



SOCIETY OF RESEARCH
SOFTWARE ENGINEERING

TRUSTEES' ANNUAL REPORT

Registered Charity Number: 1182455

1st July 2022 - 30th June 2023

ABOUT THE SOCIETY

OBJECTIVES AND ACTIVITIES

The objective of the Society of Research Software Engineering is to advance the practice of research software engineering for the public benefit in such ways as the charity trustees consider appropriate.

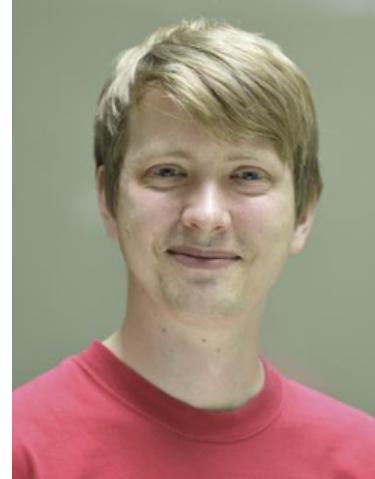
The Society organises an annual conference and other events such as training, meetings, workshops or seminars. The Society may undertake or sponsor research related to Research Software Engineering and provide information, advocacy and advice in relation to Research Software and RSEs. It may also provide grants or other finance for activities that will help meet the Society's aims.

All trustees have regard to the commission's public benefit guidance when exercising any powers or duties to which the guidance is relevant. Specifically, trustees are made aware of the guidance as part of their induction and each trustee has been registered with the charity commission. The guidance is considered for any decisions made by the charity and there have been no deviations from the guidance to report.

The Society accepts contributions from volunteers, specifically this year's conference was led by the Society but relied heavily on volunteers in both the steering and organising committee.



A MESSAGE FROM THE PRESIDENT



Welcome to our annual update from the Society of Research Software Engineering. We've been a charity for just over four years now and are continuing to grow, quickly approaching 700 members. Our trustees, members and the community beyond are continuing to work hard to support the work of people doing research software engineering to enhance research through the use of software.

Last year, in 2021, we saw the return of the annual conference in the form of the online-only SeptembrSE and we're very glad that this year were able to run a full in-person conference in Newcastle in September 2022. This was only possible due to the immense hard work of a team of volunteers and it was great to be able to all meet together again.

Our working groups are still growing this year, with the equality, diversity, inclusivity and accessibility working group growing in number with non-trustees and the communications and publicity working group forming and working to attract contributions from the community.

Some things that I see as particular highlights this year are the success of this year's in-person conference, the on-going success of the mentoring scheme and the continued growth of the UK regional RSE groups, providing a place for local conversations to happen and to facilitate in-person meetings more readily. It's not just that visible work that matters though, as the hard work of our trustees to manage our communication platforms, organise our membership, run our IT infrastructure and the effort that goes into maintaining our finances are absolutely essential.

This year the long-term support of the Software Sustainability Institute (SSI) via Claire Wyatt came to an end as she moved on to a new job after having volunteered as a trustee for three years and in the UKRSE Association for many years before that. We wish her well and will continue to work with her in the future. The gap left by her absence was very apparent and so with the SSI's renewed commitment to support the work of the Society they hired a new community manager, Lyndsey Ballantyne, and have committed to provide a significant part of her time to Society work.

I'd like to finish with a moment of thanks to all those in the community for all that you do, both doing the daily work of research software engineering to enhance research and education as well as the organisational level efforts. Particularly the volunteer effort of the trustees and other community members to facilitate all the outputs that we do, without whom none of this would be possible and the Society owes you a debt of gratitude.

Matt Williams, President
26 April 2024

A handwritten signature in dark ink, appearing to read 'Matt Williams', with a long, sweeping horizontal line extending to the right.

ACHIEVEMENTS





GOVERNANCE

The work on the fundamental underlying governance work for the society settled into a good place over this year, with the few remaining policies either being completed or work being continued. Particularly this year we have published our volunteer management policy in order to ensure that the many volunteers helping with the annual conference are looked after. All of the Society's policies can be found at <https://society-rse.org/about/policies/>.

