

COMPANY REGISTRATION NUMBER: 07635486
CHARITY REGISTRATION NUMBER: 1144296

INSIUK

Company Limited by Guarantee

Unaudited Financial Statements

31 March 2025

INSIUK

Company Limited by Guarantee

Financial Statements

Year ended 31 March 2025

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INSIUK

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Trustees' Annual Report (Incorporating the Director's Report)

Year ended 31 March 2025

The trustees, who are also the directors for the purposes of company law, present their report and the unaudited financial statements of the charity for the year ended 31 March 2025.

Reference and administrative details

Registered charity name INSIUK

Charity registration number 1144296

Company registration number 07635486

Principal office and registered office Thomson Reuters
5 Canada Square
Floor 8
London
E14 5AQ

The trustees

Antonio Zappulla	
Caroline Drees	
Cilla Benko	
Deborah Rayner	
Elizabeth Spiller	
Jan Thompson	(Resigned 4 June 2024)
Jonathan Williams	
Mark Grant	
Michael Herrod	
Neil Ashton	(Resigned 12 September 2024)
Paul Danahar	
Richard Tait	
Robin Elias	(Resigned 17 April 2024)
Salim Amin	
Timothy Singleton	
Simon Gardner	
Francesca Unsworth	(Appointed 17 April 2024)
Giles Hunt	(Appointed 12 September 2024)
Phil Chetwynd	(Appointed 4 June 2025)

Independent examiner Joseph Robinson FCCA
Robinsons Consulting Limited
Chartered Certified Accountants
5 Underwood Street
London
N1 7LY

INSIUK

Company Limited by Guarantee

Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Structure, governance and management

The charity is a company limited by guarantee governed by the Articles of Association dated 16 May 2011 as amended on 28 September 2011 and 30 October 2013.

The Charity's governing document is its Articles of Association which defines the Charity's objectives and sets out the role of the Board of INSIUK to ensure that these objectives are achieved by INSIUK's staff, supervise its management and finances and more generally work to promote the cause of journalist safety.

None of the trustees has any beneficial interest in the Charity.

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.

INSIUK will recruit by either identifying individuals known to them or by giving due consideration to nominations and recommendations. Once identified as a potential Trustee, the candidate will be invited to an interview which will be conducted by one or more of the existing Trustees to identify the applicant's suitability to act as a Trustee for the Charity. Details of the interview will be submitted to all existing Trustees who should unanimously agree upon the appointment of an applicant in order for it to proceed. The successful applicant will be given a detailed explanation of the Charity's aims and objectives which they will be required to accept and support in addition to the tenets of faith which are fundamental to the Charity. Should the applicant accept the above, their appointment will be confirmed in writing and the necessary searches made of Companies House will take place to ensure their suitability which will then be followed by the completion of appropriate legal documentation for their registration.

INSIUK has staff to manage its day to day administrative requirements in the UK. The staff report regularly to the Trustees and interface with the accountancy firm and lawyers appointed to act on INSIUK's behalf.

The Trustees will meet periodically to ensure that the aims and objectives of the charity are being fulfilled. To do this, a formal Agenda will be prepared by the Chairman who will receive submissions in advance by any Trustee wishing to place items on the Agenda. Meeting dates will be agreed upon and the Agenda distributed in advance. Notes will be kept of the discussions and distributed in a timely manner to Trustees for them to review before they are formally ratified. In some cases a meeting might be by conference call rather than a physical gathering depending on the availability of Trustees.

Risk management

The trustees have assessed the major risks to which the charity is exposed, and are satisfied that systems are in place to manage exposure to the major risks.

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Objectives and activities

The charity's objectives are to advance health, promote safety and save lives of news and media workers, often working in dangerous and potentially high risk situations worldwide such as natural disasters and war. In furtherance of this objective, the charity's main activities are to provide financial assistance, training, support and practical advice; to provide organisational and financial support for activities such as conferences, workshops and symposia around the world on topics in news safety for news media workers; to engage with employers to collaborate in providing financial support for news safety training; and to formulate and promote news safety best practices for training, equipment and field work.

