

THE HUMANE LEAGUE UK

England & Wales · Charity number 1177926

Details

Other names	THE HUMANE LEAGUE UNITED KINGDOM, THL UK
Status	Registered
Legal form	CIO
Registered	2018-04-12
Register	View on the Charity Commission register

Contact

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Activities

Objects: (1) THE PREVENTION OF CRUELTY AND SUFFERING AMONG FARM ANIMALS THROUGH THE PROMOTION OF UNDERSTANDING IN RELATION TO MORE COMPASSIONATE AND HUMANE TREATMENT OF ANIMALS (2) TO ADVANCE THE EDUCATION OF THE PUBLIC IN THE SUBJECTS OF:(A) THE REARING, HUSBANDRY AND GENERAL FARMING PRACTICES RELATING TO THE TREATMENT OF ANIMALS AND(B) THE RELIEF OF SUFFERING OF ANIMALS IN PARTICULAR BUT NOT EXCLUSIVELY FARM ANIMALS(3) TO ADVANCE THE EDUCATION OF THE PUBLIC IN THE SUBJECTS OF VEGETARIANISM AND VEGANISM IN THE CONTEXT OF IMPROVING PUBLIC HEALTH

Activities: We work relentlessly to end the abuse of animals raised for food. With a dedicated team of volunteers, activists, donors, and organisers by our side, we influence companies to create and implement animal welfare policies that reduce the suffering of billions of animals. We empower people to leave animals off their plates in exchange for compassionate, plant-based food choices.

Classification

- **How:** Provides Advocacy/advice/information
- **What:** Animals

Geography

- Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£1,744,948	£1,683,044	£1,309,751	26
2024-03-31	£1,607,980	£1,536,759	£1,247,847	25
2023-03-31	£2,205,810	£1,744,092	£1,176,626	27
2022-03-31	£1,520,914	£1,122,397	£714,908	21
2021-03-31	£798,515	£680,589	£316,392	14

Trustees

Name	Role	Appointed
Benjamin Wickham	Chair	2022-08-12
Emma Stevenson		2026-02-23
James Ozden		2024-02-21
Nicola Green		2021-05-10
Samantha Batey		2022-08-12

THE HUMANE LEAGUE UK

England & Wales - Charity number 1177926

Accounts

The Humane League UK Annual Return, Accounts and TAR for the Year Ending 31st March 2025

Registered Charity Number: 1177926

Registered Company Number: CE013779

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REFERENCE AND ADMINISTRATIVE DETAILS

Board of Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Benjamin Wickham (Chair) (appointed 12th August 2022)

Nicola Green (Secretary) (appointed 10th May 2021)

Samantha Batey (Treasurer) (appointed 12th August 2022)

Lynn Percival (appointed 21st February 2024)

James Özden (appointed 21st February 2024)

Rizlane Baladi (appointed 10th May 2021, resigned 1st July 2024)

Principal Staff: Sean Gifford, Managing Director

Address:

The Offices,
57 Newtown Road,
Brighton,
BN3 7BA

Bankers:

Unity Trust Bank, Four Brindleyplace, Birmingham, B1 2JB

Triodos Bank UK, Deanery Road, Bristol, BS1 5AS

Accounts:

Price Bailey LLP,
Tennyson House
Cambridge Business Park
Cambridge
CB4 0WZ

Auditors:

Williams & Co Epsom LLP - Chartered Accountants
8-10 South Street
Epsom,
Surrey
KT18 7PF

THE HUMANE LEAGUE

UNITED KINGDOM

The trustees present their report and accounts for the year ended 31 March 2025.

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance 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) (effective 1 January 2019) and the Charities Act 2011.

SUMMARY

The Humane League UK exists to end the abuse of animals raised for food through institutional and individual change. It's thanks to our supporters and volunteers that we're able to make this vision a reality.

A word from our Managing Director

Being in court last October for our judicial review appeal hearing is something I'll never forget. Years of work had built up to it. So it was a moving moment as our lawyers from Advocates for Animals stood up to clearly, calmly, compellingly make the case that raising cruelly-bred Franken chickens is illegal. We're a small charity, with fewer than 30 staff, but, right then, we were toe-to-toe with the UK Government, fighting for better lives for billions of sensitive, intelligent animals.

Ultimately, we didn't get the outcome we had hoped for, with the judges rejecting our appeal. However, their ruling in favour of our main argument - on the meaning of the law - was a breakthrough and opens up huge opportunities for future legal actions against industry to challenge their use of fast-growing breeds.

It's a testament to our small but mighty team that, in a year where we took on one of the biggest legal battles for animals in history, we achieved so much else too. The dominoes continued to fall this year, with the majority of UK supermarkets now committed to giving their chickens more space. As a result, the UK chicken industry is now undergoing major changes to meet these commitments and hundreds of millions of chickens will breathe a little easier as a result. Our near-decade of campaigning to end cages for hens has also continued to pay off, with 4 in 5 UK hens now free from cruel cages - and we've moved even closer to winning important legal protections for farmed fishes.

The secret, of course, is that we're not all that small. This year's successes have come about because of the kindness and enthusiasm of hundreds of volunteers, thousands of donors, and tens of thousands of supporters. You are one of those people, so thank you for being here with us, and I hope you enjoy these pages packed full of achievements for animals.

For the animals,

Sean Gifford
Managing Director,
The Humane League UK

Our impact in numbers

Our impact in 2024-25:

- 240 million chickens will breathe a little easier each year once commitments are fulfilled
- 3,000+ hours given by our volunteers
- 434 mentions in the media
- Over 80,000 campaign actions taken by our digital supporters
- 50 volunteer-led events in support of our campaigns

Taking the Government to court

On 23rd October 2024, dozens of THL UK staff, volunteers, and supporters gathered outside the High Court in London. Inside, lawyers from Advocates for Animals were preparing for the start of our judicial review appeal hearing, the culmination of over four years of work.

Over the two days of the hearing, the judges heard our arguments that fast-growing chickens, or 'Frankenchickens', are illegal under current animal welfare laws. The significance of our case was lost on nobody in the room - 1 billion Frankenchickens are raised in the UK each year, representing about 95% of all animals raised. These breeds grow so big, so fast, that many birds can barely walk under the weight of their own bodies, and live in excruciating pain.

This was one of the most important legal cases for animals in history, playing out in real time.

Nervous weeks of waiting followed. Our hope going into the appeal was that the judges might order Defra to update the current Code of Practice for raising chickens for meat, or create a new one entirely that was in alignment with the law (which we feel clearly prohibits the use of fast-growing breeds of chickens). Unfortunately, the judges didn't do that, and rejected our appeal. However, in a huge victory, they ruled in favour of our main argument - that the law says that animals should not be kept in the UK if it means they will suffer because of how they have been bred.

While we technically lost the case, this ruling represents a legal breakthrough for animals because it finally gives clarity to the meaning of key aspects of the law. The Court of Appeal's interpretation can now be used as the basis for future legal actions against industry to challenge their use of fast-growing breeds.

Simply put, this was one of the biggest moments in THL UK's history, and a huge moment for animals. The case attracted coverage from major media outlets, including the BBC, putting the issue of Franken chickens in front of millions of new people. And, with the ruling in favour of our main argument, we can now explore bringing private prosecutions against mega-farms that use Franken chickens. This was only made possible by thousands of generous donations from our supporters, who have backed us all the way on this long journey.

We are now another huge step towards ending the cruel use of fast-growing chickens in the UK. Watch this space.

Fighting for chickens

We began the 2024-25 year with some serious momentum. In the previous year, Co-op, Lidl, and Morrisons committed to giving their chickens more space - huge victories which are set to improve the lives of approximately 126 million chickens each year when fully implemented.

It didn't take long before some more seismic wins.

The UK's largest supermarket, Tesco, committed to giving their chickens more space in June 2024, with Aldi following suit shortly after. These two commitments, when implemented, will mean a further 240 million chickens can breathe easier each year. These latest victories highlight a strong domino effect from our campaigns, with the majority of UK supermarkets now committed to meeting the space requirement of the Better Chicken Commitment (BCC) and a huge shift towards more space underway in the UK chicken sector. While the 20% increase in space provided by these commitments will not solve the deep-seated issues of intensive chicken farming, these changes mean chickens can act out more of their natural behaviours, reducing stress and improving welfare.

Holding companies accountable

It's essential that companies follow through on their commitments, so that animals can benefit. This year, our Corporate Relations team continued to do the important work of ensuring companies are reporting progress and on track to meet their promises. Over the year, 25 companies reported progress on the BCC, 12 of which reported for the first time, including OCS Group, Aramark, and Pizza Express.

Despite the growing shift towards better chicken welfare, in November 2024 KFC announced it would not meet its 2026 BCC commitment deadline. We acted fast, generating widespread [media coverage](#), organising protests outside KFC HQ and stores across the country, and mobilising thousands of supporters to contact KFC bosses. This public pressure has already helped to move forward discussions with KFC, but we will continue to escalate until bosses do the right thing.

Bold campaigns to keep the pressure on supermarkets

Commitments to give chickens more space are important stepping stones, but not enough. This year, we have continued to push for supermarkets to sign up to the BCC in full - a key step towards ending the cruel use of fast-growing Franken chickens in the UK. Relive two of our biggest campaign moments from last year below...

In May 2024, THL UK staff, volunteers and supporters disrupted Co-op's AGM in protest over their continued use of Franken chickens, despite a vote by Co-op members in 2023 to end the practice. A 40-strong group of protestors were present outside the venue, while a small group entered the event and stormed the stage. The protest was [covered](#) by BBC News and successfully heaped pressure on Co-op's leadership to do the right thing on the most important day of the year for the company.

In September, we launched a 'Lidl Shop of Horrors' campaign, linked to Halloween. We had a striking [6ft tall Franken chicken](#) specially designed, which joined us for a protest outside a Lidl store in Bristol and sparked many conversations with passers-by. We also brought the campaign to Lidl's front door, with an ad van circling Lidl HQ, a projection stunt onto Lidl store-fronts, and 'shop of horror' floor stickers outside HQ.

Moving towards a cage-free future

With many corporate cage-free commitment deadlines looming at the end of 2025, the 2024-25 year was hugely important for ensuring that the direction of cage-free progress in the UK continued on a strong trajectory. Every fulfilled commitment means more hens out of dark, cramped cages where they have just the space of an A4 sheet of paper to stand.

Our Corporate Relations team worked hard to engage with companies with cage-free commitments, playing a crucial role in ensuring they are on track to meet them. This engagement has borne fruit, with Aldi UK fulfilling its cage-free commitment for shell eggs a year ahead of schedule and Lidl reaffirming their full transition to cage-free eggs by the end of 2025. Asda, after further engagement, confirmed plans to meet their commitment by January 2026.

With a large market share of the overall egg market, it is essential that supermarkets follow through on their commitments. So, our team engaged closely with Iceland, a laggard which was reporting just 29% cage-free eggs in 2024. This work ultimately led to the launch of a major campaign in April 2025 for Iceland to re-instate their commitment (which has since succeeded, sparing thousands of hens from cages).

In tandem with our corporate commitment work, we have also continued our push for a cages ban in law. The year got off to a great start, with the Scottish Government launching a consultation on ending cages for hens, which we mobilised supporters to respond to. Then, with a summer general election called, our volunteers and supporters contacted thousands of prospective parliamentary candidates, calling on them to support a ban on cages for hens.

Since then, we have kept the pressure up on the new Labour Government, with supporters inundating Steve Reed (Secretary of State for Environment, Food and Rural Affairs) with emails calling for a ban on cages. Our Public Affairs Lead, Georgie Hancock, attended the Labour Party Conference and shared concerns with the Labour Animal Welfare Society (LAWS) that the Labour manifesto made no commitments to improve farmed animal welfare. Farmed animals are now a top priority for LAWS, with a ban on cages for laying hens one of their core asks.

In March, Georgie participated in a ministerial roundtable hosted by Baroness Hayman (Minister for Animal Welfare) alongside other leading animal welfare charities. Following the roundtable, a coalition of NGOs - including THL UK - submitted a joint response, outlining our shared welfare priorities and reinforcing key asks made during the session. This submission is intended to inform the UK Government's forthcoming Animal Welfare Strategy.

Fighting for fishes

Alongside Animal Equality UK and The Animal Law Foundation, The Humane League UK held a parliamentary reception in the Scottish Parliament in January 2025 to shine a light on the injustice that farmed fishes face. Despite their sentience being long recognised, farmed fishes are not being given equal legal protections to land animals, and THL UK is campaigning for species-specific legislation to be introduced to require farmed fishes to be stunned prior to their slaughter.

It was incredible to bring together industry representatives, Scottish parliamentarians, and animal protection organisations to show that across sectors there is agreement that fishes matter and deserve to be protected to the same extent as land-based farmed animals. As an outcome, the Scottish Government's Chief Veterinary Advisor, Andrew Voas, agreed to formally consult THL UK and our coalition partners on the official slaughter guidance (now published). This guidance represents an important milestone toward improved welfare standards in Scotland, although binding legislation remains our ultimate aim.

Growing support for fishes from Parliamentarians

This year, 21 Parliamentarians across Westminster and the Scottish Parliament publicly backed improving fish welfare, highlighting the growing wave of support for our campaign. Many of them tabled parliamentary questions challenging the Government:

Monica Lennon MSP: "To ask the Scottish Government whether it will provide an update on its work to develop legislation on the welfare of farmed fish."

Neil Duncan-Jordan MP: "What steps [are the Secretary of State for Environment, Food and Rural Affairs] taking to ensure oversight of the welfare of trout on farms in England?"

Speaking up for animals together

This year, many well-known faces got behind our fight for a kinder world for animals, helping to amplify our message at key moments. Naturalist and TV presenter Chris Packham once again voiced his support for our supermarket campaign, giving some incredible radio interviews ahead of our Co-op AGM disruption, as well as recording a [video message](#) directly to Co-op bosses. During the build-up to our historic judicial review hearing, celebs including Miranda Hart, Lucy Watson, Marc Abraham, and Hugh Fearnley-Whittingstall shared their support by recording themselves chanting 'justice for chickens!'. And, on the day of the hearing itself, we were supported by TV presenter Kirsty Gallacher, and were also extremely touched to be joined by Qian, the widow of Benjamin Zephaniah, the writer and poet who was a keen supporter of our work for animals.

We are so grateful to musician Moby, a long-time animal rights champion who [pledged](#) a portion of the proceeds from his European tour to THL UK and several other animal charities. Moby also kindly invited us to have a presence at his concerts in the UK, where we were able to run a THL UK stall and spread the message about our fight against the abuse of animals raised for food.

Volunteer power

Week in, week out, our network of over 200 volunteers has shown up for animals this year, helping to hold companies accountable, petition MPs, and win the support of members of the public for our campaigns.

Co-op campaigning

In May 2024, our volunteers showed up in force outside Co-op's AGM, joining a 40-strong group of demonstrators demanding an end to Franken chickens. Inside the venue, one volunteer was part of a small group who made it onto the stage, disrupting the event and winning significant [media attention](#) for our campaign.

Volunteers also applied pressure by organising protests outside Co-op stores across the country, including a first of its kind social-cycling-leafleting event in Bristol to raise the issue of Franken chickens among the public and bond the volunteer community together.

"I know I say it a lot, but being part of this community has been so empowering and I finally feel like I have a place to really be myself." - THL UK volunteer

Volunteer stats

- 3,000+ hours given
- 50+ local events, attended by 280+ supporters
- 10,000+ leaflets distributed nationwide
- 1,000+ meaningful conversations had with the public

Our priorities

Our strategic priorities act as an important framework for our yearly goal setting and help us to stay laser-focused on helping as many animals as we can. We are now in the second year of our three-year priorities cycle from 2024-27. So, what are they?

Priority 1: Change the world for broiler chickens in the UK, metrics include:

- Supermarkets are progressing their chicken welfare policies towards the BCC.
- Committed UK companies are publicly reporting positive progress towards their commitment deadline, with the number of companies reporting increasing year on year.
- BCC commitments cover over 35% of the chicken market share in the UK.

Priority 2: End cages for laying hens in the UK and support global progress for hens, metrics include:

- At least 90% of UK egg production is cage-free by the end of 2027.
- 100% of UK cage-free commitments by the top 10 retailers are reported on and fulfilled, with 90% of all other commitments reported and fulfilled.
- A ban on cages is passed in legislation.

Priority 3: Pioneer new and effective interventions for farmed animals, metrics include:

- The UK and Scottish governments have incorporated stunning parameters for farmed fishes into legislation.
- By 2027, we have the tools and resources needed to begin having early conversations with corporations about meat reduction targets/protein diversification.

Priority 4: Grow, diversify, and engage our base of support, metrics include:

- We have significantly increased the number of high-value media mentions we earn.
- We have doubled the number of supporters subscribed to our emails and seen a steady increase in followers/subscribers across social media channels.
- Our supporter base is more diverse.
- Our volunteer programme has grown significantly, with volunteers contributing more hours. Our programme nurtures future activists, and there is a reported increase in advocacy skills and majority positive feedback via surveys.

Priority 5: Move toward becoming financially self-reliant, metrics include:

- We have reduced our reliance on the grant we receive from THL in the US and rebalanced with income we generate directly, so that we are raising more of our own income by the end of 2026-27.
- We have increased the number of supporters who donate monthly.

Priority 6: Be a great place to work, metrics include:

- A 20% reduction in the score for staff stress levels.
- More than 90% of staff report that their workload is sustainable long-term.

Building a stronger THL UK

At THL UK, we recognise that, to build an effective and sustainable movement for the animals, we need to care for and empower the people who are part of it. We are committed to being an organisation where the wellbeing and inclusion of our staff, volunteers, and supporters is a priority.

This year, in addition to piloting the four-day work week (see more below), we ran wellbeing sessions for staff throughout the year, and offered access to several platforms to support wellbeing including Spill, which offers therapy sessions. As part of our commitment to diversity, equity, and inclusion (DEI) we held regular sessions where staff learned about and discussed a DEI-related topic, with space to discuss and recommend ways THL UK could improve and take forward tangible action. As part of this we've introduced a specific Neuroinclusion policy.

Four-day work week piloted

In July 2024, we embarked on a 12-month pilot of a four-day work week at full-time pay. In line with the multitude of studies on the four-day work week, as of March 2025, the results of the pilot showed a positive impact on wellbeing, performance, and job satisfaction:

- 96% of staff reported a neutral or positive impact on workload, with 50% reporting a positive or very positive impact, noting enhanced efficiency, focus, and workload management.
- 96% of staff reported a positive impact on work/life balance, with a reduction in stress and risk of burnout also reported.
- Departments maintained or improved upon their performance levels, and targets were met at an even higher rate than when staff worked a 37.5 hour week.

TRUSTEE'S ANNUAL REPORT

Governance

The Humane League UK (THL UK) was established as a charitable incorporated organisation (CIO) on 12th April 2018 (charity number: 1177926). The CIO is governed by our constitution as signed on 10th April 2018. The Humane League UK's trustees are set out in the Administrative Details section.

As per the signed constitution for the CIO, there must be at least three charity trustees at a time, and if the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees or appoint a new charity trustee. The maximum number of charity trustees is 12. Individuals are being selected for appointment as charity trustees with regards to the skills, knowledge and experience needed for the effective administration of the CIO. The charity's trustees will provide a copy of the current version of the CIO constitution, as well as a copy of the CIO's latest Trustees' Annual Report and statement of accounts to each new charity trustee.

General administration of the charity, including the keeping of their financial books and records, are executed by THL UK staff with supervision of the trustees. At the end of this reporting year, THL UK consisted of 23 full-time, and 4 part-time members of staff (26 full-time equivalent).

Objectives and Activities

The Humane League UK (THL UK) works to end the abuse of animals raised for food through institutional and individual change. This objective encompasses THL UK's mission to prevent cruelty and suffering among animals raised for food through the promotion of understanding in relation to a more compassionate and humane treatment of animals. It also constitutes the organisation's goal to advance the education of the public in the subjects of rearing, husbandry and general farming practices relating to the treatment of animals, as well as the relief of suffering of animals in particular but not exclusively animals raised for food. In addition to that, it is the charity's purpose to drive forward public education in the subjects of vegetarianism and veganism in the context of improving public health.

Our work towards these ends is grounded in their core values: being effective, relentless, innovative, nimble, inclusive and collaborative in their work and in their approach as an organisation.