After the departure of Claire Wyatt, we worked with the SSI to hire a new community manager and to more strongly formalise the relationship between the two organisations. This started with signing a terms of engagement agreement between us so that it's clear where we work together and where the line between us should be drawn. We are in the process of creating a document which further defines the terms of the donation of time from the SSI in order to aid transparency.

The Society is aware of the importance of transparency and accountability and as such, have also asked all trustees to complete a Declaration of Interests form, adopt the 7 principles of public life, and complete four online courses of mandatory EDI training.

In July 2022, we held a special meeting of the membership to vote in some constitutional changes around the election of trustees. These were:

1. to allow the use of a single-transferable vote system in the case of a contested election,
2. to only require one third of the trustees to stand down each year, rather than the previous half, and
3. to allow all trustee vacancies to be filled, rather than only those which arise from trustees having to step down.

These were ratified by the members and took effect in time for the AGM and elections in September 2022.

At the 2022 AGM in Newcastle, the membership elected 6 new trustees to the Society. Five of which were held as an online vote and were approved with a more than 98% majority, and one was approved by the membership present at the AGM with a show-of-hands poll with a majority. For the upcoming 2023 elections, we formed a working group of trustees who increased our reach and ran Q&A events to encourage a wider group of applicants.

IN NUMBERS

670

Paid members in the Society as of June 2023.

17%

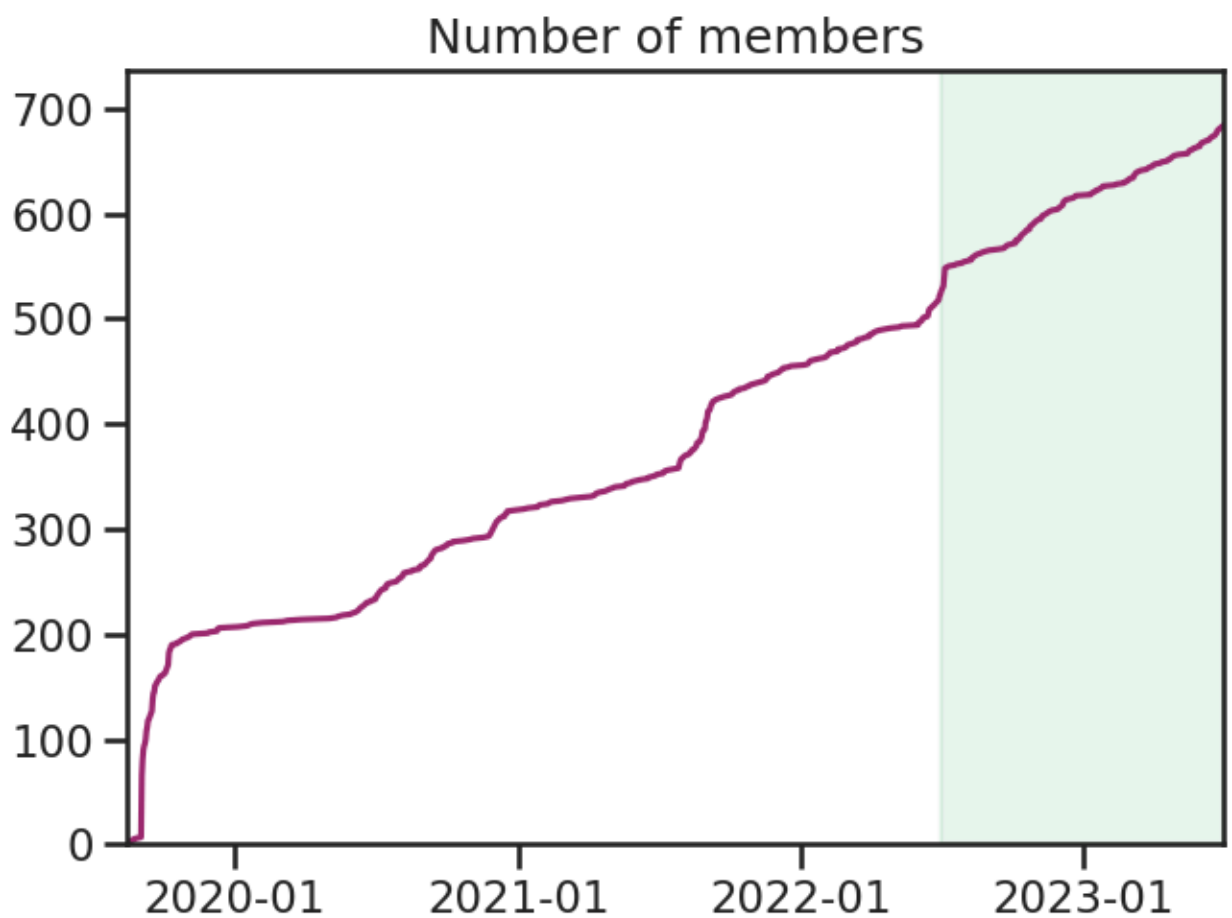
Increase in members over 1 year (since June 2022)

