

PAN ASIAN WOMEN'S ASSOCIATION
(A Company Limited by guarantee and not having a share capital)

ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED

31 December 2021

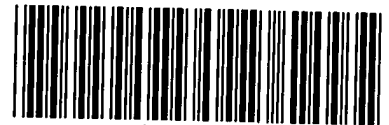
Company Registration Number: 6990076

Charity Registration Number: 1148405

PB ASSOCIATES
CHARTERED ACCOUNTANTS

2 Castle Business Village
Station Road
HAMPTON
Middlesex TW12 2BX

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COMPANIES HOUSE

PAN ASIAN WOMEN'S ASSOCIATION – Registered Charity No.1148405
COMPANY NO. 6990076

PAN ASIAN WOMEN'S ASSOCIATION
LEGAL AND ADMINISTRATIVE DETAILS

Founder & President	Sungjoo Kim OBE
Trustees/Directors	Azlinda Ezrina Ariffin (Chair)
	My Phuong Lecocq (Treasurer)
	Rahiyah Yahya
	Betty Yao MBE
	Anna Hyunsook Paik
	Mei Sim Lai OBE DL
	Zehan Albakri
	Clare Muhiudeen
Company Secretary	Zehan Albakri
Management Committee	Kamalakshi Mehta (Chair)
	Betty Yao MBE
	Jessica Ma
	Youhye Easton
	Mandy Chiu
	Ying Cheng
	Effie Kuan
	Satyaramya Sridatla
	Yasmin Yusuf
Registered Office	Unit 16
	1 Sloane Court East
	London SW3 4TQ
Independent Examiner	Gareth Peter Rees, FCA
	PB Associates
	Chartered Accountants
	2 Castle Business Village, Hampton
	Middlesex TW12 2BX
Bankers	Barclays Bank Plc
	Pall Mall Corporate Banking Centre
	50 Pall Mall
	London SW1A 1QA
Company Number	6990076
Charity Registration number	1148405

TRUSTEES' REPORT

For the year ended 31 December 2021

The Trustees present their report and the independently examined financial statements of Pan Asian Women's Association ("PAWA") for the year ended 31 December 2021.

CONSTITUTION AND GOVERNANCE

PAWA was granted charity status by the Charity Commission, charity number 1148405 on 2 August 2012. The charity's main object is:

- 1 to support grass root education charities in Asia that benefit bright motivated young women.
- 2 to support charities that help relieve girls and women in Asia from poverty.

PAWA is a unique UK based charity dedicated to the cause of promoting women's equal opportunities by focusing on teenage girls' education across Asia. It is managed primarily by volunteers from diverse cultural and professional backgrounds. In the past 10 years, over 98% of PAWA's income from fundraising efforts have been reserved to support girl's education in Asia.

By empowering women through funding education projects, PAWA aims:

- to raise funds annually for selected local grass roots educational charities which directly benefit women and teenage girls in Asia.
- to raise awareness among the general public of the importance of bridging the gender gap in education as a means to improve the lives of women and their families.
- to raise the profile of Asian women in the UK, as role models, by presenting thought-provoking events to the general public.

Access to education is important for everyone, but it is especially significant for girls and women. Evidence shows that educating girls is the most effective way to fight poverty. Schooling is a pre-condition for girls and women to stand up against abuse, discrimination, and social injustices and for women to be integrated into society.

"Education is one of the greatest game-changers for women and girls around the world. It is both an enabler and force multiplier for women's economic, political and social empowerment and gender equality."

-Remarks by UN Women Deputy Executive Director Lakshmi Puri at the Open Society Foundation on the "Right to education in the post 2015 development Agenda" in New York on 24th September 2013.

PUBLIC BENEFIT

The Trustees confirm that they have complied with the duty under section 4 of the Charities Act 2006 to follow the Charity Commission's guidelines on public benefit. The purpose of the charity is enshrined in its objects and aims as outlined above. The Trustees ensure that this is carried out for the public benefit by delivering activities that meet its objects and aims.