The Humane League UK continues to make a meaningful impact for animals raised for food. During this past 12 month period through their corporate outreach, public corporate campaigns, volunteer engagement programmes, media and communications, as well as through fundraising activities.

We wish to express our enormous gratitude to our donors and supporters, whose altruism is invaluable to us in order to accomplish our mission. We are committed to keeping our

supporters up-to-date with progress through our website, reports, social media, and regular newsletters. Similarly, we are incredibly grateful for our passionate volunteers, who commit time and effort to contribute to the success of our campaigns.

Driven by our alignment with our overall mission, we work relentlessly every day for the animals, and our achievements go way beyond what this report is able to capture. We ask you therefore to understand the below paragraphs not as a comprehensive outline of THL UK's activities, but rather as a summary of each department's key accomplishments during the reporting period.

Public Benefit Statement

Charity trustees have a duty to develop strategic plans to ensure that we provide public benefit and achieve our objectives as set out in our governing document. These objectives fall under the purposes defined by the Charities Act 2011. We have referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

Principal Risks and Uncertainties

The major risks to which the charity is exposed are identified and reviewed by the Trustees as part of their normal risk review process.

1. Reliance on The Humane League in the United States. To mitigate the risk to funding, we are building our Development team and have a 3-year fundraising strategy to diversify our income streams and build our fundraising infrastructure and processes, including investment in a fit-for-purpose CRM.
2. Reliance on collaborative partners. We operate in coalitions with other organisations who may have technical expertise and/or carry out investigations to inform our work. We mitigate this risk with regular meetings and building strong relationships with these partners, and can look to secure funding for additional support should circumstances change.
3. Slowdown in adoption of the Better Chicken Commitment. We mitigate this by regularly reviewing our broiler strategy in light of changes in industry.

Political Donations

The charity did not make any political donations during the period.

Serious Incidents

The charity was not affected by any Serious Incidents during the period.

Financial Review

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, 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 applicable in the UK and Republic of Ireland.

The financial outcome for the period is set out in the Statement of Financial Activities.

Income

Total income during the period was £1.74m (2024: £1.61m) of which £1.53m was received as unrestricted donations and grants.

Expenditure

Total expenditure during the year was £1.68m (2024: £1.54m), the majority of which was from unrestricted sources. Restricted expenditure was £0.21m (2024: £0.56m). £1.51m was spent on charitable activities, with the remainder (£0.17m) spent on raising funds.

Reserves

Total reserves at the end of the financial year stood at £1.31m (2024: £1.25m). With a small overspend on restricted funds of £802, unrestricted reserves increased during the year from £1,247,847 to £1,309,751. The Board is confident that this is sufficient to meet the operational needs of the charity according to its reserves policy.

Investments

The Charity held no investments during the period.

Statement of the Trustees Responsibilities

The trustees (who are also the directors of The Humane League UK 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 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;
- 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 Charities Act 2011. 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on and signed on the board's behalf by:

Ben Wickham

.....

Trustee

REPORT OF THE INDEPENDENT AUDITORS

Opinion

We have audited the financial statements of The Humane League UK (the 'charitable company') for the year ended 31 March 2025 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2025 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Charities Act 2011

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns;
or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatement in respect of irregularities, including fraud, including fraud is detailed below:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of entity staff in compliance functions to identify an instances of non-compliance with laws and regulations;
- Performing audit work over the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing samples of restricted and unrestricted funds to ensure income and expenditure is allocated per the funding requests and
- Reviewing financial statement disclosure and testing to supporting documentation to assess compliance with applicable laws and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to material misstatement in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Williams & Co Epsom LLP - Chartered Accountants, 8-10 South Street, Epsom, Surrey. KT18 7PF.

19 August 2025

Date:

THE HUMANE LEAGUE

UNITED KINGDOM

STATEMENT OF FINANCIAL ACTIVITIES

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2025

	Note	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Total Funds 2024 £
Income from:					
Donations and legacies	2	1,530,321	210,323	1,740,644	1,596,978
Trading income	4	25	-	25	22
Investment income	3	4,044	-	4,044	3,581
Other income		235	-	235	7,399
Total income		1,534,625	210,323	1,744,948	1,607,980
Expenditure on:					
Raising funds	5	174,963	-	174,963	170,830
Charitable activities	5	1,296,956	211,125	1,508,081	1,365,929
Total expenditure		1,471,919	211,125	1,683,044	1,536,759
Net income for the year		62,706	(802)	61,904	71,221
Transfers between funds		(802)	802	-	-
Net movement in funds		61,904	-	61,904	71,221
Reconciliation of funds:					
Total funds brought forward		1,247,847	-	1,247,847	1,176,626
Total funds carried forward	13	1,309,751	-	1,309,751	1,247,847

The notes on pages 24-35 form part of these financial statements

THE HUMANE LEAGUE

UNITED KINGDOM

BALANCE SHEET

BALANCE SHEET FOR THE YEAR ENDED 31 MARCH 2025

	Note	2025	2024
		£	£
Fixed Assets			
Tangible assets	9	3,447	6,653
Current assets			
Debtors	10	5,267	39,683
Cash at bank and in hand		1,445,103	1,435,516
		<u>1,450,370</u>	<u>1,475,199</u>
Liabilities			
Creditors: amounts falling due within one year	11	<u>(144,066)</u>	<u>(234,005)</u>
Net current assets		1,306,304	1,241,194
Total net assets		<u><u>1,309,751</u></u>	<u><u>1,247,847</u></u>
The funds of the charity:			
Unrestricted funds	13	1,309,751	1,247,847
Restricted funds	13	-	-
Total funds		<u><u>1,309,751</u></u>	<u><u>1,247,847</u></u>

The financial statements were approved by The Board of Trustees and authorised for issue on

19 August 2025

..... and were signed on its behalf by:

..... Trustee
Ben Wickham

The notes on pages 24-35 form part of these financial statements

CASH FLOW STATEMENT

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2025

	2025 £	2024 £
Cash flows from operating activities:		
Net income/(expenditure) for the year (as per the SOFA)	61,904	71,221
<u>Adjustments for:</u>		
Depreciation charges	5,304	9,143
Profit on disposal of fixed assets	(225)	
Interest received	(4,044)	(3,581)
(Increase)/Decrease in debtors	34,416	(17,786)
(Decrease)/Increase in creditors	(89,939)	173,700
Net cash provided by operating activities	<u>7,416</u>	<u>232,697</u>
Cash flows from investing activities		
Purchase of fixed assets	(2,098)	(7,065)
Proceeds received from disposal of fixed assets	225	1,220
Interest received	4,044	3,581
Net cash provided by / (used in) investing activities	2,171	(2,264)
Change in cash and cash equivalents in the reporting period	9,587	230,433
Cash and cash equivalents at the start of the reporting period	1,435,516	1,205,085
Cash and cash equivalents at the end of the reporting period	1,445,103	1,435,516

The notes form part of these financial statements

ANALYSIS OF NET DEBT FOR THE YEAR ENDED 31 MARCH 2025

	At 1 April		At 31 March
	2024	Cash flows	2025
	£	£	£
Cash at bank	<u>1,435,516</u>	<u>9,587</u>	<u>1,445,103</u>

NOTES TO THE FINANCIAL STATEMENTS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES

1.1 Basis of preparing the financial statements

The financial statements have been prepared in accordance with the relevant version of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102) and the Charities Act 2011 and UK Generally Accepted Accounting Practice.

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair view'. This departure has involved following the relevant version of the Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005 which has since been withdrawn.

The financial statements have been prepared under the historical cost convention. The Charity is a public benefit entity under FRS 102.

The financial statements are prepared in sterling and rounded to the nearest £.

1.2 Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Voluntary income is received by the way of donations and gifts and is included in full in the Statement of Financial Activities when receivable.

Income from investments are included when receivable.

Grants are recognised in full in the Statement of Financial Activities in the year which they are receivable.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES (continued)**1.3 Expenditure**

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. All expenditure is accounted for on an accruals basis under the following headings:

Expenditure on charitable activities comprises of the costs incurred by the charity in the delivery of its activities and services for its beneficiaries, activities undertaken to further the purpose of the charity and their associated support costs.

Expenditure on raising funds comprises of the costs incurred by the charity in seeking donations and grants.

1.4 Tangible fixed assets and depreciation

Assets which are intended to be of ongoing use to the Charity in carrying out its activities are capitalised as fixed assets. All purchased fixed assets are initially recorded at cost.

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

Computer equipment - 33% straight-line

1.5 Debtors

Trade and other debtors are recognised at the settlement amount after any trade discount offered.

Prepayments are valued at the amount prepaid net of any discounts due. Accrued income is included at the best estimate of the amounts receivable at the balance sheet date.

1.6 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.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES (continued)**1.7 Creditors**

Creditors 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 are normally recognised at their settlement amount after allowing for any discounts due.

1.8 Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable incorporated organisation for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

1.9 Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

1.10 Pension costs and other post-retirement benefits

The Charity provides a defined contribution pension scheme, whereby the charity and its staff each fund the scheme, managed by a third party provider, the assets of which are held by the provider separately from the assets of the charity. The pension charge in the financial statements represents the amounts payable by the charity to the fund in respect of the period.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2025

1. ACCOUNTING POLICIES (continued)

1.11 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. Fixed assets are recorded at depreciated historical cost.

1.12 Critical accounting estimates

There are no significant judgements or critical accounting estimates which have been used in the preparation of these financial statements.

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UNITED KINGDOM

2. DONATIONS AND LEGACIES

	Unrestricted Funds 2025 £	Restricted Funds 2025 £	Total Funds 2025 £	Unrestricted Funds 2024 £	Restricted Funds 2024 £	Total Funds 2024 £
Donations	449,555	12,498	462,053	349,631	1,500	351,131
Grants	1,080,766	197,825	1,278,591	1,223,290	22,557	1,245,847
Total	1,530,321	210,323	1,740,644	1,572,921	24,057	1,596,978

3. INVESTMENT INCOME

	Unrestricted 2025 £	Unrestricted 2024 £
Interest received	4,044	3,581

4. OTHER TRADING ACTIVITIES

	Unrestricted 2025 £	Unrestricted 2024 £
Sale of merchandise	25	22

5. DETAIL OF EXPENDITURE

	Cost of raising funds	Charitable activities	Support costs	Governance costs	Total
	2025	2025	2025	2025	2025
	£	£	£	£	£
Staff costs	141,444	815,867	284,516	-	1,241,827
Volunteer expenses	13	2,065	-	-	2,078
Insurance	-	-	5,595	-	5,595
Telephone	1,049	5,703	1,849	-	8,601
Postage and stationery	706	4,578	401	-	5,685
Merchandise purchases	-	95	88	-	183
Advertising	3,480	13,440	3,071	-	19,991
Accountancy fees	-	-	22,611	4,440	27,051
Bank charges	3,046	-	2,117	5	5,168
Training	1,989	2,677	5,116	-	9,782
Consultancy	16,541	163,595	34,565	-	214,701
Subscriptions	1,197	32,487	20,738	-	54,422
Workshops	339	1,412	32,056	-	33,807
Conferences	49	1,201	-	-	1,250
Travel	5,080	30,058	2,707	-	37,845
Depreciation	-	-	5,304	-	5,304
Profit on disposal of fixed assets	-	-	(225)	-	(225)
Other	30	8,216	1,733	-	9,979
Total	174,963	1,081,394	422,242	4,445	1,683,044
Apportionment of support costs	-	426,687	(422,242)	(4,445)	-
Total after support costs apportionment	174,963	1,508,081	-	-	1,683,044

Of total expenditure of £1,683,044 (2024: £1,536,759), £211,125 (2024: £56,347) was restricted and £1,471,919 (2024: £1,480,412) was unrestricted.

THE HUMANE LEAGUE

UNITED KINGDOM

5. DETAIL OF EXPENDITURE (continued)

	As restated Cost of raising funds 2024 £	As restated Charitable activities 2024 £	As restated Support costs 2024 £	Total 2024 £
Staff costs	121,576	812,615	246,464	1,180,655
Volunteer expenses	-	1,717	-	1,717
Insurance	-	270	4,713	4,983
Telephone	-	(465)	8,662	8,197
Postage and stationery	76	4,306	363	4,745
Merchandise purchases	166	568	-	734
Advertising	863	36,713	2,665	40,241
Accountancy fees	-	-	27,897	27,897
Bank charges	2,368	(4)	1,852	4,216
Training	-	(30)	12,395	12,365
Consultancy	-	82,946	48,975	131,921
Subscriptions	1,652	38,475	11,874	52,001
Workshops	-	27,282	-	27,282
Conferences	-	2,972	-	2,972
Travel	1,899	16,776	1,420	20,095
Depreciation	-	-	9,143	9,143
Other	291	6,436	868	7,595
Total	128,891	1,030,577	377,291	1,536,759
Apportionment of support costs	41,491	335,800	(377,291)	-
Total after support costs apportionment	170,382	1,366,377	-	1,536,759

The prior year restatement relates to a reallocation between categories within the detail of expenditure.

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6. NET INCOME/(EXPENDITURE)

	2025 £	2024 £
Net income/(expenditure) is stated after charging		
Depreciation	5,304	9,143
Independent auditors fee	4,140	3,600

7. TRUSTEES' REMUNERATION AND BENEFITS

Three trustees were reimbursed expenses relating to travel & subsistence in the year ended 31 March 2025 of £193 (2024: £nil).

The Charity considers that the key management personnel comprises the Managing Director.

Employee benefits of key management personnel of the Charity total £98,678 (2024: £94,827).

8. STAFF COSTS

	2025 £	2024 £
Wages and salaries	1,095,463	1,005,767
Social security costs	120,474	109,456
Pension costs	25,890	23,293
Holiday leave accrual	-	9,900
	1,241,827	1,148,416

The average number of employees during the year was 26 (2024: 25).

Employees whose emoluments exceeded £60,000 per annum:

	2025	2024
£80,000 - £89,999	1	1
£60,000 - £69,999	2	3

THE HUMANE LEAGUE

UNITED KINGDOM

9. TANGIBLE FIXED ASSETS	2025	2025
	IT	TOTAL
	£	£
Cost		
At start of period	31,680	31,680
Additions	2,098	2,098
Disposals	(1,329)	(1,329)
At end of period	32,449	32,449
Depreciation		
At start of period	25,027	25,027
Charge for the period	5,304	5,304
On disposals	(1,329)	(1,329)
At end of period	29,002	29,002
Net book value at the end of the period	3,447	3,447
Net book value at the start of the period	6,653	6,653
10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR		
	2025	2024
	£	£
Other debtors	-	14,709
Prepayments	4,922	24,973
Accrued income	345	-
	5,267	39,682

THE HUMANE LEAGUE

UNITED KINGDOM

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2025 £	2024 £
Trade creditors	11,133	21,572
Social security and other taxes	30,402	30,477
Other creditors	5,061	4,745
Accruals	20,068	21,349
Deferred income	77,402	155,862
	<u>144,066</u>	<u>234,005</u>

12. DEFERRED INCOME

	2025 £	2024 £
At 1 April 2024	155,862	-
Amount deferred in year	77,402	155,862
Amounts released	(155,862)	-
At 31 March 2025	<u>77,402</u>	<u>155,862</u>

Deferred income relates to grants received in advance.

13. STATEMENT OF FUNDS

	Balance at 1 April 2024 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2025 £
Unrestricted Funds					
General Funds	1,247,847	1,534,625	(1,471,919)	(802)	1,309,751
Total Unrestricted Funds	1,247,847	1,534,625	(1,471,919)	(802)	1,309,751
Restricted Funds					
Restricted Funding - Fishes 24/25	-	5,000	(5,000)	-	-
Restricted Funding - Broilers	-	150,704	(150,795)	91	-
Restricted Funding - Fishes 23/24	-	1,162	(1,724)	562	-
Restricted Funding - Judicial Review	-	53,457	(53,606)	149	-
Total Restricted Funds	-	210,323	(211,125)	802	-
Total Funds	1,247,847	1,744,948	(1,683,044)	-	1,309,751

	Balance at 1 April 2023 £	Income £	Expenditure £	Transfers £	Balance at 31 March 2024 £
Unrestricted Funds					
General Funds	1,144,336	1,583,923	(1,480,412)	-	1,247,847
Total Unrestricted Funds	1,144,336	1,583,923	(1,480,412)	-	1,247,847
Restricted Funds					
R-CEA Forgotten Fishes & Laying Hens	19,685	-	(19,685)	-	-
Restricted Funding - Fishes 23/24	-	22,555	(22,555)	-	-
FISH Phase 2	13,294	-	(13,294)	-	-
Restricted Funding - Judicial Review	-	1,502	(1,502)	-	-
Other	(689)	689	-	-	-
Total Restricted Funds	32,290	24,746	(57,036)	-	-
Total Funds	1,176,626	1,608,669	(1,537,448)	-	1,247,847

Restricted Fund	Description, nature and purpose of fund
Restricted Funding - Fishes 24/25	Funding for activities specifically relating to the improvement of welfare of farmed fishes
Restricted Funding - Broilers	Funding for activities specifically relating to the improvement of welfare of broiler chickens
Restricted Funding - Fishes 23/24	Funding for activities specifically relating to the improvement of welfare of farmed fishes, carried over from previous year with funder permission as a result of timings relating to recruitment of new member of staff
Restricted Funding - Judicial Review	Funding for activities specifically relating to our judicial review.

14. NET ASSETS BY FUND

	Unrestricted funds	Restricted funds	Total funds
2025	£	£	2025 £
Tangible fixed assets	3,447	-	3,447
Debtors	5,267	-	5,267
Cash	1,445,103	-	1,445,103
Creditors falling due in less than one year	(144,066)	-	(144,066)
	<u>1,309,751</u>	<u>-</u>	<u>1,309,751</u>
2024	£	£	2024 £
Tangible fixed assets	6,653	-	6,653
Debtors	39,683	-	39,683
Cash	1,435,516	-	1,435,516
Creditors falling due in less than one year	(234,005)	-	(234,005)
	<u>1,247,847</u>	<u>-</u>	<u>1,247,847</u>

15. RELATED PARTY DISCLOSURES

There are no other related party transactions (2024: £34,835).

THE HUMANE LEAGUE UK

England & Wales - Charity number 1177926

Accounts

The Humane League UK Annual Return, Accounts and TAR for the Year Ending 31st March 2024

Registered Charity Number: 1177926

Registered Company Number: CE013779

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REFERENCE AND ADMINISTRATIVE DETAILS

Board of Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Rachel Huff-Wagenborg (Treasurer) (resigned 16 June 2023)

Nicola Green (Secretary) (appointed 10th May 2021)

Edwina Claire Bowles (resigned 21st February 2024)

Rizlane Baladi (appointed 10th May 2021)

Samantha Batey (Treasurer) (appointed 12th August 2022)

Benjamin Wickham (appointed 12th August 2022)

Vicky Bond (resigned 21st February 2024)

Principal Staff: Sean Gifford, Managing Director

Address:

The Offices
57 Newtown Road
Brighton
BN3 7BA

Bankers:

Unity Trust Bank, Four Brindleyplace, Birmingham, B1 2JB

Triodos Bank UK, Deanery Road, Bristol, BS1 5AS

Accounts:

Stuart Davis Consulting

23 Carnforth Road, Heaton Chapel

Stockport, SK4 5LL

Auditors:

Williams & Co Epsom LLP - Chartered Accountants

8-10 South Street

Epsom, Surrey

KT18 7PF

THE HUMANE LEAGUE

UNITED KINGDOM

The trustees present their report and accounts for the year ended 31 March 2024.

The financial statements of the charity, which is a public benefit entity under FRS 102, have been prepared in accordance 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) (effective 1 January 2019) and the Charities Act 2011.

SUMMARY

The Humane League UK exists to end the abuse of animals raised for food through institutional and individual change. It's thanks to our supporters and volunteers that we're able to make this vision a reality.

Our impact in numbers

- 172 million chickens will breathe a little easier each year once commitments are fulfilled
- 2,965 hours given by our volunteers
- 753 mentions in the media
- Over 65,000 campaign actions taken by our digital supporters
- 35 on-the-ground events in support of our campaigns

Changing the lives of millions

In 2023-24 our relentless campaigning bore fruit, as three major UK supermarkets, Co-op, Morrisons, and Lidl, made commitments to give more space to chickens in their supply chains. These huge victories will improve the lives of an estimated 172 million chickens per year.

