

Charity no. 1172251

TRIBE Freedom Foundation
Report and Unaudited Financial
Statements
31 December 2024

TRIBE Freedom Foundation

Reference and administrative details

For the year ended 31 December 2024

Charity number	1172251																								
Registered office and operational address	Unit 3.34, Canterbury Court 1-3 Brixton Road London SW9 6DE																								
Trustees	<p>The trustees who served during the year and up to the date of this report were as follows:</p> <table><tr><td>Mark Lacey</td><td>(Chair)</td></tr><tr><td>Jeffrey Berman</td><td></td></tr><tr><td>Carly Davies</td><td>Appointed 7 March 2024</td></tr><tr><td>Lucy Fenwick</td><td>Appointed 7 March 2024</td></tr><tr><td>Guy Hacking</td><td></td></tr><tr><td>Francis Lake</td><td>Appointed 7 March 2024</td></tr><tr><td>Rob Martineau</td><td></td></tr><tr><td>Camilla Monckton</td><td>Resigned 7 March 2024</td></tr><tr><td>Andy Pusey</td><td></td></tr><tr><td>Tom Stancliffe</td><td></td></tr><tr><td>Dame Sara Thornton</td><td></td></tr><tr><td>Christopher Wakley</td><td>Appointed 7 March 2024</td></tr></table>	Mark Lacey	(Chair)	Jeffrey Berman		Carly Davies	Appointed 7 March 2024	Lucy Fenwick	Appointed 7 March 2024	Guy Hacking		Francis Lake	Appointed 7 March 2024	Rob Martineau		Camilla Monckton	Resigned 7 March 2024	Andy Pusey		Tom Stancliffe		Dame Sara Thornton		Christopher Wakley	Appointed 7 March 2024
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Tom Stancliffe																									
Dame Sara Thornton																									
Christopher Wakley	Appointed 7 March 2024																								
Bankers	Barclays Bank Leicester LE87 2BB																								
Independent examiners	Godfrey Wilson Limited Chartered accountants and statutory auditors 5th Floor Mariner House 62 Prince Street Bristol BS1 4QD																								

TRIBE Freedom Foundation

Report of the trustees

For the year ended 31 December 2024

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Constitution and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from January 2019).

The trustees present their statutory report along with the financial statements of TRIBE Freedom Foundation for the year ended 31 December 2024.

Structure, governance and management

The TRIBE Freedom Foundation ("the charity") is a charitable incorporated organisation (CIO), not having share capital. It operates in accordance with a Constitution adopted on 24 March 2017. If the charity is wound up, the members have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

The trustees make the key decisions about the conduct of the charity. The trustees give their time voluntarily and do not receive any remuneration for services to the charity. The day-to-day management of the charity is carried out by the Head of Partnerships & Impact and the Community Fundraising Manager who both work full-time for the charity. During the year, they were supported by Tom Stancliffe and Rob Martineau who are considered key management personnel.

Partnership with TRIBE

The charity was established by Guy Hacking, Tom Stancliffe and Rob Martineau. Tom Stancliffe and Rob Martineau are employees, shareholders and directors of Everyday Adventures Limited (trading as "TRIBE", company registration number 09286289) and Guy Hacking is a shareholder and director of Everyday Adventures Limited. TRIBE is a sports nutrition brand which sells natural performance nutrition products online and in retail. TRIBE has also built one of the fastest-growing communities of athletes and adventurers in the UK, engaging 60,000+ through regular campaigns and events.

The arrangements between TRIBE and the charity are set out pursuant to the Collaboration Agreement and the Commercial Participation Agreement dated 26 March 2019. The agreements state that TRIBE shall make a donation of 1p to the charity for every TRIBE Sports Nutrition product that is sold and TRIBE organises fundraising events in which participants are encouraged to fundraise for the charity.

For the avoidance of doubt, the trustees of the charity are able to make their own decisions outside the scope of any funding by TRIBE. The trustees believe this is an innovative partnership that provides a unique opportunity for the charity to raise public awareness of human trafficking and raise funds.

Recruitment and appointment of trustees

The trustees have complete control of the charity in relation to the application of funds. Trustees are appointed in accordance with the charity's governing document which states that there must be a minimum of three charity trustees. It was further agreed, pursuant to incorporation discussions with the UK Charity Commission, that at least three trustees independent of TRIBE (the "Independent Trustees") would be appointed. All decision-making of the charity is made in accordance with the charity's conflicts of interest policy.

