

THE LABOUR BEHIND THE LABEL TRUST

**REPORT AND ACCOUNTS
FOR THE YEAR ENDED
31 MARCH 2025**

Registered charity number: 1159356

THE LABOUR BEHIND THE LABEL TRUST

**REPORT AND ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2025**

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Trustees Annual Report for the year ended 31 March 2025

The trustees are pleased to present their annual report together with the accounts of the charity for the year ended 31 March 2025.

The accounts have been prepared in accordance with the accounting policies set out on page 11 and comply with the Charity's governing instrument, The Charities Act 2011 and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard (FRS102) applicable in the UK and Republic of Ireland.

Our Purposes and Activities

The Charity's objects are:

- To advance for the public benefit, and with particular regard to garment workers and their dependents throughout the world;
- The relief of poverty;
- The promotion of human rights (as set out in the Universal Declaration of Human Rights);
- Compliance with the law and ethical standards of conduct.

Achievements and Performance

The Trust's grant making policy provides the basis for its operations in support of the promotion of human rights and ethical and legal work practices for garment workers and their dependents.

In March 2024 the Trust agreed a work programme for 2024/25 building in part on the achievements of the 2023/24 year, while recognising changing issues affecting worker wellbeing in the fashion and textile industries. While retaining an emphasis on work designed to ensure, enhance, and extend legal provisions in the UK, Bangladesh and Pakistan, the Trust recognised the increasing significance of other pressures leading to support for a programme focused on six key areas of work. These were:

- 1) Supporting UK garment industry workers' demands, we will lobby for fashion companies to support the development of the UK industry, through orders and good practice;
- 2) Campaigning for corporate accountability, through work to discredit forms of corporate accountability that are failing in the garment sector and build support for binding legislation that will see legal accountability for UK companies;
- 3) Supporting efforts to build worker power, through responsive campaigning to support country level human rights protection issues;
- 4) Continuing to work to raise awareness of how online markets and consumer buying habits are having an impact on workers' rights through campaigning for greater transparency and regulation in fashion supply chains due to new consumer habits in e-buying;
- 5) Continuing to support global campaigning for a Just Transition for garment workers by engaging in debates on the topic to ensure that living wages and worker power are prioritised in discussions on brand responses to climate breakdown; and
- 6) Supporting efforts to build a re-engagement strategy for Leicester workers, through events and online organising to engage garment workers in Leicester and develop a group of women willing to speak publicly about their rights.

To support this work, and address shifts in the charity funding landscape, we continued previous years' work to build capacity and resilience through:

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Trustees Annual Report for the year ended 31 March 2025 cont.

Achievements and Performance (continued)

- Improving LBL's citizen organising approach to engage more activists in taking actions and attending demonstrations;
- Developing LBL's regular giving programme; and
- Carrying out a financial review and commission specific fundraising support for Trusts & Foundations.

In a rapidly shifting global environment, while these objectives were ambitious, most were substantially achieved and some exceeded. These circumstances are reflected in the objectives developed for 2024/25. Four categories of outcome may be as distributed unevenly across those first four objectives.

The first, education activities, may be seen for instance in community and public outreach work on issues linked to working conditions in the UK and in respect of specific issues and cases in South Asian states with large garment industries. In some key specific cases, education and advocacy work overlapped with strategic use of on-line petitions. Not all education work has been outward facing in this sense; other activities included published briefing documents for journalists on issues such as industry auditing, and issues in the UK industry for MPs, as well as coverage in the industry press. Other education work included information for fashion and textile workers on workplace rights.

The second, advocacy, is closely linked to the education component, as seen in the on-line petitions, and briefings for key opinion formers. A continuing focus on the UK industry and e-retailing has led to work to build community advocates, both among workers in the UK industry and community activists; this included, alongside organising and education work in Leicester, training and development workshops in London and Manchester. Woven through much of this advocacy and education work has been support for the proposed Business, Human Rights and Environment Act as a potentially useful mechanism to support the Trust's aims and objectives.

The third strand, networking, is vital in a diverse and complex industry. Alongside the Corporate Justice Coalition (CJC) and longstanding international networks and domestic sister organisations, and key area for developing networks has been the growing climate justice aspect of activities in the sector. This, along with work tracking production chains, remains by necessity an area where international networking is vital. It sits alongside important UK-specific networks including the CJC and continuing work with UK-based garment worker community organisations, especially in Leicester.