Want to get the story behind the victories? Let us take you back to May 2023...

Co-op

That was the moment we learnt that the motion put forward by THL UK staff members - and over 400 other qualified Co-op members - had gained overwhelming support from the Co-op membership.

The motion called on Co-op to sign up to the Better Chicken Commitment (BCC) in full, meaning an end to their cruel use of fast-growing Frankenchickens. However, Co-op bosses chose to ignore the clear wishes of members, instead committing to meeting only one element of the BCC: giving their chickens 20% more space.

This space commitment means that millions of Co-op chickens are now able to breathe a little easier - a major victory worth celebrating. But, by not addressing the critical issue of Frankenchickens, Co-op bosses were copping out. And we let them know it. The very next day, we secured an [article](#) in The Guardian highlighting the tension between Co-op's bosses and their members.

THE HUMANE LEAGUE

UNITED KINGDOM

In the following months we intensified the pressure on Co-op. We collaborated with Open Cages to earn nationwide media coverage of a harrowing [investigation](#) into a chicken farm linked to Co-op. And in September we crashed an industry event where the Co-op's Managing Director of Food, Matt Hood, was giving a keynote address. We made a real splash, handing out hundreds of fake 'agendas' to attendees with details of the Co-op's animal cruelty.

March 2024 saw one of the campaign's biggest moments yet, courtesy of Chris Packham and over 2,000 other Co-op members, who signed an open letter calling on new Co-op Chair Debbie White to end the supermarket's Franken chicken cruelty. Chris recorded a powerful personal video to Debbie and, to make sure she got the message, we took out a half-page ad in the Guardian.

Morrisons

In January, Morrisons, the UK's 5th largest supermarket, committed to increasing the space they give to chickens sold in their 'fresh' range. This victory will improve the lives of an estimated 51 million chickens and comes after years of pressure from THL UK.

We have been calling on Morrisons to adopt the full BCC since 2021. Since the campaign began, we have met with Morrisons seven times, our supporters have taken thousands of actions, and our volunteers have organised 42 events outside Morrisons stores. We also generated far-reaching media coverage for the campaign including four articles in The Independent, two in the Daily Express and others in The Mirror and The Times.

Morrisons' announcement shows that our consistent pressure is paying off, and represents yet another step forward in our fight against the cruel status quo in the chicken industry. However, as with the Co-op, we will not stop fighting until Morrisons signs up to the BCC and stops selling Franken chickens for good.

Lidl

Hot on the heels of the Morrisons news, in March Lidl GB announced that it would provide 20% more space for chickens in its own-label fresh range to live in.

In terms of magnitude, it was our biggest victory yet - translating to an estimated 70 million chickens each year having more chances to exhibit their natural behaviours and be healthier. It came on the back of a highly-collaborative Europe-wide campaign by organisations in the Open Wing Alliance (OWA), a global coalition of over 90 animal groups, including THL UK.

The scale of the European Lidl campaign so far has been immense - with the release of over half a dozen undercover investigations, more than 80 protests, and 656 media stories. As a result, millions of people across Europe are now aware of Lidl's links to chicken cruelty. This victory is a testament to the pressure we have brought to bear on Lidl with our OWA allies.

What next?

The dominoes are falling. Since the start of the latest financial year, two more supermarkets, Tesco and Aldi, have also committed to giving their chickens more space. This now means that, of the eight biggest supermarkets in the UK, only Asda has not made a space commitment.

That is truly remarkable. These victories mean that we are changing the UK chicken industry. Most importantly, they mean we have changed the lives of hundreds of millions of sensitive, beautiful chickens for the better.

It goes without saying that this is not the end. These victories are simply a waypoint on our journey towards a UK where cruelly-bred Frankenchickens are consigned to history.

Watch this space.

Our David vs Goliath court battle

Our fight against the cruel use of Frankenchickens goes beyond our corporate campaigning. As long-time supporters will know, in 2021 we began a landmark judicial review case against the Government, arguing that the keeping of cruelly-bred Frankenchickens is unlawful. After two years of hearings and appeals, we finally had a date set for a two-day hearing at the High Court - a stage only 5% of judicial review cases reach. Together with our lawyers at Advocates for Animals, the first law firm in the UK dedicated to animal protection law, we were ready.

The 3rd of May 2023 was crunch time.

As arguments and counter-arguments were being made inside the court, the support outside was overwhelming. THL UK staff, volunteers, and supporters were gathered in peaceful demonstration, while celebrities including Chris Packham, Lucy Watson, and the late Benjamin Zephaniah showed their support, and camera crews and journalists buzzed around.

It was not to be, however. A few weeks later, we learned that the judge had dismissed our case.

But we weren't going to give up that easily. We submitted an appeal and, a few months later, received the news that our appeal had been granted, and we were heading back to the High Court.

We now stand on the brink of round 2 of this landmark battle to end the biggest animal welfare crisis in the country. Our hearing is scheduled for October, and we will be doing everything in our power to win the case. We know how much this matters.

Fighting for fishes

An estimated 77 million fishes are slaughtered in the UK each year, making them the second most farmed animal in the country, after chickens. Yet currently there are no detailed stunning or slaughter requirements for farmed fish in law, meaning they are at risk of dying in extreme pain.

We are working hard to change that.

Last September, the Animal Welfare Committee's long-awaited report on farmed fish welfare at the time of slaughter was released. The report advised the Government to legislate to ensure fishes get the protection they need - the same level of protection as other animals raised for food..

We mobilised our supporters for an instant response. Within 24 hours over 2,000 supporters had emailed their local MP to put pressure on the Government to act.

Since then we have continued to build momentum on the issue. We reconvened a coalition of charities working on fish welfare to map out the next steps in our joint campaign, and in December we met with Defra to discuss the report.

In January, we helped organise a roundtable hosted by the All-Party Parliamentary Group for Animal Welfare (APGAW). Stakeholders from across many sectors (including retail, legal, industry, charities, and Parliament) came together to discuss the need for species-specific legal protections for fishes. Following the meeting, Lord Trees and Giles Watling (former MP), co-chairs of APGAW, sent a letter to Defra asking the Secretary of State for a roadmap of when the Committee's recommendations will be implemented. This letter was drafted by THL UK and allied charities.

We are now in a critical period of opportunity to win stronger legal protections for farmed fishes. By combining public pressure with behind-the-scenes work, we are closer than ever to an historic win for farmed fish.

Standing up for hens

The march towards cage-free in the UK is continuing, with 77% of the UK's laying hen flock now free from cages - much of this thanks to previous corporate campaigning by THL UK. However, 8 million hens are still trapped in cruel cages every year, so we're fighting for the Government to ban cages for good.

During Easter of 2023, we launched a campaign encouraging then-PM Rishi Sunak to begin the Conservatives' much promised consultation on banning cages. This saw thousands of supporters send emails to Mr Sunak, volunteers deliver over 2,500 flyers through doors, and our biggest ever grassroots event outside the Houses of Parliament. To cap it off, we launched an eye-catching projection stunt in Mr Sunak constituency, resulting in excellent [coverage](#) in the Express.

With the 2024 general election looming, we then switched to behind-the-scenes work, reaching out to key politicians across the main parties. In early April 2024, the Scottish Government launched a consultation on banning cages for hens - a major step forward and one that places

pressure on the rest of the UK to follow suit. With a new UK Government in place as of July, there is now a huge opportunity to finally end the cruelty of cages across the whole country.

Supporting the global movement

We are also determined to win an end to cages across the world, not just in the UK. This has seen us continue our close work with the OWA in a global campaign asking Asia's largest global restaurant chain, Jollibee, to commit to stop using eggs from caged hens. We applied pressure on their UK branch by staging a protest at their flagship restaurant in Leicester Square, mobilising over 3,000 supporters to send emails of complaint, and securing [coverage](#) in industry media.

The global pressure paid off. Shortly after the campaign began, Jollibee made a global cage-free commitment, a win that will impact an estimated 2 million hens and significantly advance cage-free progress in Asia.

TRUSTEE'S ANNUAL REPORT

Governance

The Humane League UK (THL UK) was established as a charitable incorporated organisation (CIO) on 12th April 2018 (charity number: 1177926). The CIO is governed by our constitution as signed on 10th April 2018. The Humane League UK's trustees are set out in the Administrative Details section.

As per the signed constitution for the CIO, there must be at least three charity trustees at a time, and if the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees or appoint a new charity trustee. The maximum number of charity trustees is 12. Individuals are being selected for appointment as charity trustees with regards to the skills, knowledge and experience needed for the effective administration of the CIO. The charity's trustees will provide a copy of the current version of the CIO constitution, as well as a copy of the CIO's latest Trustees' Annual Report and statement of accounts to each new charity trustee.

General administration of the charity, including the keeping of their financial books and records, are executed by THL UK staff with supervision of the trustees. At the end of this reporting year, THL UK consisted of 21 full-time, and 5 part-time members of staff.

Objectives and Activities

The Humane League UK (THL UK) works to end the abuse of animals raised for food through institutional and individual change. This objective encompasses THL UK's mission to prevent cruelty and suffering among animals raised for food through the promotion of understanding in relation to a more compassionate and humane treatment of animals. It also constitutes the organisation's goal to advance the education of the public in the subjects of rearing, husbandry

and general farming practices relating to the treatment of animals, as well as the relief of suffering of animals in particular but not exclusively animals raised for food. In addition to that, it is the charity's purpose to drive forward public education in the subjects of vegetarianism and veganism in the context of improving public health.

Our work towards these ends is grounded in their core values: being effective, relentless, innovative, nimble, inclusive and collaborative in their work and in their approach as an organisation.

The Humane League UK continues to make a meaningful impact for animals raised for food. During this past 12 month period through their corporate outreach, public corporate campaigns, volunteer engagement programmes, media and communications, as well as through fundraising activities.

We wish to express our enormous gratitude to our donors and supporters, whose altruism is invaluable to us in order to accomplish our mission. We are committed to keeping our supporters up-to-date with progress through our website, reports, social media, and regular newsletters. Similarly, we are incredibly grateful for our passionate volunteers, who commit time and effort to contribute to the success of our campaigns.

Driven by our alignment with our overall mission, we work relentlessly every day for the animals, and our achievements go way beyond what this report is able to capture. We ask you therefore to understand the below paragraphs not as a comprehensive outline of THL UK's activities, but rather as a summary of each department's key accomplishments during the reporting period.

Charitable Activity

In 2021, we set our three-year priorities: our guiding lights through to March 2024. We're excited to share our new priorities for the coming three years with you on the next page. But, first, it's important to reflect on how we performed against our last set of priorities. So, what has our progress been?

To change the world for chickens and fishes, our aims were:

- Our broiler campaign is on a clear path to success in the UK and with major EU companies.
 - UK supermarkets, besides M&S and Waitrose, are yet to sign up to the Better Chicken Commitment (BCC). However, M&S fulfilled their BCC commitment four years ahead of schedule in 2022 and, by March 2024, Co-op, Morrisons, and Lidl had announced policies in line with the stocking density requirement of the BCC. In the EU, a further 177 European Chicken Commitments (ECCs) have been made since 2021.
 - 19 companies publicly reporting - Greggs, Nando's, Subway, Tortilla, Dorchester Collection, Papa Johns, Itsu, Nomad, Wilson Vale, Delaware North, SSP,

- Pieminister, The Big Table Group, TGI Fridays, KFC, Newrest, Premier Foods, Groupe Holder, Royal Holloway University.
 - 3 companies privately reporting progress* (* This is where a company has emailed us to show the progress they have made, but have yet to publish this on their website.)
- At least 75% of UK egg production is cage-free and at least 61% of egg production in the EU is cage-free.
 - As of March 2024, 77% of the UK flock was cage-free.
 - The latest statistic for the EU shows that 61% of egg production was cage-free.
- The vast majority of the global food industry is committed to going cage-free, and companies are reporting progress.
 - The majority of the largest global food companies in each sector have a cage-free commitment and are reporting on their progress.
- British governments have committed to a time frame for phasing out cages for laying hens.
 - In 2023, the UK Government disappointingly dropped its promise to consult on phasing out cages for hens. However, in April 2024, the Scottish Government launched a consultation on the issue. If the Scottish phase-out goes ahead, it will spare over 1 million hens a year from cages and set a powerful precedent for the rest of the UK.
- UK and Scottish governments have committed to incorporating stunning parameters for farmed fishes into legislation.
 - No commitment has yet been made. However, 2023 saw the publication of a report by the Animal Welfare Committee, which recommended incorporating stunning parameters for farmed fishes into legislation. We are applying pressure on the Government to act on these recommendations.

To build the power of our network, our aim was:

- To have strategically expanded our base of supporters and allies, with an increase in actions taken for animals.
 - The last three years have seen a huge expansion in our active supporter base. Our digital supporters took over 65,000 actions in 2023-24, a nearly 800% increase on 2020-21. Our volunteering programme is growing in scale and going from strength to strength, with volunteers reporting high satisfaction in surveys.

To be a great place to work, our aim was:

- To be an inclusive workplace where people's wellbeing and success are well-supported.
 - 85% of staff agree that they have the tools, systems, training and knowledge to do their jobs effectively, and we are addressing gaps where we have identified them. We monitor staff wellbeing metrics such as workload, stress, and risk of burnout, and have intervened to address concerns. As a result, 100% of staff

believe that THL UK takes positive action on health and wellbeing. We are also piloting a four day work week, which you can read about on page 16.

Our new priorities 2024-2027

Creating our priorities is a chance to zoom out, strategise, and come together to think about how we can achieve the most for animals over the next three years.

At our 2023 staff summer workshop, all staff members discussed and fed into our new priorities. These priorities act as an important framework for our yearly goal setting and help us to stay laser-focused on helping as many animals as we can. So, what are they?

Priority 1: Change the world for broiler chickens in the UK, metrics include:

- Supermarkets are progressing their chicken welfare policies towards the BCC.
- Committed UK companies are publicly reporting positive progress towards their commitment deadline, with the number of companies reporting increasing year on year.
- BCC commitments cover over 40% of the chicken market share in the UK.

Priority 2: End cages for laying hens in the UK and support global progress for hens, metrics include:

- At least 90% of UK egg production is cage-free by the end of 2027.
- 100% of UK cage-free commitments are reported on and fulfilled.
- A ban on cages is passed in legislation.

Priority 3: Pioneer new and effective interventions for farmed animals, metrics include:

- The UK and Scottish governments have incorporated stunning parameters for farmed fishes into legislation.
- By 2027, we have the tools and resources needed to begin having early conversations with corporations about meat reduction targets/protein diversification.

Priority 4: Grow, diversify, and engage our base of support, metrics include:

- We have significantly increased the number of high-value media mentions we earn.
- We have doubled the number of supporters subscribed to our emails and seen a steady increase in followers/subscribers across social media channels.
- Our supporter base is more diverse.
- Our volunteer programme has grown significantly, with volunteers contributing more hours. Our programme nurtures future activists, and there is a reported increase in advocacy skills and majority positive feedback via surveys.

Priority 5: Move toward becoming financially self-reliant, metrics include:

- We have reduced our reliance on the grant we receive from THL in the US and rebalanced with income we generate directly, so that we are raising more of our own income by the end of 2026-27.
- We have increased the number of supporters who donate monthly.

Priority 6: Be a great place to work, metrics include:

- 20% reduction in score for stress levels.
- More than 90% of staff report that their workload is sustainable long-term.

Diversity, Equity & Inclusion (DEI)

At THL UK, we recognise that, to build an effective and sustainable movement for the animals, we need to care for and empower the people who are part of it.

We are committed to building an organisation where the wellbeing and inclusion of our staff, volunteers, and supporters is a priority. We're proud of what we've achieved this year as we move towards being a stronger, more resilient, and more effective organisation.

Staff wellbeing	Diversity, equity, and inclusion (DEI)
We track levels of stress, workload, and burnout through monthly staff surveys, and act quickly to address issues where they arise.	We held monthly sessions where staff discussed a DEI-related topic. Recent topics included ageism, hearing loss & deafness, and the gender health gap.
<p>Following reports that working four days instead of five can increase productivity and boost employee physical and mental health, we're embarking on a year-long trial from July 2024 to July 2025.</p> <p>We will be carefully tracking a variety of wellbeing and productivity measures over this period to assess the impact of the change. Being effective and achieving the most impact for the biggest number of animals possible is our guiding light, and it will remain so.</p>	We are working to establish current levels of diversity among staff, benchmarked against the UK population and the charity sector where possible. As part of this we measure staff experience to learn if staff from different communities have different experiences of working at THL UK.
We ran monthly wellbeing sessions for staff throughout the year, with sessions including guided meditations, yoga, and practical tips on sleep and stress.	We offered a paid internship to help provide more opportunities for people looking to work in the animal advocacy sector.

<p>Staff have access to several platforms to support wellbeing, including Spill, which offers therapy sessions.</p>	<p>We regularly publish blogs on our website to provide a window into our work on DEI. Recent articles explained how we make our in-person events accessible, and provided an insight into our job application process.</p>
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Public Benefit Statement

Charity trustees have a duty to develop strategic plans to ensure that we provide public benefit and achieve our objectives as set out in our governing document. These objectives fall under the purposes defined by the Charities Act 2011. We have referred to the Charity Commission’s general guidance on public benefit when reviewing our aims and objectives and in planning our activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

Principal Risks and Uncertainties

The major risks to which the charity is exposed are identified and reviewed by the Trustees as part of their normal risk review process.

1. Funding shortfalls and/or exchange rate fluctuations. To mitigate the risk to funding, we are building our Development team and have a 3-year fundraising strategy to diversify our income streams and build our fundraising infrastructure and processes, as well as recruiting two new trustees to the Board with fundraising expertise.
2. Reliance on collaborative partners. We operate in coalitions with other organisations who may have technical expertise and/or carry out investigations to inform our work. We mitigate this risk with regular meetings and building strong relationships with these partners, and can look to secure funding for additional support should circumstances change.
3. Slowdown in adoption of the Better Chicken Commitment. We mitigate this by regularly reviewing our broiler strategy in light of changes in industry.
4. Data security. We have a formal agreement with The Humane League in the United States to share some IT resources and expertise, and will mitigate this risk in close collaboration with them to ensure all staff have adequate training and resources to ensure our IT infrastructure is secure from cyberattacks. We also have Cyber Liability Insurance in place.

Political Donations

The charity did not make any political donations during the period.

Serious Incidents

The charity was not affected by any Serious Incidents during the period.

Financial Review

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, 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 applicable in the UK and Republic of Ireland.

The financial outcome for the period is set out in the Statement of Financial Activities.

Income

Total income during the period was £1.6m (2022: £2.2m) of which £1.58m was received as unrestricted donations and grants.

Expenditure

Total expenditure during the year was £1.56m (2022: £1.74m), the majority of which was from unrestricted sources. Restricted expenditure was £0.56m. £847k was spent on charitable activities, with the remainder (£689k) spent on raising funds.

Reserves

Total reserves at the end of the financial year stood at £1.2m (2022: £1.2m). With a small overspend on restricted funds of £695, unrestricted reserves increased during the year from £1,144,336 to £1,248,542. The Board is confident that this is sufficient to meet the operational needs of the charity according to its reserves policy.

Investments

The Charity held no investments during the period.

Statement of the Trustees Responsibilities

The trustees (who are also the directors of The Humane League UK 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 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;
- 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on and signed on the board's behalf by:

Ben Wickham

.....

Trustee

REPORT OF THE INDEPENDENT AUDITORS

Opinion

We have audited the financial statements of The Humane League UK (the 'charitable company') for the year ended 31 March 2024 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2024 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatement in respect of irregularities, including fraud, including fraud is detailed below:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of entity staff in compliance functions to identify an instances of non-compliance with laws and regulations;
- Performing audit work over the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing samples of restricted and unrestricted funds to ensure income and expenditure is allocated per the funding requests and
- Reviewing financial statement disclosure and testing to supporting documentation to assess compliance with applicable laws and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to material misstatement in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves concealment, forgery, collusion, omission or misrepresentation.

