

Future-Fit Foundation
(Limited by Guarantee)

**Consolidated Financial Statements
for the year ended 31 July 2022**

Charity No: 1154245
Company No: 8608656

Future-Fit Foundation

Financial Statements for the year ended 31 July 2022

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Future-Fit Foundation

REPORT OF THE TRUSTEES

The trustees who are directors of the charity for the purposes of the Companies Act 2006 present their report with the consolidated financial statements of the group for the year ended 31st July 2022. The trustees confirm that the annual report and the financial statements comply with current statutory requirements, the requirements of the Charity's governing document and the provisions of Charities Statement of Recommended Practice (SORP) applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102).

1. Administrative Details

1.1. Name: Future-Fit Foundation

Registered address: Gillani & Co, 13 Limes Court, Conduit Lane, Hoddesdon, Hertfordshire, EN11 8EP.

Registered company number: 8608656

Registered charity number: 1154245

1.2. Trustees

Martin Allen

Lisa Attenborough

Paul Clements-Hunt (chair)

Craig Fergusson

Catherine Harris

Rachel Sandby-Thomas, CB

Bob Willard

1.3. Staff

Dr Geoff Kendall (Chief Executive Officer)

Martin Rich (Executive Director)

1.4. Principal advisers

Legal advice is generously provided *pro bono* by Baker & McKenzie.

Accountancy services are generously provided by Knox Cropper.

Future-Fit Foundation

REPORT OF THE TRUSTEES (continued)

2. Structure, Governance and Management

2.1. Future-Fit Foundation is governed by Memorandum and Articles dated 15th July 2013, and was granted charitable status on 17th October 2013.

2.2. Method for recruiting and appointing new trustees

New trustees are appointed by resolution of the existing trustees. When considering the recruitment of new trustees, the trustees take into account the skills and experiences required by the charity and seek to ensure that the trustee body as a whole contains sustainable development, business, investment and charitable expertise.

2.3. Policies and procedures for trustee training

New trustees are given copies of the Memorandum and Articles, the latest Annual Report and Financial Statements, minutes of the 3 previous trustee meetings, copies of any useful strategy documents, the Charity Commission's *Essential Trustee*, and copies of the charity's Conflict of Interest Policy, Trustee Expenses Policy, Anti-Bribery Policy, Reserves Policy and Financial Controls Policy. They must also complete a Fit and Proper Persons Declaration, a Declaration of Interests and sign a Code of Conduct.

2.4. Organisation structure including details of delegated authority

Future-Fit Foundation is a registered company and registered charity. The trustees of the charity are also the members and directors of the company.

The board has established two sub-committees with delegated authority:

- Audit, Finance & Risk sub-committee members: Craig Fergusson, Bob Willard.
- Remuneration sub-committee members: Catherine Harris, Rachel Sandby-Thomas.

2.5. Future-Fit Foundation does not have any relationships with related parties.

2.6. The trustees have identified the major risks to Future-Fit Foundation and systems and controls are in place to manage those risks.

2.7. As of 22nd July 2015, the Charity Commission granted 3D Investment Foundation permission to use the name Future-Fit Foundation. As of 5th December 2017 the charity changed its legal name to Future-Fit Foundation.

Future-Fit Foundation

REPORT OF THE TRUSTEES (continued)

3. Objectives and Activities

3.1. The objects of the charity as set out in its governing instrument are:

1. To promote ethical investment for the public benefit so as to advance:
 - a. The relief of poverty;
 - b. The protection of the environment;
 - c. Compliance with the law and ethical standards of conduct; and
 - d. Such other purposes as may be effectively advanced by such promotion which are charitable in law.
2. To promote sustainable development for the benefit of the public by the promotion of sustainable means of achieving economic growth and regeneration.
3. To advance the education of the public in the principles and effects of ethical investment and subjects relating to sustainable development and the protection, enhancement and rehabilitation of the environment and to promote study and research in such subjects provided that the useful results of such study are disseminated to the public at large.

Sustainable development means “development which meets the needs of the present without compromising the ability of future generations to meet their own needs.”