7000

Follows on our Twitter account

MEMBERSHIP

The Society officially launched paid membership four years ago, back in September 2019. Becoming a member of the Society offers an opportunity to support our work gaining recognition for research software engineering and helping advance research with software. Currently, we use White Fuse as our sales portal. This allows payment of the £20 annual membership fee by direct debit, credit card or debit card. The fee level has remained unchanged during the last four years. As of the 30th June 2023 our membership stands at 670 (twelve months ago it was 574). At the time of writing [mid-late August 2023] we have 689 fully paid-up members. When the membership clock ticks over another 100 (e.g. to 700 in the next instance) we present that lucky person with a small prize, usually a t-shirt or sweatshirt.



MEMBERS OF THE SOCIETY SINCE IT STARTED, WITH
THIS REPORTING PERIOD HIGHLIGHTED IN GREEN

MEMBERSHIP (CONT.)

This year we worked on improving the Member Benefits page on our website. We provide three main ways in which members of the community (including but not exclusively members of the Society) can interact and stay informed. Anyone may subscribe for free to our mailing list. Our mailing list membership (including paying members) was 1282 on 1st June 2023 (up from last year's figure of 1069). Our website provides key information for the RSE community, including events, policies and governance associated with the Society, community news, details of national (UK) and international RSE groups and organisations, and job listings for RSE career opportunities. Our Slack workspace provides an online space for the community to interact. There are around 4800 members in over 120 public Slack channels. We encourage everyone on joining to introduce themselves in the [#introductions](#) channel.

The membership subgroup, containing a number of trustees of the Society, continuously work helping members with membership platform issues, cancellations and other enquiries, successfully answering almost all requests within 3 working days, while managing the membership platform and sourcing new membership benefits.

As in previous years, members received a discount on our annual conference. In fact, it was cheaper to join the Society and then pay the reduced conference fee than paying the full fee. We also worked on offering new membership benefits guided by community survey responses. Our thanks go to Dell UK who continue to offer our UK-based, paid-up members significant discounts.

Our membership platform (White Fuse) has not fully lived up to its promise, requiring Trustee involvement in routine tasks like cancelling memberships or changing payment methods. We have performed a requirement analysis for a replacement and are currently considering alternatives, though we recognise this would be a major change and must be planned carefully to avoid losing members and subscribers to the mailing list.

“When the membership clock ticks over another 100 we present that lucky person with a small prize, usually a t-shirt or sweatshirt.”

RSE CONFERENCE

In September 2022, the Society held its 6th annual RSE Conference at Newcastle University. Due to the Covid-19 pandemic this was the first time we had held a physical conference since 2019, with the Society running a series of online events in 2020 (SORSE) and a full-blown virtual conference in 2021 (SeptembRSE). There was clearly a strong appetite for getting back together in person, with 350 community members coming together in Newcastle to participate in a packed series of talks, panels and workshops. We had keynotes on the use of research software for modelling the pandemic and black holes, 43 community contributed talks covering a diverse range of topics across 4 parallel sessions, and 13 interactive workshops and walkthroughs. We also had several community organised events running as part of the conference or as satellite events alongside it, spanning international and regional RSE organisations, the RSE leaders community, the high-performance computing community and the trusted research environment community. Recordings of most talks and panels from the conference have since been made available to watch online.