THE HUMANE LEAGUE

UNITED KINGDOM

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Henry Williams ACA (Senior Statutory Auditor) for and on behalf of Williams & Co Epsom LLP - Chartered Accountants

8-10 South Street Epsom

Surrey KT18 7PF

11 September 2024

Date:

THE HUMANE LEAGUE

UNITED KINGDOM

STATEMENT OF FINANCIAL ACTIVITIES

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2024

				31 March 2024	31 March 2023
	Notes	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		£	£	£	£
Income From					
Donations and Legacies	2	1,572,921	24,057	1,596,978	2,204,363
Trading Income	3	22	-	22	16
Interest	4	3,581	-	3,581	981
Other Income		7,399	-	7,399	450
Total Income		1,583,923	24,057	1,607,980	2,205,810
Expenditure on:					
	5				
Raising Funds		169,917	913	170,830	134,812
Charitable Activities		1,310,495	55,434	1,365,929	1,609,280
Total Expenditure		1,480,412	56,347	1,536,759	1,744,092
Net Income for the period		103,511	(32,290)	71,221	461,718
Net Movement in Funds					
Total Income Brought Forward		1,144,336	32,290	1,176,626	714,908
Net Income		103,511	(32,290)	71,221	461,718
Total Fund carried Forward		1,247,847	-	1,247,847	1,176,626

The notes form part of these financial statements

THE HUMANE LEAGUE

UNITED KINGDOM

BALANCE SHEET

BALANCE SHEET FOR THE YEAR ENDED 31 MARCH 2024

	Notes	31 March 2024	31 March 2023
		£	£
Fixed Assets	9	6,653	9,950
Debtors: amounts falling due within one year	10	39,682	21,896
Cash at bank and in hand		1,435,516	1,205,085
Total Current Assets		1,475,198	1,226,981
Creditors: amounts falling due within one year	11	234,005	60,305
Net current assets/(liabilities)		1,241,193	1,166,676
Total assets less current liabilities		1,242,687	1,176,626
Net assets		1,247,847	1,176,626
The Funds of the charity	12		
Unrestricted Funds		1,247,847	1,144,336
Restricted Funds		-	32,290
Total Funds		1,247,847	1,176,626

The financial statements were approved by The Board of Trustees and authorised for issue on

02 September 2024

..... and were signed on its behalf by:

..... *Ben Wickham* Trustee

The notes form part of these financial statements

CASH FLOW STATEMENT

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2024

	2024	2023
	£	£
Cash Flow from operating activities		
Net cash provided from operating activities	232,697	517,559
Interest paid	-	-
Net cash used in operating activities	232,697	517,559
Cash Flows from investing activities		
Purchase of fixed assets	(7,065)	(7,670)
Gain from the disposal of fixed assets	1,220	-
Interest received	3,581	981
Net cash used in investing activities	(2,264)	(6,689)
Change in cash and cash equivalents in the reporting period	230,431	510,870
Cash and cash equivalents at the start of the reporting period	1,205,085	694,215
Cash and cash equivalents at the end of the reporting period	1,435,516	1,205,085

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2024

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2024	2023
	£	£
Net income/ (expenditure) in the period as per the statement of operating activities	71,221	461,718
Adjustments for:		
Depreciation charges	9,143	8,025
Interest paid	-	-
Interest received	(3,581)	(981)
(Increase) / Decrease in debtors	(17,786)	44,650
(Decrease)/Increase in creditors	173,700	4,147
Net cash used / provided in operations	232,697	517,559

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 31 March 2023	Movement in Year	At 31 March 2024
	£	£	£
Cash at bank	1,205,085	230,431	1,435,516
Total	1,205,085	230,431	1,435,516

NOTES TO THE FINANCIAL STATEMENTS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2024

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance 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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 33% on cost

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

The notes form part of these financial statements

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

THE HUMANE LEAGUE

UNITED KINGDOM

2. DONATIONS AND LEGACIES	Year to 31 March 2024	Year to 31 March 2023
	£	£
Donations	355,131	158,061
Grants	1,241,847	2,046,302
Total	1,596,978	2,204,363

3. INVESTMENT INCOME	Year to 31 March 2024	Year to 31 March 2023
	£	£
Interest Received – trading	3,581	981

4. OTHER TRADING ACTIVITIES	Year to 31 March 2024	Year to 31 March 2023
	£	£
Sale of Merchandise	22	16

5. DETAIL OF EXPENDITURE

	Year to 31 March 2024			
	Raising Donations and Legacies	Charitable Activities	Support Costs	Total
	£	£	£	£
Staff costs	121,576	812,615	246,464	1,180,655
Volunteer Expenses	-	1,717	-	1,717
Insurance	-	270	4,713	4,983
Telephone	-	(465)	8,662	8,197
Postage and Stationery	76	4,306	363	4,745
Merchandise purchases	166	568	-	734
Advertising	863	36,713	2,665	40,241
Accountancy fees	-	-	27,897	27,897
Bank charges	2,368	(4)	1,852	4,216
Training	-	-	-	-
Consultancy	-	(30)	12,395	12,365
Subscriptions	-	82,946	48,975	131,921
Workshops	1,652	38,475	11,874	52,001
Conferences	-	27,282	-	27,282
Travel	-	2,972	-	2,972
Depreciation	1,899	16,776	1,422	20,097
Other	291	6,436	868	7,595

THE HUMANE LEAGUE

UNITED KINGDOM

Total	128,891	1,030,577	377,293	1,536,759
Apportionment of Support Costs	41,491	335,352	(377,293)	-
Total after apportionment of Support Costs	170,832	1,365,929	-	1,536,759

6. NET INCOME/(EXPENDITURE)

	Year to 31 March 2024	Year to 31 March 2023
Net income/(expenditure) is stated after charging/(crediting):	£	£
Depreciation - owned assets	9,143	8,025

7. TRUSTEES' REMUNERATION AND BENEFITS

No trustee received any remuneration or expenses for the year ending 31st March 2024 (2023: £0)

8. STAFF COSTS

	Year to 31 March 2024	Year to 31 March 2023
	£	£
Wages and Salaries	1,005,767	1,181,942
Social security costs	109,456	127,333
Pension Costs	23,293	25,674
Holiday Leave Accrual	9,900	9,900
Total	1,148,416	1,344,849

THE HUMANE LEAGUE

UNITED KINGDOM

The average number of employees during the year was as follows:

	Year to 31 March 2024	Year to 31 March 2023
	25	27

Four employees received emoluments in excess of £60,000 (2023: 2)	Year to 31 March 2024	Year to 31 March 2023
Pay Band		
£80,000 - £90,000	1	
£70,000 - £80,000	-	1
£60,000 - £70,000	3	1

9. TANGIBLE FIXED ASSETS	2024 IT £	2024 TOTAL £
Cost as at 31 March 2023	37,829	37,829
Additions	7,065	7,065
Disposals	(13,214)	(13,214)
Cost as at 31 March 2024	31,680	31,681
Depreciation as at 31 March 2023	27,878	27,878
Charge in the year	9,143	9,143
On disposals	(11,994)	(11,994)
Depreciation as at 31 March 2024	25,027	25,027
Net Book Value at 31 March 2023	9,950	9,950
Net Book Value at 31 March 2024	6,653	6,654

THE HUMANE LEAGUE

UNITED KINGDOM

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	31 MARCH 2024	31 MARCH 2023
	£	£
Other debtors	14,709	5,752
Prepayments	24,973	16,144
Accrued income	-	-
Total	39,682	21,896

11. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	31 MARCH 2024	31 MARCH 2023
	£	£
Trade Creditors	21,572	42,205
Social Security and Other taxes	35,222	-
Other creditors	-	-
Accruals	21,349	18,100
Deferred Income	155,862	-
Total	234,005	60,305

12. NET MOVEMENT IN FUNDS

	Balance at 31 March 2023	Incoming Resources	Resources Expended	Net Movement in Funds	Balance as at 31 March 2024
	£	£	£	£	£
Unrestricted Funds					
General Funds	1,144,336	1,583,923	1,480,412	103,511	1,247,847
Total Unrestricted Funds	1,144,336	1,583,923	1,480,412	103,511	1,247,847

Restricted Funds

CEA - Forgotten Fishes and Laying Hens	19,685	-	19,685	(19,685)	-
Fish funding 23/24 - HAAF	-	22,555	22,555	-	-
FISH Phase 2	13,294	-	13,294	(13,294)	-
Judicial Review		1,502	1,502	-	-
Other	(689)		(689)	689	-
Total Restricted Funds	32,290	24,057	56,347	(32,290)	-
Total Funds	1,176,626	1,607,980	1,536,759	71,211	1,247,847

13. RELATED PARTY DISCLOSURES

Edwina Bowles, a trustee of the charity, is also a solicitor and a co-founder of Advocates for Animals, a law firm that the charity instructs to provide legal services. During the year, the charity paid £34,835 in fees to Advocates for Animals. This amount included disbursements incurred by Advocates for Animals on the charity's behalf, such as court filing fees and barrister fees, as well as the firm's own service fees.

THE HUMANE LEAGUE UK

England & Wales - Charity number 1177926

Accounts

The Humane League UK Annual Return, Accounts and TAR for the Year Ending 31st March 2023

Registered Charity Number: 1177926

Registered Company Number: CE013779

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REFERENCE AND ADMINISTRATIVE DETAILS

Board of Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

David Coman-Hidy (Chair) (resigned 22nd May 2022)

Rachel Huff-Wagenborg (Treasurer) (resigned 16th June 2023)

Nicola Green (Secretary)

Edwina Claire Bowles

Rebecca Somerville (resigned 28th February 2023)

Rizlane Baladi

Samantha Batey (appointed 12th August 2022)

Benjamin Wickham (appointed 12th August 2022)

Vicky Bond (appointed 1st June 2022)

Principal Staff: Sean Gifford, Managing Director

Address:

Gemini House

136-140 Old Shoreham Road

Brighton

BN3 7BD

Bankers:

Unity Trust Bank, Four Brindleyplace, Birmingham, B1 2JB

Triodos Bank UK, Deanery Road, Bristol, BS1 5AS

Accounts:

Stuart Davis Consulting

23 Carnforth Road

Heaton Chapel

Stockport

SK4 5LL

Auditors:

Williams & Co Epsom LLP

8-10 South Street

Epsom, Surrey
KT18 7PF

SUMMARY

The Humane League UK exists to end the abuse of animals raised for food through institutional and individual change. It's thanks to our supporters and volunteers that we're able to make this vision a reality.

A word from our Managing Director

Dear friends,

I write this as I have just completed my first year as Managing Director of The Humane League UK. And what a year it has been.

Amid all of the chaos and upheaval we face as a society, animals still suffer on factory farms - day in, day out. Animals like the baby chicks I met on a factory farm a few years ago. Playful, curious, and innocent, they had no idea of the suffering in store for them during their short lives - and it broke my heart to think of it. I sometimes find myself wracked with feelings of sadness and despair at the fate of the animals like those chicks I haven't yet been able to help save.

But this past year, The Humane League UK's crew of supporters and team members have quite simply blown me away with their relentless dedication to securing meaningful change for these animals. When I find myself sometimes getting overwhelmed by the state of the world and the animals suffering within it, this is what I think about. And it brings me **hope**.

To be surrounded by people like you who share my vision of a kinder, more compassionate world, where animals are treated with the respect they deserve, is one of the most heartwarming feelings I've ever experienced. It's incredibly exciting to be a part of an organisation so keenly focussed on making an impact for animals.

Together, we've worked hard to make progress for animals this year, and we got results. We launched campaigns against Co-op and Lidl, took the Government to court over chicken welfare, continued building consensus on the need for stronger legal protections for fishes, and pushed for a ban on cages for laying hens. As a result, over a quarter of the UK's supply of chicken is committed to higher chicken welfare, over three-quarters of hens in the UK are free from cages, and fish welfare is being taken seriously in Parliament.

Among these pages, you can read about the steps we've taken to get us closer to our mission of ending the abuse of animals raised for food. Thank you for being with us every step of the way. I can't wait to report back on how much more we've achieved together, this time next year.

For the animals,

Sean

We exist to end the abuse of animals raised for food.

Everything we do focuses on achieving the biggest impact for animals.

How we do it

Our pragmatic approach is rooted in sound research and science. That means we are certain that the changes we ask for from large corporations and the Government will meaningfully reduce vast amounts of suffering.

Ending cages, stopping the use of cruel, fast-growing chicken breeds, giving animals more space, banning the most cruel slaughter methods: these measures have been scientifically proven through rigorous research to drastically improve the lives of animals. And since the changes we campaign for tirelessly affect a vast number of animals, our impact is immense.

The results

Through our unique and hard-hitting approach to campaigning, we've convinced hundreds of companies to go cage-free - including the UK's biggest egg producer, Noble Foods, freeing 4.3 million hens from the confines of cruel cages from this commitment alone.

And, we've secured hundreds of corporate commitments to move away from cruelly-bred and raised Frankenchickens. In 2019, KFC became the first fast-food chain to make this commitment, affecting 55 million chickens and kicking off a wave of corporate pledges to do the same.

Every step of the way, we keep assessing our strategy, to ensure we stay effective and impactful and are knocking out the foundations that prop up factory farming, one cruel practice at a time.

Changing the world... for the world's most abused animal

More chickens are raised and killed for their meat every year than any other animal in the world. These sensitive and intelligent animals are bred to grow unnaturally fast, so companies can make as much profit as possible. Many of them can't escape constant pain as they become so top-heavy. Sometimes, they can't even stand up. Meet the Frankenchicken.

[franken chicken graphic with caption]

But there is a better way. This year, we secured 2 new commitments to the Better Chicken Commitment (BCC), a science-backed initiative by animal charities across the world which demands an end to cruel fast-growing breeds; which gives chickens more space, natural light, and enrichment; and demands less painful slaughter practices.

In 2022-2023:

- 350,000+ signatures calling for supermarkets to create change for chickens
- 89 media stories about the plight of chickens raised for meat
- 360+ UK and EU businesses signed up to the BCC

- 10 companies reporting on progress towards BCC

This year, Starbucks, the third largest coffee chain in the UK with over 1,000 locations, signed up to the BCC. As a result, seven of the UK's ten largest restaurant chains will meet the BCC by 2026, including Greggs, Pret a Manger, KFC & Pizza Hut, Nando's, Burger King, and Subway.

Marks & Spencer was the first supermarket to sign onto the BCC. In September 2022, in a huge milestone for chicken welfare, they announced they had fulfilled their commitment for their fresh chicken - four years early.

Calling out The Co-op

As a self-proclaimed ethical retailer, The Co-op is severely failing its membership and values by continuing to use Franken chickens. So in May 2022, we attended their Annual General Meeting (AGM), to let members know about the suffering of chickens in their supply chain.

They told us that we needed to follow their democratic process, and submit a member's motion to be voted on at their next AGM. So that's exactly what we did. With several staff members already members, we collected over 400 member signatures on our motion calling for Co-op to adopt the BCC. A year of groundwork and planning brought us to significant activities at Co-op's AGM in May 2023, which we will report on next year.

Big on cruelty... Lidl on kindness

In October, we launched a ground-breaking campaign bringing together organisations across the UK and Europe, demanding that Lidl take action to alleviate the suffering of chickens in its supply chain.

Timeline

- 25th October 2022 | Campaign launched across X countries | Investigation into German Lidl supplier published →
- 15th November 2022 | Investigation into Spanish Lidl supplier published | #LidlChickenScandal trends on Twitter →
- 17th November 2022 | 36 hour protest outside Lidl GB HQ →
- 24th November 2022 | Investigation into Italian Lidl supplier published | #LidlChickenScandal trends on Twitter →
- 13th December | Investigation into Austrian Lidl supplier published
- January onwards: campaigning and negotiations continue

With four investigations in four countries within the space of three months, it's clear that the welfare issues in Lidl's supply chain are not simply a case of bad apples: they're built into the system itself. **Together with our friends from the Open Wing Alliance, we will keep the pressure on Lidl until they do the right thing by chickens.**

Open Wing Alliance (OWA): Founded by The Humane League, the OWA is a coalition of organisations across the world working together towards ending the abuse of chickens.

We share campaign strategies, tactics, and resources around the world in the march toward our shared goal.

For our Lidl campaign, the collective might of the OWA allowed us to:

- Conduct 76 in-person protests across Germany, the UK, Italy, Spain, Poland, Sweden and Austria
- Obtain 325,000+ petition signatures
- Secure 656 media articles across Europe

Justice for chickens: taking the Government to court

Our long-standing work challenging the Government over the widespread use of Franken chickens in the UK took huge strides this year. In September, we were granted a full 2-day hearing in the High Court to take place the following year, after our previous request was thrown out. **Only 5% of judicial review cases make it this far. If successful, our judicial review could single-handedly lead to the transformation of the entire chicken industry in the UK.**

In 2022-2023, we put in a huge amount of leg work to prepare for our day in court, an event which sparked a national conversation about chicken welfare, which we will report on in next year's annual report.

The legal case: That the Government's allowance of fast-growing breeds of chicken, who have suffering coded into their DNA, breaches the *Welfare of Farmed Animals (England) Regulations 2007*. The law states: '*Animals may only be kept for farming purposes if it can reasonably be expected, on the basis of their genotype or phenotype, that they can be kept without any detrimental effect on their health or welfare.*'

Our backing: We are represented by the UK's first animal law firm, Advocates for Animals. In February, the RSPCA, the world's oldest and largest animal welfare charity, joined as an intervener, bringing expert testimony to support the case. In December, actress and Dame Joanna Lumley lent her support, calling on supporters to pitch in.

Taking action on heatwave 'carnage'

In August, after millions of birds died in horrific circumstances during yet another heatwave, we joined forces with Open Cages and Animal Equality to submit a letter to the Government calling for urgent action. An investigation by Open Cages showed that chickens were being "cooked alive" as temperatures soared above 30C, causing suffocation and heart failure.

Our demands included that current legislation be better enforced, that chickens be given more space during the summer, that producers who allow heatwave deaths on their farms be prosecuted, and that the law be brought in line with BCC standards. The Government responded it was “carefully considering what it can do” to prevent further needless deaths, with “all the solutions proposed [...] already part of that consideration”. With the threat of heatwaves across the country only set to worsen, we will keep the pressure on the Government to prevent such tragedies from ever happening again.

Forgotten no more: putting fish welfare on the agenda

Did you know that fish are the second most farmed animal in the UK, after chickens? Not only that, but right now, they do not receive the same levels of protection at the time of slaughter as other farmed animals. That’s why we’re fighting to redress this injustice.

We’ve kept pressure on the Government by securing coverage in industry press highlighting that fish are excluded from the regulations on mandatory CCTV in slaughterhouses, due to being classified as ‘processing plants’ instead of slaughterhouses - another example of these animals being othered. In October, we were quoted in an important piece in The Guardian about the need for stronger protections.

Art that sparks conversations

We collaborated with celebrated artist Isabella Cotier, who created a travelling mural to combat the cruelty farmed fish face at slaughter. The art installation received widespread media attention, with over 25 articles in trusted regional and local papers.

“I want to remind the viewer that fish are creatures with their own agency who deserve respect like any other animal” - Isabella Cotier, Artist

Firsts for fishes

In March, we convened the first ever parliamentary reception on fish welfare, in partnership with Compassion in World Farming, the Soil Association, the Conservative Animal Welfare Foundation and the RSPCA. The event was attended by numerous parliamentarians, celebrities and industry players including Scotland’s largest aquaculture industry umbrella group, Salmon Scotland, who spoke out in support of new fish welfare legislation. It was highly successful in showing the Government the wide-ranging support for this issue.

In July 2022, we initiated the first-ever parliamentary meeting dedicated exclusively to fish welfare for the All-Party Parliamentary Group on Animal Welfare, alongside Animal Equality and the Conservative Animal Welfare Foundation.

We will be taking the political and industry support for fish welfare on display at these events, and work tirelessly to turn it into stronger legal protections.

Until every hen is freed

July 2022 marked the 200 year anniversary of the first ever animal welfare law, which made it a crime to be cruel to certain animals. And yet, despite touting itself as a nation of animal lovers with some of the highest animal welfare laws in the world, the UK Government has still not banned cruel and outdated cages for laying hens.

That's why we took over Parliament Square, with protestors dressed in the fashion of key historical periods from the last 200 years, from Victorians to flappers to 70s party-goers. On the day of the stunt, singer Sinitta appeared on major national breakfast TV programme Good Morning Britain, raising awareness about the plight of the millions of hens still caged in the UK and calling on audiences to take action by writing to their MP.

We continued to build political connections, delivering a joint letter to the Government signed by over 30 MPs, as well as animal charities and celebrities. The letter called for a consultation on cages on the 1 year anniversary of its Action Plan for Animal Welfare. As the Government has not kept its promise of a consultation, we will continue to pressure and build relationships with decision-makers until legislation is introduced, banning cages for hens once and for all.