3.2. The principal aim of the charity is to develop, steward and promote global, open-source, scientifically rigorous, future-focused frameworks which identify the extra-financial break-even point of any organisation. The current framework being developed is known as the Future-Fit Business Benchmark (the “Benchmark”) and will be used to help businesses, investors and the general public try to improve their impact on the world by encouraging sustainable development and promoting ethical investment. In time, it is hoped that resources will be available to enable framework development to be extended to measure the future-fitness of households, cities and countries.

3.3. The main objectives of the charity during the year covered by the annual report were:

- a) To develop a long-term funding model to enable the charity to carry out its aims and work;
- b) To continue the development of the Future-Fit Business Benchmark; and
- c) To develop working partnerships with global businesses, financial organisations, leading sustainability organisations and any other key stakeholders.

Future-Fit Foundation

REPORT OF THE TRUSTEES (continued)

3.4. The strategy for achieving the objectives and the principal activities undertaken during the year:

As the Covid-19 pandemic continued through the reporting period, the trustees and executive team explored every available avenue to secure both short- and long-term funding to enable the charity to keep functioning. Unfortunately, we were unable to secure sufficient philanthropic funding, which had the dual impact of the organisation being unable i) to retain or replace team members, and ii) to earn sufficient income due to lack of resources or the ability to commit to supporting community members (Accredited Partners, Pioneers, etc.) for another full year. Finally, the pressures of dealing with all of this also led to significant health issues for one of the executive who decided they needed to step away from daily activities at the end of 2021.

As a result, the board agreed in early 2022 a plan to 'dock the ship' by the end of June 2022, whereby all liabilities and contracts could be honoured, all resources and work to date made open source through the Changemaker Community, and all other elements of the organisation put into hibernation mode. Such pre-emptive actions would preserve the work and reputation of the charity and enable operations to be restarted in the future should funding and market dynamics allow. Furthermore, both executives agreed to maintain the publicly available resources (website, Benchmark methodology, Changemaker Community, etc.) on a *pro bono* basis for as long as was needed. This plan was duly delivered as of June 2022.

3.5. Details of the work of individuals working in and with the charity:

The charity is led on a day-to-day basis by Dr Geoff Kendall (Chief Executive Officer) and Martin Rich (Executive Director), both of whom were full time and salaried up until the end of June 2022, reporting to the board. From that date both individuals remained employed on an unpaid basis, maintaining the core functions of the organisation such that operations could be restarted as and when funding allow. Since December 2022 Martin Rich has restarted being paid from the proceeds of delivering a specific project for a European bank (see Section 5.6).

The charity's former eight other full-time and two part-time salaried staff were able to find other employment or educational opportunities during the financial year. Jahangir Kaba (former Finance Director) has continued to oversee financial and reporting matters paid on an as-needs basis.

Numerous other individuals have contributed greatly to the charity's work over the last year on a *pro bono* basis. The team is truly grateful to them all and has sought to recognize key individuals in the published work.

Future-Fit Foundation

REPORT OF THE TRUSTEES (continued)

4. Achievements and Performance

4.1. A review of the achievements during the year against each of the objectives set out in the previous section

a) To develop a long-term funding model to enable the charity to carry out its aims and work

The plan for this financial year was to grow income and/or raise grant funding to weather the Covid-19 pandemic, and ideally enable the charity to reach break-even in 2024. Unfortunately, the effects of the pandemic stayed with us for the entirety of the financial year severely limiting both possible funding routes.

Interest in our community programs (Pioneers, Changemakers, Accredited Partner & Certified Professional) continued to be strong, but paying even modest membership fees proved a challenge for many in the tough financial conditions. Furthermore, the charity was faced with the dilemma of charging for a year's membership when it could not be certain of being able to honour that commitment for the full year.

The charity was able to raise grant funding of £80,000 from a high net worth individual to explore the creation of a new business network co-founded by one of the charity's largest Development Council corporate members. Sadly, despite initially positive signs, the initiative failed to obtain the buy-in of the company's CEO and stalled.

As a result of all these factors and as outlined in Section 3.4, the decision was taken to halt all operational activity by June 2022 thereby ensuring that the charity's work to date would remain freely available and the organisation would be in a sufficient state to relaunch activities in the future when resources allowed.

b) To continue the development of the Future-Fit Business Benchmark

The Future-Fit Business Benchmark has been developed from a set of systems science principles that must be met in order to maintain a sustainable planet on which humanity and other life can flourish on Earth forever. The benchmark consists of a set of 23 Break-Even Goals, each with a corresponding progress indicator, that businesses must achieve to reach social and environmental break-even – that is, become fully "Future-Fit". It also incorporates a set of 24 Positive Pursuits – categories of actions that businesses can take to restore past damage to the system conditions and help others make progress toward future-fitness.