Public benefit

The charity's main activities undertaken to further its purposes are for the public benefit – the protection of journalists from physical and psychological harm to allow them to report freely is a key factor in ensuring and promoting Freedom of Expression – an important public right as defined in Article 11 of the European Convention on Human Rights. The trustees have given regard to the Charity Commission's guidance on public benefit.

The trustees have considered this matter and concluded:

- That the aims of the organisation continue to be charitable;
- That the aims and the work done give identifiable benefits to the charitable sector and both indirectly and directly to individuals in need;
- That the benefits are for the public, are not unreasonably restricted in any way and certainly not by ability to pay; and
- That there is no detriment or harm arising from the aims or activities.

Achievements and performance

In the last year, INSIUK has continued to hold the majority of its regular meetings on journalists' safety online, rather than in person, for its members in the news media. The charity has organised webinars and Q&A sessions, facilitated confidential information exchanges about a variety of global events and published safety advisories to address key areas of concern for news organisations. Our members tell us they find these meetings extremely valuable for keeping their journalists safe, sharing good practices and providing networking opportunities. This has been particularly true throughout the war in Ukraine and conflict in the Middle East, which continued to dominate INSIUK members' activities the past year. From the onset, INSIUK organised regular Zoom meetings to huge attendance and participation, had an extremely active confidential email chain with hundreds of safety exchanges, and worked tirelessly to share high-level advice and feedback from members on the ground.

Financial review

The charity was financed predominantly by donations from UK and international media organisations.

It is the policy of the charity that unrestricted funds which have not been designated for a specific use should be maintained at a level equivalent to around one year of expenditure. The unrestricted funds of the charity as at 31 March 2025 amounted to £340,777 (2024 : £284,851).

The trustees considers that reserves at this level will ensure that, in the event of a significant drop in funding, they will be able to continue the charity's current activities while consideration is given to ways in which additional funds may be raised.

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Trustees' Annual Report (Incorporating the Director's Report) *(continued)*

Year ended 31 March 2025

Plans for future periods

Throughout the coming year it will be the charity's intention to ensure it expands its provision of services globally. Furthermore the Trustees will pay careful consideration to both existing and new projects in the news safety field that could possibly be assisted with funds from the charity and that fall within the aims and objectives of the Charity.

Small company provisions

This report has been prepared in accordance with the provisions applicable to companies entitled to the small companies exemption.

SIGNED SECURELY
18/09/2025
18/09/2025 at 3:29:03 PM UTC

The trustees' annual report was approved on and signed on behalf of the board of trustees by:

SIGNED SECURELY

18/09/2025 at 3:29:03 PM UTC

Giles Hunt
Trustee

INSIUK

Company Limited by Guarantee

Independent Examiner's Report to the Trustees of INSIUK

Year ended 31 March 2025

I report to the trustees on my examination of the financial statements of INSIUK ('the charity') for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the financial statements in accordance with the requirements of the Companies Act 2006 ('the 2006 Act').

Having satisfied myself that the accounts of the company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of the charity's accounts as carried out under section 145 of the Charities Act 2011 ('the 2011 Act'). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the charity's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Association of Chartered Certified Accountants, which is one of the listed bodies.

I have completed my examination. I confirm that no matters have come to my attention in connection with the examination giving me cause to believe:

1. accounting records were not kept in respect of the charity as required by section 386 of the 2006 Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the accounting requirements of section 396 of the 2006 Act other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination; or
4. the financial statements have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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Company Limited by Guarantee

Independent Examiner's Report to the Trustees of INSIUK *(continued)*

Year ended 31 March 2025

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.