TRUSTEES' REPORT**For the year ended 31 December 2021****ACTIVITIES IN THE YEAR UNDER REVIEW AND PERFORMANCE****What PAWA does**

PAWA continues to support and to work with a number of different grass root educational projects in different countries across Asia. These projects were proposed through our network of supporters.

Local charities submit applications in accordance with PAWA's carefully designed guidelines overseen by the Chair of PAWA's Projects Committee and the selection is made each year by PAWA Trustees following its strict assessment and qualifying criteria. PAWA's Projects Committee monitors each of the selected projects and reviews their progress every 6 months. Funding is allocated twice a year in January and July subject to receiving progress reports. Trustees keep in close and direct contact with all the beneficiaries throughout the funding period. PAWA supporters are also encouraged to visit the charities PAWA supports. PAWA will continue to support selected projects subject to the initial one-year funding to ensure the continuity and completion of each project.

Who PAWA supports

In 2021, PAWA supported 13 charitable projects namely: Ponheary Ly Foundation, Bal Jeevan Trust, One Sky Foundation, Hope for Girls, Care Pakistan, Karuna Trust, Learning for Life, JMB Education Fund, Home of Peace, FPPA Forum Peduli Perempuan Dan Anak and Tapah Road. In addition PAWA also supported both primary and secondary projects with JMB Education and Hope for Girls. This funding helped over 2061 girls to continue with their education and skills.

During the year to 31 December 2021 PAWA made the following grants:

Ponheary Ly Foundation (Cambodia)	£8,958
Bal Jeevan Trust (India)	£3,000
One Sky Foundation (Thailand)	£9,094
Hope for Girls (Bangladesh)	£4,924
Care Pakistan (Pakistan)	£5,600
Karuna Trust (India)	£15,994
Learning for Life (Bangladesh)	£8,562
JMB Education Fund (Nepal)	£8,900
Home of Peace (Malaysia)	£4,844
FPPA (Indonesia)	£5,000
Tapah Road (Malaysia)	£1,000

Total Funding granted £75,896

As in 2020, Covid-19 pandemic continued to affect several of PAWA's project in 2021. PAWA Trustees, once again, took the extra measure and provided additional Covid fundings, totalling £10,193 to projects that needed additional support. The special request was made after the Trustees directed PAWA's Projects Committee to again reach out to all PAWA's projects. The Trustees were concerned about how the pandemic was affecting viability of the projects.

TRUSTEES' REPORT**For the year ended 31 December 2021****SUMMARY OF PAWA SUPPORTERS**

In 2021 PAWA supporters continue to show their commitment to the charity with their pledge donations. The on-going Covid-19 pandemic restrictions once again limited live events however PAWA successfully connected with friends and benefactors via virtual Zoom events. In comparison to 2020, donations were up from both benefactors and friends in 2021.

PAWA was particularly fortunate this year to receive some large donations from individuals as well as generous contributions from several Trusts and Foundations and corporations.

FUNDRAISING ACTIVITIES

How PAWA raised funds

PAWA started off 2021 on 10th February with the Annual Meeting via Zoom due to Covid safety protocol. The highlight of the meeting was the videos from some of the projects PAWA supports, Ponheary Ly in Cambodia, Hope for Girls in Bangladesh, Aruna Bhawan in Nepal and Home of Peace in Malaysia. The videos and the talk from a couple of project leaders on the ground gave supporters a glimpse of the many works PAWA does in Asia.

While the Covid pandemic continue to curtail PAWA's fundraising events for the year, PAWA continued to use online communications in its effort to reach out to corporates, Patrons and Trust and Foundations. An excellent example was PAWA's Big Team Challenge launched on the 29th May asking people to walk 10,500km in 40 days. The global walk initiative was a huge success reaching their fund-raising goal of £20,000 with 33 teams representing 133 supporters participating.