Future-Fit Foundation

REPORT OF THE TRUSTEES (continued)

Further development of the Benchmark during this period was not possible due to lack of resources. However, the core Benchmark methodology can be found online via the charity's fully integrated 'learning hub' whereby all the guidance is available as one easily accessible resource (<https://benchmark.futurefitbusiness.org>). All other tools and resources, such as the Risk Profiler tool, can be accessed for free through the charity's Changemaker Community (<https://www.futurefit.community/spaces/9314908/feed>).

c) To develop working partnerships with global businesses, financial organisations, leading sustainability organisations and any other key stakeholders

Business implementation

Early adopter businesses and financial institutions have continued to embrace the Benchmark as a management tool to help them set targets and priorities, and to serve as a holistic framework through which to integrate truly sustainable practices throughout the whole business (including their supply chains). They are also helping to guide how the Benchmark could improve their extra-financial reporting, using the assessment methodology to capture their commitment and progress toward – and beyond – extra-financial break-even in a succinct, meaningful way.

Further development of this community during this period was not possible due to lack of resources. However, we are aware of many organisations around the world using the Benchmark methodology and are confident that this number will continue to grow meaning our work will continue to have a positive impact for many years to come.

Sustainability organisations and other key stakeholders

The Accredited Partner and Certified Professional program had over 70 Certified Professionals across six continents at the start of this reporting period. These programs were closed during the year, but former members are continuing to use the Future-Fit methodology as part of their work and growing the global community of users as a result.

4.2. Details of fundraising performance

Grant income received in the year has come primarily from two awards - £80k as the only instalment of a 2-month award from a high net worth individual, and c.£48k as the only instalment of a 5-year award from Shell Foundation to help with shuttering operations and maintaining core IT and reporting functions. The charity has also earned c.£194k of income from a range of sources, primarily annual membership fees from Development Council and community members, and from partnering with organisations to help develop the real-world applicability of the Benchmark.

The charity is grateful to receive significant in-kind support from Baker & McKenzie and Knox Cropper.

Future-Fit Foundation

REPORT OF THE TRUSTEES (continued)

4.3. Other information relevant to an understanding of the charity's activities and achievements

Readers are advised to visit www.futurefitbusiness.org for a full understanding of the charity's activities, objectives and achievements.

5. Financial Review

5.1. Review of the financial position of the charity

Due to the ongoing effects of the Covid-19 pandemic and the decision to cease operational activities, the total income generated by the charity fell compared to the previous financial year, receiving c.£138k of grant income and a further c.£194k of earned income. The charity nonetheless managed to finish the year in a positive financial position, with no ongoing liabilities or significant overheads. There was no visibility of ongoing income (see Section 5.6), but the charity is well positioned for a fresh injection of capital in due course.

5.2. Explanation of principal funding sources and how the expenditure ties in with and supports the key objectives

The grant income was received from Shell Foundation of c.£48k and from two high net worth individuals of £80k and £10k respectively. The c.£194k of earned income came primarily from Development Council and community membership fees, and activities with corporate and financial institution partners to develop real-world applicability of the Benchmark.

The charity's principal expenditure during the period covered by the annual report was on salaries, tax and National Insurance for the team's work developing the Benchmark and promoting the charity. The other major items of expenditure relate to office space for the team, and IT and website costs.

In light of the ongoing Covid-19 pandemic, and the heightened risk to income that represented, the executive team continued to minimise expenditure as much as possible. The team mostly worked from home throughout the year, but a small office space was maintained to enable those with limited space to have flexibility when the regulations allowed. Travel costs continued to be zero with the global travel restrictions. With regard to income, community program and related income fell as operations were carefully curtailed. Extensive efforts were also made to find new sources of grant funding, as well as exploring new rounds of support from existing funders, although this proved extremely difficult as grant-makers were inundated with the fallout from the pandemic.

Future-Fit Foundation

REPORT OF THE TRUSTEES (continued)

5.3. Reserves Policy, referring to level of reserves held and the need for reserves

The trustees have agreed to try and hold / have available a minimum of three months' reserves. As of the end of the reporting period, the charity had negligible ongoing expenditure and hence is in alignment with this policy. The total restricted reserves at the year-end amounted to £10,189.