The key focus of the fourth strand of work, research, has been on-line marketplace fashion supply chains, with a secondary focus on climate-related transition issues.

All of this has been accompanied by a consistent on-line presence, evidence of continuing on-line engagement, and as noted impact through legacy media including the fashion industry press, in broadcasting and other publications.

In terms of capacity development and resilience of the Trust, regular donor numbers continue to grow while overall income remains solid. We have implemented a legacy fundraising programme. We note, across the sector, that fundraising continues to be challenging and we have been working on ways to secure and enhance our income, including with the support of a new (in 2023/24) Trust Board member with fundraising expertise and work with a fundraising consultancy to enhance expertise and provide advice on funding bids. The Trust continues to monitor income and notes that it may become necessary to explore with LBL ways to ensure the most effective and timely use of funds without threatening overall sustainability of work in the area. The decision by a sister organisation campaigning in the field to close down and

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Trustees Annual Report for the year ended 31 March 2025 cont.

Achievements and Performance (continued)

offer its reserves to the Trust had a significant impact on our work in 2024/25, and is incorporated into planning for 2025/26.

Achievements are monitored by Trustees at quarterly Trust meetings as well as through reports presented by the Labour Behind the Label throughout the year.

Public Benefit

Trustees review public benefit annually (in March) when assessing the proposed activities for the forthcoming year. The trustees have had due regard to the Charity Commission guidance on public benefit in deciding what activities the charity should undertake and confirm that all the charity's activities are undertaken to further our charitable purposes for the public benefit.

Financial Review

At 31 March 2025 the Charity had funds carried forward of £89,784 (2024 - £117,385), of which £nil are held as restricted funds (2024 - £nil).

The Charity's main sources of funding in the year were:

- donations of £80,924; and
- grants of £20,000.

The trustees are confident that the Charity is financially secure to deliver its programme of activities for 2024/25.

Investment policy

As reserves are currently at a relatively low level, the majority of funds are currently held in a bank current account.

Going Concern

The trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. Accordingly, they continue to adopt the going concern basis in preparing the annual report and accounts.

Plans for Future Periods

Our workplan for 2025/26 builds on and extends the 2024/25 programme and successes, and adjusts key work streams to recognise shifts in the global and UK context of production and consumption:

- 1) Campaign for jobs and decent work in the UK garment industry
- 2) Campaign for corporate accountability
- 3) Build worker power, through active solidarity actions to support garment worker rights in the global south
- 4) Support global campaigning for a Just Transition for garment workers
- 5) Improve LBL's citizen organising approach to engage more activists in taking actions and attending demonstrations
- 6) Continue to develop LBL's regular giving (RG) programme.

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Trustees Annual Report for the year ended 31 March 2025 cont.

Reference and Administrative Information

Name & Charity Number:

Labour Behind The Label Trust: Registered Charity No 1159356

Registered Office

The Old Co-Op
38-42 Chelsea Road
Easton
Bristol
BS5 6AF

Trustees:

Malcolm MacLean
Joanna Ewart-James
Sarah Daly
Sharon Mitcheson
Rona Fagon
Leanne McNulty (appointed 26/09/2024)

Bankers:

The Co-operative Bank Plc
P.O. Box 101
1 Balloon Street
Manchester
M60 4EP

Independent Examiner:

Burnside
Chartered Accountants
61 Queen Square
Bristol
BS1 4JZ

Structure, Governance and Management

Labour Behind the Label Trust operates in England, Wales and Northern Ireland working closely with Labour Behind the Label Limited. Each organisation is separate and governed as an autonomous entity. They share some resources and a brand, in order to achieve their separate but similar objects as cost-effectively as possible.

Governing Document

The charity was established under a Trust Deed dated 29/08/12 (as amended by a deed dated 13/09/14) which established the objects and powers of the charity.

Recruitment and Appointment of the Trustees

The trustees regularly review their skills and experience base to reflect the needs of the organisation.

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Trustees Annual Report for the year ended 31 March 2025 cont.