Joseph Robinson FCCA
Robinsons Consulting Limited
Chartered Certified Accountants
Independent Examiner

5 Underwood Street
London
N1 7LY

INSIUK

Company Limited by Guarantee

Statement of Financial Activities (including income and expenditure account)

Year ended 31 March 2025

		2025		2024
		Unrestricted	Total funds	Total funds
	Note	funds	£	£
		£		
Income and endowments				
Donations and legacies	5	259,454	259,454	232,201
Investment income	6	4,509	4,509	2,329
Other income	7	1,800	1,800	1,000
Total income		<u>265,763</u>	<u>265,763</u>	<u>235,530</u>
Expenditure				
Expenditure on charitable activities	8,9	<u>209,837</u>	<u>209,837</u>	<u>230,848</u>
Total expenditure		<u>209,837</u>	<u>209,837</u>	<u>230,848</u>
Net income and net movement in funds		<u>55,926</u>	<u>55,926</u>	<u>4,682</u>
Reconciliation of funds				
Total funds brought forward		<u>284,851</u>	<u>284,851</u>	<u>280,169</u>
Total funds carried forward		<u>340,777</u>	<u>340,777</u>	<u>284,851</u>

The statement of financial activities includes all gains and losses recognised in the year.
All income and expenditure derive from continuing activities.

The notes on pages 11 to 18 form part of these financial statements.

INSIUUK

Company Limited by Guarantee

Statement of Financial Position

31 March 2025

	Note	2025 £	2024 £
Fixed assets			
Tangible fixed assets	15	2,987	–
Current assets			
Debtors	16	13,744	–
Cash at bank and in hand		359,802	317,010
		373,546	317,010
Creditors: amounts falling due within one year	17	35,756	32,159
Net current assets		337,790	284,851
Total assets less current liabilities		340,777	284,851
Net assets		340,777	284,851
Funds of the charity			
Unrestricted funds		340,777	284,851
Total charity funds	19	340,777	284,851

For the year ending 31 March 2025 the charity was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.

Directors' responsibilities:

- The members have not required the company to obtain an audit of its financial statements for the year in question in accordance with section 476;
- The directors acknowledge their responsibilities for complying with the requirements of the Act with respect to accounting records and the preparation of financial statements.

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

The statement of financial position
continues on the following page.

The notes on pages 11 to 18 form part of these financial statements.

INSIUK

Company Limited by Guarantee

Statement of Financial Position *(continued)*

31 March 2025

These financial statements were approved by the board of trustees and authorised for issue on
and are signed on behalf of the board by:

SIGNED SECURELY
18/09/2025
18/09/2025 at 3:29:03 PM UTC

SIGNED SECURELY
Giles Hunt
18/09/2025 at 3:29:03 PM UTC

Giles Hunt
Trustee

The notes on pages 11 to 18 form part of these financial statements.

INSIUK

Company Limited by Guarantee

Statement of Cash Flows

Year ended 31 March 2025

	2025 £	2024 £
Cash flows from operating activities		
Net income	55,926	4,682
<i>Adjustments for:</i>		
Depreciation of tangible fixed assets	996	–
Other interest receivable and similar income	(4,509)	(2,329)
Accrued expenses	3,154	3,351
<i>Changes in:</i>		
Trade and other debtors	(13,744)	4,798
Trade and other creditors	443	(6,852)
Cash generated from operations	42,266	3,650
Interest received	4,509	2,329
Net cash from operating activities	<u>46,775</u>	<u>5,979</u>
Cash flows from investing activities		
Purchase of tangible assets	(3,983)	–
Net cash used in investing activities	<u>(3,983)</u>	<u>–</u>
Net increase in cash and cash equivalents	42,792	5,979
Cash and cash equivalents at beginning of year	317,010	311,031
Cash and cash equivalents at end of year	<u>359,802</u>	<u>317,010</u>

The notes on pages 11 to 18 form part of these financial statements.

INSIUK

Company Limited by Guarantee

Notes to the Financial Statements

Year ended 31 March 2025

1. General information

The charity is a public benefit entity and a private company limited by guarantee, registered in England and Wales and a registered charity in England and Wales. The address of the registered office is Thomson Reuters, 5 Canada Square, Floor 8, London, E14 5AQ.

2. Statement of compliance

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

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

At the time of approving the financial statements, the trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Thus the trustees continue to adopt the going concern basis of accounting in preparing the financial statements.