5.4. Explanation of any reserve in deficit and action being taken to eliminate deficit

The charity had no deficit at the end of the year and does not anticipate future deficits.

5.5. Investment policy

The charity currently maintains a modest balance of funds, all of which are held with CAF bank. As all of the capital is currently allocated to salary and expenses in the short-term, none is available for investment. However, the trustees will review how funds are invested when larger sums are in hand.

The trustees seek to invest ethically, sustainably and in line with the objects of the charity, considering social and environmental impact. The trustees will try to balance financial return and social return and will actively consider investments with a potentially lower financial return in order to have assurance that the investments have a positive impact on society and the environment and are in line with the charity's objects.

5.6. Post-reporting period update

In Q4 2022 the charity was asked by a large European bank to help it develop an online tool for SME clients, based on the Future-Fit methodology. The board agreed to undertake this work and use the income to pay Martin Rich to deliver the project and explore whether market conditions had improved sufficiently to consider restarting broader operations. A 3-year plan has subsequently been developed based around firstly relaunching the community programs (Pioneers, Accredited Advisors and Changemakers) with the help of some external partners, and then, when funding allows, restarting development of the core Benchmark IP. At time of writing, the charity is waiting to hear from one of its former funders as to whether they will provide a modest amount of catalytic capital and thus give the board confidence to move forward with this plan.

Future-Fit Foundation
REPORT OF THE TRUSTEES (continued)

6. Plans for Future Periods

6.1. Explanation of objectives and activities for future periods

The charity's primary objective for the year 2022/23 is to obtain sufficient funding to restart community program operations and scale these to be self-financing, thereby growing the global impact of the organisation's existing work. This will in turn create a platform from which to restart development of the Future-Fit Business Benchmark methodology either through excess income from the community programs and/or philanthropic funding.

7. Public Benefit

7.1 The trustees have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities.

Future-Fit Foundation

REPORT OF THE TRUSTEES (continued)

TRUSTEES' RESPONSIBILITIES IN RELATION TO THE FINANCIAL STATEMENTS

The trustees (who are also the directors of Future-Fit Foundation for the purposes of company law) are responsible for preparing the Report of the Trustees and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the charitable company trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing those financial statements, the trustees are required to

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

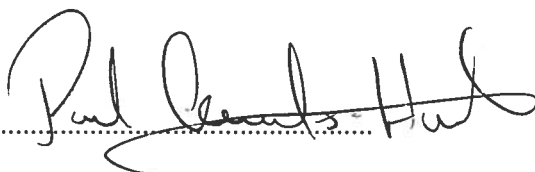
The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charitable company and to enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding 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 charitable company's website.

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

By Order of the Trustees

Paul Clements-Hunt (Chair)



Date:

18/04/2023

Future-Fit Foundation

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES **(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)** **FOR THE YEAR ENDED 31st JULY 2022**

	Notes	Un- restricted Funds £	Restricted Funds £	Total 2022 £	Total 2021 £
INCOME FROM					
Grants and donations	2	90,081	47,781	137,862	215,582
Charitable activities	3	96,695	-	96,695	330,885
Investments		-	-	-	-
Other Income		97,748	-	97,748	71,842
TOTAL		<u>284,524</u>	<u>47,781</u>	<u>332,305</u>	<u>618,309</u>
EXPENDITURE ON					
Raising funds	4	-	-	-	-
Charitable expenditure	5	334,583	85,520	420,103	741,598
TOTAL		<u>334,583</u>	<u>85,520</u>	<u>420,103</u>	<u>741,598</u>
Net Income/(Expenditure) for the year		(50,059)	(37,739)	(87,798)	(123,289)
Transfers between funds		-	-	-	-
NET MOVEMENT IN FUNDS		<u>(50,059)</u>	<u>(37,739)</u>	<u>(87,798)</u>	<u>(123,289)</u>
Total Funds Brought Forward		40,467	47,928	88,395	211,684
Total Funds Carried Forward		<u>(9,592)</u>	<u>10,189</u>	<u>597</u>	<u>88,395</u>

The group's income and expenditure all relate to continuing activities and there are no gains or losses other than those shown above.