With 70% of all caged hens across the globe living in Asia, we can help millions of animals in far away places by putting pressure on companies here in the UK. In September, we achieved a milestone victory as Toridoll, the parent company of brands including Wok to Walk and PokeWorks, made a commitment to eradicate cages from its global supply chain. This is a first-of-it's-kind commitment from a company headquartered in Japan, and will improve the lives of 40,000 egg-laying hens by the end of 2023 in Japan alone. We supported the global OWA campaign that led to this commitment by leading a protest outside its London restaurant and mobilising our supporters online.

Ensuring that companies follow through on their commitments is vital, and through our corporate outreach this year we determined that 61% of 112 companies committed to go cage-free by 2025 are publicly reporting progress.

In 2022-2023:

- 78% of hens are free from cages
- 61% of companies committed to go cage-free by 2025 are publicly reporting progress

Some sad news

We're very sad to report that Beatrice, the beautiful rescue chicken who became the face of our campaign to ban cages for laying hens, passed away in January. After spending most of her life

behind the bars of a cage, she was taken in by our Animal Welfare specialist, Mia, and found fame when a bill to end cages named after her by MP Henry Smith was debated in Parliament.

Beatrice was a curious and friendly little hen.

RIP Beatrice, and all hens who have suffered at the hands of this cruel industry.

Building a stronger movement

Our volunteers are the lifeblood of our campaigns. Without them, we simply could not achieve the results we achieve for animals, and we are immensely grateful that they dedicate their time to the mission.

This year, we continued to expand our network, reach new audiences and simplify volunteer recruitment to make it even easier for people to take that leap and become animal changemakers. With a new database, we're better able to track our volunteers' activities and improve their experience with us.

Our volunteers have been taking to the streets with Outreach events, having meaningful one-on-one conversations with members of the public to raise awareness of how chickens are treated. Through these events, we are reaching the public in an accessible and non-confrontational way, while keeping the pressure on supermarkets by encouraging people to take action by signing a petition or letter addressed to them.

- 100+ fully onboarded & trained volunteers
- 40 on-the-ground actions delivered by our volunteers across the UK
- Over 1,800 hours of time given by our dedicated volunteers

Over the summer, our volunteers kept the pressure on Morrisons, with a jam-packed month of actions - from digital activism, to outreach events, to phone calls, to handing out info cards.

To ensure that we are building a movement that's bigger than ourselves, we have been continuing to provide training to our volunteers. This year we trained them in how to effectively meet with their MPs and how to engage with the media, resulting in them securing strong media coverage for their activities.

Changing the conversation

Being featured in the press not only helps us amplify the impact of our campaigns and reach wider audiences, it also helps shape public opinion and make animal protection a priority for society.

In 2022-2023, we were featured in over 180 print & online media articles, TV programmes, and radio shows, bringing the plight of animals raised for food to mainstream audiences.

- 20 national newspaper articles
- 552 Million combined potential monthly reach of online articles
- + 20K new online supporters welcomed

Stronger together

Being a great place to work is at the core of our organisational strategy. We want individuals of diverse identities and lived experiences to belong, feel valued, and have what they need to thrive. Not only is this simply the right thing to do, it has also been proven to increase effectiveness.

What it means to us:

Diversity: understanding that each individual is unique, and valuing our individual differences.

Equity: understanding that not everyone is afforded the same privileges and opportunities throughout life, and accounting for these differences.

Inclusion: welcoming, respecting and empowering all people - appreciating the value that every individual brings to our organisation and our movement.

As part of our commitment to furthering Diversity, Equity, and Inclusion (DEI), this year we contracted Diverse Matters, a diversity and inclusion consultancy that works with organisations to embed diversity and inclusion within their practices. As part of this, they conducted an audit which included:

- Interviews with 10 members of staff
- A review of website, social media platforms and staff experience survey results
- A self-assessment
- An organisation-wide survey that was completed by 14 members of staff
- Focus groups with 20 members of staff attending

The audit found that we are diversity-focussed, committed to DEI, have an inclusive culture, and provide an equitable working environment. It also identified areas for improvement in increasing the diversity of our organisation, enabling staff to speak up about DEI issues, more training on

disability, and better modelling of inclusion from Leadership, which we will be continuing to prioritise in our operational strategy.

We know that our organisational health and ability to deliver results for animals depends on our staff wellbeing. That's why this year we've invested in better understanding how we can support our staff, with a focus on learning & development, alleviating stress, giving staff the tools and resources they need to do their jobs well, and providing inclusive policies such as using flexi-time and flexible working requests.

Our core values

In action

EFFECTIVE We focus our energy on the most impactful actions for animals. This year, we continued to apply a laser focus on areas where animals are suffering some of the worst forms of cruelty in the highest numbers: chickens, hens, and fishes.

COLLABORATIVE We're team players and work with organisations all across the world. In October 2022, we launched our biggest campaign yet, calling on Lidl to adopt the Better Chicken Commitment. This was a true feat of coordination, bringing together 10 organisations in a targeted, united approach. We are firm believers that charities are more effective when we work together and lift each other up instead of competing against each other.

RELENTLESS We have an endless determination to succeed and an unwavering commitment to our mission. Our supporters rang Lidl's customer services 300 times over the course of 3 months. Persistent, us?

INCLUSIVE We welcome, respect, and empower others, appreciating the value of every individual. Every month, the team meets to learn about and discuss important topics such as racism, sexism, ableism, and more. As part of these discussions we identify and follow up on how we need to take action as an organisation.

INNOVATIVE We constantly seek opportunities to improve and grow as a team. This year we've put our team's boundless creativity into action. Our 36-hour protest outside Lidl's HQ included spooky masks of Lidl's CEO, and blood-spattered, Lidl-branded umbrellas that staff could see from their offices!

NIMBLE We embrace whatever change is needed to achieve our mission. At every turn, we've adapted our strategy to be as effective as possible. Being nimble has been crucial to us securing 400 Co-op member signatures on our member-led motion calling on the supermarket to adopt the BCC.

Foundations for the future: our financial health

We are so grateful to those who support our work for animals financially, without whom we would be unable to continue.

Thank you to each and every one of you who have supported us with a regular gift, made a one-off donation, donated for the first time, fundraised for us, or given a grant - no matter the size of the gift, you are the reason we are making an impact for abused animals.

Our income comes from a range of individuals, organisations, and funders. Our thanks extend, but are not limited, to:

- Centre for Effective Altruism Animal Welfare Fund
- Founders Pledge
- Charlotte & James Monico
- Rob Percival

In December, we were thrilled to have carried out one of our most successful fundraising campaigns to date, centred around our legal challenge calling for justice for chickens. Out of a campaign goal to raise £60,000, we brought in a total of over £78,000, welcoming 204 brand new donors. A key part of the campaign's success was a very generous match funding gift from our donors Charlotte and James Monico.

We are building a new Development Team at The Humane League UK, focussing on making us more self-sufficient in the coming years. There are many opportunities that lay ahead, as the number of our monthly givers increases, we grow support from major donors and funders from the Effective Altruism community and beyond, and we continue to build our calendar of fundraising campaigns. We are grateful to have you on this journey with us.

TRUSTEE'S ANNUAL REPORT

Governance

The Humane League UK (THL UK) was established as a charitable incorporated organisation (CIO) on 12th April 2018 (charity number: 1177926). The CIO is governed by our constitution as signed on 10th April 2018. The Humane League UK's trustees are set out in the Administrative Details section.

As per the signed constitution for the CIO, there must be at least three charity trustees at a time, and if the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees or appoint a new charity trustee. The maximum number of

charity trustees is 12. Individuals are being selected for appointment as charity trustees with regards to the skills, knowledge and experience needed for the effective administration of the CIO. The charity's trustees will provide a copy of the current version of the CIO constitution, as well as a copy of the CIO's latest Trustees' Annual Report and statement of accounts to each new charity trustee.

General administration of the charity, including the keeping of their financial books and records, are executed by THL UK staff with supervision of the trustees. At the end of this reporting year, THL UK consisted of 20 full-time, and 4 part-time members of staff.

Public Benefit Statement

Charity trustees have a duty to develop strategic plans to ensure that we provide public benefit and achieve our objectives as set out in our governing document. These objectives fall under the purposes defined by the Charities Act 2011. We have referred to the Charity Commission's general guidance on public benefit when reviewing our aims and objectives and in planning our activities. In particular, the trustees consider how planned activities will contribute to the aims and objectives they have set.

Principal Risks and Uncertainties

The major risks to which the charity is exposed are identified and reviewed by the Trustees as part of their normal risk review process.

1. Large donations accepted without due diligence that could bring THL UK into disrepute (e.g. cryptocurrency donations, donations via third parties); refusal of donations could run afoul of charity law. Donations from vulnerable people could also bring THL UK into trouble with the Charity Commission, the Fundraising Regulator, and/or public perception. We have mitigated this by developing an updated Donation Acceptance, Refusal and Refund policy and larger donations going to the Board for approval.
2. Rapid changes in government, both in priorities and key personnel, impacting our lobbying and PR work. Mitigations and controls include reviewing goals and tactics regularly to reflect changes in Government.
3. The effects a pandemic or communicable illness can have on travel and mental wellbeing for staff, and how it prevents us achieving our goals and aims for the year, knock-ons to our fundraising efforts, our staff retention and recruitment and overall morale. We have addressed this with contingency plans for each member of staff, reviewing our benefits and mental health support for staff, and being able to work fully remotely where travel is not possible.
4. Complaints from public re compliance with Data Protection and GDPR throughout the organisation, result in poor public perception leading to loss of supporters/donors. Addressed by reviewing our Privacy Policy, improving staff awareness with training, and regularly reviewing our Record of Processing Activities and any Legitimate Interest Assessments.

5. THL UK is overly reliant on THL US for funding, therefore we need to raise separate funds in the UK and increase supporters and donors across a wide and varied base, so reliance is not on a single donor or grant giver or community of givers. We have mitigated this risk by investing in a new Development team and strategy.
6. Cost of living crisis impacting staffing and funding, as well as campaigning and corporate relations with suppliers. Staff are monitoring staff morale and funding regularly.
7. Exchange rate fluctuations between pound and dollar means THL UK's annual grants from the THL have been significantly less than budgeted for, creating serious and unexpected short falls in revenue. Mitigating this by increasing reserves in case of future funding shortfalls, and separate independent funding strategy from other funders.
8. Diversity in recruitment is not as high as we would like it, preventing us from being a fully Diverse and Inclusive organisation. We are addressing this by continuously reviewing our recruitment processes, creating a new Diversity, Equity and Inclusion (DEI) strategy, and an external communications plan to attract more diverse talent.

Political Donations

The charity did not make any political donations during the period.

Serious Incidents

The charity was not affected by any Serious Incidents during the period.

Financial Review

The financial statements have been prepared in accordance with the accounting policies set out in notes to the accounts and comply with the charity's governing document, 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 applicable in the UK and Republic of Ireland.

The financial outcome for the period is set out in the Statement of Financial Activities.

Income

Total income during the period was £2.2m (2021: £1.5m) of which £2.1m was received as unrestricted donations and grants.

Expenditure

Total expenditure during the year was £1.7m (2021: £1.1m), the majority of which was from unrestricted sources. Restricted expenditure was £0.1m. £1.6m was spent on charitable activities, with the remainder spent on raising funds.

Reserves

Total reserves at the end of the financial year stood at £1.2m (2021: £0.7m) Of this amount £32k represented unspent restricted grants. The remaining £1.1m of reserves is unrestricted in nature. The Board believes this is adequate to cover the operational needs of the charity according to its reserves policy

Investments

The Charity held no investments during the period.

Statement of the Trustees Responsibilities

The trustees (who are also the directors of The Humane League UK 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 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;
- 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on and signed on the board's behalf by:


.....

Trustee

REPORT OF THE INDEPENDENT AUDITORS

Opinion

We have audited the financial statements of The Humane League UK (the 'charitable company') for the year ended 31 March 2023 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2023 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Charities Act 2011.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatement in respect of irregularities, including fraud, including fraud is detailed below:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of entity staff in compliance functions to identify an instances of non-compliance with laws and regulations;
- Performing audit work over the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing samples of restricted and unrestricted funds to ensure income and expenditure is allocated per the funding requests and
- Reviewing financial statement disclosure and testing to supporting documentation to assess compliance with applicable laws and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to material misstatement in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Mark Williams (Senior Statutory Auditor) for and on behalf of Williams and Co Epsom LLP

8-10 South Street Epsom

Surrey KT18 7PF

Date: 8 September 2023

STATEMENT OF FINANCIAL ACTIVITIES

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2023

		Year to 31 March 2023			31 March 2022
	Notes	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		£	£	£	£
Income from:					
Donations and Legacies	2	2,046,658	157,705	2,204,363	1,520,684
Trading Income	3	16	0	16	120
Interest	4	981	0	981	110
Other Income		450	0	450	0
Total Income		2,048,105	157,705	2,205,810	1,520,914
Expenditure on:					
Raising Funds	5	134,812	0	134,812	164,928
Charitable Activities	6	1,432,161	177,119	1,609,280	957,469
Total Expenditure		1,566,973	177,119	1,744,092	1,122,397
Net Income / (Expenditure) for the Period	6	481,132	(19,414)	461,718	398,517
Net Movements in Funds					
Reconciliation of Funds:					
Total Fund Brought Forward		663,204	51,704	714,908	316,392
Net Income		481,132	(19,414)	461,718	398,517
Total Fund Carried Forward		1,144,336	32,290	1,176,626	714,908

The notes form part of these financial statements

BALANCE SHEET

BALANCE SHEET FOR THE YEAR ENDED 31 MARCH 2023

	Notes	31 March 2023	31 March 2022
		£	£
Fixed Assets	10	9,950	10,305
Debtors: amounts falling due within one year	11	21,896	66,546
Cash at bank and in hand		1,205,085	694,215
Total current assets		1,226,981	760,761
Creditors: amounts falling due within one year	12	60,305	56,158
Net current assets/(liabilities)		1,166,676	704,603
Total assets less current liabilities		1,176,626	714,908
Net assets		1,176,626	714,908
The funds of the charity:	13		
Unrestricted funds		1,144,336	663,204
Restricted funds		32,290	51,704
Total funds		1,176,626	714,908

The financial statements were approved by The Board of Trustees and authorised for issue on

Sept 8th 2023

..... and were signed on its behalf by:



Trustee

The notes form part of these financial statements

CASH FLOW STATEMENT

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2023

	2023	2022
	£	£
Cash flows from operating activities		
Net cash provided from operating activities	517,559	350,246
Interest paid	0	0
Net cash used in operating activities	517,559	350,246
Cash flows from investing activities		
Purchase of fixed assets	(7,670)	(14,514)
Interest received	981	110
Net cash used in investing activities	(6,689)	(14,404)
Change in cash and cash equivalents in the reporting period	510,870	335,842
Cash and cash equivalents at the beginning of the reporting period	694,215	358,373
Cash and cash equivalents at the end of the reporting period	1,205,085	694,215

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2023

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2023	2022
Net income/(expenditure) in the period	£	£
(as per Statement of Operating Activities)	461,718	398,517
Adjustments for:		
Depreciation charges	8,025	7,190
Interest paid	0	0
Interest received	(981)	(110)
Decrease in stock	0	0
Increase/(Decrease) in debtors	44,650	(57,317)
Decrease/(Increase) in creditors	4,147	1,966
	<hr/>	<hr/>
Net cash used/provided in operations	517,559	350,246

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 31 Mar 2022	Movement in Year	At 31 Mar 2023
Cash at bank	694,215	510,870	1,205,085
Total	694,215	510,870	1,205,085

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2023

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance 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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 33% on cost

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES

	Year to 31 March 2023	Year to 31 March 2022
	£	£
Donations	158,061	434,634
Grant	2,046,302	1,086,049
Total	2,204,363	1,520,683

3. INVESTMENT INCOME

	Year to 31 March 2023	Year to 31 March 2022
	£	£
Interest receivable - trading	981	110

4. OTHER TRADING ACTIVITIES

	Year to 31 March 2023	Year to 31 March 2022
	£	£
Sale of merchandise	16	0

5. DETAIL OF EXPENDITURE

	Year to 31 March 2023			
	Raising Donations and Legacies	Charitable Activities	Support Costs	Total
	£	£	£	£
Staff costs	104,334	1,069,603	170,914	1,344,851
Volunteer Expenses	0	1,893	0	1,893
Insurance	0	0	3,333	3,333
Telephone	615	6,562	1,650	8,827
Postage and stationery	1,395	25,784	2,790	29,969
Merchandise purchases	0	1,758	91	1,849
Advertising	4,406	37,444	1,642	43,492
Accountancy fees	0	0	13,665	13,665
Bank charges	1,892	318	2,139	4,349
Training	783	15,644	18,177	34,604
Consultancy	275	130,177	12,776	143,228
Subscriptions	1,192	30,771	5,611	37,574
Workshops	1,112	29,509	5,303	35,924
Conferences	0	5,473	23	5,496
Travel	399	26,575	39	27,013
Depreciation	0	8,025	0	8,025
Total	116,403	1,389,536	238,153	1,744,092
Apportionment of Support Costs	18,408	219,745	(238,153)	0
Total after Apportionment of Support Costs	134,811	1,609,281	0	1,744,092

6. NET INCOME/(EXPENDITURE)

	Year to 31 March 2023	Year to 31 March 2022
	£	£
Net income/(expenditure) is stated after charging/(crediting):		
Depreciation - owned assets	8,025	7,190

7. TRUSTEES' REMUNERATION AND BENEFITS

No trustee received any remuneration or expenses for the year ending 31st March 2023 (2022: £ 0)

8. AUDITORS' REMUNERATION

Fees of £2,400 for the year (2022: £2,400) were paid to the auditors for the provision of audit work. This amount is inclusive of VAT.

9. STAFF COSTS

	Year to 31 March 2023 £	Year to 31 March 2022 £
Wages and salaries	1,181,942	769,839
Social security costs	127,333	68,577
Pension costs	25,674	15,796
Holiday leave accrual	9,900	9,900
Total	1,344,849	864,113

The average monthly number of employees during the year was as follows:

Year to 31 March 2023	Year to 31 March 2022
27	21

2 employees received emoluments in excess of £ 60,000 during the year (2022: 0):

Pay Band	Year to 31 March 2023 Number	Year to 31 March 2022 Number
£70,000 - £80,000	1	0
£60,000 - £70,000	1	0
Total	2	0

10. TANGIBLE FIXED ASSETS

	2023 Computers £	2023 Total £
Net Book Value at 1 April 2022	10,305	10,305
Additions	7,670	7,670
Disposals	0	0
Depreciation	(8,025)	(8,025)
Net Book Value at 31 March 2023	9,950	9,950

11. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Other debtors	5,752	14,293
Prepayments	16,144	19,995
Accrued income	0	32,358
	<hr/>	<hr/>
Total	21,896	66,646

12. OTHER CREDITORS FALLING DUE WITHIN ONE YEAR

	2023	2022
	£	£
Trade creditors	42,205	0
Social security & other taxes	0	0
Other creditors	0	35,299
Accruals	18,100	20,859
	<hr/>	<hr/>
Total	60,305	56,158

13. NET MOVEMENT IN FUNDS

	Balance At 31 Mar 2022 £	Incoming Resources £	Resources Expended £	Net Movement In Funds £	Balance At 31 Mar 2023 £
Unrestricted Funds					
General Funds	663,204	2,048,105	1,566,973	481,132	1,144,336
Total Unrestricted Funds	663,204	2,048,105	1,566,973	481,132	1,144,336
Restricted Funds					
General Funds	51,704	157,705	177,119	(19,414)	32,290
Total Restricted Funds	51,704	157,705	177,119	(19,414)	32,290
Total Funds	714,908	2,205,810	1,744,092	461,718	1,176,626

Prior Year:

	Balance At 31 Mar 2021 £	Incoming Resources £	Resources Expended £	Net Movement In Funds £	Balance At 31 Mar 2022 £
Unrestricted Funds					
General Funds	342,257	1,388,501	1,067,554	320,947	663,204
Total Unrestricted Funds	342,257	1,388,501	1,067,554	320,947	663,204
Restricted Funds					
General Funds	(25,865)	132,413	54,844	77,569	51,704
Total Restricted Funds	(25,865)	132,413	54,844	77,569	51,704
Total Funds	316,392	1,520,914	1,122,398	398,516	714,908

14. RELATED PARTY DISCLOSURES

Edwina Bowles, a trustee of the charity, is also a solicitor and a co-founder of Advocates for Animals, a law firm that the charity instructs to provide legal services. During the year, the charity paid £34,853 in fees to Advocated for Animals. This amount included disbursements incurred by Advocates for Animals on the charity's behalf, such as court filing fees and barrister fees, as well as the firm's own service fees.