Judgements and key sources of estimation uncertainty

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

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

The Trustees do not consider there to be any estimates or judgements that are critical to the financial statements.

Charitable funds

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

INSIUK

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Incoming resources

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

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

Resources expended

Liabilities are recognised as expenditure once there is a legal or constructive obligation committing the charity to that expenditure, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

All expenditure is accounted for on an accruals basis, inclusive of value added tax. All expenses, including support costs and governance costs, are allocated to the one charitable activity in the statement of financial activities.

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

Tangible assets

Tangible assets are initially recorded at cost, and subsequently stated at cost less any accumulated depreciation and impairment losses. Any tangible assets carried at revalued amounts are recorded at the fair value at the date of revaluation less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

An increase in the carrying amount of an asset as a result of a revaluation, is recognised in other recognised gains and losses, unless it reverses a charge for impairment that has previously been recognised as expenditure within the statement of financial activities. A decrease in the carrying amount of an asset as a result of revaluation, is recognised in other recognised gains and losses, except to which it offsets any previous revaluation gain, in which case the loss is shown within other recognised gains and losses on the statement of financial activities.

Depreciation

Depreciation is calculated so as to write off the cost or valuation of an asset, less its residual value, over the useful economic life of that asset as follows:

Equipment	- 25% straight line
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INSIUK

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

3. Accounting policies *(continued)*

Impairment of fixed assets

A review for indicators of impairment is carried out at each reporting date, with the recoverable amount being estimated where such indicators exist. Where the carrying value exceeds the recoverable amount, the asset is impaired accordingly. Prior impairments are also reviewed for possible reversal at each reporting date.

For the purposes of impairment testing, when it is not possible to estimate the recoverable amount of an individual asset, an estimate is made of the recoverable amount of the cash-generating unit to which the asset belongs. The cash-generating unit is the smallest identifiable group of assets that includes the asset and generates cash inflows that largely independent of the cash inflows from other assets or groups of assets.

For impairment testing of goodwill, the goodwill acquired in a business combination is, from the acquisition date, allocated to each of the cash-generating units that are expected to benefit from the synergies of the combination, irrespective of whether other assets or liabilities of the charity are assigned to those units.

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, with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

Defined contribution plans

Contributions to defined contribution plans are recognised as an expense in the period in which the related service is provided. Prepaid contributions are recognised as an asset to the extent that the prepayment will lead to a reduction in future payments or a cash refund.

When contributions are not expected to be settled wholly within 12 months of the end of the reporting date in which the employees render the related service, the liability is measured on a discounted present value basis. The unwinding of the discount is recognised as an expense in the period in which it arises.

Employee benefits

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

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

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Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

4. Limited by guarantee

The company is limited by guarantee whereby each member of the company undertakes to contribute to the company in the event of a winding up. Every member of the company guarantees to contribute £10 in the event of a winding up.

5. Donations and legacies

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Subscriptions				
Membership subscription	256,794	256,794	228,292	228,292
Other donations and legacies				
Other donations and legacies	2,660	2,660	3,909	3,909
	<u>259,454</u>	<u>259,454</u>	<u>232,201</u>	<u>232,201</u>

6. Investment income

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Bank interest receivable	4,509	4,509	2,329	2,329

7. Other income

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Website revenue	1,800	1,800	1,000	1,000

8. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Total Funds 2025 £	Unrestricted Funds £	Total Funds 2024 £
Safety awareness	191,302	191,302	211,878	211,878
Support costs	18,535	18,535	18,970	18,970
	<u>209,837</u>	<u>209,837</u>	<u>230,848</u>	<u>230,848</u>

INSIUK

Company Limited by Guarantee

Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

9. Expenditure on charitable activities by activity type

	Safety Awareness 2025 £	Safety Awareness 2024 £
Staff costs	141,112	149,845
Consultancy	35,466	12,130
Travel	2,393	2,229
Depreciation	996	-
Safety training course	1,280	2,553
Members meeting expenses	1,071	2,634
Conference fees	3,915	5,237
Special events	5,069	37,250
	<u>191,302</u>	<u>211,878</u>