The notes form part of these financial statements.

Future-Fit Foundation

CONSOLIDATED BALANCE SHEET **AS AT 31ST JULY 2022**

	Notes	2022		2021	
		Charity £	Group £	Charity £	Group £
FIXED ASSETS					
Tangible Assets	7	1,089	1,089	5,041	5,041
Investments	8	<u>1</u>	<u>-</u>	<u>1</u>	<u>-</u>
		1,090	1,089	5,042	5,041
CURRENT ASSETS					
Debtors	9	940	8,729	65,665	6,525
Cash at Bank and in hand		<u>5,040</u>	<u>8,497</u>	<u>154,381</u>	<u>163,817</u>
		5,980	17,226	220,046	170,342
CREDITORS: Amounts falling due within one year	10	<u>(5,757)</u>	<u>(17,718)</u>	<u>(46,934)</u>	<u>(86,988)</u>
NET CURRENT ASSETS		223	(492)	173,112	83,354
NET ASSETS		<u>1,313</u>	<u>597</u>	<u>178,154</u>	<u>88,395</u>
FUNDS					
Restricted Funds	11	10,189	10,189	47,928	47,928
Unrestricted Funds	12	<u>(8,876)</u>	<u>(9,592)</u>	<u>130,226</u>	<u>40,467</u>
		1,313	597	178,154	88,395

The Company is exempt from the requirements relating to preparing audited accounts in accordance with Section 477 of the Companies Act 2006. The members have not required the Company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

- ensuring that the company keeps accounting records which comply with sections 386 and 387 of the Companies Act 2006 and;
- preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its profit or loss for each financial year in accordance with the requirements of sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The financial statements were approved by the Trustees on 18/04/23 and were signed on their behalf by:

Paul Clements-Hunt (Chair)

Craig Fergusson (Trustee)

Company Registration Number: 08608656

Charity Registration Number: 1154245

The notes form part of these financial statements.

Future-Fit Foundation

CONSOLIDATED STATEMENT OF CASH FLOW **AS AT 31ST JULY 2022**

	2022 £	2021 £
Cash flows from operating activities:		
Net cash provided by/(used in) operating activities	<u>(155,320)</u>	<u>(104,465)</u>
Cash flows from investing activities:		
Dividends and interest from investments	-	-
Purchase of property, plant and equipment	-	(1,691)
Proceeds from sale of assets	-	1,353
Purchase of investments	-	-
Net cash provided by/(used in) investing activities	<u>-</u>	<u>(338)</u>
Change in cash and cash equivalents in the reporting period	(155,320)	(104,803)
Cash and cash equivalents at the beginning of the reporting period	163,817	268,620
Cash and cash equivalents at the end of the reporting period	<u><u>8,497</u></u>	<u><u>163,817</u></u>

Reconciliation of net income/(expenditure) to net cash flow from operating activities

	2022 £	2021 £
Net income/(expenditure) for the reporting period	(87,798)	(123,289)
Deficit on writing down the property, plant and equipment	2,318	-
Depreciation charges	1,634	4,578
(Increase)/decrease in debtors	(2,204)	61,428
Increase/(decrease) in creditors	(69,270)	(47,182)
(Increase)/decrease in stock	-	-
Net cash provided by/(used in) operating activities	<u><u>(155,320)</u></u>	<u><u>(104,465)</u></u>

Future-Fit Foundation

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31ST JULY 2022**

1 Accounting Policies

a) Basis of preparation of accounts

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance with the Financial Reporting Standard 102 and with the Charities SORP (FRS 102) "Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102)", and the Companies Act 2006. The presentational currency of the financial statements is Pound Sterling (£).

These financial statements consolidate the results of the Charity and its wholly-owned subsidiary, Future-Fit Ltd, on line by line basis. A separate Statement of Financial Activities for the Charity itself is not presented because the Charity has taken advantage of the exemptions afforded by the Companies Act 2006 and SORP 2019.

b) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objects of the Charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors which have been raised by the Charity for particular purposes.

c) Incoming resources

Grants are credited to incoming resources on the earlier date of when they are received or when they are receivable, unless they relate to a specific future period, in which case they are deferred. All other incoming resources are included in the Statement of Financial Activities when the charity is legally entitled to the income and the amount can be quantified with reasonable accuracy.

d) Resources expended

All expenditure is accounted for on an accruals basis and has been included under expenses categories that aggregate all costs for allocation to activities.

e) Financial instruments

The charity only has financial assets and 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.

