

Rights Realization Centre (RRC)

Registered: 24 May 2018; charity registration number: 1178519

31 October 2025



Trustees' Annual Report for the period: 1 January - 31 December 2024

Contents:

Trustees' Annual Report.....	1
<i>Overview and contact information.....</i>	<i>1</i>
<i>Charity overview.....</i>	<i>1</i>
<i>Basic finances.....</i>	<i>2</i>
<i>Governance.....</i>	<i>2</i>
<i>Risk and safeguarding.....</i>	<i>2</i>
<i>Summary financial information, based on Charity Commission website.....</i>	<i>2</i>
Publications and Events.....	3
Declaration / 'Certification'.....	5
Annex 1: Annual General Meeting notes, 14 October 2024.....	6
Annex 2: Code of Ethics and Conduct (adopted 24 October 2024).....	8

Trustees' Annual Report

Overview and contact information

This document is the trustees' annual report for Rights Realization Centre (RRC), charity registration number: 1178519, which the Charity Commission registered on 24 May 2018. The Chairperson, Drewery Dyke, remains the contact point for RRC, at: 17, Leswin Road, London, N16 7NL.

The governing document for the RRC, which is a CIO, is its "constitution", accessible at:

https://docs.google.com/document/d/1vOe8QkiMNzZRuCi3Ocl_wdGiGo-blicMhyNoUUF4AsI/edit?usp=sharing

This report covers 1 January - 31 December 2024.

Trustees

There was one change of trustee composition in 2024: at the 14 October 2024 AGM, Dr Abdelmitaal Gershah resigned and Paul McLaughlin was appointed.

Charity overview

In 2024, the RRC promoted human rights by contributing to research into specific human rights issues, alongside partners. It sought to promote public support for human rights and promoted a generalised respect to such standards, including by way of international advocacy. In 2024, RRC did not provide technical advice to any government.

Employees and volunteers

The trustees continued to engage with partners on a voluntary basis, seeking to fulfil the organisation's mission of awareness-raising by contributing to publications about the human rights situation in specific Middle Eastern countries; there were no employees or volunteers.

Basic finances

The RRC had no income or expenditure in 2024; it neither sought funding nor did it undertake any spending. It changed its banking provider, on which, see the AGM notes below.

Governance

The RRC continued to be a solely voluntary initiative, in which members volunteered their time, at no cost; the chairperson of the trustees engaged with other trustees in a collegial manner. The new trustee was recruited on the basis of finding a person willing to fulfill the role.

Risk and safeguarding

There were no serious incidents that should have been reported.

Summary financial information, based on Charity Commission website

For the 1 Jan - 31 Dec 2024 period (numbering broadly from Charity Commission website / guide):

No.	Summary financial report	Amount (+/-)	Observations
1	Income and spending		
1.1	Gross income	0	
1.2	Gross spending	0	
1.3	Charitable activities	0	
1.4	Investments	0	
1.5	Donations	0	
1.6	Grant making	0	
1.7	Trustee payments	0	
2	Activities outside of the United Kingdom:	Not relevant / none	

	Income received from outside the UK		
	Delivering charitable activities outside of the United Kingdom	Not relevant / none	
	Spending outside the UK	Not relevant / none	
4	Trading subsidiaries	Not relevant / none	
5	Property	Not relevant / none	
6	Employees and volunteers (where not a trustee)	Not relevant / none	
6.2	Volunteers	Not relevant / none	
7	Governance		
	Which policies are in place at the end of the reporting period ¹ : k. bullying and harassment policy and procedures	RRC has one policy; see below	See the Annex for a copy of the policy.
8	Safeguarding and risk	Not relevant / none	

Publications and Events

Team members contributed to the following, six, publicly available documents or events in 2024:

1 - 17 May 2024: Sudan: Extend the Fact-Finding Mission's mandate

Lead: Amnesty International

Joint signatory: <https://www.amnesty.org/en/wp-content/uploads/2024/05/AFR5480582024ENGLISH.pdf>

(1 of 76) also at: <https://www.globalr2p.org/publications/sudan-extend-the-fact-finding-missions-mandate/>

¹ RRC recognises that the Charity Commission expects most charities to have policies and procedures on:

- [internal charity financial controls](#)
- [financial](#)
- [risk management](#)
- [trustee expenses](#)
- [trustee conflicts of interest](#)
- [serious incident reporting policy](#)

RRC intends to adopt more policies when we have the capacity to do so.



