

**IM01 Limited
(trading as Inter Mediate)**

**Annual Report and
Financial Statements**

31 March 2025

Company Limited by Guarantee
Registration Number
07583904 (England and Wales)

Charity Registration Number
1143848 (England and Wales)

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Reference and administrative information

Trustees	David Anderson (Chairman) Valerie Amos Mark Carleton-Smith Simon Clark Gilles de Kerchove David Matthews Karyl Nairn Louise Richardson
Chief Executive	Jonathan Powell resigned 2 nd December 2024 Claire Hajaj appointed 2 nd December 2024
Charity registration number	1143848 (England and Wales)
Company registration number	07583904
Registered Address	3 Dean Trench Street London SW1P 3HB
Independent Auditor	Buzzacott Audit LLP 130 Wood Street London EC2V 6DL
Banker	Coutts & Co 440 Strand London WC2R 0QS

The Trustees present their report and the independently audited financial statements of IM01 Limited (operating as "Inter Mediate" or "IM") for the year ended 31 March 2025. These have been prepared in accordance with the accounting policies set out on pages 17 to 20 and comply with the charitable company's memorandum and articles of association, applicable laws and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102).

The report has been prepared in accordance with Part 8 of the Charities Act 2011 and also constitutes a Directors' report as required by section 418 of the Companies Act 2006.

Structure, governance and management

Inter Mediate is registered with Companies House (on 30 March 2011) and the Charity Commission (on 19 September 2011). The constitution of Inter Mediate is filed with Companies House and provides inter alia for the appointment and removal of the Trustees who constitute directors of the charity for the purposes of the Companies Act 2006.

The charity is a company limited by guarantee governed by a Board comprised of its Trustees that may consist of between 3-8 members. There are currently eight Trustees. The chairman is elected from the Board of Trustees. Inter alia the Trustees set the policy and strategy of the charity and review its progress. They hold at least two meetings per year, and additional meetings can be arranged as required.

The composition of the Board of Trustees, both in regard to numbers and the mix of skills and experience, is kept under review. When circumstances justify or vacancies arise, individuals with appropriate qualifications are invited to become trustees and are elected by existing trustees or otherwise as the constitution provides. All trustees are unpaid.

The Inter Mediate Board has two committees with delegated responsibility for oversight of key areas of Inter Mediate's work. The Finance & Audit (F&A) committee met in July 2024 and March 2025. The Chair of the F&A meets quarterly with IM's management team to review the management accounts, budgets and cashflow. A Risk & Crisis Management (RCM) Committee meets to consider IM's risks, security and mitigation strategies. The RCM met in May 2024, October 2024, and January 2025. Both Committees report to the full Board, which met in July 2024 and March 2025.

Inter Mediate has in place a set of principles which are applied for identifying transactions and decisions in which individuals may have a personal interest, and a process for managing potential conflicts of interest. These principles apply to individuals at all levels in the decision-making process, including trustees, employees and external advisors.

Day-to-day management of Inter Mediate is delegated to the Executive Director, who works with her staff and external specialists and mediators.

The Trustees who served throughout the year and up to the date of approval of this report and financial statements were:

David Anderson
Valerie Amos
Mark Carleton-Smith
Simon Clark

Structure, governance and management (continued)

Gilles de Kerchove
David Matthews
Karyl Nairn
Louise Richardson

In line with recommendations of best practice, Inter Mediate's board continues to conduct itself according to a Terms of Reference covering all items from the Charity Governance code relevant to Inter Mediate.

Key management personnel

The Trustees consider that they, together with the Executive Director and senior management team, comprise the key management of the charity in charge of directing and controlling, running and operating the charity on a day-to-day basis.

The remuneration of key management personnel is set and approved by the Trustees. Remuneration is set in the context of market rates and industry benchmarks and is reviewed annually by senior management. A thorough benchmarking exercise was conducted in late 2024 for the 2025/2026 financial year.

Risk Management

The Trustees have assessed the major risks to which the charity is exposed, in particular those relating to the specific operational areas of the charity, and its donations and finances.

The key areas of risk are: 1) risk to personnel undertaking work in the field; 2) risk of IT security breaches from cyber-attacks, surveillance or phishing, 3) risks to internal stability and planning arising from a restricted portfolio of funding sources or restrictions on project delivery; 4) risk to security, reputation and freedom of action from adverse publicity and 5) risk from new legislation or political shifts to our freedom of action and institutional relationships.

These risks were reviewed throughout the year, including a comprehensive review of the IM Risk Register.

The first area of risk is mitigated by rigorous security and risk assessment undertaken around staff travel. The charity has developed access to reliable and real-time security intelligence from multiple sources. Detailed risk assessment procedures are followed and authorisation to travel must be secured from senior management post review. If required, senior management seeks input from the Board. Staff are well prepared ahead of travel and follow communication protocols during trips. IM provides all project staff with hostile environment training from qualified experts. Inter Mediate is also sourcing external provision for staff to monitor their mental wellbeing and resilience, both of which are important for travel security and staff safety more generally.