Future-Fit Foundation

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31ST JULY 2022**

f) Fixed assets

Tangible fixed assets are stated at cost less depreciation. Depreciation is provided at rates calculated to write off the cost of the fixed asset, less their estimated residual value, over their expected useful life on the following basis:

Computer equipment - over 3 years

g) Going Concern

These financial statements are prepared on a going concern basis which the trustees have concluded is appropriate taking into account the expected forecast for the year. The total reserves of the charity as at 31 July 2022 were negligible, however, the Trustees report sets out the position for post-reporting period that a large European bank has asked the charity to support the development of an online tool for SME clients, based on the Future-Fit methodology that will enable the charity to continue its operations.

Future-Fit Foundation

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31ST JULY 2022**

2. Voluntary income

	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Total Funds 2021
Swiss Philanthropy Foundation	-	-	-	166,764
The Shell Foundation		47,307	47,307	34,255
Golden Bottle Trust	-	-	-	2,500
HMRC – JRS	-	474	474	12,041
Donations	90,081	-	90,081	22
	<u>90,081</u>	<u>47,781</u>	<u>137,862</u>	<u>215,582</u>

COMPARATIVE VOLUNTARY INCOME

	Unrestricted Funds 2021	Restricted Funds 2021	Total Funds 2021
Swiss Philanthropy Foundation	-	166,764	166,764
The Shell Foundation	-	34,255	34,255
Golden Bottle Trust	2,500	-	2,500
HMRC – JRS	-	12,041	12,041
Donations	22	-	22
	<u>2,522</u>	<u>213,060</u>	<u>215,582</u>

3. Income from charitable activities

	Unrestricted and Total 2022 £	Unrestricted and Total 2021 £
Corporate income	96,695	330,885
	<u>96,695</u>	<u>330,885</u>

Future-Fit Foundation

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31ST JULY 2022**

4. **Activities for generating funds**

	2022	2021
	£	£
The analysis of activities for generating funds for the year is as follows:		
Core foundation funding	-	-
	-	-

5. **Charitable activities expenditure**

	----- 2022 -----			----- 2021 -----		
	Direct Costs	Project Support Costs	Total 2022	Direct Costs	Project Support Costs	Total 2021
	£	£	£	£	£	£
Future-Fit Benchmark	-		-	7,545		7,545
Impact Valuation Project II	37,118		37,118	36,909		36,909
FF and the UNGC	-		-	15,886		15,886
CJRS	474		474	12,041		12,041
Swiss Philanthropy	47,928		47,928	118,836		118,836
Project Support Costs		334,583	334,583		550,381	550,381
	85,520	334,583	420,103	191,217	550,381	741,598

Included in Project Support costs are legal fees of £13 (2021: £2,736).

	2022	2021
	£	£
Net Income/(Expenditure) is stated after charging		
Independent examination fee	4,480	2,730

Future-Fit Foundation

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31ST JULY 2022**

6. **Staff and Related costs**

	2022	2021
	£	£
Wages and Salaries	317,106	542,653
Social Security Costs	37,239	60,431
Pension Costs	5,168	12,071
	<hr/>	<hr/>
	359,513	615,155
	<hr/>	<hr/>
		No
The average number of employees during the year was:	6	13
	<hr/>	<hr/>

The remuneration of Senior Management amounted to £142,672 (2021: £133,100).

One employee received emoluments of more than £60,000 (2021: three).

The number of employees whose emoluments fell within the following bands were:

	2022	2021
60,001 - 70,000	-	1
70,001 – 80,000	-	1
80,001 – 90,000	1	-

Trustees Remuneration and Benefits

One trustee received £19,000 representing invoices raised through The Blended Capital Group.

No trustee or other person related to the charity had any personal interest in any contract or transaction entered into by the charity during the year.