Trustee Induction and Training

New trustees are given clear advice and support in relation to their obligations by incumbent trustees. All relevant documentation is made available including details of its resourcing, the current financial position as set out in the latest set of accounts and information about future plans and the strategic development of the charity.

Day to day management

The Trustees have delegated the day to day management of the charity to Caroline Lewis, Director of Fundraising at Labour Behind the Label, who reports formally to the Trustees at meetings.

Key Personnel

Caroline Lewis

Risk Management

The Trustees have assessed the major financial and reputations risks to which the charity is exposed and are satisfied that systems are in place to mitigate exposure to the major risks. Trustees review risk at each quarterly meeting, examining cash flow and any reputational risks due to high profile campaigns or events that Labour Behind the Label is leading on.

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Trustees Annual Report for the year ended 31 March 2025 cont.

Trustees' responsibilities in relation to the financial statements

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable laws and regulations.

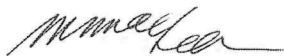
The laws applicable to charities in England and Wales requires the Trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable regulations). Under that law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the Charity and of the incoming resources and application of resources of the Charity for that year.

In preparing these financial statements, the Trustees are required to:

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

The trustees are responsible for keeping proper accounting records that disclose with reasonable accuracy at any time the financial position of the charity and to enable them to ensure that the financial statements comply with the Charities Act 2011, the applicable Charities (Accounts and Reports) Regulations, and the provisions of the Trust deed. They are also responsible for safeguarding the assets of the charity and taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the Trustees:



**Malcolm MacLean (Chair)
Trustee**

Date: 16 December 2025

THE LABOUR BEHIND THE LABEL TRUST

INDEPENDENT EXAMINER'S REPORT TO THE TRUSTEES OF THE LABOUR BEHIND THE LABEL TRUST

I report to the trustees on my examination of the accounts of the above charity ("the Trust") for the year ended 31 March 2025.

Responsibilities and basis of report

As the trustees of the Trust, you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ("the Act").

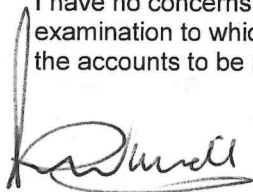
I report in respect of my examination of the Trust's accounts carried out under section 145 of the 2011 Act and in carrying out my examination, I have followed the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement

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

- the accounting records were not kept in respect of the Trust as required by section 130 of the Act, or
- the accounts do not accord with those records; or
- the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 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.

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



Name: Stephen Burnside

Relevant professional qualification or body: ICAEW

Address: Burnside Chartered Accountants, 61 Queen Square, Bristol, BS1 4JZ.

Date:

22/11/25

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STATEMENT OF FINANCIAL ACTIVITIES
FOR THE YEAR ENDED 31 MARCH 2025

		Unrestricted funds 2025 £	Restricted funds 2025 £	Total funds 2025 £	Total funds 2024 £
INCOME FROM:					
Donations and legacies					
Donations		80,924	-	80,924	119,681
Charitable activities					
Grants receivable	3	20,000	-	20,000	22,117
TOTAL INCOME		100,924	-	100,924	141,798
EXPENDITURE ON:					
Raising funds					
Costs of applying for grants		7,176	-	7,176	7,176
Other fundraising costs		1,095	-	1,095	-
<u>Charitable activities – promoting human rights and ethical and legal work practices for garment workers</u>					
Grants payable		116,892	-	116,892	79,010
Finance and book-keeping		1,148	-	1,148	1,148
Independent examination		2,124	-	2,124	1,512
Bank charges		6	-	6	4
Travel and subsistence		84	-	84	434
Subscriptions		-	-	-	44
Sundry expenses		-	-	-	119
TOTAL EXPENDITURE		128,525	-	128,525	89,447
Net income/(expenditure) and net movement in funds for the year		(27,601)	-	(27,601)	52,351
Reconciliation of funds					
Total funds brought forward		117,385	-	117,385	65,034
Total funds carried forward		89,784	-	89,784	117,385

The notes on pages 11 to 13 form part of these accounts

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BALANCE SHEET
AS AT 31 MARCH 2025