The second area of risk is mitigated by continuous upgrading of our IT hardware and software, installation of VPNs and training for staff on cyber security awareness. Inter Mediate has an ongoing dialogue with the National Cyber Security Centre on our risk exposure from evolving cyber-attack tactics and state-sponsored surveillance capabilities and regularly reviews the effectiveness of its IT security arrangements.

The third area of risk is mitigated by strong financial controls in place, from planning to review procedures. The Board consider a financial report at every meeting and are consulted outside meetings where necessary. A full budget for the year is agreed by the Board with particular attention paid to spread of funders and new donor relationship development. The charity's pricing model (instituted over the last ten years and designed to recover the majority of institutional costs through restricted project fundraising) has proved a largely successful approach within a wider fundraising strategy, and positions the charity with appropriate resources to be able to respond to opportunities as they arise, or mitigate the impact of *force majeure* events impacting project spend patterns. IM continues to engage closely with peers and donors on project delivery and financing in the context of major developments in the peace and security field. We have also successfully implemented a strategy to raise unrestricted resources from foundations and private philanthropists, which has helped us stabilise and diversify our funding base.

The fourth area of risk relates to our ability to operate discretely, which is necessary to undertake the key work with interlocutors who are engaging with the concept of negotiations, but are not in a position to do so publicly. We manage this by refusing the majority of requests for interviews, not commenting on our involvement in a particular context publicly and actively seeking to manage the exposure of our staff when travelling to project countries.

The final area of risk is managed by maintaining a clear picture of our exposure to interpretations of new legislation via high quality legal advice. This enables us to adjust our operating practices to ensure compliance with both territorial and extra-territorial applications of new laws. We also maintain close and impartial relationships with high level political interlocutors in key governments, and we consult with other organisations operating in the peace-making and conflict resolution field to horizon scan for new developments, and widen the pool of insight and experience available to help plan common mitigation strategies.

The Board is assisted by the Risk & Crisis Management Committee. The purpose of the committee is to dedicate board level expertise, resource and support to the senior staff team on risk issues. The committee undertakes a regular review of the risk register, considers overall security and risk procedures and is available during crisis management as necessary.

Public benefit

The Trustees consider that they have complied with section 4 of the Charities Act 2011 with regard to the guidance on public benefit published by the Charity Commission. The paragraphs below demonstrate the public benefit arising through the charity's activities, namely to create the conditions for the lasting resolution of violent conflict, the advancement of conflict resolution and reconciliation through dialogue and mediation.

As a neutral and non-partisan organisation the charity's objective is to help create the conditions for the lasting resolution of violent conflict, the advancement of conflict resolution and reconciliation through dialogue and mediation.

The four main strategic objectives are to:

- ◆ build trust between parties to a conflict by helping build the relationships that will underpin a channel of communication between the sides;

Objectives and Activities (continued)

- ♦ open sustainable and effective channels of communication between parties by acting as a mediator or intermediary or advisor to the relevant parties;
- ♦ prepare parties for effective participation in negotiations through promoting best practice, training and sharing lessons learned; and
- ♦ initiate effective negotiations between parties by engaging in sustained, low-profile, in-country engagement to support the emergence of lasting peace settlements.

To this end Inter Mediate has carried out the activities described below:

Achievements, performance and future plans

In 2024-25, Inter Mediate maintained a steady portfolio of work, to deepen our relationships with existing interlocutors and respond to urgent requests for peace strategy and mediation support. We continue to work proactively to connect with NGO and Government actors around the world. This enables us to enhance our work and increase awareness of our provision within circles most likely to wish to access it.

Projects and partnerships

During the course of the year, Inter Mediate ran eleven funded projects in the Americas, Africa, the Middle East, Europe, and Asia. Most of these will continue into next year. Inter Mediate staff provided strategic guidance, negotiation training and technical assistance to governments and opposition groups. Working with a diverse and growing network of negotiation, conflict resolution and country specialists, Inter Mediate effectively leveraged the experience of its staff to maximise our reach and impact. Inter Mediate has also maintained very high standards of discretion and confidentiality. Appropriate information management and the protection of politically sensitive discussions are at the core of the organisation's ability to operate effectively.

Inter Mediate provided emergency support in response to new and emerging conflicts over the period, to support conflict actors and concerned international stakeholders to de-escalate and mitigate the worst impact of sudden crises in the Middle East, Asia, Africa and Latin America.

Inter Mediate has also entered into new partnerships and memoranda of understanding with peer organisations and to support other actors, including governments from the Global South and regional institutions, to improve their own mediation efforts based on lessons learned and best practice from prior negotiations.

Inter Mediate continues to devote energies and resources to scope whether its support could help reduce violence and advance peace efforts in new conflict settings. This due diligence activity, which is critical to establishing relationships and identifying opportunities for engagement, underpins the organisation's ability to then raise government funding for longer-term projects. Inter Mediate was approached with four active new project possibilities over the year.

As before, Inter Mediate will continue to pursue its objectives around the world. We will also explore additional opportunities to engage in existing and new regions particularly in situations where no dialogue between the sides exists or where Inter Mediate's expertise can add significant value to current efforts.