Future-Fit Foundation

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31ST JULY 2022**

7. Fixed Assets – Charity and Group

	Equipment £
Cost:	
At 1 st August 2021	20,138
Additions	-
Disposals	(11,448)
At 31 st July 2022	<u>8,690</u>
Depreciation:	
At 1 st August 2021	15,097
Charge for the period	1,634
Charge on disposal	(9,130)
At 31 st July 2022	<u>7,601</u>
Net Book Value:	
31 st July 2022	<u>1,089</u>
31 st July 2021	<u>5,041</u>

8. Investments

	Charity 2022 £	Group 2022 £	Charity 2021 £	Group 2021 £
Investment in subsidiary (Note 15)	1	-	1	-
	<u>1</u>	<u>-</u>	<u>1</u>	<u>-</u>

9. Debtors

	Charity 2022 £	Group 2022 £	Charity 2021 £	Group 2021 £
Trade debtors	-	7,817	-	2,500
Other debtors	150	-	1,500	1,500
VAT	-	-	1,169	1,379
Inter-company balance	-	-	62,050	-
Prepayments	790	912	946	1,146
	<u>940</u>	<u>8,729</u>	<u>65,665</u>	<u>6,525</u>

Future-Fit Foundation

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31ST JULY 2022**

10. Creditors: Amounts falling due within one year

	Charity 2022 £	Group 2022 £	Charity 2021 £	Group 2021 £
Deferred income	-	10,189	27,682	66,267
Other Creditors	2,712	4,184	1,158	1,314
Taxation and Social Security	-	-	16,209	16,209
Inter-company	1,133	-	-	-
VAT	-	167	-	-
Accruals	1,912	3,178	1,885	3,198
	<u>5,757</u>	<u>17,718</u>	<u>46,934</u>	<u>86,988</u>

11. Restricted funds – Charity and Group

	Balance 1/8/21 £	Incoming Resources £	Resources Expended £	Balance 31/7/22 £
Shell Foundation Emergency Fund	-	47,307	(37,118)	10,189
CJRS	-	475	(475)	-
Swiss Philanthropy Foundation	47,928	-	(47,928)	-
	<u>47,928</u>	<u>47,782</u>	<u>(85,521)</u>	<u>10,189</u>

COMPARATIVE 2021

	Balance 1/8/20 £	Incoming Resources £	Resources Expended £	Balance 31/7/21 £
Future-Fit Business Benchmark	7,545	-	(7,545)	-
Impact Valuation Project II	2,654	34,255	(36,909)	-
FF and the UNGC	15,886	-	(15,886)	-
CJRS	-	12,041	(12,041)	-
Swiss Philanthropy Foundation	-	166,764	(118,836)	47,928
	<u>26,085</u>	<u>213,060</u>	<u>(191,217)</u>	<u>47,928</u>

Restricted funds represent the grant awarded from Shell Foundation which provides funding of the essential administration costs to ensure the Charity remains functioning whilst it is in the process of restarting revenue generating operations.

Future-Fit Foundation

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31ST JULY 2022**

12. Unrestricted funds

	Balance 1/8/21	Net Outgoing Resources	Balance 31/7/22
	£	£	£
Charity General Reserve	130,226	(139,102)	(8,876)
Subsidiary General Reserve	(89,759)	89,043	(716)
Consolidated General Reserve	<u>40,467</u>	<u>(50,059)</u>	<u>(9,592)</u>

COMPARATIVE 2021

	Balance 1/8/20	Net Incoming Resources	Balance 31/7/21
	£	£	£
Charity General Reserve	233,033	(102,807)	130,226
Subsidiary General Reserve	(47,434)	(42,325)	(89,759)
Consolidated General Reserve	<u>185,599</u>	<u>(145,132)</u>	<u>40,467</u>

13. Analysis of net assets between funds

	Restricted	Un- Restricted	Total
	£	£	£
Tangible Fixed Assets	-	1,089	1,089
Net Current Assets	10,189	(10,681)	(492)
	<u>10,189</u>	<u>(9,592)</u>	<u>597</u>

COMPARATIVE 2021

	Restricted	Un- Restricted	Total
	£	£	£
Tangible Fixed Assets	-	5,041	5,041
Net Current Assets	47,928	35,426	83,354
	<u>47,928</u>	<u>40,467</u>	<u>88,395</u>

14. Related Party Transactions

There were no related party transactions during the year.

Future-Fit Foundation

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31ST JULY 2022**

15. Trading subsidiary

Future-Fit Ltd was incorporated in the UK as a wholly owned subsidiary of the Future-Fit Foundation, on 30 August 2018 (Company number 11542791), with an issued share capital of £1. The company started trading in February 2019.