THE HUMANE LEAGUE UK

England & Wales - Charity number 1177926

Accounts

**The Humane League UK
Annual Return, Accounts and
TAR for the Year Ending
31st March 2022**

Registered Charity Number: 1177926

Registered Company Number: CE013779

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REFERENCE AND ADMINISTRATIVE DETAILS

Board of Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

David Coman-Hidy (Chair)

Rachel Huff-Wagenborg (Treasurer)

Nicola Green (Secretary)

Edwina Claire Bowles

Rebecca Somerville

Rizlane Baladi

Principal Staff: Vicky Bond, Managing Director

Address:

Gemini House

136-140 Old Shoreham Road

Brighton

BN3 7BD

Bankers:

Unity Trust Bank, 4 Brindley Place, Birmingham, B1 2JB

Triodos Bank UK, Deanery Road, Bristol, BS1 5AS

Accounts:

Stuart Davis Consulting

23 Carnforth Road

Heaton Chapel

Stockport

SK4 5LL

Auditors:

Williams & Co - Chartered Accountants

8-10 South Street

Epsom, Surrey

KT18 7PF

SUMMARY

The Humane League UK exists to end the abuse of animals raised for food through institutional and individual change. It's thanks to our supporters and volunteers that we're able to make this vision a reality.

Heroes for Hens

Thanks to the relentless efforts of our supporters and volunteers, 65% of UK egg production is now cage-free.

150+ UK companies are now committed to eliminating, or have already eliminated, cages from their supply chain.

Our goal is for the UK to be wholly cage-free.

Stepping up for broiler chickens

Since 2018, we've worked relentlessly to get UK food businesses to sign up to the Better Chicken Commitment (BCC), the leading set of standards for broiler chicken welfare driving the food industry towards higher welfare practices.

Thanks to our supporters, those efforts have paid off.

This year, the Government endorsed the BCC as a priority for broiler chicken welfare. This represents a historic step forward and shows that higher welfare is the future.

98 commitments from companies across sectors were secured in the past year = 318 total BCC commitments.

This means that 27% of the UK supply chain is now signed up to BCC standards.

Our work doesn't end with securing commitments. We maintain the fulfillment of pledges through ensuring that companies report their BCC progress on the implementation of their policies.

This year we also challenged the Government in court over its failure to prevent the widespread use of so-called 'FrankenChickens.'

We continue to expose the reality of conditions faced by millions of chickens, described by Chris Packham as one of the 'single biggest causes of animal cruelty in Britain'. Our petition reached almost a quarter of a million signatures, sending a clear signal that the public wants change.

Giving Forgotten Fish a voice

71% of the UK public agree fishes should have the same legal protections as other farmed animals, according to a YouGov poll we conducted, and our Forgotten Fish Campaign asks the UK and Scottish Governments to give fishes equal legal protection.

Our research, through Freedom of Information requests to the Government, showed that no welfare inspections were routinely happening at slaughter for farmed fishes. We are currently waiting for an official report to be published with recommendations for the Government, and holding it accountable to accepting its findings and improving the law.

And, our petition to protect fishes from the worst forms of suffering has now reached almost 10,000 signatures.

TRUSTEE'S ANNUAL REPORT

Governance

The Humane League UK (THL UK) was established as a charitable incorporated organisation (CIO) on 12th April 2018 (charity number: 1177926). The CIO is governed by our constitution as signed on 10th April 2018. The Humane League UK's trustees are as follows:

David Coman-Hidy (Chair); Rachel Huff-Wagenborg (Treasurer); Nicola Green (Secretary); Edwina Claire Bowles; Rebecca Sommerville and Rizlane Baladi

Principal Staff: Vicky Bond, Managing Director

They served during the year reviewed; David Coman-Hidy and Rachel Huff-Wagenborg resigned as trustees after the end of the financial year; however Nicola Green, Edwina Claire Bowles, Rebecca Sommerville and Rizlane Baladi served up to the date of signature of the financial statements.

In March, before the end of the financial year, Vicky Bond resigned as Managing Director, replaced by Interim Managing Director, Cordelia Britton and finally introducing the currently operating Managing Director, Sean Gifford who joined the organisation in May, 2022. Due to the nature of the charity's work, our trustees, as they are responsible for the governance of the charity and determine the overall direction, align themselves with the objectives of the organisation.

As per the signed constitution for the CIO, there must be at least three charity trustees at a time, and if the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees or appoint a new charity trustee. The maximum number of charity trustees is 12. Individuals are being selected for appointment as charity trustees with regards to the skills, knowledge and experience needed for the effective administration of the CIO. The charity's trustees will provide a copy of the current version of the CIO constitution, as well as a copy of the CIO's latest Trustees' Annual Report and statement of accounts to each new charity trustee.

General administration of the charity, including the keeping of their financial books and records, are executed by THL UK staff with supervision of the trustees. At the end of this reporting year, THL UK consisted of 23 full-time, and 5 part-time members of staff.

Objectives and Activities

The Humane League UK (THL UK) works to end the abuse of animals raised for food through institutional and individual change. This objective encompasses THL UK's mission to prevent cruelty and suffering among animals raised for food through the promotion of understanding in relation to a more compassionate and humane treatment of animals. It also constitutes the organisation's goal to advance the education of the public in the subjects of rearing, husbandry

and general farming practices relating to the treatment of animals, as well as the relief of suffering of animals in particular but not exclusively animals raised for food. In addition to that, it is the charity's purpose to drive forward public education in the subjects of vegetarianism and veganism in the context of improving public health.

Our work towards these ends is grounded in their core values: being effective, relentless, innovative, nimble, inclusive and collaborative in their work and in their approach as an organisation.

The Humane League UK continues to make a meaningful impact for animals raised for food. During this past 12 month period through their corporate outreach, public corporate campaigns, volunteer engagement programmes, media and communications, as well as through fundraising activities.

We wish to express our enormous gratitude to our donors and supporters, whose altruism is invaluable to us in order to accomplish our mission. We are committed to keeping our supporters up-to-date with progress through our website, reports, social media, and regular newsletters. Similarly, we are incredibly grateful for our passionate volunteers, who commit time and effort to contribute to the success of our campaigns.

Driven by our alignment with our overall mission, we work relentlessly every day for the animals, and our achievements go way beyond what this report is able to capture. We ask you therefore to understand the below paragraphs not as a comprehensive outline of THL UK's activities, but rather as a summary of each department's key accomplishments during the reporting period.

Charitable Activity – Our Campaigns

Heroes for Chickens

Beatrice was a caged hen. She was rescued by our Animal Welfare Specialist, Mia, and now lives a happy life free of suffering. Because we want all 14 million UK hens to be spared from the horrors of cages, we've dedicated this important campaign to **BEATRICE** herself.

The aim of the campaign is to see the UK transition away from enriched cage farming systems for egg laying hens. Patron Henry Smith MP has announced a Ten-Minute Rule Bill on **Ending Cages for Laying Hens**. The bill is informally known as 'Beatrice's Bill' and if successful, it will secure numerous benefits, including:

- Higher welfare standards through ensuring hens have more space to perform natural behaviors such as nesting, foraging and dust bathing.
- Closer alignment with the sentiment of UK business. All major retailers have now committed to going cage free by at least 2025, and many have already made this transition.

This year, for the first time ever, the Government endorsed the Better Chicken Commitment as a priority for broiler chicken welfare, by announcing it would financially support farmers in

transitioning to the standards. This represents a historic step forward and shows that higher welfare is the future.

Our work doesn't end with securing commitments - the fulfillment of pledges is what really makes a difference for animals and you help keep the pressure on.

Taking the Government to Court

The law clearly states that animals should not be farmed if their genetic makeup causes them to suffer. Despite this, billions of chickens are bred to grow so fast their bodies simply can't keep up - a life of pain and misery. Backing from supporters enabled us to file a Judicial Review challenging the Government's failure to prevent the widespread use of these fast-growing breeds. Although the court rejected the claim, based on our barrister's opinion that an appeal will make an even stronger case and a higher chance to change the decision of the judges, we will submit it to fight further.

Supermarkets Sell Suffering

In March 2021, we launched the Supermarkets Sell Suffering campaign, in partnership with naturalist Chris Packham, and charities Open Cages and the RSPCA. Within weeks, our petition calling on UK supermarkets to adopt the Better Chicken Commitment amassed tens of thousands of signatures. We honed in on Morrisons, exposing the contrast between their claims of deeply caring about animal welfare and the way they raise their chickens. 'People power' has made big waves with this campaign across the year with regular national media coverage, protests, and digital actions. And we've reached almost a quarter of a million signatures on our petition, sending a clear signal that the public wants change, fast.

The Forgotten Fish

The Humane League UK is taking action on a number of fronts to address the scale and severity of fishes' suffering.

The project activities include participating in the recent parliamentary consultation and mobilising public support for improvements through our campaign. Currently, we are pressing for legislative improvements in England and Scotland as a first step towards ensuring that neglected fishes have equal protections at slaughter as other farmed animals. We've been advised that the government will publish the findings of their consultation in summer 2022.

Legislative change of this type is a lengthy process so, at this stage, our priority is to get fish welfare on the political agenda, however our aim is to maintain a consistent, long-term presence and dialogue with policy-makers.

Fish welfare is a global issue. So beyond pushing for a governmental policy change, we would like to continue to share research, resources and recommendations with other organisations and identify effective partnership opportunities.

Volunteering

The hours that volunteers give to our campaigns are what empowers change for animals. Each and every one of our volunteers is vital to the success we achieve together. Whether that's holding protests, taking social media actions, sending emails, making phone calls or writing to the media, the time and effort our volunteers put in have been the lifeblood of our campaigns.

- 5500+ hours given by volunteers towards our programs
- 600+ people joined our Week of Action against Morrisons
- 10 educative talks delivered by trained volunteers to university groups
- 26 protests & grassroots actions to support our corporate campaigns - led by trained volunteers from Dundee to Dorset and everywhere in between
- 100 Activist Bootcamp trainees
- 8 workshops delivered
- 6 additional webinars throughout the remainder of the year
- 12 Meet-ups were delivered in total
- 110 volunteer attendees across these events

We are committed to equipping our volunteers with crucial advocacy skills, from how to organise a protest, through to getting the attention of their MPs for campaigns.

We want to give back to the community, as well as strengthen the wider animal protection movement for the present and future.

We also held our second Global Changemaker Festival for International Volunteer Appreciation day, in collaboration with our colleagues across the US and Mexico.

Our monthly Activist Meet-ups continued online to provide space for volunteers to connect with each other, as well as take actions to support our campaigns.

Corporate Outreach and Public Corporate Campaigns

Our Corporate Outreach and Campaigns department have continued to build on the momentum of the previous year to make tangible improvements for farmed animals, in the UK and abroad.

Our work on cage-free has involved the enforcement of cage-free commitments made in the UK. These efforts are going well and contributing to the overall shift of UK egg production away from caged production.

Internationally, our cage-free work has made progress via involvement in Open Wing Alliance campaigns and leading negotiations on major commitments like, Yum! Brands global commitment, the 3rd largest restaurant chain in the world. As well as influential first cage-free commitments in regions, like the commitment from Majid Al Futtaim, a major Emirati holding company, that will cover all their supermarkets in the Middle-East, Africa and Asia.

Our work on broilers has continued to progress, with major companies in the UK like Taco Bell, Bill's Restaurant & Bar and more named below committing to the Better Chicken Commitment. Additionally, contributions to the Open Wing Alliance European campaigns and leading negotiations has led to commitments from influential restaurant chains like Subway committing to the European Chicken Commitment.

With combined efforts, the Departments have been able to achieve a total of

~ 23 cage-free commitments in the UK, Europe and Internationally.

- Caprice Holdings Ltd
- The Ivy Collection
- The Birley Clubs
- Taco Bell
- Vapiano
- Krispy Kreme
- Papa John's
- Inspire Brands
- Yum! Brands
- Le Pain Quotidien
- Focus Brands
- Groupe Le Duff
- Premier Foods
- Groupe Holder
- Wagamama
- Bloomin' Brands
- Au Bon Pain
- Hormel Foods
- Food Delivery Brands
- Telepizza
- The Cheesecake Factory
- Majid Al Futtaim
- Panda Express

~ 21 UK broiler commitments

- TGI Fridays
- Bill's Restaurant & Bar
- Caprice Holdings Ltd
- The Ivy Collection
- The Birley Clubs
- Food Delivery Brands
- Rhubarb Hospitality Collection
- Taco Bell UK
- Pieminister

- Subway
- Tweakd
- Chopstix
- University of Winchester
- Popeyes UK
- Loungers plc
- University of Bristol
- Dorchester Collection
- Anglia Ruskin University
- University of Portsmouth
- Premier Foods
- Atalian Servest

Having contributed so significantly to the changes in the meat and egg industries in the past year, we are confident we are in an empowered position to make further steps towards achieving our mission.

Communications

Our Communications team has been working relentlessly to speak out for farm animals and growing THL UK's network of activists, supporters, and online followers. Effective communications are essential for building and sustaining a strong movement for animals; the work we do is maximised in impact through large exposure in popular media, social media, and our email channels. Our communications also aim to promote and support more compassionate lifestyles.

This year, we were able to achieve:

- 73 campaign-specific media mentions, with high profile coverage including The Express, The Independent, The Daily Mail, The Mirror, The Times, Metro, and The Guardian, reaching millions of readers.
- Regular coverage in food & farming industry outlets, to keep pressure on key players in the industry.
- A total of 119 media mentions across the year.
- Secured support from 25 high-profile individuals including celebrities and TV vets for our campaigns, including Lucy Watson, Peter Egan, and Chris Packham.
- Over 14,000 digital actions taken in support of our campaigns via our Fast Action Network, Newsletter, and social media.
- We recruited over 13,000 new supporters to our email list and began nurturing these new relationships for further engagement and support.
- Delivered media training for staff spokespeople.
- Development of tools to support staff including an effective messaging guide.

Development

Our work to reduce animal suffering is made possible by people who care.

We are committed to making sure that every penny donated is used effectively to support our mission of ending the abuse of animals raised for food.

In 2021, Animal Charity Evaluators (ACE) acknowledged us as a 'Top Charity' signaling their belief that we work to produce the greatest gains for animals, we actively evaluate and improve our work, and we have a valid need for funding.

THL UK is registered with the Fundraising Regulator, the independent regulator of charitable fundraising in England, Wales and Northern Ireland. Our commitment to donors and funders is to ensure that our fundraising is always legal, open, honest and respectful.

Farmed animals are often overlooked so our sincere thanks go to every individual, grant-maker and company who has chosen to donate.

We are grateful for every donation, every pledge and every action taken to advocate for animals.

Operations

In 2021-22, the UK Team has continued to grow and structures evolved to serve the goals of the organisation. This includes updating and expanding our Campaigns, Development, and Operations teams, as well as filling vacancies in existing roles across the organisation. We've also successfully recruited our new Managing Director, Sean Gifford, who will lead the organisation to deliver more incredible wins for animals.

We have been working hard to further develop and implement wellbeing initiatives for our staff, supporting and empowering team members with information, training, and the introduction of our Wellbeing Ambassadors, as we recruited a fit-for-purpose Operations function that could fully support the staff.

This year also saw the return of in-person workshops, with appropriate Covid measures in place in the ever-changing landscape of restrictions and public health measures. This supported the team in planning and goal-setting, ensuring our activities remain impactful and effective against our strategic aims.

Finally, we have reviewed our salary structure in the respective year to inform the framework for subsequent years, including the review of all job descriptions, introduction and rollout of a new job evaluation process, and new pay structure, which seeks to keep THL UK competitive in attracting the talent we need to achieve our ambitions and be fair, equitable and inclusive in the way staff are compensated.

Diversity, Equity & Inclusion (DEI)

We continue to build a more inclusive organisation by making improvements that uphold our values.

These are some of the milestones on our journey towards a more inclusive & diverse THL UK:

1. Following on from our DEI work with Encompass, we have started the process of recruiting a new DEI consultancy to work with us and embed diversity and inclusion within our practices, using a tailored approach that meets the specific needs of our organisation. This will include a DEI audit, 1-1 interviews, focus groups, and developing an action plan to ensure our strategy is fit for purpose.
2. We are continuing to hold monthly DEI team discussions to increase our knowledge through the assigned reading and resources, develop critical thinking and foster an environment where team members feel supported.
3. We developed and implemented a hiring guide that explains our recruitment process from start to finish; detailing processes to ensure consistency and fairness across the team, such as marking skills tests anonymously, reasonable adjustments, and first interviews over the phone.
4. Our communications strategy continues to reflect our DEI values, amplifying voices of individuals from the global majority and marginalised communities; using inclusive language, and ensuring our visuals authentically represent our diverse community.
5. We are proud to be a Disability Confident employer, and this year added the Living Wage Foundation to our list of accreditations, recognising our commitment to pay a living wage to all our employees.

Concluding

In the past 4 years as a charity we managed to make an impact, improving and saving the lives of millions of chickens.

Every year we continue to deliver commitments from the largest food businesses over the world. We don't stop there, but also hold companies, who have already signed their pledge, accountable.

We challenge large businesses that refuse to adopt the Better Chicken Commitment with our campaigns and protests to raise awareness and utilise the power of the public to make a change.

We are a leading organisation challenging policy makers and big companies to adopt laws and practices that improves the welfare of animals raised for food - tackling all the animal welfare issues at the root, where decisions are made.

We constantly evaluate our practices, with full awareness of what is effective and this approach leaves us in good stead for the year ahead as we remain nimble to all challenges and opportunities.

THE HUMANE LEAGUE

UNITED KINGDOM

We attract talented professionals to join our team, being an ethical employer, focusing on diversity and employee well-being.

We can do all that with the generous support of our donors, our incredible supporters and volunteers, who we are ever grateful for, continuing to make an impact on the lives of millions of animals.

Statement of the Trustees Responsibilities

The trustees (who are also the directors of The Humane League UK 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 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;
- 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on and signed on the board's behalf by:



.....
David Coman-Hidy
Trustee

REPORT OF THE INDEPENDENT AUDITORS

Opinion

We have audited the financial statements of The Humane League UK (the 'charitable company') for the year ended 31 March 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2022 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatement in respect of irregularities, including fraud, including fraud is detailed below:

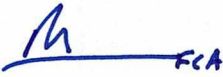
- Enquiry of management and those charge with governance around actual and potential litigation and claims;
- Enquiry of entity staff in compliance functions to identify an instances of non-compliance with laws and regulations;
- Performing audit work over the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing samples of restricted and unrestricted funds to ensure income and expenditure is allocated per the funding requests and
- Reviewing financial statement disclosure and testing to supporting documentation to assess compliance with applicable laws and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to material misstatement in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.