Achievements, performance and future plans (continued)

In 2024-25, Inter Mediate continued to play a central role to help foster coordination and best practice in the field. This includes ongoing collaboration within a group of peer organisations and peace donors to discuss how peace delivery and peace financing could be protected in a world where geopolitics are increasingly polarised and peace initiatives are being de-prioritised in favour of deterrence and hard security spending. Inter Mediate is a central part of a long-term cooperative exercise between donors and peer organisations to collect evidence of the impact of our work and construct it into a strong political case for continuing to finance independent peace-making organisations.

Throughout 2024-25, Inter Mediate continued to expand and develop its new peace making initiatives in line with priorities set during its June 2022 strategy review, deepening projects and dialogue channels to reduce the risk of nuclear escalation or accident in Europe and Asia, pioneering new and less damaging approaches to conflicts with non-State armed actors and recommending additional future peace leaders from the Global South as inaugural Peace Fellows in partnership with Yale University's Jackson Institute for Global Affairs. Inter Mediate continues to work with academic institutions in Europe and the United States to strategies to capture peace-making lessons from the Good Friday Agreement onwards in a form best able to help other leaders suffering from peace dilemmas.

Donors and fundraising

Inter Mediate's project funding base remained consistent with previous years, with greater commitment from the FCDO through a new partnership agreement with the Office of Conflict and Stabilisation.

The Board remains focused on maintaining a strong balance sheet, and so the charity continued to engage private donors and foundations with a view to raising more unrestricted funds to fill a deficit caused by the ongoing contraction of public financing for the field. Inter Mediate's donor proposition is designed specifically to encourage the private sector and private foundations to engage in and support peace-making. By the end of this financial year, Inter Mediate had once again surpassed its annual fundraising goal. Inter Mediate continues to benefit from multi-year funding partnerships with private investors and foundations, and is working on plans to extend these for future financial years. A Forward Project Investment Fund has been designated to invest unrestricted funds in institutional capacities, delivery and project development.

The charity does not actively solicit donations from the general public and therefore is not registered with the Fundraising Regulator and does not subscribe to any fundraising codes of practice or engage with third party fundraising organisations. When donations from individuals are received, their privacy and any personal data are respected. The charity has received no complaints about fundraising activities during the year.

Staff matters and Operations

In late 2024, Inter Mediate's CEO (Jonathan Powell) accepted a senior government post as National Security Adviser. He was succeeded in a smooth transition by Claire Hajaj as Executive Director, an appointment welcomed by IM funders and interlocutors. The charity also recruited former British Ambassador Mockbul Ali as Senior Adviser, to join and strengthen the the senior management team. Further restructuring took place as the charity increased capacities across the Project and Operations teams to better support the projects, accommodate increased workload, and protect our ability to deliver accountably, effectively

Achievements, performance and future plans (continued)

and to the highest quality standards. Notwithstanding, this increased capacity, our total staff numbers remained around 13.

Future plans

As in previous years, Inter Mediate will continue to research, evaluate and respond to conflict situations around the world, identifying situations in which the charity can play a useful role. We will continue to manage organisational growth, while also developing the structure and capacity needed for increased impact.

Financial review

The charity is entirely dependent on grant and private donation funding.

During 2024-25, Inter Mediate received a total income of £2,574,000 (2023-24 - £2,960,441) comprising unrestricted private donations of £879,568 (2023-24 - £1,176,787), grants funding of £1,622,352 (2023-24 - £1,783,654) which was restricted to specific purposes and subject to donor imposed conditions and investment income of £72,080 (2023-24 - £28,179). Details of these restricted funds can be found in Note 13 to the financial statements.

During the year, £1,622,352 (2023-24 - £1,835,540) was spent on restricted projects across Africa, Asia, the Middle East, the Americas and on other multi-region and thematic work, with a further £284,106 (2023-24 - £139,336) spent on unrestricted charitable activities. In addition, the charity spent £30,826 (2023-24 - £12,285) on fundraising.

The result for the year was a surplus of £570,428 (2023-24 - surplus of £973,280).

Total funds of the charity at 31 March 2025 were £2,216,765 (2023-24 - £1,646,336), all of which were unrestricted. These funds are represented by tangible fixed assets with a net book value of £21,480 (2023-24 - £21,021) and net current assets of £2,195,285 (2023-24 - £1,625,315).

The Trustees strive to encourage the company's efficient running, to remain confident of meeting its forward commitments, and to provide assurance to its staff, partners and beneficiaries about its stability in the event of any significant delay in receipt of, reduction in, or cancellation of grant income.

As a result, the Trustees have concluded that the company should maintain a reserve with the objective that it has sufficient unrestricted funds to enable it to meet its anticipated operating costs for at least the following four months. The minimum level of free reserves required for this purpose was set at £480,000 for the 2023-24 and 2024-25 financial year.

IM re-examined its reserves policy within the 2024-25 financial year in light of rising costs of doing business and the need to explore new areas for potential project growth and development. As an outcome of this review, IM has determined that in addition to four months' running costs it will also seek to build and maintain reserves of unrestricted donations to fund future years' core costs not covered by project specific grants.

Financial review (continued)

Moreover, it would aim to raise these funds on a cyclical basis. Each cycle should aim to raise forward funding representing the potential for five years of annual investment of up to £350,000 unrestricted funds in IM operations (up to £1.75m in total). This unrestricted core funding provides capacity for developing new programmes, additional flexibility in situations where donors pay in arrears, continuity between government funding cycles and confidence during the climate of uncertainty and financial turbulence that has persisted in recent years.