Organising the conference is a huge endeavour, and the Society would like to extend its heartfelt thanks to Mark Turner, who led on organising the conference as programme chair; to Claire Wyatt as logistics chair; to the rest of the conference committee, who worked tirelessly over many months to make the conference happen; and to our enthusiastic and brilliant conference volunteers, who helped make the experience such a great one for attendees over the conference week.

Conference organisation for this year (2023) has been particularly challenging due to the lack of a community manager following the departure of Claire Wyatt. Her replacement was not appointed until March 2023 by which point a great deal of the conference organisation had already been done. A professional conference organiser was employed to help lessen the workload. Several trustees sit on the conference committee such as Sam Mangham who took on an exceptionally large workload in order to make up for the shortfall in effort. Robin Nandi is the conference Treasurer and has been keeping our spending in check to ensure that we can make enough of a profit from the conference to fund the Society's activities for the next year.

At this year's conference we are trialling offering a remote attendance option as part of the Society's ongoing efforts to make sure its activities are as accessible as possible to its entire community. The majority of core conference content will be accessible to remote attendees, with the exception of most interactive workshops, where the challenge of providing a first class remote experience is much greater. Providing a live remote attendance option does come with significant additional costs and we will be reviewing the uptake and experience of remote attendance after the conference to decide whether to make this a standard offering for future conferences.



OUR EVENTS

The Society events committee continued to meet every two weeks to plan a range of events, as well as the annual conference and the Events and Initiatives fund. In the absence of a RSE community manager the vast majority of the annual conference organisation fell upon the members of the events team. This had a severe impact on their ability to focus on other events hence the low number for 22/23.

This year we had a total of 7 requests for funding through the Events and Initiatives grant which is down from the previous year. We are working with Comms and Marketing to increase the visibility of the events fund. Of the 7 requests the vast majority (5) were successfully funded by the Society. These requests included supporting the speakers and volunteers at an unconference bringing together RSE Asia and RSE AUNZ; promoting EDI within the RSE community; supporting a major Hidden REF event in conjunction with SSI. If you'd like support from the Society for an event or initiative, then please contact the events team at events@society-rse.org or [complete the application form](#).



COMMUNICATIONS

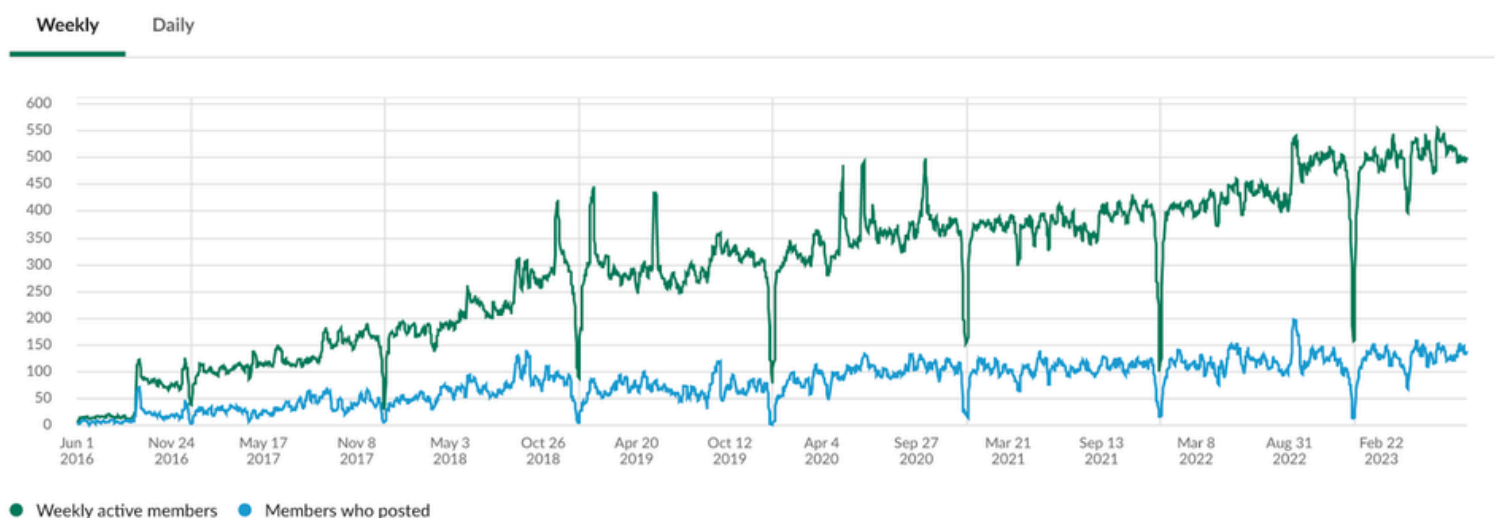
The Communications and Publicity team met regularly every two weeks to discuss and coordinate our activities. Ongoing activities include our bi-monthly newsletter which is sent to 1200+ mailing list subscribers and Society members, and usually gets around 50% opened/read with 10-20% click through rate (not counting those who read it through a link on Slack or Twitter or from a link being passed on). In addition to the newsletter, the comms team is sending regular tweets through the Twitter account, with more than 7000 followers, as well as sending announcements in our Slack workspace, which recently surpassed 4000 members in the General channel and is being actively used by the RSE community. We also have a LinkedIn group which is less active.