Future-Fit Ltd summary results for the year ended 31 July 2022 were as follows:

	2022	2021
	£	£
Turnover	144,794	71,816
Cost of Sales	<u>(52,558)</u>	<u>(105,681)</u>
Gross (Loss)/Profit	92,236	(33,865)
Administrative Expenses	<u>(3,193)</u>	<u>(8,460)</u>
Operating (Loss)/Profit	89,043	(42,325)
Interest	-	-
Profit/(loss) before Taxation	89,043	(42,325)
Gift Aid	-	-
Profit/(Loss) for the financial year	<u>89,043</u>	<u>(42,325)</u>
 Current assets	 <u>12,383</u>	 <u>12,346</u>
 Liabilities	 <u>(13,100)</u>	 <u>(102,104)</u>
	(717)	(89,758)
 Capital and Reserves		
Called up share capital	1	1
Retained earnings	<u>(717)</u>	<u>(89,759)</u>
Net Assets	<u>(716)</u>	<u>(89,759)</u>

The following are the inter-company transactions during the year and balances held at the year end.

Balance due to Future-Fit Foundation	(1,133)	62,050
Future-Fit Foundation income entitlement during the year	<u>55,558</u>	<u>105,681</u>

Future-Fit Foundation

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS **FOR THE YEAR ENDED 31ST JULY 2022**

16. Consolidated Prior Year Comparatives

The breakdown between funds of income and expenditure for the year ending 31st July 2021 was as follows:

	Unrestricted Funds	Restricted Funds	Total 2021
	£	£	£
INCOME FROM:			
Grants and donations	2,522	213,060	215,582
Charitable Activities	330,885	-	330,885
Other income	71,842	-	71,842
Total Income	<u>405,249</u>	<u>213,060</u>	<u>618,309</u>
 EXPENDITURE ON:			
Raising Funds	-	-	-
Charitable Activities	550,381	191,217	741,598
Total Resources Expended	<u>550,381</u>	<u>191,217</u>	<u>741,598</u>
 Net income/(expenditure) for the year	(145,132)	21,843	(123,289)
 Total funds brought forward	<u>185,599</u>	<u>26,085</u>	<u>211,684</u>
 Total funds carried forward	<u>40,467</u>	<u>47,928</u>	<u>88,395</u>

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF
FUTURE-FIT FOUNDATION ('the Group')
FOR THE YEAR ENDED 31 JULY 2022

I report to the charity trustees on my examination of the consolidated accounts of the Group comprising the Future-Fit Foundation ('the Charitable Company') and its subsidiary undertaking for the year ended 31 July 2022.

Responsibilities and basis of report

As the trustees of the Charitable Company (and also its directors for the purposes of company law) you are responsible for the preparation of the consolidated accounts of the Group in accordance with the requirements of the Charities Act 2011 ('the 2011 Act') and Companies Act 2006 ('the 2006 Act') and you have chosen to prepare consolidated accounts for the Group. You are satisfied that the accounts of both the Charitable Company and the Group are not required by charity or company law to be audited and have chosen instead to have an independent examination.

Having satisfied myself that the accounts of the Charitable Company are not required to be audited under Part 16 of the Companies Act and are eligible for independent examination, I report in respect of my examination of the consolidated accounts. I have carried out my examination under section 145 of 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 Charities Act.

An independent examination does not involve gathering all the evidence that would be required in an audit and consequently does not cover all the matters that an auditor considers in giving their opinion on the accounts. The planning and conduct of an audit goes beyond the limited assurance that an independent examination can provide. Consequently I express no opinion as to whether the consolidated accounts present a 'true and fair' view and my report is limited to those specific matters set out in the independent examiner's statement.

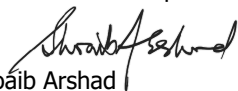
Independent examiner's statement

Since the Charitable Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I can confirm that I am qualified to undertake the examination because I am a registered member of ICAEW 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 that in any material respect:

1. accounting records with respect to the Charitable Company and its subsidiary undertaking were not kept as required by section 386 of the 2006 Act; or
2. the accounts do not accord with those 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.


Shoaib Arshad
Knox Cropper LLP
Chartered Accountants
65 Leadenhall Street
London
EC3A 2AD

Date: 20 April 2023