The unrestricted fund of £2,216,765 (2023-24 - £1,646,336) is represented by four months' operating costs of £541,000 and designated reserves representing the Forward Project Investment Fund of £1,675,744 (2023-24 - £1,145,313).

Reserves are held as cash at bank so that they are available for use to meet the charity's obligations and commitments, should the necessity arise.

The Trustees have concluded that there are no material uncertainties related to events or conditions that may cast significant doubt on the ability of the Charity to continue as a going concern. The Trustees are of the opinion that the Charity will have sufficient resources to meet its liabilities as they fall due for at least the period of 12 months from the date of these accounts.

Statement of Trustees' responsibilities

The Trustees (who are also directors of Inter Mediate for the purposes of company law) are responsible for preparing the Trustees' report and 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 income and expenditure of the charitable company for that period. 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 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 Statement of Recommended Practice (Accounting and Reporting by Charities) (the Charities' SORP);
- ◆ make judgements and estimates that are reasonable and prudent;
- ◆ state whether applicable United Kingdom Accounting Standards have been followed, subject to any material departures disclosed and explained in the accounts; and
- ◆ prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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. The Trustees are responsible for the maintenance and integrity of the corporate and financial information included on the company's website. It is important to bear in mind that legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Each of the Trustees confirms that:

- ◆ so far as the Trustee is aware, there is no relevant audit information of which the charitable company's auditor is unaware; and
- ◆ the Trustee has taken all the steps that he/she ought to have taken as a Trustee in order to make himself/herself aware of any relevant audit information and to establish that the charitable company's auditor is aware of that information.

This confirmation is given and should be interpreted in accordance with the provisions of section 418 of the Companies Act 2006.

In preparing the Trustees' report advantage has been taken of the small companies' regime. This report was approved by the Board of Trustees on and signed on their behalf by:



Chairman

David Anderson
30 July 2025

Independent auditor's report to the members of IM01 Limited (trading as Inter Mediate)

Opinion

We have audited the financial statements of Inter Mediate (the 'charitable company') for the year ended 31 March 2025, which comprise the statement of financial activities, the balance sheet, the statement of cash flows, the principal accounting policies and the notes to the financial statements. 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 March 2025 and of 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's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

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

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

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

Other information

The other information comprises the information included in the Trustees report and financial statements, other than the financial statements and our auditor's report thereon. The Trustees are responsible for the other information contained within the annual report and financial statements. 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.

Other information (continued)

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 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 is also the directors' report 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 Trustees' report which is also the directors' report for the purposes of company law, 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 charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the Trustees' 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; or
- ◆ the 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

As explained more fully in the Trustees' responsibilities statement, 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.

Responsibilities of Trustees (continued)

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

Auditor's responsibilities for the audit of the financial statements

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.

Our approach to identifying and assessing the risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, was as follows:

- ◆ the engagement partner ensured that the engagement team collectively had the appropriate competence, capabilities and skills to identify or recognise non-compliance with applicable laws and regulations;
- ◆ we obtained an understanding of the legal and regulatory frameworks that are applicable to the charitable company and determined that the most significant frameworks which are directly relevant to specific assertions in the financial statements are those that relate to the reporting framework (Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Companies Act 2006), those that relate to data protection (General Data Protection Regulation), overseas and international law.
- ◆ We understood how the charity is complying with those legal and regulatory frameworks by making enquiries of management and those responsible for legal and compliance procedures.
- ◆ identified laws and regulations were also communicated within the audit team and the team remained alert to instances of non-compliance throughout the audit.

We assessed the susceptibility of the charitable company's financial statements to material misstatement, including obtaining an understanding of how fraud might occur, by:

- ◆ making enquiries of management as to their knowledge of actual, suspected and alleged fraud; and

Auditor's responsibilities for the audit of the financial statements (continued)

- ◆ considering the internal controls in place to mitigate risks of fraud and non-compliance with laws and regulations.

To address the risk of fraud through management bias and override of controls, we:

- ◆ performed analytical procedures to identify any unusual or unexpected relationships;
- ◆ tested journal entries to identify unusual transactions;
- ◆ assessed whether judgements and assumptions made in determining the accounting estimates were indicative of potential bias;
- ◆ tested authorisation controls on a sample of expenditure items, to check that expenditure was approved in line with the charitable company's financial procedures;
- ◆ agreed financial statement disclosures to underlying supporting documentation;
- ◆ read the minutes of meetings of those charged with governance; and
- ◆ enquired of management as to actual and potential litigation and claims.

There are inherent limitations in our audit procedures described above. The more removed that laws and regulations are from financial transactions, the less likely it is that we would become aware of non-compliance. Auditing standards also limit the audit procedures required to identify non-compliance with laws and regulations to enquiry of the Trustees and other management and the inspection of regulatory and legal correspondence, if any.

Material misstatements that arise due to fraud can be harder to detect than those that arise from error as they may involve deliberate concealment or collusion.

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

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. 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.