On 11th October PAWA held a Zoom event for "International Day of the Girl" with a talk entitled "the Learning Deficit: Implications of the pandemic for girls' education". This was followed by PAWA's Arts Jams on 30th November with a private viewing of Mumbai-based artist, Shilpa Gupta's works of art at Frith Street Gallery.

PAWA had two champions events with entrepreneur Cynthia Wihardja who gave a business coaching talk via Zoom in March and Mina Alhaidary who did a Festive High Tea for FIWAL in December and donated half the proceeds to PAWA.

Additionally, PAWA received a large donation in USDollar by one of PAWA's supporter's family to honour their young daughter, Serena who sadly passed away from cancer. The family set up the Serena Janssens Memorial Fund and also raised additional donations from Serena's friends and family to PAWA which will go towards PAWA's educational projects and a special university scholarship awarded by PAWA's Trustees.

PAWA also benefited this year because of continued commitments of PAWA's supporters who donated yearly to our charity as well as large donations from individuals, foundations and companies such as Euronext, Euroclear, Stemcore, Willis Tower, Benevity, The John Younger Trust and Windrush Advisors.

PAWA thanks our donors and supporters for their kind support.

TRUSTEES' REPORT**For the year ended 31 December 2021****FINANCIAL REVIEW**

Due to Covid restriction and limited live fundraising events, PAWA total income continue to decrease for 2021 to £117,783 (from £159,447 in 2020). PAWA benefited from large donations from private individuals, as well as an increase in the number of PAWA corporate and trust supporters who through their own endeavours raised funds for PAWA. The charity continues to keep administrative costs at 1% of net income because PAWA relies solely on volunteers.

PAWA's cash funds have grown to £393,789 from £355,279 in 2020. The healthy reserve gave PAWA room to give more in 2021 to various educational project as well as providing additional Covid-19 emergency funding for another year. The reserves also give PAWA the flexibility of continuing to support existing projects for longer periods, minimizing unexpected upheavals and instabilities. At 31 December 2021, £390 still remains in restricted funds awaiting to fund another educational project in South Korea.

How PAWA minimises costs

As PAWA is run primarily by volunteers, its annual administration costs are kept to an absolute minimum. The costs of PAWA events were also kept very low with the costs of venue, staff and drinks being incurred only when it was necessary. In 2021 PAWA's cost of generating funds (excluding currency losses) were less than the previous year at £1,187 (from £1,771 in 2020). This could not be done without the dedication of our many talented volunteers who are the heart and soul of our organisation.

How PAWA minimised risk

As a policy, PAWA has always maintained at least 50% of its annual income in its bank accounts as a reserve of sinking fund for unexpected costs and/or for possible future investments on its growth. This provides PAWA with sufficient reserves to fulfil its commitments to all of its committed projects should unforeseen global disruptions and instabilities occur and curtail PAWA's effort to fundraise in the near future. This reserve is maintained in a separate savings account. It remains available for use in any event the charity's current account runs low. This will also prevent any possibility of a deficit in the charity's accounts.

PAWA funds programmes only after the money has been raised. Having kept costs to a minimum and being run by volunteers, PAWA is able to handle potential currency fluctuations caused by unforeseen circumstances with minimum negative impact. PAWA also continues to commit to future projects in British Pounds and not in the projects preferred currencies in order to minimize any potential fall in the value of the Pound.

PAWA also has bank accounts in Euro, US Dollar and Hong Kong Dollar as our support for projects outside of the UK continues to grow. This gives PAWA flexibility to minimise currency exchange rates costs and minimise the risk of fallen pounds to fund some of our projects in Asia that do not have a UK base accounts.

As PAWA is a small charity and still growing, it is able to adapt quickly to public needs and attitudes in regard to fundraising opportunities. The Trustees continue to review possible risks on a regular basis and have taken appropriate steps to minimize all operational and identified risks.

