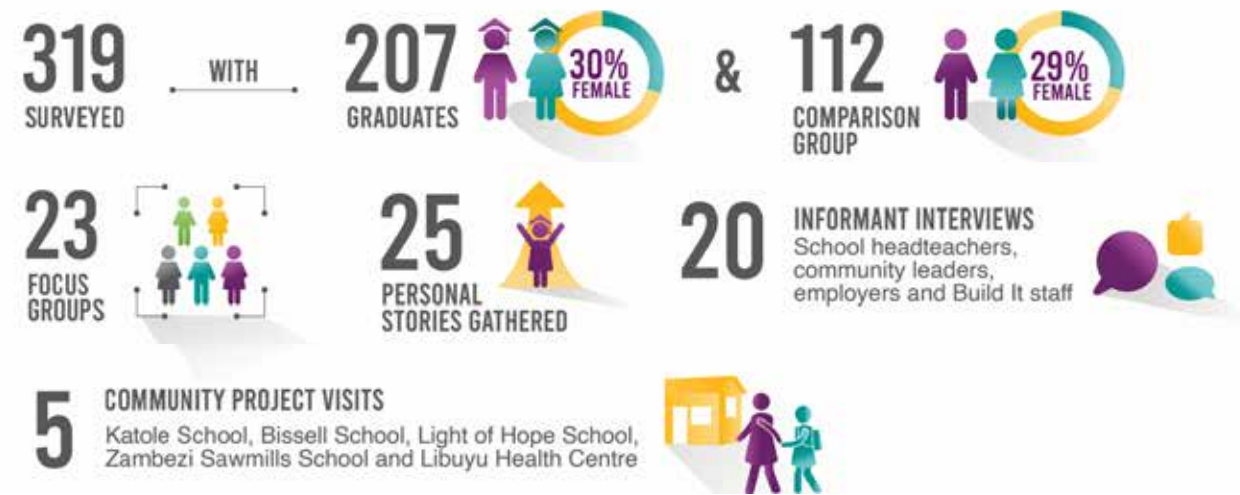


# IMPACT STUDY

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:



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



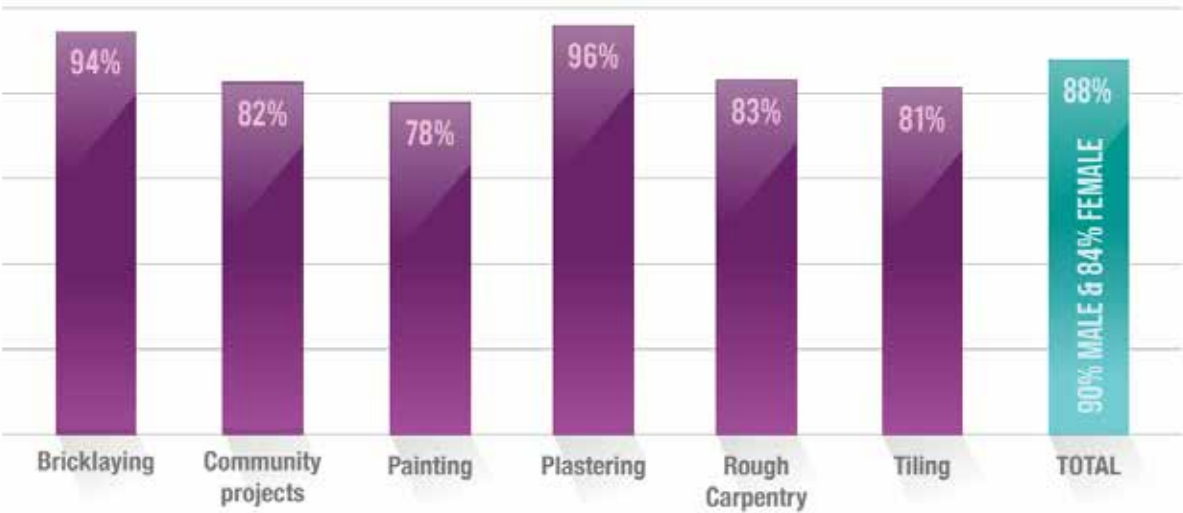
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The newfound skills allowed me to earn a living as a skilled construction worker and provide for my family.