Edward Finch (Senior Statutory Auditor)
For and on behalf of Buzzacott Audit LLP, Statutory Auditor
130 Wood Street
London
EC2V 6DL

29 August 2025

Statement of financial activities for the year to 31 March 2025
(including Income and Expenditure Account)

	Notes	Un- restricted funds £	Restricted funds £	Total funds 2025 £	Un- restricted funds £	Restricted funds £	Total funds 2024 £
Income from:							
Donations	1	679,568	—	679,568	857,703	—	857,703
Charitable activities	2	200,000	1,622,352	1,822,352	290,905	1,783,654	2,074,559
Investments	3	72,080	—	72,080	28,179	—	28,179
Total income		951,648	1,622,352	2,574,000	1,176,787	1,783,654	2,960,441
Expenditure on:							
Raising funds	4	30,758	—	30,758	12,285	—	12,285
Charitable activities	5	284,174	1,688,639	1,972,813	139,336	1,835,540	1,974,876
Total expenditure		314,932	1,688,639	2,003,571	151,621	1,835,540	1,987,161
Net income (expenditure)		636,716	(66,287)	570,429	1,025,166	(51,886)	973,280
Transfers		(66,287)	66,287	—	(1,825)	1,825	—
Net movement in funds		570,429	—	570,429	1,023,341	(50,061)	973,280
Reconciliation of funds:							
Fund balances brought forward at 1 April 2024		1,646,336	—	1,646,336	622,995	50,061	673,056
Fund balances carried forward at 31 March 2025		2,216,765	—	2,216,765	1,646,336	—	1,646,336

All of the charity's activities derived from continuing operations during the above financial periods.

The notes to the financial statements on pages 21 to 28 form part of these financial statements.

Balance sheet at 31 March 2025

	Notes	2025 £	2025 £	2024 £	2024 £
Fixed assets					
Tangible fixed assets	8		<u>21,480</u>		<u>21,021</u>
Current assets					
Debtors due within one year	9	404,215		353,451	
Short term deposits		1,000,000		—	
Cash at bank and in hand		<u>1,302,210</u>		<u>1,843,225</u>	
		2,706,425		2,196,676	
Current liabilities					
Creditors: amounts falling due within one year	10	<u>(511,140)</u>		<u>(571,361)</u>	
Net current assets			<u>2,195,285</u>		<u>1,625,315</u>
Net assets	11		<u>2,216,765</u>		<u>1,646,336</u>
Funds					
Unrestricted funds					
. General fund			541,021		501,023
. Designated funds			1,675,744		1,145,313
Restricted funds			—		—
Total funds	12		<u>2,216,765</u>		<u>1,646,336</u>

Approved by the Board of Trustees of IM01 Limited, Company Registration Number 07583904 (England and Wales) and signed on their behalf by:



David Anderson

Chairman

Approved on: 30 July 2025

Statement of cash flows Year to 31 March 2025

	2025 £	2025 £	2024 £	2024 £
Cash flow from operating activities				
Net income	570,428		973,280	
Adjustments for:				
. Depreciation	6,535		5,462	
. Increase in debtors	(50,764)		(149,421)	
. Increase in creditors	(60,221)		91,496	
Net cash provided by operating activities		465,978		920,817
Cash flow from investing activities				
Purchase of tangible fixed assets	(6,993)		(22,172)	
Movement on short term deposits	(1,000,000)		—	
Net cash used in investing activities		(1,006,993)		(22,172)
Change in cash and cash equivalents in the year		(541,015)		898,645
Cash and cash equivalents at the beginning of the year		1,843,225		944,580
Cash and cash equivalents at the end of the year		1,302,210		1,843,225

No separate reconciliation of net debt has been prepared as there is no difference between the net cash (debt) of the charity and the above cash and cash equivalents.

Principal accounting policies Year to 31 March 2025

The principal accounting policies adopted, judgements and key sources of estimation uncertainty in the preparation of the accounts are laid out below.

Basis of preparation

These accounts have been prepared for the year to 31 March 2025, with comparative information for the year ended 31 March 2024.

The accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant accounting policies below or the notes to these accounts.

The accounts 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 United Kingdom and Republic of Ireland (FRS 102) (Charities SORP FRS 102) second edition issued in October 2019, the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.

The accounts are presented in sterling and are rounded to the nearest pound.

Critical accounting estimates and areas of judgement

Preparation of the accounts requires the Trustees and senior management to make significant judgements and estimates.

The items in the accounts where these judgements and estimates have been made include:

- ◆ the allocation of overheads and governance costs between charitable expenditure categories.

Assessment of going concern

The Trustees have assessed whether the use of the going concern assumption is appropriate in preparing these financial statements. The Trustees have made this assessment with respect to a period of one year from the date of approval of these financial statements. The Trustees have concluded that there is a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

Income

Donations have been credited to the Statement of Financial Activities (SOFA) on an accruals basis. Revenue grants are credited to the Statement of Financial Activities when the charity is considered to have entitlement to the assets, it is probable that the resources will be received, and the monetary value of income can be measured with sufficient reliability. Income is deferred only where the donor has imposed restrictions on the expenditure of resources which amount to pre-conditions for use which have not been met at the balance sheet date (e.g. the receipt in advance of a grant for expenditure in a future accounting period, or performance related conditions which must be met).