See: <https://x.com/RRC2018/status/1791433757485937000>

2 - 26 June 2024: (Co-sponsorship of a webinar) Does the existence of parliaments in the Gulf states mean that citizens really have a voice in public affairs?

Joint sponsorship (1 of 6) <https://x.com/RRC2018/status/1806773745916461502>

DOES THE EXISTENCE OF 'PARLIAMENTS' IN THE GULF STATES MEAN THAT CITIZENS REALLY HAVE A VOICE IN PUBLIC AFFAIRS?

A hybrid event in parallel with the 56th session of the Human Rights Council

Speakers:

- Doreen Bensch**, Director General, Office of the High Commissioner for Human Rights, UN Human Rights Council
- Sarah Leah Whitson**, Director, Office of the High Commissioner for Human Rights, UN Human Rights Council
- Kristin Smith**, Senior Assistant Secretary General, UN Human Rights Council
- Staci Strobl**, President of the International Commission on the Rule of Law, International Commission on the Rule of Law
- Luciano Zaccara**, Director, Office of the High Commissioner for Human Rights, UN Human Rights Council
- Jawad Fairouz**, Director, Office of the High Commissioner for Human Rights, UN Human Rights Council

Moderators:

- Fakhri Saket**, Human Rights Officer, MENA Rights Group
- Ahmed Al-Jakhani**, Independent Policy Advisor, MENA Rights Group
- Moderator Doreen Bensch**, Director General, Office of the High Commissioner for Human Rights, UN Human Rights Council

When: Wednesday, 26 June 2024

Time: 16.00-17.30 London / 17.00-18.30 Geneva / 18.00 - 19.30 Bahrain, Saudi Arabia / 19.00 - 20.30 UAE and 11.00 - 12.30 EST (New York and Washington, DC)

Where: Maison International des Associations (MIA) - Rue des Savoises 15, 1205 Genève, Zazi Sadou Room.

Sponsors: SEPAD, DAWN, SHENANDOAH, Salam, MENA Rights Group.

3 - 8 July 2024: Bahrain: Joint Letter on Dr. Abduljalil Al-Singace as He Exceeds Three Years on Hunger Strike

Joint signatory:

<https://www.hrw.org/news/2024/07/08/bahrain-joint-letter-dr-abduljalil-al-singace-he-exceeds-three-years-hunger-strike>

4 - 11 October 2024: Support the Global Alliance to End Statelessness

Joint signatory: <https://salam-dhr.org/support-the-global-alliance-to-end-statelessness/> (1 of 3)

5 - 16 October 2024: European Union (EU) – Gulf Cooperation Council (GCC) leaders must ensure transparency in people's participation in public affairs

Joint signatory:

<https://salam-dhr.org/wp-content/uploads/2024/10/2024.10.15-EU-GCC-Summit-Call-on-Gulf-Leaders-to-engage-people-in-public-affairs.pdf> (1 of 2)

<https://salam-dhr.org/wp-content/uploads/2024/10/2024.10.15-EU-GCC-Summit-Call-on-Gulf-Leaders-to-engage-people-in-public-affairs.pdf>

6 - 20 December 2024: Kuwait – Halt the mass citizenship stripping to ensure that the measures adhere to international human rights law:

<https://salam-dhr.org/kuwait-halt-the-mass-citizenship-stripping/>

Also available in Arabic at:

الكويت – يجب وقف عملية سحب الجنسية الجماعية لضمان التزام الإجراءات بالقانون الدولي لحقوق الإنسان

<https://salam-dhr.org/%d8%a7%d9%84%d9%83%d9%88%d9%8a%d8%aa-%d9%8a%d8%ac%d8%a8-%d9%88%d9%82%d9%81-%d8%b9%d9%85%d9%84%d9%8a%d8%a9-%d8%b3%d8%ad%d8%a8-%d8%a7%d9%84%d8%ac%d9%86%d8%b3%d9%8a%d8%a9-%d8%a7%d9%84%d8%ac%d9%85%d8%a7/>

It elicited the following reaction:

See: <https://x.com/EndStatelessns/status/1870134315683610634>

Declaration / 'Certification'

The trustees declare that they have approved the trustees' report above.