We considered leaving Twitter for one of the alternatives, but in the end decided to stay.

The Comms team also opened a public consultation on the [Future of RSE Slack space](#), with a number of contributions from RSE members. This highlighted the pros and cons of both Slack and other options. This work is ongoing and needs more engagement with members to understand what the best options are for a volunteer-led society and to establish a consensus on next steps.

A Communications and Publicity working group was also established to encourage more participation in Comms and Publicity matters by members of the Society. This met a handful of times but did not generate significant interest. How best to organise and encourage participation with this working group is something future Trustees with Comms portfolios can explore.

Work is also underway to explore alternative mailing list providers for Society non-member communications (such as the newsletter). This is required as the Society looks to transition away from White Fuse as a membership platform (which also provides an emailing platform). This piece of work will go to the Trustee board for approval before working through a migration timeline that should coincide with White Fuse migration.



NUMBER OF ACTIVE MEMBERS OF OUR SLACK WORKSPACE OVER THE YEARS SINCE ITS CREATION

MENTORING

The Society launched a mentoring scheme at the end of 2021 in conjunction with Coach Mentoring, with the first cohort of 25 mentor-mentee pairs completing the scheme in summer 2022. Support from the programme included a mentoring briefing, a mentoring support session for both mentors and mentees, plus a further 2 developmental sessions on other subjects for mentees. Feedback on the scheme from both mentees and mentors was overwhelmingly positive, with 91% of respondents feeling they were well matched and 88% of respondents saying that the scheme had met all or some of their expectations (53% all; 35% some). Benefits identified by mentees included having a sounding board to talk through decisions they were making; support transitioning into management roles; discussions and advice on career development; and advice on managing particular challenges they were experiencing in the workplace. Mentors also found the scheme very rewarding, with almost all mentors responding to the feedback survey saying they found the experience personally rewarding and a source of personal development for themselves.

Following the success of this initial cohort, the Society has continued the scheme into 2022-23, with 20 mentor-mentee pairs working together in this year's cohort.





EQUALITY, DIVERSITY, INCLUSION AND ACCESSIBILITY

The EDIA working group has continued to evolve, with most members now being community members! This is a promising step towards making the group more robust to changes in the trustee board, and ensuring the community has an active role in the society's activities. Given the large number of community members, the logistics of providing everyone access to the internal Google drive and Github project boards was difficult and steps have been taken to streamline that process and better facilitate sharing of key documents and task management.

This year the EDIA group has combined with the role diversity working group due to limited numbers for either group. It was a natural choice to combine the two groups which had previously worked closely together and have similar (but not identical) goals, activities and perspectives. This has been a useful way to continue both group's activities this year but it should be seen as a temporary measure until there is enough interest in both groups. Recruiting should be the highest priority going forward.