Grants from government and other agencies have been included either as income from activities in furtherance of the charity's objectives where these amount to support for specific activities and services, or as donations where the money is given in response to an appeal or with greater freedom of use, for example monies for core funding.

Restricted grants for which the main driver for the charity's entitlement to income is based on staff time delivered on the project are treated as performance related grants and the income is recognised in accordance with the underlying activity. Where funds are received in advance of activity, the income is deferred to a future accounting period.

Expenditure

Expenditure has been charged to the Statement of Financial Activities on an accruals basis.

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to the expenditure. All expenditure is accounted for on an accruals basis and includes irrecoverable value added tax.

Expenditure includes the following:

- ◆ The costs of generating funds represent the salaries, direct costs and overheads associated with generating income.
- ◆ The costs of charitable activities, which comprise expenditure on the charity's primary charitable purpose i.e. conflict resolution, reconciliation and peace building. These include support costs, which represent the staff costs incurred directly providing support for the charity's programmes. Support costs include general management, information technology, communications, insurance and other office support for the charity's programmes.

Allocation of support and governance costs

Support costs represent indirect charitable expenditure. In order to carry out primary purposes of the charity it is necessary to provide support such as general management, information technology, communications, insurance and other office support. These costs are allocated between activities they are supporting on the basis of staff numbers employed during the period and the effort and time required to support that activity.

Support costs include the costs incurred in the governance of the charity and its assets.

Allocation of support and governance costs (continued)

Expenditure is allocated to the particular activity on a direct basis or by allocation based on an estimate of the time spent by each member of staff on each activity or on an estimate of the proportion of costs relating to that activity.

Foreign exchange differences

Foreign currency transactions are translated into sterling at the rates ruling when they occurred. Foreign currency monetary assets and liabilities are translated at the rates ruling at the balance sheet date. Any differences are taken to the Statement of Financial Activities.

Tangible fixed assets and depreciation

All assets with a cost greater than £1,000 and a life expectancy exceeding one year are capitalised.

Tangible fixed assets are included at cost. Depreciation of tangible fixed assets is provided at the following annual rates in order to write off each asset over its estimated useful life:

Fixtures, fittings and equipment - 25% straight line.

Pensions

The charity is part of an occupational pension scheme, which is a defined contribution scheme. The cost of contributions payable by the charity to the scheme is charged to the income and expenditure account as incurred.

Unrestricted funds

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity.

Designated funds

Designated funds comprise monies set aside by the Trustees out of unrestricted general funds for specific future purposes or projects.

Restricted funds

Restricted funds are funds that can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the funder/donor or when funds are raised for particular restricted purposes.

Debtors

Debtors are recognised at their settlement amount, less any provision for non-recoverability. Prepayments are valued at the amount prepaid. They have been discounted to the present value of the future cash receipt where such discounting is material.

Principal accounting policies Year to 31 March 2025

Cash at bank and in hand

Cash at bank and in hand represents such accounts and instruments that are available on demand or have a maturity of less than three months from the date of acquisition. Deposits for more than three months but less than one year have been disclosed as short-term deposits. Cash placed on deposit for more than one year is disclosed as a fixed asset investment.

Creditors and provisions

Creditors and provisions are recognised when there is an obligation at the balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably. Creditors and provisions are recognised at the amount the charity anticipates it will pay to settle the debt. They have been discounted to the present value of the future cash payment where such discounting is material.

1 Donations and legacies

	Unrestricted Funds £	Restricted Funds £	Total 2025 £
Current Year			
Donations receivable	679,568	—	679,568
	<i>Unrestricted Funds £</i>	<i>Restricted Funds £</i>	<i>Total 2024 £</i>
Prior Year			
Donations receivable	857,703	—	857,703

2 Charitable activities

The charity's grants receivable related to the following regions:

	Unrestricted Funds £	Restricted Funds £	Total 2025 £
Current Year			
Africa	—	375,948	375,948
Asia	—	210,659	210,659
Middle East	—	240,590	240,590
Americas	—	450,863	450,863
Europe	—	78,034	78,034
Multi region and thematic	200,000	266,258	466,258
	200,000	1,622,352	1,822,352
	<i>Unrestricted Funds £</i>	<i>Restricted Funds £</i>	<i>Total 2024 £</i>
Prior Year			
Africa	—	418,416	418,416
Asia	—	231,474	231,474
Middle East	—	10,400	10,400
Americas	—	815,528	815,528
Europe	—	104,518	104,518
Multi region and thematic	290,905	203,318	494,223
	290,905	1,783,654	2,074,559

We would like to acknowledge the following funders for their kind contributions towards furthering Inter Mediate objectives in these regions: Ministry of Foreign Affairs (MFA), Norway; Foreign, Commonwealth & Development Office (FCDO), UK; Ministry of Foreign Affairs (MFA), The Netherlands; European Union (EU); The Pan American Development Foundation (PADF) and PAX Sapiens.