	Note	2025 £	2024 £
CURRENT ASSETS			
Debtors	5	1,232	10,824
Cash at bank and in hand		108,773	134,405
		110,005	145,229
LIABILITIES			
Creditors: amounts falling due within one year	6	(20,221)	(27,844)
NET CURRENT ASSETS/(LIABILITIES)		89,784	117,385
NET ASSETS		89,784	117,385
THE FUNDS OF THE CHARITY			
Restricted funds		-	-
Unrestricted funds	7	89,784	117,385
TOTAL CHARITY FUNDS		89,784	117,385

These financial statements were approved by the trustees and authorised for issue on 16 Decembr 2025, and are signed on their behalf by:


Malcolm Maclean
TRUSTEE

16 December 2025
Date

Charity No 1159356

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NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025

1. Accounting policies

a) Basis of preparation and assessment of going concern

The financial statements have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts. The financial statements have been prepared in accordance with the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011.

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

The trustees consider that there are no material uncertainties about the Trust's ability to continue as a going concern.

b) Income recognition

Donations and grants

Income from donations and grants, including capital grants, is included in incoming resources when these are receivable, except as follows:

- when donors specify that donations and grants given to the charity must be used in future accounting periods, the income is deferred until those periods.
- when donors impose conditions which have to be fulfilled before the charity becomes entitled to use such income, the income is deferred and not included in incoming resources until the pre-conditions for use have been met.

When donors specify that donations and grants, including capital grants, are for particular restricted purposes, which do not amount to pre-conditions regarding entitlement, this income is included in incoming resources of restricted funds when receivable.

Interest receivable

Interest is included when receivable by the charity.

c) Expenditure and irrecoverable VAT

Expenditure is included in the Statement of Financial Activities on an accruals basis, inclusive of any VAT which cannot be recovered.

d) Fund accounting

Funds held by the charity are:

Unrestricted general funds – these are funds which can be used in accordance with the charitable objects at the discretion of the trustees.

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**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2025 (cont).**

2. Comparative Statement of Financial Activities for the year ended 31 March 2024

	Unrestricted funds £	Restricted funds £	Total funds 2024
INCOME FROM:			
Donations and legacies			
Donations	119,681	-	119,681
Charitable activities			
Grants receivable	4,500	17,617	22,117
TOTAL INCOME	124,181	17,617	141,798
EXPENDITURE ON:			
Raising funds			
Costs of applying for grants	7,176	-	7,176
Charitable activities – promoting human rights and ethical and legal work practices for garment workers			
Grants payable	61,393	17,617	79,010
Finance and book-keeping	1,148	-	1,148
Independent examination	1,512	-	1,512
Bank charges	4	-	4
Travel and subsistence	434	-	434
Subscriptions	44	-	44
Sundry expenses	119	-	119
TOTAL EXPENDITURE	71,830	17,617	89,447
Net income/(expenditure) and net movement in funds for the year	52,351	-	52,351

THE LABOUR BEHIND THE LABEL TRUST**NOTES TO THE ACCOUNTS
FOR THE YEAR ENDED 31 MARCH 2025 (cont).**

3. Grants receivable	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Network for Social Change	-	-	-	12,117
Joffe Trust	-	-	-	2,500
Solomons Trust	5,000	-	5,000	4,500
The Big Give Trust	-	-	-	-
Barry Amiel & Norman Melburn Trust	-	-	-	3,000
Dashlight Foundation	15,000	-	15,000	-
	20,000	-	20,000	22,117

4. Net income/(expenditure) for the year

This is stated after charging:	2025 £	2024 £
Independent examiner's fees	2,124	1,512

5. Debtors

	2025 £	2024 £
Prepayments and accrued income	1,232	10,824
	1,232	10,824

6. Creditors

	2025 £	2024 £
Creditors and accruals	20,221	17,844
Deferred income	-	10,000
	20,221	27,844

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NOTES TO THE ACCOUNTS FOR THE YEAR ENDED 31 MARCH 2025 (cont).

7. Unrestricted funds

	Balance 1 April 2024	Movement in resources		Transfers between funds	Balance 31 March 2025
	£	Incoming £	Outgoing £	£	£
General Funds	117,385	100,924	128,525	-	89,784

8. Related party transactions and trustees' expenses

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2024: £nil).

There were no related party transactions in the year.