Trustee induction and training

The charity trustees control the charity and its funds. Each trustee is made aware of their duties as a trustee upon appointment and accepts their responsibility to keep up to date with changes in statutory requirements that affect the role and responsibilities of trustees.

TRIBE Freedom Foundation

Report of the trustees

For the year ended 31 December 2024

Upon appointment a new trustee will be provided with:

- a copy of the current version of the constitution;
- a copy of the charity's latest report to the Charity Commission and the statement of accounts; and
- a copy of the charity's conflict policy.

Risk management

Business decisions and the associated risk factors are considered at least annually. As part of this process, the internal controls that are in place are reviewed. Internal control risks are minimised by a clear system of delegated authority and control, and procedures for the authorisation of all financial transactions. The trustees are satisfied that these are currently adequate to manage and reduce the risks identified.

Objectives and activities

The main objectives of the charity are for the public benefit, the relief and assistance of people in need in England and Wales who are the victims of human trafficking and modern slavery by:

- raising public awareness of human trafficking and modern slavery; and
- providing grants to and working in partnership with other charities and organisations ("the project partners") whose purpose is to relieve or prevent human trafficking and modern slavery.

The charity's mission is to fight modern slavery and end human trafficking. The charity and the trustees work to achieve this across three key project areas:

- **increasing public awareness:** engaging communities to help build awareness of modern slavery across their wider networks and increasing public understanding;
- **long-term survivor support:** providing funding and wider support so that more survivors are empowered to regain their independence and overcome their previous exploitation; and
- **preventing modern slavery:** equipping stakeholders, communities and individuals with the tools to better understand, identify and tackle the causes of modern slavery.

Achievements and performance

The trustees are incredibly proud to share the TRIBE Freedom Foundation Impact Report for 2023-24, showcasing the impact of our work to end modern slavery. The full report can be read at www.tribefreedomfoundation.com/our-impact/

The main highlights, achievements and activities of the charity are summarised below:

Increasing public awareness

We are driving conversations among key stakeholders and increasing awareness across the UK. With the TRIBE community behind us, we are engaging new audiences to understand the reality of modern slavery and how people can take action; through our events, talks, campaigns and fundraising challenges.

Our activities and achievements include:

Events and campaigns

Throughout 2023, we engaged more than 6,000 people in our community events and campaigns, helping to improve understanding of slavery across these networks. From the Seville Marathon, to the sixth TRIBE Run for Love to the Windsor Half Marathon, our community challenges played a major role in increasing awareness across new audiences. In Summer 2024, we re-launched a fortnightly social run club for the community to support training efforts for our bigger challenges and increase our reach.

TRIBE Freedom Foundation

Report of the trustees

For the year ended 31 December 2024

Corporate partnerships

In 2024, the charity developed a number of new key partnerships, notably signing a three year partnership with British Airways, to increase public awareness across a wide range of organisations engaging new audiences through virtual events, talks and more. This included co-organising employee awareness-raising events and employee fundraising across British Airways, the NatWest Group, Nationwide, Bridgepoint and Citco. These events included roadshow awareness raising campaigns at British Airways HQ and at Heathrow, and a series of cycling fundraising events with the NatWest Group, in particular.

Long term survivor support

We are increasing access to holistic, long-term support for survivors of modern slavery across the UK. We fund frontline project partners who empower survivors with access to safe accommodation and support, helping them to regain their freedom. We also offer our time and the time of our ambassadors to our frontline partners, assisting with movement workshops, hikes and well-being sessions for survivors. In addition to providing grant funding, we run the TRIBE Survivor Financial Empowerment Programme to promote survivor financial well-being and equip banks to drive change.

Our activities and achievements include:

Funding for frontline support

In 2024, we committed to grants totalling £90,000 towards our project partners' holistic survivor support programmes. This enabled our partners at Ella's Home (previously known as Ella's) and the Helen Bamber Foundation to provide frontline services including legal support, medical care, counselling, safe accommodation, education and more. Together, Foundation funding helped empower 767 survivors across our 2023-24 project partners. A number of the survivors our frontline partners work with, participated in challenge events with TRIBE Freedom Foundation, including the Seville Marathon, to support their mental and physical wellbeing.