TRUSTEES' REPORT**For the year ended 31 December 2021****RESERVES POLICY**

The Trustees have examined the requirements for free reserves, and have identified those reserves which are not designated or set aside for specified purposes. The Trustees consider that currently there are sufficient unrestricted funds for future grants and working capital for core costs for at least two years and have put in place a written reserve policy.

GOVERNANCE REPORT

In terms of governance, this year PAWA has started to review its systems and processes in order to ensure its overall direction, effectiveness, supervision and accountability. Having good governance in place ensures PAWA's compliance with law and regulation that it is a well run and efficient charity where problems are identified and dealt with appropriately. This in turn help to preserve PAWA's reputation and integrity and ensure that PAWA makes a difference and its objects are properly advanced.

In 2021 PAWA Trustees put forward 3 new policies (Safeguarding, Fundraising and Expenses Policies). With the help of our pro-bono charity lawyers, PAWA worked on its Reserves Policy, Conflicts of Interests, GDPR and Data Privacy Policy. In addition, GDPR (post-Brexit) training were offered to Trustees in July 2021. A checklist review of NCVO Code of Governance was conducted with Trustees in September and adopted at Trustees meeting in November 2021. PAWA also fine-tuned our volunteering arrangements with our volunteers and created a new Volunteers Agreement for all PAWA volunteers in September 2021.

PAWA is currently reviewing and updating the Terms of References and Letter of Appointment for Trustees to be approved in early 2022. PAWA Trustees will continue to discuss the Work Risk Assessment Matrix and the Charity Commission Guidelines on projects due diligences and assessments.

In order to optimize our volunteer's work, in 2021 the Trustees discussed and voted to restructure the way PAWA works by dividing the charity's work streams between 6 Trustee led committees, namely, Governance, Projects, Finance, Stewardship, Fundraising and Communications. In this connection, PAWA Management Committee was dissolved and its roles were divided and distributed between the new Communications and Fundraising committees.

The new structure is planned to be effective in 2022.

TRUSTEES/ DIRECTORS

The Trustees who are also directors of the company under company law, who served the charity during the year were as follows:

Zehan Albakri (Chair)
My Phuong Lecocq (Treasurer)
Anna Hyunsook Paik
Betty Yao MBE

TRUSTEES' REPORT

For the year ended 31 December 2021

Rahiyah Yahya
Mei Sim Lai OBE DL
Azlinda Ezrina Ariffin
Clare Muhiudeen

Zehan Albakri decided to step down as Chair in 2022 and the Trustees voted for Azlinda Ariffin to step in as the new Chair starting February 2022. Anna Hyunsook Paik will also step down as Trustees on 22nd February 2022.

COMPANY STATUS

As a company, PAWA is limited by guarantee and does not have a share capital. Every member of the company undertakes to contribute such amount as may be required (not exceeding £10) to the charity's assets if it should be wound up while she is a member, or within one year after she ceases to be a member.

INVESTMENT POWERS AND POLICY

PAWA's investment power is governed by its Articles of Association, which permits the charity's funds to be invested in investments, securities or property as thought fit by the Trustees. Funds held by PAWA are managed by the Trustees as no external investment advisors have been appointed. PAWA did not hold any investments as of 31 December 2021.

PLANS FOR 2022

What PAWA Trustees hope to achieve in the coming year is to raise funds from Trusts and Foundations and corporates. PAWA has identified 12 Trust and Foundations with a relevant purpose to approach for sponsorship. PAWA's track record has been consistent which will appeal to these organisations and will need to be explored further with the help of our dedicated volunteers. PAWA plans to make the application process more efficient with a new template and targeted research.

With Covid restrictions lifting, we are planning our first "Face to Face" events in 2 years to re-engage with our supporters as well as our volunteers.

PAWA plans to appoint Jessica Ma as co-Treasurer after Trustee approval in early 2022.