3 Investments

	Unrestricted Funds £	Restricted Funds £	Total 2025 £
Current Year			
Income from investments	72,080	—	72,080
	<i>Unrestricted Funds £</i>	<i>Restricted Funds £</i>	<i>Total 2024 £</i>
<i>Prior Year</i>			
Income from investments	28,179	—	28,179

4 Expenditure on raising funds

	Unrestricted Funds £	Restricted Funds £	Total 2025 £
Current Year			
Staff related costs	15,206	—	15,206
Other costs	985	—	985
Reallocation of support (see note 6)	14,566	—	14,566
	30,757	—	30,757
	<i>Unrestricted Funds £</i>	<i>Restricted Funds £</i>	<i>Total 2024 £</i>
<i>Prior Year</i>			
Staff related costs	7,567	—	7,567
Other costs	66	—	66
Reallocation of support (see note 6)	4,652	—	4,652
	12,285	—	12,285

5 Expenditure on charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2025 £
Current Year			
Staff related costs	95,947	570,144	666,091
Mediation activity related			
- Consultants and advisors	23,011	136,739	159,750
- Travel	56,050	333,064	389,114
- Meeting costs	14,790	87,884	102,673
Professional services	2,328	13,832	16,160
IT & communications	643	3,819	4,462
Other office costs	1,374	8,167	9,541
Reallocation of support (see note 6)	90,031	534,989	625,020
	284,174	1,688,637	1,972,811

5 Expenditure on charitable activities (continued)

	<i>Unrestricted Funds £</i>	<i>Restricted Funds £</i>	<i>Total 2024 £</i>
<i>Prior Year</i>			
<i>Staff related costs</i>	54,229	714,386	768,615
<i>Mediation activity related</i>			
- <i>Consultants and advisors</i>	12,213	160,883	173,096
- <i>Travel</i>	28,668	377,656	406,324
- <i>Meeting costs</i>	10,058	132,502	142,560
<i>Professional services</i>	1,605	21,149	22,754
<i>IT & communications</i>	307	4,042	4,349
<i>Other office costs</i>	736	9,697	10,433
<i>Reallocation of support (see note 6)</i>	31,520	415,225	446,745
	<u>139,336</u>	<u>1,835,540</u>	<u>1,974,876</u>

During the year the charity supported projects in the furtherance of its charitable objectives in the following regions, with the following costs:

	<i>Unrestricted Funds £</i>	<i>Restricted Funds £</i>	<i>Total 2025 £</i>
Current Year			
Africa	—	457,056	457,056
Asia	—	364,669	364,669
Middle East	—	267,162	267,162
Americas	—	441,168	441,168
Europe	—	93,653	93,653
Multi region and thematic	284,174	64,929	349,103
	<u>284,174</u>	<u>1,688,637</u>	<u>1,972,811</u>

	<i>Unrestricted Funds £</i>	<i>Restricted Funds £</i>	<i>Total 2024 £</i>
<i>Prior Year</i>			
<i>Africa</i>	—	445,036	445,036
<i>Asia</i>	—	382,384	382,384
<i>Middle East</i>	—	35,471	35,471
<i>Americas</i>	—	692,548	692,548
<i>Europe</i>	—	93,552	93,552
<i>Multi region and thematic</i>	139,336	186,549	325,885
	<u>139,336</u>	<u>1,835,540</u>	<u>1,974,876</u>

6 Support costs

Current Year	Raising Funds £	Charitable Activities £	Total 2025 £
Governance costs			
- Staff related costs	408	17,493	17,900
- Audit fees	273	11,697	11,970
- Other office costs	—	6	6
Other support costs			
- Staff related costs	8,625	370,087	378,712
- Professional services	917	39,338	40,255
- Premises costs	2,122	91,053	93,175
- IT & communications	1,164	49,949	51,113
- Other office costs	1,058	45,398	46,456
	14,566	625,021	639,587
<i>Prior Year</i>	<i>Raising Funds £</i>	<i>Charitable Activities £</i>	<i>Total 2024 £</i>
Governance costs			
- Staff related costs	277	26,623	26,900
- Audit fees	135	12,948	13,083
- Other office costs	1	125	126
Other support costs			
- Staff related costs	2,334	224,113	226,447
- Professional services	451	43,354	43,805
- Premises costs	928	89,072	90,000
- IT & communications	238	22,872	23,110
- Other office costs	288	27,638	27,926
	4,652	446,745	451,397

7 Analysis of staff costs

Staff costs during the period were:

	2025 £	2024 £
Wages and salaries	879,969	846,992
Social security costs	110,751	107,240
Pension costs	64,970	54,657
	1,055,690	1,008,889

7 Analysis of staff costs (continued)

The number of employees who earned £60,000 per annum or more (including taxable benefits but excluding employer pension contributions) during the year was as follows:

	2025 £	2024 £
£60,001 - £70,000	2	1
£70,001 - £80,000	—	1
£80,001 - £90,000	1	1
£90,001 - £100,000	—	1
£110,001 - £120,000	1	—
£140,001 - £150,000	1	—
£190,001 - £200,000	—	1

During the year, the average number of staff was 14 (2024 - 13).

The total employment cost (including taxable benefits, employer's national insurance and pension contributions) of the key management personnel for the year was £ 306,477 (2024 - £346,666).