Signed on behalf of the charity's trustees

Signature(s) - Drewery Dyke (by computer)

Full name(s) - Drewery Dyke

Position (eg Secretary, Chair, etc) - Chairperson

Date - 30 October 2025

//end//

Annex 1: Annual General Meeting notes, 14 October 2024



Rights Realization Centre

Registered: 24 May 2018; charity registration number: 1178519

Annual General Meeting

14 October 2024

1. Meeting details & Attendees

Three of the four trustees (Robert Bain, Drewery Dyke and Nadia Shehadeh) met at the Euphorium Cafe in Islington, London, on 14 October 2024 for the purposes of the 2024 AGM.

Dr Abdelmitaal Gershah (Gershah) sent apologies. Prospective new trustee, Paul McLoughlin attended the meeting - see below.

2. Agenda

Attendees reviewed and reminded themselves of the '*charitable object*' of the organisation (from Charity Commission website). It is:

To promote human rights (as set out in the Universal Declaration of Human Rights and subsequent United Nations conventions and declarations) throughout the world in particular but not exclusively in the Middle East and the Horn of Africa regions, by any of the following means:

- Research into human rights issues;
- Providing technical advice to government and others on human rights matters;
- Promoting public support for human rights;
- Promoting respect for human rights among individuals and corporations; and
- International advocacy of Human Rights

The governing document for the RRC, which is a CIO, is its "constitution", accessible at:

https://docs.google.com/document/d/1vOe8QkiMNzZRuCi3OcI_wdGiGo-blicMhyNoUUF4AsI/edit?usp=sharing

The attendees then began the meeting, following this agenda:

1. Approval of minutes from 29 March 2023 AGM minutes
2. Banking update
3. Proposal to changes in trustees
4. Adoption of Code of Conduct policy
5. Review of 2023 outputs and annual return to Charity Commission (to be submitted by 30 October 2024)

These points are set out below.

- (1) Agenda agreed by acclamation and minutes of 29 March 2023 AGM approved by acclamation (*see below*).
- (2) Drewery, as Chair, informed trustees that banking arrangement with Barclays Bank had lapsed and in order to better prepare for any future activity, he had applied for a new account at The Co-operative Bank.
- (3) Gershab informed the other trustees that he intended to step down. Robert Bain contacted Paul McLoughlin to take on the role of trustee; proposed that he do so and the three present agreed by acclamation and welcomed Paul to the team.
- (4) The trustees adopted a Code of Ethics and Conduct policy (*see below*).
- (5) The trustees reviewed, with the Chairperson, 2023 outputs in advance of submission to the Charity Commission.

The meeting ended with an agreement to meet online or in person for the 2025 AGM.

//end//

Annex 2: Code of Ethics and Conduct (adopted 24 October 2024)



Rights Realization Centre
Charity Number: 1178519

Code of Ethics and Conduct

Date: 24 October 2024

Revision and/or renewal date: 30 October 2026

Person responsible for policy: Chairperson

1-Overview and Background

1.1 - **Organisational purpose and context of this policy** - Established on 24 May 2018, [Rights Realization Centre](#) (RRC) is a Charitable Incorporated Organisation (CIO) registered with the Charity Commission for England and Wales as Charity number 1178519. According to its governing documents, its charitable object is:

To promote human rights (as set out in the Universal Declaration of human Rights and subsequent United Nations conventions and declarations) throughout the world, in particular but not exclusively the Middle East and Horn of Africa regions by any of the following means:

- *Research into human rights issues*
- *Providing technical advice to government and others on human rights matters;*
- *Promoting public support for human rights;*
- *Promoting respect for human rights amongst individual and corporations*
- *International advocacy of human rights*

1.2 - **Organisational aspiration** - As of October 2024, RRC continues to rely on the volunteer activities of its members to advance its mandate. As the organisation becomes increasingly established, it seeks to develop policies in line with its mandate and aspirations, such as this Code of Ethics and Conduct. RRC supports and seeks to uphold the standards set out in, for example, the April 2019 [Code of Conduct](#) of the Conference of International Non-governmental organisations of the Council of Europe. RRC is likewise a supporter of the The World Association of Non-Governmental Organisations' (WANGO) own [Code of Ethics and Conduct](#). In the coming years, RRC aspires to develop policies on, amongst other things, data handling, finance, security, sexual harassment, child safeguarding, privacy, non-discrimination and in relation to the environment.