So far this year we've worked with Louise Brown, the EDIA chair of the conference committee, to support the organisation of the conference. We have started putting together a survey aimed at RSE leaders to explore and understand challenges and solutions already being encountered by those in RSE management. We put together a proposal for RSECon23 which, regrettably, did not get submitted, but this is now a ready-made proposal for future opportunities. We are currently preparing our contribution to a plenary session at RSECon23 focused on RSEs outside academia.

WEB AND INFRASTRUCTURE

The work of the web and infrastructure team has been focused on improving the reliability and security of our website and infrastructure this year. This includes the continuing updates of software across the platform, specifically our Wordpress installation. We are currently scheduling an update to the operating system version underneath, but are aiming for a safer time of year where any potential issues will not affect the conference. We revalidated our backup infrastructure and so feel confident in performing the update when we are ready.

The job advert page on the website continues to see a lot of use, with 168 job adverts being placed during this reporting period. This is slightly down on the 212 in the 2021-2022 period, but still up on the 157 in the 2020-2021 period.

We are continuing to offer support to SIGs and WGs for their own use, particularly in the case of the Regional RSE Groups SIG where we are offering mailing lists and websites to each group.





FINANCIAL SUMMARY

"The Society's financial year ran from the 1st of July 2022 to the 30th of June 2023"

Opening Balance (July 2022)

£116,575

Income
Expenses

£202,006
£137,506

Closing Balance (June 2023)

£181,075



FINANCE

The Society's financial year ran from 1st July 2022 to 30th June 2023 (2022-23). Over this period we had a total income of £202,006 and a total expenditure of £137,506 leading to a total surplus of £64,500 (all figures inclusive of VAT). At the end of the period we held £181,075 in our bank account. This amount is an accumulation of surplus from previous years, including notably from last year's RSE conference.

In the financial year 2022-23 we received £13,520 in membership fees from our (approximately) 676 members and £180,959 from conference income. Conference income came from ticket sales made within the financial year for RSECon22 (£74,216) and RSECon23 (£46,102), and sponsorships received within the year for RSECon22 (£24,000 from Oracle, £9,600 from Alan Turing Institute, £9,600 from RedHat, £4,800 from Software Sustainability Institute, £600 from Forschungszentrum Jülich) and RSECon23 (£6,000 from Edinburgh Parallel Computing Centre, £6,000 from Oracle), with the remainder from a small amount of merchandise sales (£41). Our main outgoings were the operating costs associated with the running of the Society (web infrastructure, insurance, professional fees, bank fees and accounting fees) which this year amounted to £13,174, the Events and Initiatives Sponsorship of £3,742, the Society's mentoring scheme (£2,580) and conference expenditure of £98,640 (expenditure incurred within the financial year across RSECon22 and RSECon23).

The Society became VAT registered on 1 June 2022 as our annual income is above the threshold requiring VAT registration. Being a charity, the Society can claim back VAT on its expenses. This financial year the Society paid £19,020 in VAT to HMRC and received £6,509 in VAT from HMRC.

Overall the Society is in good financial standing, we aim in the future to increase spending on the community through the Events and Initiatives sponsorship, the mentoring scheme and supporting community initiatives. We regularly review the financial risks facing the Society, we have a risk register that we review regularly.

REGIONAL RSE GROUPS

This SIG aims to support the forming of regional groups, and to give advice and guidance for the running of such a group. The SIG members can be contacted under regional-sig@society-rse.org. Financial support can be requested through the [SocRSE Events and Initiatives grant](#). At the launch workshop, RSEs from various regions discussed and planned first steps to form regional groups.

The following Regional Groups exist:

- Research Software London
- RSE Midlands
- RSE South
- N8 CIR RSE Community
- Northern England RSEs
- RSE East England
- RSE Scotland
- Community of Edinburgh Research Software Engineers
- Supercomputing Wales

At RSECon22, a lunch-time event as well as other activities to encourage regional groups to form took place.

Ian Cottam has represented the trustees on the SIG.





TRUSTEES

This is the fourth trustee annual report of the Society of Research Software Engineering since becoming incorporated in March 2019. In accordance with our constitution, this reporting period has seen an election held in September 2022 in which six new trustees were elected. Following that election the trustees appointed Matt Williams to continue as President.