100% of our frontline project partners strongly agree that working in partnership with TRIBE Freedom Foundation has added value above and beyond a financial contribution, enabling them to create a greater impact and empower greater numbers of survivors.

Promoting education and employment

Foundation funding enabled 111 survivors at Ella's Home and the Helen Bamber Foundation to start education or employment in 2024; developing the skills to live freely and independently. Our funding also helped the Helen Bamber Foundation to establish their new Trauma Centre, from which skills workshops leading to employment are carried out.

TRIBE Survivor Financial Empowerment Hub (TSFEH)

Our digital learning platform was completed in 2022 and is designed to educate banks and survivor support organisations to promote survivor financial inclusion, empowering survivors with financial literacy training and support. The Hub comprises 19 modules across four key areas, incorporating survivor insights, case studies, videos and important guidance for banks and SSOs. We have been working with banks and SSOs to implement our 12 key actions, to drive survivor financial empowerment.

Preventing modern slavery

With the tools to better understand, identify and report modern slavery, we can help to prevent it in the long term. In partnership with key industry leaders, including the Office of the Independent Anti-Slavery Commissioner, Stronger Together, STOP THE TRAFFIK and Justice & Care, we are helping to disrupt traffickers and enable businesses to prevent modern slavery.

TRIBE Freedom Foundation

Report of the trustees

For the year ended 31 December 2024

Our achievements and activities include:

Foodies Fighting Slavery: SME Toolkit

In May 2023, following an extensive 18-month consultation period, engaging over 2,000 consumers and 100+ SME employees we launched the Foodies Fighting Slavery: SME Toolkit in collaboration with the Office of the Independent Anti-Slavery Commissioner, Stronger Together and STOP THE TRAFFIK. The Toolkit received over 100 downloads within the first week of launching and is already helping SMEs to start taking action against modern slavery in their operations with practical tools and tailored guidance.

Throughout 2024, we continued to see the toolkit be downloaded and used by SMEs. Over the upcoming year, we will be supporting more SMEs to fight modern slavery in the food industry and sharing learnings from a case study with TRIBE, particularly as we work towards joining Tony's Open Chain, a pioneering coalition of brands aiming to eradicate modern slavery in cocoa supply chains.

Public benefit statement

The trustees of the charity have given due regard to the Charity Commission's guidance on public benefit and have taken reasonable steps to ensure that this guidance has been considered in the activities undertaken by the charity to deliver its charitable purposes.

The charity delivers a benefit to the public through the pursuance of its principal objects:

- raising public awareness of human trafficking and modern slavery; and
- providing grants to and working in partnership with other charities and organisations whose purpose is to relieve or prevent human trafficking and modern slavery.

Financial review

The results for the year are shown in the statement of the financial activities on page 9 of the Impact Report. During the year the charity received donations of £182,898 (2023: £275,341) and committed to grants for the benefit of anti-slavery and anti-trafficking of £90,000 (2023: £125,300). The costs for raising funds totalled £87,271 (2023: £129,773) and support costs for the year totalled £24,361 (2023: £39,592). The result for the year ended 31 December 2024 was a deficit of £24,828 (2023: surplus of £2,171) and was in line with the trustees' expectations.

The balance of the unrestricted reserves as at 31 December 2024 was £42,106 (2023: £66,934) of which £Nil was set aside as a designated fund.

Reserves policy and financial position

The level of reserves is monitored and reviewed by the trustees at least annually. The trustees believe that the charity should target to hold unrestricted financial reserves equivalent to a minimum of four months' operating costs. Based on the above policy, the Trustees calculate that the target level of free reserves would be approximately £45,000 as at 31 December 2024.

As at 31 December 2024 the charity's free reserves were £42,106 which falls just shy of the target set out in the reserves policy above.

Plans for future periods

In 2024, TRIBE Freedom Foundation made considerable steps forward in our Foundation-led programmes and our mission to end modern slavery. The number of survivors supported across our project partners reached a total of 2,366. In 2025, the trustees are excited to continue working towards the charity's Mission, scaling our impact to support those who need our help the most.

TRIBE Freedom Foundation

Report of the trustees

For the year ended 31 December 2024

The charity will continue raising awareness of human trafficking, developing our Foundation-led programmes and fundraising to provide grants to charities working to support survivors of human trafficking and modern slavery. The charity's future aims and objectives include:

Raising awareness

This includes raising the profile of the issue and increasing awareness of modern slavery through new partnerships, insightful content and a more active presence in the public sphere. In 2025, we will continue to collaborate with the wider UK anti-slavery sector as part of the Coalition to Stop Slavery, as well as campaigning through our partnership with British Airways to raise awareness of MSHT in the aviation industry, and our partnership with NatWest to raise awareness of MSHT in the financial sector.