PAWA Trustees will continue to review and strengthen its governance periodically and in line with the regulatory requirements.

Where PAWA wants to grow

Because PAWA is run entirely by volunteers. PAWA needs to bring in more individuals who are dedicated to PAWA's mission towards education for girls in Asia. PAWA hopes to provide more volunteers to support PAWA in Communications, Development, Stewardship and Impact Study.

PAWA would like to expand its reach in corporations and Trust and Foundations. Volunteers will be crucial in obtaining these goals.

TRUSTEES' REPORT

For the year ended 31 December 2021

TRUSTEES' RESPONSIBILITIES

Charity law requires the directors to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company as at the balance sheet date and of its incoming resources and application of resources, including income and expenditure for the financial year. In preparing those these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The Trustees are responsible for keeping proper accounting records, which disclose with reasonable accuracy at any time the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

This report was approved by the Board of Trustees on 29 September 2022 and signed on its behalf by:



Mei Sim Lai OBE DL
Trustee

**INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
PAN ASIAN WOMEN'S ASSOCIATION**

I report to the charity trustees on my examination of the accounts of the company for the year ended 31 December 2021, which are set out on pages 9 to 13.

Responsibilities and basis of report

As the charity's trustees of the company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts 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. 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 Report

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 company as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those accounting records; or
3. the accounts 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 accounts 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).

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.

**2 Castle Business Village
Station Road, Hampton
Middlesex TW12 2BX**

**GARETH PETER REES, FCA
on behalf of PB ASSOCIATES
CHARTERED ACCOUNTANTS**

Gareth Peter Rees
29 September 2022

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING THE INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2021**

	Note	2021 Unrestricted	2021 Restricted	2021 Total	2020 Total
Incoming resources from:					
Charitable activities		117,783	-	117,783	159,447
Total Income		<u>£117,783</u>	<u>£-</u>	<u>£117,783</u>	<u>£159,447</u>
Resources Expended					
Cost of generating funds		2,416	-	2,416	1,771
Charitable costs		63,896	12,000	75,896	64,911
Governance costs		960	-	960	1,568
Total Expenditure		<u>£67,272</u>	<u>£12,000</u>	<u>£79,272</u>	<u>£68,250</u>
Net (outgoing)/incoming resources for the year		50,511	(12,000)	38,511	91,197
Total funds brought forward		<u>342,888</u>	<u>12,390</u>	<u>355,278</u>	<u>264,081</u>
Total funds carried forward		<u>£393,399</u>	<u>£,390</u>	<u>£393,789</u>	<u>£355,278</u>

STATEMENT OF FINANCIAL POSITION AS AT 31 DECEMBER 2021

	Note	2020	2019
CURRENT ASSETS			
Cash at Bank		393,789	355,278
		<u> </u>	<u> </u>
CREDITORS: amounts due within one year		-	-
		<u> </u>	<u> </u>
Net Current Assets		393,789	355,278
		<u> </u>	<u> </u>
TOTAL ASSETS LESS LIABILITIES		£393,789	£355,278
		<u> </u>	<u> </u>
RESERVES:			
Unrestricted funds		393,399	342,888
Restricted funds		390	12,390
		<u> </u>	<u> </u>
		£393,789	£355,278
		<u> </u>	<u> </u>

These financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies' regime and in accordance with FRS 102 Section 1A "The Financial Reporting Standard applicable in the UK and Republic of Ireland".

For the year in question, the charitable company was entitled to exemption from an audit under Section 477 of the Companies Act 2006.

The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with Section 476 of the Act.

The Trustees/Directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of accounts.