FCA

Mark Williams (Senior Statutory Auditor) for and on behalf of Williams and Co Epsom LLP

8-10 South Street Epsom

Surrey KT18 7PF

Date:

STATEMENT OF FINANCIAL ACTIVITIES

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2022

		Year to 31 March 2022			31 March 2021
	Notes	Unrestricted Funds	Restricted Funds	Total Funds	Total Funds
		£	£	£	£
Income from:					
Donations and Legacies	2	1,388,271	132,413	1,520,684	755,027
Trading Income		120	-	120	485
Interest	3	110	-	110	100
Other Income	4	-	-	-	42,903
Total Income		1,388,501	132,413	1,520,914	798,515
Expenditure on:					
Raising Funds		164,928	-	164,928	78,071
Charitable Activities		902,626	54,843	957,469	602,518
Total Expenditure		1,067,554	54,843	1,122,397	680,589
Net Income for the Period		320,947	77,569	398,516	117,926
Net Movements in Funds					
Total Fund Brought Forward		342,257	(25,865)	316,392	198,466
Net Income		320,947	77,569	398,516	117,926
Total Fund Carried Forward		663,204	51,704	714,908	316,392

† The notes form part of these financial statements

BALANCE SHEET

BALANCE SHEET FOR THE YEAR ENDED 31 MARCH 2022

	Notes	31 March 2022 £	31 March 2021 £
Fixed Assets	9	10,305	2,981
Debtors: amounts falling due within one year	10	66,546	9,230
Cash at bank and in hand		694,215	358,373
Creditors: amounts falling due within one year	11	56,158	54,192
Net current assets/(liabilities)		<u>704,603</u>	<u>313,411</u>
Total assets less current liabilities		<u>714,908</u>	<u>316,392</u>
Net assets		<u>714,908</u>	<u>316,392</u>
The funds of the charity:			
Unrestricted funds		663,204	342,257
Restricted funds		<u>51,704</u>	<u>-25,865</u>
Total funds		<u>714,908</u>	<u>316,392</u>

The financial statements were approved by The Board of Trustees and authorised for issue on

24 August 2022
 and were signed on its behalf by:



.....
 David Coman-Hidy
 Trustee

The notes form part of these financial statements

CASH FLOW STATEMENT

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2022

	2022 £	2021 £
Cash flows from operating activities		
Net cash provided from operating activities	350,246	(73,502)
Interest paid	-	(921)
Net cash used in operating activities	350,246	(74,423)
Cash flows from investing activities		
Purchase of fixed assets	(14,514)	(1,888)
Interest received	110	100
Net cash used in investing activities	(14,404)	(1,788)
Change in cash and cash equivalents in the reporting period	335,842	(76,211)
Cash and cash equivalents at the beginning of the reporting period	358,373	434,584
Cash and cash equivalents at the end of the reporting period	694,215	358,373

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2022

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022	2021
Net income/(expenditure) in the period	£	£
(as per Statement of Operating Activities)	398,517	117,926
Adjustments for:		
Depreciation charges	7,190	5,215
Interest paid	-	921
Interest received	(110)	(100)
Decrease in stock	-	500
Increase/(Decrease) in debtors	(57,316)	9,831
Decrease/(Increase) in creditors	<u>1,966</u>	<u>(207,795)</u>
Net cash used/provided in operations	350,246	(73,502)

2. ANALYSIS OF CHANGES IN NET FUNDS

	At 31 Mar 2021	Movement in Year	At 31 Mar 2022
Cash at bank	<u>358,373</u>	<u>335,842</u>	<u>694,215</u>
Total	358,373	335,842	694,215

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2022

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance 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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 33% on cost

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

The notes form part of these financial statements

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES	Year to 31 March 2022	Year to 31 March 2021
	£	£
Donations	434,634	119,217
Grant	1,086,049	635,810
Total	1,520,683	755,027

3. INVESTMENT INCOME	Year to 31 March 2022	Year to 31 March 2021
	£	£
Interest receivable - trading	110	100

4. OTHER TRADING ACTIVITIES	Year to 31 March 2022	Year to 31 March 2021
	£	£
Sale of merchandise	-	485

5. DETAIL OF EXPENDITURE

	Year to 31 March 2022			
	Raising Donations and Legacies	Charitable Activities	Support Costs	Total
	£	£	£	£
Staff costs	112,809	664,673	86,631	864,113
Volunteer Expenses	-	1,775	-	1,775
Insurance	133	934	200	1,267
Telephone	546	4,157	1,180	5,883
Postage and stationery	1,331	7,835	1,517	10,683
Merchandise purchases	100	141	66	307
Advertising	2,924	47,724	5,481	56,129
Accountancy fees	-	-	4,668	4,668
Bank charges	1,695	1,315	166	3,176
Legal	-	-	-	-
Training	270	7,168	301	7,739
Consultancy	3,592	89,456	14,591	107,639
Subscriptions	21,172	10,034	1,062	32,268
Workshops	1,841	13,151	2,335	17,327
Conferences	45	783	59	887
Travel	36	1,311	-	1,347
Depreciation	-	-	7,190	7,190
Total	146,494	850,457	125,447	1,122,398
Apportionment of Support Costs	18,434	107,013	(125,447)	-
Total after Apportionment of Support Costs	164,928	957,472	-	1,122,398

6. NET INCOME/(EXPENDITURE)	Year to 31 March 2022	Year to 31 March 2021
Net income/(expenditure) is stated after charging/(crediting):	£	£
Depreciation - owned assets	7,190	5,216

7. TRUSTEES' REMUNERATION AND BENEFITS

No trustee received any remuneration or expenses for the year ending 31st March 2022 (2021: £0)

8. STAFF COSTS	Year to 31 March 2022	Year to 31 March 2021
	£	£
Wages and salaries	769,839	518,926
Social security costs	68,577	41,058
Pension costs	15,796	10,739
Holiday leave accrual	9,900	-
Total	864,113	570,723

The average monthly number of employees during the year was as follows:

	Year to 31 March 2022	Year to 31 March 2021
	21	14

No employees received emoluments in excess of £60,000 during the year (2021: 0)

9. TANGIBLE FIXED ASSETS	2022 Computers £	2022 Total £
Net Book Value at 1 April 2021	2,981	2,981
Additions	14,514	14,514
Disposals	-	-
Depreciation	(7,190)	(7,190)
Net Book Value at 31 March 2022	10,305	10,305

10. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Other debtors	14,293	9,230
Prepayments	19,995	-
Accrued income	32,358	-
	<hr/>	<hr/>
Total	66,546	9,230

11. OTHER CREDITORS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	-	183
Social security & other taxes	-	16,777
Other creditors	35,299	1,996
Deferred Income	20,859	32,313
Accrued expenses	-	2,923
	<hr/>	<hr/>
Total	56,158	54,192

12. NET MOVEMENT IN FUNDS

	Balance At 31 Mar 2021 £	Incoming Resource s £	Resource s Expended £	Net Movemen t In Funds £	Balance At 31 Mar 2022 £
Unrestricted Funds					
General Funds	342,257	1,388,501	1,067,554	320,947	686,335
Total Unrestricted Funds	342,257	1,388,501	1,067,554	320,947	686,335
Restricted Funds					
General Funds	(25,865)	132,413	54,843	77,569	51,704
Total Restricted Funds	(25,865)	132,413	54,843	77,569	51,704
Total Funds	316,392	1,520,914	1,122,397	398,517	738,039

13. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2022.

THE HUMANE LEAGUE UK

England & Wales - Charity number 1177926

Accounts

The Humane League UK Annual Return, Accounts and TAR for the Year Ending 31st March 2021

Registered Charity Number: 1177296

Registered Company Number: CE013779



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REFERENCE AND ADMINISTRATIVE DETAILS

Board of Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

David Coman-Hidy(Chair)

Rachel Huff-Wagenborg (Treasurer)

Dr Martin Ashby (Secretary)

Edwina Claire Bowles

Rebecca Somerville

Principal Staff: Vicky Bond, Managing Director

Address:

Gemini House

136-140 Old Shoreham Road

Brighton

BN3 7BD

Bankers:

Unity Trust Bank, Four Brindleyplace, Birmingham, B1 2JB

Triodis Bank UK, Deanery Road, Bristol, BS1 5AS

Accounts:

Lees Chartered Accountants

The Granary

Brewer Street

Bletchingly, Surrey

RH1 4QP

Auditors:

Williams & Co - Chartered Accountants

8-10 South Street

Epsom, Surrey

KT18 7PF

SUMMARY

- The Humane League UK's overall objective is to end the abuse of animals raised for food through institutional and individual change. It's thanks to our supporters and volunteers that we're able to make this vision a reality.
- Our Corporate Outreach and Campaigns departments have generated a total of 38 commitments (12 cage-free commitments and 26 broiler chicken commitments) that will improve the lives of millions of chickens every year
- Our work was featured in 63 media articles
- The strength of our Volunteer Network has been mostly maintained despite challenges posed by Covid-19
- Efforts have been made to maintain a supportive culture in the organisation. Following from last year's Wellbeing Strategy project, a staff Wellbeing Committee has been established to deliver first class support for the whole team which goes beyond meeting logistical and administrative needs
- We have been taking action to improve Diversity, Equity and Inclusion as an organisation.

TRUSTEE'S ANNUAL REPORT

Governance

The Humane League UK (THL UK) was established as a charitable incorporated organisation (CIO) on 12th April 2018 (charity number: 1177926). The CIO is governed by our constitution as signed on 10th April 2018. The Humane League UK's trustees are as follows:

David Coman-Hidy (Chair) Edwina Claire Bowles Martin Ashby (Secretary)

Rachel Huff-Wagenborg (Treasurer) Rebecca Sommerville

Principal Staff:

Vicky Bond, Managing Director

They served during the year reviewed and up to the date of signature of the financial statements.

Due to the nature of the charity's work, our trustees, as they are responsible for the governance of the charity and determine the overall direction, align themselves with the objectives of the organisation.

As per the signed constitution for the CIO, there must be at least three charity trustees at a time, and if the number falls below this minimum, the remaining trustee or trustees may act only to call a meeting of the charity trustees or appoint a new charity trustee. The maximum number of charity trustees is 12. Individuals are being selected for appointment as charity trustees with regards to the skills, knowledge and experience needed for the effective administration of the CIO. The charity's trustees will provide a copy of the current version of the CIO constitution, as well as a copy of the CIO's latest Trustees' Annual Report and statement of accounts to each new charity trustee.

Objectives and Activities

The Humane League UK (THL UK) works to end the abuse of animals raised for food through institutional and individual change. This objective encompasses THL UK's mission to prevent cruelty and suffering among animals raised for food through the promotion of understanding in relation to a more compassionate and humane treatment of animals. It also constitutes the organisation's goal to advance the education of the public in the subjects of rearing, husbandry and general farming practices relating to the treatment of animals, as well as the relief of suffering of animals in particular but not exclusively animals raised for food. In addition to that, it is the charity's purpose to drive forward public education in the subjects of vegetarianism and veganism in the context of improving public health.

Our work towards these ends is grounded in their core values: being effective, relentless, innovative, nimble, inclusive and collaborative in their work and in their approach as an organisation.

The Humane League UK continues to make a meaningful impact for animals raised for food. During this past 12 month period through their corporate outreach, public corporate campaigns, volunteer engagement programmes, media and communications, as well as through fundraising activities.

We wish to express our enormous gratitude to our donors and supporters, whose altruism is invaluable to us in order to accomplish our mission. We make a promise to keep our supporters

engaged and current via comprehensive regular blog posts on the charity's website and relevant daily social media updates. Similarly, we are incredibly grateful for our passionate volunteers, who commit time and effort to contribute to the success of our campaigns.

Driven by our alignment with our overall mission, we work relentlessly every day for the animals, and our achievements go way beyond what this report is able to capture. We ask you therefore to understand the below paragraphs not as a comprehensive outline of THL UK's activities, but rather as a summary of each department's key accomplishments during the reporting period.

While it goes without saying that April 2020 to March 2021 has been a challenging month due to the COVID-19 situation, we would like to stress that our campaigns and corporate outreach, and with that our volunteering actions, were slowed down significantly at times. To ensure maximum effectiveness of resources used, non-leadership staff have been put on furlough for 2 months. We understand that during the months where the world was adapting to this difficult time, urging companies to make welfare commitments would not have been the most effective use of our hours and resources due to restraints on businesses. As an organisation, we also deeply emphasise with every business that has been affected by this human tragedy. Our work throughout April to August largely has been focusing on internal training and capacity building, as well as public facing momentum building, which are projects that have contributed to our success for the remainder of the financial year.

Volunteering

Like with all our campaigns, we would not be able to win them without the hard work of our network of committed volunteers. Knowing the immense value of each and every THL UK volunteer, a main focus for the department during this financial year has been effective training and 1-1 mentoring. A key training element has been our very first Comms 101 training programme for volunteers with 8 volunteers receiving intense communication training from our Comms team to better support our work. To express our gratitude, we held our first International Volunteer Appreciation day in collaboration with our colleagues across the US and Mexico, creating a video and delivering a full 2 hours virtual event including a virtual visit to an animal sanctuary in California.

Throughout the reviewed period, 45 new volunteers joined our team!

And what's more, our mission-aligned volunteers...

- Supported staff with specialist projects as 'Lead Volunteers'
- Set our Peer-2-Peer Fundraising on fire by joining the 2.1 challenge despite Covid, Move For The Animals and Christmas Countdown
- organised 13 Animal Action Meet-up events in your communities (pre-covid) and 5 virtual meet-up events
- drove the plant-based revolution campaign, with their recipes, videos and more, which reached over 3,000 people, encouraging them to leave animals off their plates
- delivered a focus group project which helped to shape the new Lead Volunteer roles

Hours total : 3,613

Over 100 staff-volunteer collaborations took place on individual projects between April 2020 - April 2021

Deep Dive: Volunteer Projects What our volunteers are working on

Some key projects this year included...

- ASA advert complaint against Agricultural board
- Work on fishes, lobbying MPs, writing to them, and helping us identify key stakeholders moving forward
- Cage-free accountability - a number of volunteers involved in a special project with the CR team, reaching out to target companies yet to follow through on their commitment and supported them in reopening dialogue
- Supporting the generation of subtitles on our YouTube videos for accessibility
- Assisting the campaigns team with key research

Case Study: #SupermarketsSellSuffering

We launched our biggest campaign of the year in March along with the RSPCA, Open Cages and Animal Equality: Supermarkets Sell Suffering. Our current campaign is targeting 8 of the biggest UK retailers and asking them to commit to the Better Chicken Commitment: Tesco, Sainsbury's, Asda, Morrisons, Lidl, Aldi and Coop.

These are big names - which is why we secured support for our campaign from another big name: Chris Packham, Naturalist and TV Presenter, launched a petition that has already gathered over 150 000 signatures (March 2021), and appeared on SKY news to point out the cruel treatment of chickens in supermarkets' supply chains. The campaign will continue throughout the following financial year until all supermarkets have pledged to stop the worst forms of chicken abuse on factory farms.

Update: FISHES

We have been actively working on the welfare of fishes and launched our first lobbying campaign, by calling upon the Scottish and English Ministries to incorporate stunning parameters for farmed fishes into legislation they acknowledged that fishes are not protected at the time of killing in UK law but were otherwise fairly nondescript, with generic statements about an intention to prioritise animal welfare. Scotland agreed stunning is required, and supported extensions, but didn't relay any plans to implement this and seem to think that stunning is happening through voluntary means and that this is enough. The Humane League UK, represented by Animal Law Firm Advocates for Animals, replied emphasising the need to go beyond voluntary means, with evidence of slaughter investigations where slaughter was conducted without stunning. We have urged the governments to communicate clear next steps on how they will tackle this large-scale abuse of fishes.

Good to know: Why are we calling Fish 'Fishes'?

Fishes are the most exploited species of vertebrate animals- they are also severely misunderstood. Referring to them in their plural form 'fish' lumps them together like insentient rows of corn. But fishes are individuals with personalities, relationships and the capacity to feel. We want to set an example of recognition and inclusion with the language we use, as well as fighting to improve the rights of fishes farmed for food.

Development & Fundraising

At THL UK, we are committed to making sure every penny we spend works towards our mission of ending the abuse of animals raised for food. We are entirely reliant on voluntary donations

and believe that we have a responsibility to ensure the funds we receive are used where they have the greatest impact. We are committed to transparency and sound research to ensure effective animal protection. THL UK continued to be recognised as a Top Charity by Animal Charity Evaluators, gaining the status for all rating periods. We also continue to be recommended by Founders Pledge and presented at their global event in 2019.

We are committed to being open and honest about our charitable and fundraising activities. Having created a solid foundation in fundraising, the department has put a great amount of work into devising a thorough plan to introduce other effective ways to give, these include donations via payroll giving, challenge events, legacies and peer-to-peer fundraising through social media. Moreover, the department has started to closely cooperate with the volunteering team and given training for Regional Reps to implement fundraising in local groups across the UK.

We aim to keep costs low wherever possible: we are an entirely remote organisation. This limits overheads and allows our staff to live in the area that is best for them and their family. This also allows us access to the whole of the UK for our pool of applicants. Salaries are benchmarked against other animal protection organisations in the UK so we can attract and retain great staff.

We thank all the trusts, companies and foundations that have so generously supported THL UK's work, including:

- Centre for Effective Altruism
- Vegan Filter
- Vegannnection
- Veeg

We are so grateful to those kind individuals who chose to support us through a regular or one-off donation. Your kindness enables better protections for animals everyday. Thank you.

Operations

By recruiting top talent and working hard to maintain and strengthen our supportive foundation for the UK Team, we have seen success and sustainable growth over this 12 month period.

With our concise employee handbook with inclusive and equitable all-encompassing policies ranging from professional learning and development plans for all staff to family-friendly leave, we are set up to be an organisation that can support their staff and deliver operational excellence. In the respective year, we have been working hard to further develop and implement wellbeing initiatives for our staff, helping each member of the team to feel comfortable, safe and understood at their workplace, and emphasising our commitment to battling mental health stigma as an organisation.

Constantly striving to provide value for money for our donors, supporters and the charity, budgets

are prepared and scrupulously revised to ensure best practice. This year, we have developed a financial policy in place with funds restricted appropriately. Salary benchmarking is utilised to promote transparency and ensure THL UK is regarded as a fair and equitable employer within the job market.

Sadly, in line with our commitment to effectiveness, we were forced to make the role our Volunteer Programs Lead redundant. The Operations Department itself has also started the

process of restructuring, to ensure we continue to have the resources for our work to end the abuse of animals raised for food.

Management structure

In order to review the overall objectives of the charity and to ensure effective performance, the trustees meet as a group routinely. The responsibility for everyday management and CIO-related obligations lie with the appointed Managing Director, Vicky Bond. General administration of the charity, including the keeping of their financial books and records, are executed by THL UK staff with supervision of their trustees. At the end of this reporting year, the UK team consisted of 15 full-time, and 1 part-time members of staff.

Development

This past year has been the coming into existence of a THL UK Development Team. In July, we were joined by a Donor Development Coordinator, and through an internal promotion, we gained a Donor & Supporter Engagement Coordinator. Where our fundraising previously consisted largely of procuring grants, we have now started to develop a fundraising strategy that includes individual giving, peer-to-peer fundraising, corporate partnerships, and legacies. At the end of the financial year, we counted 679 active financial supporters, 158 of which give regularly. In addition to our Peer-to-Peer fundraising really gaining momentum through two campaigns as part of our Impact Squad, another huge success has been our Christmas appeal, where we secured funds for our work for animals from 189 new donors.

Our first year as a fundraising team has taught us a lot, and a main realisation has been how incredibly loyal and supportive our donors are. Throughout a difficult year, hundreds of individuals have stuck with us and put their trust in our work. This loyalty has paid off as we continued to secure commitments from companies, and mobilised activists all over the UK, thanks to the generous support of the public.

We are grateful for the backing we have received and continue to receive, as the more we raise, the more change we are able to bring about for animals on factory farms. You can read more about our use of funding below.

Communications

Our Communications team has been working relentlessly throughout a difficult time to speak out for farm animals and growing THL UK's network of activists, donors, and online followers. Effective communications are essential for building and sustaining a strong movement for animals; the work we do is maximised in impact through large exposure in popular media, social media, and our email channels. Our Communications also aim to educate the public on matters of veganism and animal advocacy, and they are a useful tool to spread our mission and make it accessible to all.

Media Mentions

- 63 media mentions were achieved in this period,
- including articles in mainstream media such as Daily Mail, The Independent, The Guardian, The Times, The Grocer, The Mirror, The Star - reaching millions

Social Media & more

- 8 social media lives giving insight into our work and supporting our supporters including a Q&A on fishes, activism & burnout, veganism & eating disorders, and an interview with undercover investigator Gem de Silva
- Secured the support of Lisa Gawthorne, vegan athlete and award-winning entrepreneur

FAN & Newsletter Community

- 8,400 actions taken via FAN
- 1115 new supporters welcomed on email
- 25,946 unique pageviews of our website article content

In addition to these achievements, with everything going on in the world, we recognised the need to develop a Crisis comms strategy to increase our resilience and crisis-preparedness. This comms strategy led us to setting up a core crisis team who are carrying out practice drills twice a year.

Spotlight: Diversity, Equity & Inclusion (DEI)

As a predominantly white, non-disabled and young organisation, we have been working hard over the past year and a half to examine our unconscious biases, and developed concrete actions to help us do better at upholding our values and building a more inclusive organisation.