We will also continue to increase awareness across the TRIBE community. Four major campaigns are planned to deliver this, whilst fundraising for the charity in 2025. These include the TRIBE Run Free Campaign (3x events - Hackney Half Marathon, London Saucony 10K & Oxford Half Marathon), and TRIBE Run For Love 7. Not only will these events raise funds, but so too will they hugely help us to amplify our voice through the TRIBE community, and to continue to raise awareness of MSHT.

Long term support

The charity will continue to champion holistic, trauma-informed support for the survivors of modern slavery across the UK and beyond. This includes promoting best practices to improve support for survivors on a global scale. In 2025, the charity will work with some of the largest UK high street banks, notably including NatWest and Nationwide, to promote survivor financial inclusion and implement the recommendations included in the TRIBE Survivor Financial Empowerment Hub. This will include webinars and workshops for employees as well as further consultations with survivor support organisations and survivor consultants.

The Foundation will continue to provide support to frontline charity partners through funding, volunteering, and research-based collaboration.

Preventing modern slavery

By bringing together leading experts from different fields the charity will continue to fight slavery, drive systemic change and equip communities with the tools to prevent slavery across their networks.

Following a successful launch of the Foodies Fighting Slavery toolkit in May 2023, (commissioned by the UK Independent Anti-Slavery Commissioner and delivered in collaboration with STOP THE TRAFFIK and Stronger) the charity we will continue to support more SMEs to fight modern slavery in the food industry and sharing learnings from a case study with TRIBE.

Additionally, through our partnership with British Airways established in 2024, the Foundation will continue to hold educational roadshows for BA ground staff & cabin crew, to help raise awareness of MSHT in the aviation industry, and ultimately to equip staff with the tools to spot the signs of trafficking and prevent instances of modern slavery from developing.

Statement of responsibilities of the trustees

The trustees are responsible for preparing the trustees' report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

TRIBE Freedom Foundation

Report of the trustees

For the year ended 31 December 2024

The law applicable to charities in England and Wales requires the trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charity and the incoming resources and application of resources, including the net income or expenditure, of the charity for the year. 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 Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice 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 charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity 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 charity and financial information included on the charity's website. Legislation in the United Kingdom governing the preparation and dissemination of accounts may differ from legislation in other jurisdictions.

Members of the charity have no liability to the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Independent examiners

Godfrey Wilson Limited were re-appointed as independent examiners to the charity during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 18 June 2025 and signed on their behalf by



Mark Lacey - Chair

Independent examiner's report

To the trustees of

TRIBE Freedom Foundation

I report to the trustees on my examination of the accounts of TRIBE Freedom Foundation (the CIO) for the year ended 31 December 2024, which are set out on pages 9 to 17.

Responsibilities and basis of report

As the charity trustees of the CIO you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

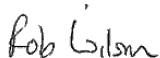
I report in respect of my examination of the CIO's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

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:

- (1) accounting records were not kept in respect of the CIO as required by section 130 of the Act; or
- (2) the accounts do not accord with those records; or
- (3) 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 this report in order to enable a proper understanding of the accounts to be reached.



Date: 18 June 2025

Robert Wilson FCA

Member of the ICAEW

For and on behalf of:

Godfrey Wilson Limited

Chartered accountants and statutory auditors

5th Floor Mariner House

62 Prince Street

Bristol

BS1 4QD

TRIBE Freedom Foundation

Statement of financial activities

For the year ended 31 December 2024

	Note	2024 Total £	2023 Total £
Income from:			
Donations	2	182,898	275,341
Charitable activities	3	25,929	30,187
Total income		208,827	305,528
Expenditure on:			
Raising funds		87,271	129,773
Charitable activities		146,384	173,584
Total expenditure	4	233,655	303,357
Net (expenditure) / income and net movement in funds	5	(24,828)	2,171
Reconciliation of funds:			
Total funds brought forward		66,934	64,763
Total funds carried forward		42,106	66,934

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. All income and expenditure in the current and prior year was unrestricted. Movements in funds are disclosed in note 12 to the accounts.