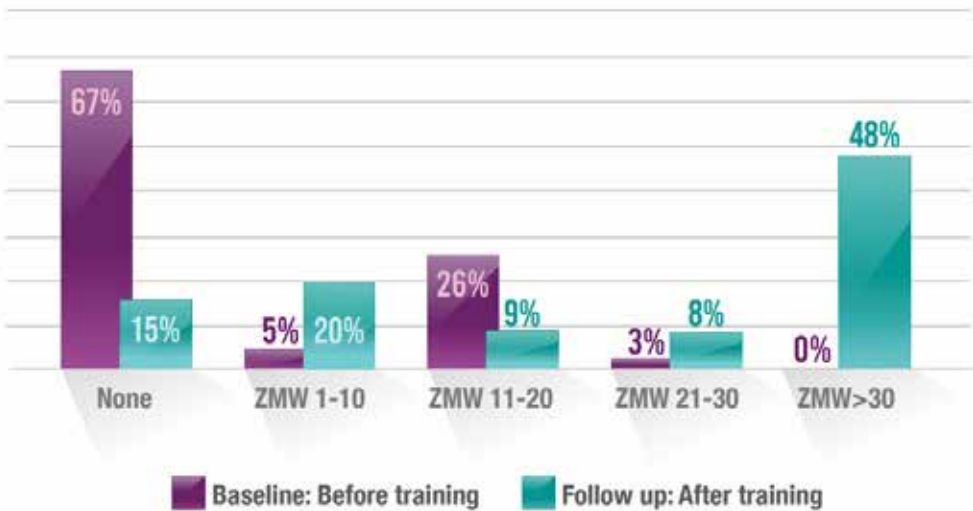
It's not just the acquisition of skills; it's the empowerment to build a future, sustain a family, and create opportunities that once seemed impossible.

**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.



# 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.





# FUNDRAISING, ADVOCACY & PARTNERSHIPS

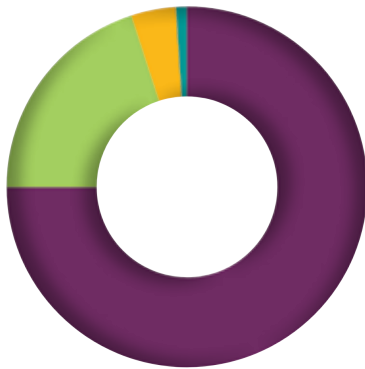


## INCOME OVERVIEW

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:



- TRUSTS AND FOUNDATIONS
- INDIVIDUALS
- FUNDRAISING EVENTS
- INVESTMENTS AND OTHER INCOME

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



# 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.**





# 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.



## 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.





# 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 £	Unrestricted 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).



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.



# 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*  
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FLORENCE BEARMAN  
CHAIR

DocuSigned by:  
*Nasir Ali*  
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NASIR ALI  
TREASURER





# 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.



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:

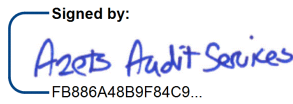
- enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- reviewing minutes of meetings of those charged with governance;
- assessing the extent of compliance with the laws and regulations considered to 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:  
  
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Paul Creasey FCA  
Senior Statutory Auditor  
For and on behalf of Azets Audit Services  
Statutory Auditor and Chartered Accountants  
Egham

Date: 16th September 2024



# 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:  
  
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FLORENCE BEARMAN  
CHAIR OF TRUSTEES

DocuSigned by:  
  
595D25145BDE456...

NASIR ALI  
TREASURER

Company registration no. 5495358 / Charity registration no. 1115989



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.



**(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.



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	Month	Rate
Jan 2023	23.489014	Jul 2023	23.782166
Feb 2023	23.853288	Aug 2023	25.566798
Mar 2023	26.345484	Sep 2023	25.577234
Apr 2023	22.349477	Oct 2023	26.752319
May 2023	24.046640	Nov 2023	29.968262
Jun 2023	21.975197	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



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

	2023 £	2022 £
Net movement in funds is stated after charging:		
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



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.



15A. FIXED ASSETS - GROUP

	Group	Group	Group	Group
	Land & Buildings	Office equipment	Motor Vehicles	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.



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.
	£	£	£	£	£	£	£
<b>Training into Work</b>							
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	
<b>Community Buildings with Training &amp; Support Activities</b>							
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	
<b>Other Projects</b>							
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	
<b>Programme Support &amp; Development Costs</b>							
		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 unrestricted 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.
	£	£	£	£	£	£	£
<b>Training into Work</b>							
Training to Work including Centre for Excellence	747,005	(27,720)	109,728	(298,739)	3,835	534,109	567,797
<b>Community Buildings with Training &amp; Support Activities</b>							
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	
<b>Other Projects</b>							
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	
<b>Programme Support &amp; Development Costs</b>							
			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.



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.



# 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  
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**AUDITORS** Azets Audit Services  
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Egham  
Surrey  
TW20 9HY

**BANKERS** Barclays Bank plc.  
Business Banking  
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Shropshire  
SY1 2WQ

**WEBSITE** [www.builditinternational.org](http://www.builditinternational.org)





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

BII Zambia Limited, Zambia Companies  
Registration No. 120150137444