Approved on behalf of the Trustees on 29 September 2022 and signed on their behalf by:



TRUSTEE
Mei Sim Lai OBE DL

**NOTES TO THE FINANCIAL STATEMENTS FOR YEAR ENDED
31 DECEMBER 2021**

1. ACCOUNTING POLICIES

Accounting Convention

The financial statements are prepared under the historic cost convention. They have been prepared to comply with the Statement of Recommended Practice: "Accounting and Reporting by Charities (applicable to charities preparing accounts in accordance with the Financial Reporting Standard applicable in the UK and the Republic of Ireland (FRS 102)" and relevant charities legislation. The charity has taken advantage of disclosure exemptions available for small entities. The accounts are prepared in sterling which is the Charity's functional currency.

Donations

Donations and similar income are accounted for when received.

Unrestricted funds are donations and other income receivable or generated for use in furtherance of the charitable objectives of Pan Asian Women's Association without specified purpose and are available as general funds.

Restricted funds are funds that can only be used for specific purposes within the objects of the charity. Restrictions arise when specified by the donor.

Resources expended

Resources expended include attributable VAT, which cannot be recovered.

All expenditure is accounted for on an accruals basis and has been listed under headings that aggregate all the costs related to that activity. Where costs cannot be directly attributed they have been allocated to activities on a basis consistent with the use of the resources.

Governance costs are those incurred in connection with the management of the charity's assets, organisational administration and compliance with constitutional and statutory requirements.

**2. INCOMING RESOURCES FROM CHARITABLE
ACTIVITIES**

			2021	2020
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
Voluntary income:				
Pledged donations				11,158
Donations	98,778		98,778	136,007
Interest receivable	12	-	12	250
Currency gain	-	-		27
Activities for generating income:				
Champions Income	18,373	-	18,373	10,992
Events income	620	-	620	1,013
Event income (donation in kind for venue)	-	-	-	-
	<u>£117,783</u>	<u></u>	<u>£117,783</u>	<u>£159,477</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED
31 DECEMBER 2021 contd.

	2021	2021	2021	2020
	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
3. NET (OUTGOING)/INCOMING RESOURCES				
The net incoming resources are stated after charging:				
Independent Examiner's Fees	£NIL	£NIL	<u>£NIL</u>	<u>£NIL</u>
4. RESOURCES EXPENDED				
Charitable activities				
<u>Cost of generating funds</u>				
Event costs	759	-	759	1,137
Donation in kind for venue	-	-	-	-
IT and website costs	172	-	172	389
Bank charges	149	-	149	138
Administrative expenses	107	-	107	107
Currency loss	1,229	-	1,229	-
	<u>2,416</u>	<u>-</u>	<u>2,416</u>	<u>1,771</u>
<u>Charitable costs</u>				
Grants made (note 5)	<u>63,896</u>	<u>12,000</u>	<u>75,896</u>	<u>64,911</u>
Governance costs				
Meeting costs	-	-	-	-
Legal and professional fees	960	-	960	1,568
	<u>960</u>	<u>-</u>	<u>960</u>	<u>1,568</u>
Total Resources Expended	<u><u>£67,272</u></u>	<u><u>£12,000</u></u>	<u><u>£79,272</u></u>	<u><u>£68,250</u></u>

NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 DECEMBER 2021 (cont'd)

5. GRANTS MADE

The charity made the following grants in the year:

	2021 No.	Value	2020 No.	Value
Institutions	11	£75,896	9	£64,911

All grants were in furtherance of the charity's object to develop education and skills for girls and young women.

Further details are given in the Trustees' Report.

6. TRUSTEES' REMUNERATION

Trustees are not remunerated and no expenses were claimed by the Trustees during the year.

7. CREDITORS

	2021	2020
Event expenses	£NIL	£NIL

8. RESTRICTED FUNDS

This relates to the donation received from Nativeland of £1,350 in 2013 specifically for a Korean Charity. Of this £960 was paid resulting in a balance to be carried forward of £390 to be used for an educational project in South Korea. £12,000 was paid to Karuna Trust.

9. RELATED PARTIES

There were no transactions with related parties in the period or previous period.

10. EMPLOYEES

The charity had no employees in the year or previous year.