TRIBE Freedom Foundation

Balance sheet

As at 31 December 2024

	Note	£	2024 £	2023 £
Current assets				
Debtors	10	16,603		12,304
Cash at bank and in hand		<u>131,632</u>		<u>74,264</u>
		148,235		86,568
Liabilities				
Creditors: amounts falling due within 1 year	11	<u>(106,129)</u>		<u>(19,634)</u>
Net current assets			<u>42,106</u>	<u>66,934</u>
Net assets			<u>42,106</u>	<u>66,934</u>
Funds				
Unrestricted funds				
General funds			<u>42,106</u>	<u>66,934</u>
Total charity funds			<u>42,106</u>	<u>66,934</u>

Approved by the trustees on 18 June 2025 and signed on their behalf by



Mark Lacey - Chair

TRIBE Freedom Foundation

Notes to the financial statements

For the year ended 31 December 2024

1. Accounting policies

a) General information and basis of preparation

TRIBE Freedom Foundation is an charitable incorporated organisation (CIO) registered in England and Wales. The registered office address is Unit 3.34, Canterbury Court, 1-3 Brixton Road, London, SW9 6DE.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

TRIBE Freedom Foundation meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy note.

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the item of income have been met, it is probable that the income will be received and the amount can be measured reliably.

Income from the government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred.

Income received in advance of provision of services is deferred until criteria for income recognition are met.

d) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity: this is normally upon notification of the interest paid or payable by the bank.

e) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

TRIBE Freedom Foundation

Notes to the financial statements

For the year ended 31 December 2024

1. Accounting policies (continued)

f) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

g) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities based on the proportion of staff time as follows:

	2024	2023
Raising funds	37.5%	59.2%
Charitable activities	62.5%	40.8%

h) Grants payable

Grants payable are charged in the year in which the offer is conveyed to the recipient except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attached have been fulfilled. Grants offered subject to conditions at the year end are noted as commitment but are not accrued as expenditure.

i) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

j) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

k) Creditors

Creditors and provisions are recognised where the charity has a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

l) 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 recognised at amortised cost using the effective interest method.

TRIBE Freedom Foundation

Notes to the financial statements

For the year ended 31 December 2024

1. Accounting policies (continued)

m) Pension costs

The charity operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

n) Foreign currency transactions

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the year end.

o) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying 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 if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements.

2. Income from donations

	2024 £	2023 £
Donations and community fundraising	151,767	253,619
Commercial participation agreement (TRIBE)	29,832	21,722
Events donations (TRIBE)	1,299	-
Total income from donations	182,898	275,341

3. Income from charitable activities

	2024 £	2023 £
Grants - British Airways Better World partnership	25,929	-
Grants - Nationwide	-	10,187
Grants - Garfield Weston Foundation	-	20,000
Total income from charitable activities	25,929	30,187

TRIBE Freedom Foundation

Notes to the financial statements

For the year ended 31 December 2024

4. Total expenditure

	Raising funds £	Charitable activities £	Support and governance £	2024 Total £
Staff costs (note 8)	24,582	41,048	5,135	70,765
Grants payable (note 6)	-	90,000	-	90,000
Fundraising event costs	53,564	-	-	53,564
Research costs	-	100	-	100
Support costs:				
Marketing	-	-	846	846
Printing, postage and stationery	-	-	912	912
General office expenses	-	-	5,126	5,126
Travel costs	-	-	117	117
Rent	-	-	8,505	8,505
Governance costs:				
Accountancy and examination fees	-	-	3,720	3,720
Sub-total	78,146	131,148	24,361	233,655
Reallocated support and governance costs	9,125	15,236	(24,361)	-
Total expenditure	87,271	146,384	-	233,655

Prior period comparative	Raising funds £	Charitable activities £	Support and governance £	2023 Total £
Staff costs (note 8)	46,154	31,865	13,001	91,020
Grants payable (note 6)	-	125,300	-	125,300
Fundraising event costs	60,034	-	-	60,034
Research costs	-	248	-	248
Support costs:				
Printing, postage and stationery	-	-	5,216	5,216
General office expenses	-	-	3,072	3,072
Travel costs	164	-	563	727
Rent	-	-	13,640	13,640
Governance costs:				
Accountancy and examination fees	-	-	4,100	4,100
Sub-total	106,352	157,413	39,592	303,357
Reallocated support and governance costs	23,421	16,171	(39,592)	-
Total expenditure	129,773	173,584	-	303,357

TRIBE Freedom Foundation

Notes to the financial statements

For the year ended 31 December 2024

5. Net movement in funds

This is stated after charging:

	2024 £	2023 £
Trustees' remuneration	Nil	Nil
Trustees' reimbursed expenses	148	738
Independent examiner's remuneration	<u>3,100</u>	<u>2,950</u>

Trustees' reimbursed expenses relate to travel, event costs and training costs paid by 2 (2023: 2) trustees on behalf of the Foundation.