The beginning of our journey towards a more inclusive & diverse THL UK.

1. In late 2019, we partnered with Encompass, an organisation aimed at 'making the farmed animal protection movement more effective by fostering racial diversity, equity, and inclusion so that everyone can bring 100 percent of their brilliance to work for animals.' We have learnt a lot from this process and are developing actions as a result.
2. We've prioritised learning and growth by running monthly DEI sessions for the whole team with topics ranging from race, ableism, ageism, to sexism, which we then discuss as a group with some prompts (those impacted by any of the topics can opt to sit out of that specific session). We've launched a new DEI channel for volunteers on Slack, which we use to communicate with them, developing community knowledge on matters of diversity and inclusion; in particular, anti-racism.
3. The Leadership team are fundamentally accountable for DEI in the organisation. Our Managing Director has organised regular meetings with other leadership members from other animal protection organisations to work as a broader movement on improving inclusion.
4. Our internal Equity & Inclusion committee has been in place for some years; we have a UK member of staff on this committee.
5. We've improved our hiring practices. For example, we have vastly increased the places we're advertising our job adverts. For each new role advertised, we've begun hosting webinars for interested candidates to ask questions, with the aim of reducing the barriers to applying. All skills tests are marked without any identifying details of the candidate, and our first interview is over the phone.
6. Our new strategy for communications will reflect our DEI values: amplifying voices of individuals from the global majority and marginalised communities, using inclusive language, and ensuring our visuals authentically represent our diverse community.
7. Ultimately we will incorporate DEI across our strategies and tactics, as well as within our volunteer networks and strategic partnerships.

8. We have also joined the Charities Against Hate coalition, a collective of more than 40 UK charities working together to review and make recommendations on ethical social media, marketing and communications policies.

Corporate Outreach and Public Corporate Campaigns

Our Corporate Outreach and Campaigns departments have been successful throughout the course of this financial year. Adapting quickly to the global circumstances, we shifted our focus from restaurants to meal kit companies which, being a winner of the Covid-19 pandemic, are a fast-growing sector. This way, we managed to get 19 of the top 26 meal kit companies to commit to the BCC in the UK. In total, we achieved 12 cage-free commitments and 26 broiler chicken commitments, which is 50% of last financial year's commitments - a huge success given the disruptive global events of 2020. One of which was the fast food giant Burger King, which has been a milestone for chickens following last year's KFC win. The work of both departments is highly interlinked; many higher welfare commitments result from positive dialogue between companies and the Corporate Outreach Department, yet when companies fail to show progress or commit to improving their welfare policies, the Campaigns Department steps in: Strategic, hard-hitting public awareness campaigns are our effective tool to highlight this lack of progress, and in the respective financial year, these campaigns enabled the organisation to secure commitments from widely distributed franchises like Pizza Express, Lindt, and the one of the nation's favourite food franchises, Nando's. Commitments from companies have been either to make a public cage-free or improved broiler chicken policy (known as the European Chicken Commitment (ECC) that improves the welfare of broilers by requiring more space, enrichment, natural light, higher welfare breeds and improved slaughter conditions).

With combined efforts, the Departments have been able to achieve a total of

~ 3 Global CF commitments

- Lindt
- Melia Hotels
- RBI

~ 9 Fulfilled CF Commitments

- Unilever
- Whitbread
- 2 Sisters Food Group
- Casino
- Coop CH
- Kraft Heinz
- Valora
- Nestle
- Pizza GoGo

~ 2 EU Broiler commitments

- Nando's
- Beco Pets

~ 24 UK broiler commitments

- Pizza Express

- Love Yourself
- Strada
- Coppa Club
- Greggs
- Pasta Evangelist's
- Nosh Detox
- Fit Kitchen
- KBK
- Detox Kitchen
- Tony Macaroni
- Balance Meals
- Gousto
- Jane Plan
- Feast Box
- Balance Box
- Fresh Fitness Food
- Cote
- Franco Manco
- Munch Fit
- Tops Pizza
- Pho Cafe
- Chiquito
- Burger King

Having contributed so significantly to the changes in the meat and egg industries in the past year, we are confident we are in an empowered position to make further steps towards achieving our mission.

Concluding

In our second year as a charity we've continued building on the first year of successes to gain even more progress for animals. We are incredibly grateful for our supporters and volunteers that have made such a contribution to helping end the abuse of animals raised for food. We have built on the financial stability of the charity and have made meaningful steps towards our mission. Major companies like KFC making the commitment to improve the welfare of chickens raised for food, companies fulfilling their cage-free pledges and giant international companies like KFC committing to end cages worldwide are all taking us one step closer to a world with effective animal protections. The end of the year saw a great upheaval in the world at large and we will ensure as a charity that we adjust and continue our fight for animals. We constantly evaluate what is effective and this approach leaves us in good stead for the year ahead as we remain nimble to all challenges and opportunities. We will continue to deliver commitments from some of the largest food business companies on the planet within whatever new constraints there are from the fallout of the Covid-19 outbreak.

Statement of the Trustees Responsibilities

The trustees (who are also the directors of The Humane League UK 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 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;
- 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.

In so far as the trustees are aware:

- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

Report of the trustees, incorporating a strategic report, approved by order of the board of trustees, as the company directors, on and signed on the board's behalf by:



.....
David Coman-Hidy
Trustee

REPORT OF THE INDEPENDENT AUDITORS

Opinion

We have audited the financial statements of The Humane League UK (the 'charitable company') for the year ended 31 March 2021 which comprise the Statement of Financial Activities, the Balance Sheet, the Cash Flow Statement and notes to the financial statements, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 March 2021 and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditors' responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our Report of the Independent Auditors thereon.

Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the Report of the Trustees for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Report of the Trustees has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters where the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

- the information given in the Report of the Trustees is inconsistent in any material respect with the financial statements; or
- sufficient accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the Statement of Trustees' Responsibilities, the trustees are responsible for the preparation of the financial statements which give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Our responsibilities for the audit of the financial statements

We have been appointed as auditors under Section 144 of the Charities Act 2011 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue a Report of the Independent Auditors that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or

error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatement in respect of irregularities, including fraud, including fraud is detailed below:

- Enquiry of management and those charge with governance around actual and potential litigation and claims;
- Enquiry of entity staff in compliance functions to identify an instances of non-compliance with laws and regulations;
- Performing audit work over the risk of management override of controls, including testing journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing samples of restricted and unrestricted funds to ensure income and expenditure is allocated per the funding requests and
- Reviewing financial statement disclosure and testing to supporting documentation to assess compliance with applicable laws and regulations.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to material misstatement in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at www.frc.org.uk/auditorsresponsibilities. This description forms part of our Report of the Independent Auditors

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditors' report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.



Mark Williams (Senior Statutory Auditor) for and on behalf of Williams and Co

8-10 South Street Epsom

Surrey KT18 7P

Date: 24 December 2021

STATEMENT OF FINANCIAL ACTIVITIES

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted Fund	Restricted Fund	31.3.21 Total Funds	31.3.20 Total Funds
		£	£	£	£
INCOME FROM					
Donations and legacies	2	741,839	13,188	755,027	633,775
Other trading activities	3	485	-	485	408
Investment income	4	100	-	100	-
Other income		42,903	-	42,903	-
Total		785,327	13,188	798,515	634,183
EXPENDITURE ON	5				
Raising funds		78,071	-	78,071	593,346
Charitable activities	6				
Charitable		505,350	97,168	602,518	89,459
Total		583,421	97,168	680,539	682,805
NET INCOME/(EXPENDITURE)		201,906	(83,980)	117,926	(48,622)
RECONCILIATION OF FUNDS					
Total funds brought forward		140,351	58,115	198,466	247,088
TOTAL FUNDS CARRIED FORWARD		342,257	(25,865)	316,392	198,466

The notes form part of these financial statements

BALANCE SHEET

BALANCE SHEET FOR THE YEAR ENDED 31 MARCH 2021

	Notes	Unrestricted fund £	Restricted fund £	31.3.21 Total funds £	31.3.20 Total funds £
FIXED ASSETS					
Tangible assets	12	1,759	1,222	2,981	6,308
CURRENT ASSETS					
Stocks	13	-	-	-	500
Debtors	14	15,167	(5,937)	9,230	19,061
Cash at bank		334,028	24,345	358,373	434,584
		349,195	18,408	367,603	454,145
CREDITORS					
Amounts falling due within one year	15	(8,697)	(45,495)	(54,192)	(261,987)
NET CURRENT ASSETS/(LIABILITIES)		340,498	(27,087)	313,411	192,158
TOTAL ASSETS LESS CURRENT LIABILITIES		342,257	(25,865)	316,392	198,466
NET ASSETS		342,257	(25,865)	316,392	198,466
FUNDS					
Unrestricted funds	16			342,257	140,351
Restricted funds				(25,865)	58,115
TOTAL FUNDS				316,392	198,466

The financial statements were approved by The Board of Trustees and authorised for issue on

10 January 2022

..... and were signed on its behalf by:



.....
David Coman-Hidy
Trustee

The notes form part of these financial statements

CASH FLOW STATEMENT

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2021

	Notes	31.3.21 £	31.3.20 £
Cash flows from operating activities	1		
Cash generated from operations		(73,502)	210,879
Interest paid		(921)	-
Net cash (used in)/provided by operating activities		(74,423)	210,879
Cash flows from investing activities			
Purchase of tangible fixed assets		(1,888)	(5,167)
Interest received		100	-
Net cash used in investing activities		(1,788)	(5,167)
Change in cash and cash equivalents in the reporting period		(76,211)	205,712
Cash and cash equivalents at the beginning of the reporting period		434,584	228,872
Cash and cash equivalents at the end of the reporting period		358,373	434,584

The notes form part of these financial statements

NOTES TO THE CASH FLOW STATEMENT

NOTES TO THE STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 MARCH 2021

1. RECONCILIATION OF NET INCOME/(EXPENDITURE) TO NET CASH FLOW FROM OPERATING ACTIVITIES

	31.3.21 £	31.3.20 £
Net income/(expenditure) for the reporting period (as per the Statement of Financial Activities)	117,926	(48,622)
Adjustments for:		
Depreciation charges	5,215	4,585
Interest received	(100)	-
Interest paid	921	-
Decrease/(increase) in stocks	500	(500)
Decrease/(increase) in debtors	9,831	(5,711)
(Decrease)/increase in creditors	(207,795)	261,127
Net cash (used in)/provided by operations	(73,502)	210,879

2. ANALYSIS OF CHANGES IN NET FUNDS			
Net cash	At 1.4.20 £	Cash flow £	At 31.3.21 £
Cash at bank	434,584	(76,211)	358,373
	434,584	(76,211)	358,373
Total	434,584	(76,211)	358,373

The notes form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MARCH 2021

1. ACCOUNTING POLICIES

Basis of preparing the financial statements

The financial statements of the charitable company, which is a public benefit entity under FRS 102, have been prepared in accordance 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) (effective 1 January 2019)', Financial Reporting Standard 102 'The Financial Reporting Standard applicable in the UK and Republic of Ireland' and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Income

All income is recognised in the Statement of Financial Activities once the charity has entitlement to the funds, it is probable that the income will be received and the amount can be measured reliably.

Expenditure

Liabilities are recognised as expenditure as soon as there is a legal or constructive obligation committing the charity to that expenditure, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all cost related to the category. Where costs cannot be directly attributed to particular headings they have been allocated to activities on a basis consistent with the use of resources.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off each asset over its estimated useful life.

Computer equipment - 33% on cost

Stocks

Stocks are valued at the lower of cost and net realisable value, after making due allowance for obsolete and slow moving items.

Taxation

The charity is exempt from corporation tax on its charitable activities.

Fund accounting

Unrestricted funds can be used in accordance with the charitable objectives at the discretion of the trustees.

The notes form part of these financial statements

Restricted funds can only be used for particular restricted purposes within the objects of the charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Further explanation of the nature and purpose of each fund is included in the notes to the financial statements.

Pension costs and other post-retirement benefits

The charitable company operates a defined contribution pension scheme. Contributions payable to the charitable company's pension scheme are charged to the Statement of Financial Activities in the period to which they relate.

2. DONATIONS AND LEGACIES	31.3.21 £	31.3.20 £
Donations	119,217	444,910
Grant	635,810	188,865
	755,027	633,775
3. OTHER TRADING ACTIVITIES	31.3.21 £	31.3.20 £
Sale of merchandise	485	408
4. INVESTMENT INCOME	31.3.21 £	31.3.20 £
Interest receivable - trading	100	-
5. RAISING FUNDS		
Raising donations and legacies	31.3.21 £	31.3.20 £
Staff costs	59,583	-
Insurance	231	-
Telephone	248	-
Postage and stationery	282	-
Merchandise purchases	3286	3,867
Advertising	6,772	-
Accountancy fees	889	-
Bank charges	102	-
Legal	1,606	-
Training	676	-
Consultancy	469	-
Subscriptions	3,735	-
Workshops	20	-
Conferences	120	-
Travel	52	-

	78,071	3,867
Other trading activities	31.3.21 £	31.3.20 £
Closing stock	-	(500)
Support costs	-	589,979
	-	589,479
Aggregate amounts	78,071	593,346
6. CHARITABLE ACTIVITIES COSTS		
	Direct Costs £	Support Costs (see note 7) £
Charitable	537,502	65,016
		602,518
7. SUPPORT COSTS		Management £
Charitable		65,016
		65,016
8. NET INCOME/(EXPENDITURE)		
Net income/(expenditure) is stated after charging/(crediting):	31.3.21 £	31.3.20 £
Depreciation - owned assets	5,216	4,585

9. TRUSTEES' REMUNERATION AND BENEFITS

There were no trustees' remuneration or other benefits for the year ended 31 March 2021 nor for the year ended 31 March 2020.

Trustees' expenses

There were no trustees' expenses paid for the year ended 31 March 2021 nor for the year ended 31 March 2020.

10. STAFF COSTS	31.3.21 £	31.3.20 £
Wages and salaries	518,926	457,448
Social security costs	41,058	46,329
Other pension costs	10,739	10,453
	570,723	514,230
The average monthly number of employees during the year was as follows:		
	31.3.21	31.3.20
Staff	14	14
No employees received emoluments in excess of £60,000.		

11. COMPARATIVES FOR THE STATEMENT OF FINANCIAL ACTIVITIES			
INCOME AND ENDOWMENTS FROM	Unrestricted fund £	Restricted fund £	Total funds £
Donations and legacies	593,838	39,937	633,775
Other trading activities	408	-	408
Total	594,246	39,937	634,183
EXPENDITURE ON			
Raising funds	593,346	-	593,346
Charitable activities			
Charitable	63,657	25,802	89,459
Total	657,003	25,802	682,805
NET INCOME/(EXPENDITURE)	(62,757)	14,135	(48,622)
RECONCILIATION OF FUNDS			
Total funds brought forward	203,108	43,980	247,088
TOTAL FUNDS CARRIED FORWARD	140,351	58,115	198,466

12. TANGIBLE FIXED ASSETS		
		Computer equipment

COST		£	
At 1 April 2020			13,756
Additions			1,889
At 31 March 2021			15,645
DEPRECIATION			
At 1 April 2020			7,448
Charge for year			5,216
At 31 March 2021			12,664
NET BOOK VALUE			
At 31 March 2021			2,981
At 31 March 2020			6,308
13. STOCKS	31.3.21 £	31.3.20 £	
Stocks	-		500
14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	31.3.21 £	31.3.20 £	
Other debtors	9,230		18,001
Prepayments	-		1,060
	9,230		19,061
15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	31.3.21 £	31.3.20 £	
Trade creditors	183		217
Social security and other taxes	16,777		14,278
Other creditors	1,996		6,350
Accruals and deferred income	32,313		-
Accrued expenses	2,923		5,500
Deferred government grants	-		235,642
	54,192		261,987

16. MOVEMENT IN FUNDS			
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	At 1.4.20 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	140,351	201,906	342,257
Restricted funds			
General fund	58,115	(83,980)	(25,865)
TOTAL FUNDS	198,466	117,926	316,392
Net movement in funds, included in the above are as follows:			
	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	785,326	(583,421)	201,906
Restricted funds			
General fund	13,188	(97,168)	(83,980)
TOTAL FUNDS	798,515	(680,589)	117,926
Comparatives for movement in funds			
	At 1.4.19 £	Net movement in funds £	At 31.3.20 £
Unrestricted funds			
General fund	203,108	(62,757)	140,351
Restricted funds			
General fund	43,980	14,135	58,115
TOTAL FUNDS	247,088	(48,622)	198,466

16. MOVEMENT IN FUNDS - continued			
Comparative net movement in funds, included in the above are as follows:			
	Incoming Resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	594,246	(657,003)	(62,757)

Restricted funds			
General fund	39,937	(25,802)	14,135
TOTAL FUNDS	634,183	(682,805)	(48,622)

A current year 12 months and prior year 12 months combined position is as follows:

	At 1.4.19 £	Net movement in funds £	At 31.3.21 £
Unrestricted funds			
General fund	203,108	139,149	342,257
Restricted funds			
General fund	43,980	(69,845)	(25,865)
TOTAL FUNDS	247,088	69,304	316,392

A current year 12 months and prior year 12 months combined net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	1,379,572	(1,240,424)	139,149
Restricted funds			
General fund	53,125	(122,970)	(69,845)
TOTAL FUNDS	1,432,698	(1,363,394)	69,304

17. RELATED PARTY DISCLOSURES

There were no related party transactions for the year ended 31 March 2021.

DETAILED STATEMENT OF FINANCIAL ACTIVITIES

DETAILED STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MARCH 2021

	31.3.21 £	31.3.20 £
INCOME		
Donations and legacies		
Donations	119,217*	444,910
Grant	635,810	188,865
	755,027	633,775
Other trading activities		
Sale of merchandise	485	408
Investment income		
Interest receivable - trading	100	-
Other income		
Covid grants	42,903	-
Total incoming resources	798,515	634,183
EXPENDITURE		
Raising donations and legacies		
Wages	53,268	-
Social security	5,027	-
Pensions	1,288	-
Insurance	231	-
Telephone	248	-
Postage and stationery	282	-
Merchandise purchases	3,286	3,867
Advertising	6,772	-
Accountancy fees	889	-
Bank charges	102	-
Legal	1,606	-
Training	676	-
Consultancy	469	-
Subscriptions	3,735	-
Workshops	20	-
Conferences	120	-
Travel	52	-
	78,071	3,867
Other trading activities		

Closing stock	-	(500)
Charitable activities		
Wages	413,078	-
Carried forward	413,078	-

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	31.3.21 £	31.3.20 £
Charitable activities		
Brought forward	413,078	-
Social security	32,479	-
Pensions	8,424	-
Insurance	1,054	-
Telephone	5,117	-
Postage and stationery	419	-
Advertising	5,163	4,072
Sundries	696	4
Campaign Equipment	30	482
Venue Hire	271	757
Conference & Events	43	5,169
Legal	9,480	-
Workshops	-	15,322
Consultancy	39,030	-
Training	2,558	-
Subscription	11,544	-
Accountancy fees	3,202	-
Travel	(21)	
Merchandise purchases	(1,128)	
Computer equipment	5,215	-
Bank charges	848	-
	537,502	25,806
Support costs		
Management		
Wages	52,580	457,448
Social security	3,552	46,329
Pensions	1,027	10,453
Insurance	115	2,714
Telephone	399	5,514

Postage and stationery	260	5,540
Advertising	1,359	-
Sundries	-	1,869
Consultancy	4,222	8,041
Subcontractors / foreign staff	-	58,563
IT software & Consumables	-	1,267
Training	229	6,976
Subscriptions	234	7,134
Travel	-	29,132
Legal	480	-
Conferences	9	-
Accountancy	444	-
Merchandise Purchases	33	
Bank charges	73	-
	65,016	640,980
Finance Bank charges	-	679
Information technology Repairs and renewals	-	80

Information technology	31.3.21 £	31.3.20 £
Other		
Entertaining	-	6
Governance costs		
Accountancy and legal fees	-	4,252
Legal fees	-	3,050
Computer equipment	-	4,585
	-	11,887
Total resources expended	680,589	682,805
Net income/(expenditure)	117,926	(48,622)

*this number is lower than the previous year's figures caused by following a different income recognition process - individual donations have significantly increased compared to last year.

This page does not form part of the statutory financial statements