8 Tangible fixed assets

	Fixtures, fittings and equipment £
Cost	
At 1 April 2024	36,052
Additions	6,993
At 31 March 2025	43,045
Depreciation	
At 1 April 2024	15,031
Charge for year	6,535
At 31 March 2025	21,566
Net book values	
At 31 March 2025	21,480
At 31 March 2024	21,021

9 Debtors: amounts falling due within one year

	2025 £	2024 £
Prepayments	89,071	35,108
Accrued income	314,882	311,861
Other debtors	262	6,482
	404,215	353,451

10 Creditors: amounts falling due within one year

	2025 £	2024 £
Taxation and social security	31,494	33,098
Trade and other creditors	58,375	114,745
Accruals and deferred income	421,271	423,518
	511,140	571,361

Included in creditors is deferred income as set out below:

	2025 £	2024 £
Deferred income at 1 April 2024	348,171	304,912
Deferred in the year	330,643	348,171
Amounts released in the year	(348,171)	(304,912)
Deferred income at 31 March 2025	330,643	348,171

Deferred income comprises grant funding received in advance.

11 Analysis of net assets between funds

Fund balances at 31 March 2025 are represented by:

Fund balances at 31 March 2025 are represented by:	Unrestricted Funds £	Restricted Funds £	Total 2025 £
Tangible fixed assets	21,480	—	21,480
Net current assets	2,195,285	—	2,195,285
Total net assets	2,216,765	—	2,216,765

Fund balances at 31 March 2024 are represented by:	Unrestricted Funds £	Restricted Funds £	Total 2025 £
Tangible fixed assets	21,021	—	21,021
Net current assets	1,625,315	—	1,275,315
Total net assets	1,646,336	—	1,646,336

12 Movements in Funds

	At 1 April 2024 £	Income £	Expenditure £	Transfers £	At 31 March 2025 £
Current year					
Restricted funds					
• Africa	—	375,948	(457,056)	81,108	—
• Asia	—	210,659	(364,669)	154,010	
• Middle East	—	240,590	(267,162)	26,572	
• Americas	—	450,863	(441,168)	(9,695)	
• Europe	—	78,034	(93,653)	15,619	
• Multi region and thematic	—	266,258	(64,929)	(201,327)	
Total restricted funds	—	1,622,352	(1,688,637)	66,287	
Unrestricted funds					
• General funds	501,023	951,648	(314,934)	(596,718)	541,021
• Designated funds	1,145,313	—	—	530,431	1,675,744
Total unrestricted funds	1,646,336	951,648	(314,934)	(66,287)	2,216,765
Total funds	1,646,336	2,574,000	(2,003,571)	—	2,216,765
	At 1 April 2023 £	Income £	Expenditure £	Transfers £	At 31 March 2024 £
Prior year					
Restricted funds					
• Africa	—	418,416	(445,036)	26,620	—
• Asia	—	231,474	(382,384)	150,910	—
• Middle East	—	10,400	(35,471)	25,071	—
• Americas	—	815,528	(692,548)	(122,980)	—
• Europe	—	104,518	(93,552)	(10,966)	—
• Multi region and thematic	50,061	203,318	(186,549)	(66,830)	—
Total restricted funds	50,061	1,783,654	(1,835,540)	1,825	—
Unrestricted funds					
• General funds	622,995	1,176,787	(151,621)	(1,147,138)	501,023
• Designated funds	—	—	—	1,145,313	1,145,313
Total unrestricted funds	622,995	1,176,787	(151,621)	(1,825)	1,646,336
Total funds	673,056	2,960,441	(1,987,161)	—	1,646,336

Funds are restricted to projects in specific geographical areas as detailed above. Funding agreements for these projects include a mix of funding for specific costs and funding at agreed unit rates based on staff time. For the element of the funding that is based on staff time, the charity is not required to report directly to the funder regarding the direct costs of that element of the funding. This element has therefore been transferred into the Multi region and thematic category, which is utilised in accordance with donors' requirements.

Designated funds (named the Forward Project Investment Fund) represent core funding obtained in advance to cover forward investment in the organisation's capacity to deliver its charitable purpose, in particular to develop new strands of work, scope out potential new projects and implement continuous quality improvements in institutional delivery systems.

13 Trustees

No Trustee received any remuneration from the charity during the year (2024 - none). Trustees' reimbursed expenditure during the year totalled £nil for nil Trustees (2024 - £nil for nil Trustees). The charity has taken out a Trustee indemnity insurance policy costing £2,808 (2024 - £1,405) per annum which covers the Trustees up to £1,000,000.

14 Related party transactions

There were no other related party transactions during the year.

15 Liability of members

The liability of each member is limited to £1, being the amount that each member undertakes to contribute to the assets of the charity in the event of it being wound up while he or she is a member or within one year after he or she ceases to be a member.

16 Contingent liabilities

The charity receives certain income under funding arrangements which may allow for audit of expenditure in later periods. Under some circumstances, income may be repayable to donors. The Trustees are not aware of any current circumstances in which material repayments are probable and accordingly no provision is made against this eventuality in these financial statements.

17 Taxation

The company is a charity within the meaning of Para 1 Schedule 6 Finance Act 2010. Accordingly the company is exempt from taxation in respect of income or capital gains within categories covered by Chapter 3 of Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.