1.3 - **Overall behavioural framework** - All employees and anyone engaged to conduct work on behalf of SALAM DHR, including volunteers, advisors, and interns, must conduct themselves in the spirit of the international human rights standards that shape the work of the organisation. They will seek to convey values relating to diversity and inclusion; commitment and responsibility; social and environmental awareness and responsibility, and to treat all people, whether within or outside the organisation, with respect and dignity and endeavour to communicate with everyone in a way that is compatible with such standards so as to advance the organisation's overarching objectives. They must behave with integrity at all times and wherever they may be.

2 - Code of Ethics and Conduct

2.1 - Diversity and inclusion, including gender - In keeping with the spirit and letter of international human rights standards, every person engaged with RRC must endeavour to conduct themselves in as inclusive manner as reasonably possible, and seek to promote diversity to the extent it is possible. The organisation and all those engaged with it will seek to promote and implement an intersectional approach to diversity and gender equity. The organisation will arrange, on an ad hoc basis, training in this regard.

2.2 - General behavioural conduct - All employees and anyone engaged to conduct work on behalf of RRC, including volunteers, advisors, and interns, must not engage in any illegal activity. To do so violates the organisation's code of conduct. Anyone engaged with RRC must not harass or bully any other person, whether within or outside the organisation. For the purposes of this policy, this is defined as conduct that could be expected from any reasonable person.

2.3 - Administration of activities generally considered as part of human resources - RRC's Chairperson will oversee the administration of matters that could reasonably be understood as being 'human resources' and is responsible for the implementation of this policy. All grievances or any other matters of concerns relating to matters that could reasonably form part of a human resources concern will be dealt with by the Chairperson, with a right of appeal to another trustee, who will form an independent panel for the purposes of hearing an appeal. In respect to a grievance against the Chairperson, the first assessment will be conducted by the designated team of another trustee while another, independent panel will be formed for the purpose of any appeal. Anyone involved in a grievance procedure will have the right to accompaniment and/or representation of their choice.

2.4 - Internal practices - Every non-volunteering person engaged with RRC will be provided with a contract and/or terms of reference for their engagement with the organisation. It will summarise pay, a job description or framework of expectations for the engagement; leave periods, if applicable; line management; benefits, if relevant and, if needed, any onboarding procedures.

2.5 - Conduct as it applies to external parties - The spirit and general expectations set out above shape expected conduct with those who are outside the RRC structure. Above all, those engaged with RRC, including its partners, must treat all those they encounter outside the organisation with courtesy, respect and dignity. In the conduct of research and advocacy, confidentiality must be guaranteed; if RRC wishes to draw upon and publicise the experience of any person, the relevant person must obtain informed consent. All those engaged with RRC will adhere to intellectual property rights and avoid conflict of interest.

2.6 - Capacity building - The organisation will endeavour, on an ad hoc basis, to share examples of best practice in the area of conduct, say by way of disseminating audio-visual material, and encourage those engaged with RRC to seek their own knowledge in respect to the application of such standards, along with respect and awareness towards the environment and the principles of sustainability that inspire and inform the conduct that RRC expects of its members and supporters towards all people and at all times.

3 - Health and Safety

3.1 - Framework - All employees and anyone engaged to conduct work on behalf of RRC must adhere to reasonable measures in respect to health and safety.

3.2 - Online safety and data handling - In respect to computer and online safety, all those engaged with RRC must use the highest possible online or cyber security standards including strong passwords and, where possible,

two-step verification. Any data collection, no matter where it takes place, must adhere to the European Union's General Data Protection Regulation (GDPR), no matter where it is carried out.

3.3 - Workplace safety - All persons engaged on behalf of RRC must take all reasonable precautions in relation to workplace safety, notably by knowing the location of the first aid kit (or kits) and fire extinguisher or extinguishers.

4. Compliance

4.1 - Framework - All employees and anyone engaged to conduct work on behalf of RRC will be provided with this Code of Conduct. The line or project manager will arrange within one week of starting the engagement with RRC to ensure that the employee or contractor has read and understood the terms of this policy. Compliance training will be arranged as and when more than one employee or contractor expressions concern or a misunderstanding of the policy.

4.2 - Evaluation and reporting - The Chairperson and a designated team from the organisation will review, on an annual basis, all matters relating to implementation of this policy. Its findings will be reflected in the organisation's annual report, redacted for confidentiality but focusing on process and its adherence to the standards set out in this policy.

/end/