In common with other charities of our size and nature we use our independent examiners to assist with the preparation of the financial statements.

6. Grants payable

During the year, 2 (2023: 3) new grants were awarded to 2 institutions (2023: 3) to support social welfare charitable activities. No grants are made to individuals. The amounts below do not include any allocation of support costs.

The following institutions were awarded grants during the period:

	2024 £	2023 £
Ella's Home (previously known as Ella's) <i>Ella's Home is a registered charity (charity number: 1187529) providing independent long-term aftercare for women who have experienced abuse through trafficking and sexual exploitation.</i>	75,000	80,300
Helen Bamber Foundation <i>Helen Bamber Foundation is a registered charity (charity number: 1149652) who provides therapeutic care, medical consultation, legal protection and practical support to survivors of human rights violations.</i>	15,000	35,000
Her Equality Rights & Autonomy <i>Her Equality Rights & Autonomy is a registered charity (charity number: 1115628) that provide survivor business training and 1-1 mentoring to empower survivors across the UK.</i>	-	10,000
	<u>90,000</u>	<u>125,300</u>

TRIBE Freedom Foundation**Notes to the financial statements****For the year ended 31 December 2024****7. Grant commitments**

	2024	2023
	£	£
Grant commitments brought forward	-	-
Grants committed during the period	90,000	125,300
Grants paid during the period	-	(125,300)
Grant commitments carried forward	90,000	-

8. Staff costs and numbers

Staff costs were as follows:

	2024	2023
	£	£
Salaries and wages	62,974	80,170
Social security costs	6,598	8,867
Pension costs	1,193	1,983
	70,765	91,020

No employee earned more than £60,000 during the year.

The key management personnel of the charity comprise the trustees, none of whom are remunerated.

	2024	2023
	No.	No.
Average head count	2	2

9. Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

10. Debtors

	2024	2023
	£	£
Trade debtors	16,603	12,304
	16,603	12,304

TRIBE Freedom Foundation

Notes to the financial statements

For the year ended 31 December 2024

11. Creditors : amounts falling due within 1 year

	2024 £	2023 £
Grants payable (notes 6 and 7)	90,000	-
Trade creditors	135	1,815
Accruals	3,720	3,540
Other taxation and social security	12,274	14,279
	<u>106,129</u>	<u>19,634</u>

12. Movements in funds

In the current and prior year all income and expenditure is unrestricted. There are no new designated funds.

13. Related party transactions

Tom Stancliffe, Rob Martineau and Guy Hacking, trustees of the charity, are all directors of TRIBE. During the year, TRIBE donated £31,131 (2023: £21,722) to the charity. Further details of this arrangement are covered in the trustees' report.

The charity also paid amounts totalling £1,857 to TRIBE (2023: £3,275) in respect of fundraising costs. By way of background, the charity purchased merchandise and nutrition "at cost" from TRIBE as fundraising rewards for fundraisers. The fundraising rewards helped to maximise fundraising for virtual charity events by incentivising fundraisers to hit their fundraising targets. The benefit of this arrangement for the charity is that: (i) the charity does not have to hold inventory of fundraising rewards and can purchase fundraising rewards at the cost it is purchased or manufactured by TRIBE (i.e. no profit), and (ii) TRIBE further subsidises the storage and logistics costs associated with sending the fundraising rewards to fundraisers.

The charity also paid amounts of £8,505 (2023: £13,640) as contributions to TRIBE's rental of office space. This was proportionate to the number of the charity's employees as a percentage of employees occupying the main TRIBE office space.

At the reporting date, £2,932 (2023: £1,728) was owed to the charity by TRIBE. In addition £135 (2023: £135) was owed to TRIBE by the charity.

There were no other related party transactions during the current or prior year.