10. Analysis of support costs

	Analysis of support costs £	Total 2025 £	Total 2024 £
Communications and IT	9,955	9,955	8,913
General office	2,584	2,584	3,552
Governance costs	4,816	4,816	5,739
Advertising and marketing	198	198	-
Insurance	863	863	519
Bank charges	119	119	247
	<u>18,535</u>	<u>18,535</u>	<u>18,970</u>

11. Net income

Net income is stated after charging/(crediting):

	2025 £	2024 £
Depreciation of tangible fixed assets	<u>996</u>	<u>-</u>

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

12. Independent examination fees

	2025 £	2024 £
Fees payable to the independent examiner for:		
Independent examination of the financial statements	3,500	3,500
Other financial services	1,247	2,191
	<u>4,747</u>	<u>5,691</u>

13. Staff costs

The total staff costs and employee benefits for the reporting period are analysed as follows:

	2025 £	2024 £
Wages and salaries	127,974	136,524
Social security costs	11,233	11,303
Employer contributions to pension plans	1,905	2,018
	<u>141,112</u>	<u>149,845</u>

The average head count of employees during the year was 2 (2024: 2). The average number of full-time equivalent employees during the year is analysed as follows:

	2025 No.	2024 No.
Administration	<u>2</u>	<u>2</u>

The number of employees whose remuneration for the year fell within the following bands, were:

	2025 No.	2024 No.
£100,000 to £109,999	<u>1</u>	<u>1</u>

14. Trustee remuneration and expenses

None of the trustees (or any persons connected with them) received any remuneration or benefits during the current or prior year. None of the trustees received reimbursement for expenses paid on behalf of the charity.

INSIUK

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

15. Tangible fixed assets

	Equipment £
Cost	
At 1 April 2024	–
Additions	3,983
At 31 March 2025	<u>3,983</u>
Depreciation	
At 1 April 2024	–
Charge for the year	996
At 31 March 2025	<u>996</u>
Carrying amount	
At 31 March 2025	<u>2,987</u>
At 31 March 2024	<u>–</u>

16. Debtors

	2025 £	2024 £
Trade debtors	<u>13,744</u>	<u>–</u>

17. Creditors: amounts falling due within one year

	2025 £	2024 £
Accruals and deferred income	27,216	24,062
Social security and other taxes	4,639	4,175
Other creditors	<u>3,901</u>	<u>3,922</u>
	<u>35,756</u>	<u>32,159</u>

18. Pensions and other post retirement benefits

Defined contribution plans

The amount recognised in income or expenditure as an expense in relation to defined contribution plans was £1,905 (2024: £2,018).

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Notes to the Financial Statements *(continued)*

Year ended 31 March 2025

19. Analysis of charitable funds

Unrestricted funds

	At 1 April 2024 £	Income £	Expenditure £	At 31 March 2025 £
General funds	<u>284,851</u>	<u>265,763</u>	<u>(209,837)</u>	<u>340,777</u>

	At 1 April 2023 £	Income £	Expenditure £	At 31 March 2024 £
General funds	<u>280,169</u>	<u>235,530</u>	<u>(230,848)</u>	<u>284,851</u>

20. Analysis of net assets between funds

	Unrestricted Funds £	Total Funds 2025 £
Tangible fixed assets	2,987	2,987
Current assets	373,546	373,546
Creditors less than 1 year	(35,756)	(35,756)
Net assets	<u>340,777</u>	<u>340,777</u>

	Unrestricted Funds £	Total Funds 2024 £
Tangible fixed assets	–	–
Current assets	317,010	317,010
Creditors less than 1 year	(32,159)	(32,159)
Net assets	<u>284,851</u>	<u>284,851</u>

21. Analysis of changes in net debt

	At 1 Apr 2024 £	Cash flows £	At 31 Mar 2025 £
Cash at bank and in hand	<u>317,010</u>	<u>42,792</u>	<u>359,802</u>