Current Trustees

Matt Williams (President, elected Sep '19, re-elected Sep '21)

David Beavan (Vice-president, elected Sep '22)

Evelina Gabasova (Vice-president, elected Sep '22)

Gillian Sinclair (Secretary, elected Sep '22)

Ian Cottam (Vice-Secretary, elected Sep '20)

Fergus Cooper (Treasurer, elected Sep '21)

Robin Nandi (Vice-treasurer, elected Sep '22)

Jamie Quinn (elected Sep '21)

Sam Mangham (elected Sep '21)

Martin O'Reilly (elected Sep '22)

Trustees (Term Ended)

Alex Coleman (elected Sep '22, stepped down June '23)

Kirsty Pringle (elected Sep '20, stepped down at AGM Sep '22)

Mark Turner (elected Sep '21, stepped down at AGM Sep '22)

Claire Wyatt (founding trustee, re-elected Sep '20, stepped down at AGM Sep '22)

Teri Forey (elected Sep '20, stepped down at AGM Sep '22)

Marion Weinzierl (elected Sep '20, stepped down at AGM Sep '22)

Malvika Sharan (appointed May '22, stepped down at AGM Sep '22)

Approved by order of the members of the Board of Trustees and signed on their behalf by:

Matt Williams
26 April 2024

Martin O'Reilly
26 April 2024



CHARITY COMMISSION
FOR ENGLAND AND WALES

Charity Name
Society of Research Software Engineering

No (if any)
1182455

Receipts and payments accounts

CC16a

| | | | |
|---------------------|-----------------------------------|----|---------------------------------|
| For the period from | Period start date 01 July 2022 | To | Period end date 30 June 2023 |
|---------------------|-----------------------------------|----|---------------------------------|

Section A Receipts and payments

| | Unrestricted funds to the nearest £ | Restricted funds to the nearest £ | Endowment funds to the nearest £ | Total funds to the nearest £ | Last year to the nearest £ |
|---|--|--------------------------------------|-------------------------------------|---------------------------------|-------------------------------|
| A1 Receipts | | | | | |
| Annual Conference to 2023 | 180,959 | - | - | 180,959 | 39,616 |
| Donations | 1,018 | - | - | 1,018 | 6 |
| Membership Fees | 13,520 | - | - | 13,520 | 11,760 |
| VAT Collected | 6,509 | - | - | 6,509 | - |
| Sub total (Gross income for AR) | 202,006 | - | - | 202,006 | 51,382 |
| A2 Asset and investment sales, (see table). | | | | | |
| | - | - | - | - | - |
| | - | - | - | - | - |
| Sub total | - | - | - | - | - |
| Total receipts | 202,006 | - | - | 202,006 | 51,382 |
| A3 Payments | | | | | |
| Annual Conference to 2023 (Expenses) | 98,640 | - | - | 98,640 | 11,045 |
| Audit & Accountancy fees | 2,130 | - | - | 2,130 | 1,980 |
| Bank Fees | 3,780 | - | - | 3,780 | 865 |
| Consulting | 2,580 | - | - | 2,580 | 6,540 |
| Event and Initiative Sponsorship | 3,742 | - | - | 3,742 | 1,556 |
| Infrastructure | 5,379 | - | - | 5,379 | 4,766 |
| Insurance | 468 | - | - | 468 | 456 |
| Logistics | 0 | - | - | - | 25 |
| Professional Fees | 960 | - | - | 960 | 2,556 |
| Rounding | (0) | - | - | 0 | 0 |
| Subsistence | 182 | - | - | 182 | 208 |
| Sundry Expenses | 22 | - | - | 22 | 92 |
| Travel | 88 | - | - | 88 | 1,450 |
| Website Hosting & Domains | 457 | - | - | 457 | 373 |
| VAT Paid | 19,020 | - | - | 19,020 | - |
| Realised Currency Gains | 57 | - | - | 57 | 68 |
| Sub total | 137,506 | - | - | 137,506 | 31,980 |
| A4 Asset and investment purchases. (see table) | | | | | |
| | - | - | - | - | - |
| | - | - | - | - | - |
| Sub total | - | - | - | - | - |
| Total payments | 137,506 | - | - | 137,506 | 31,980 |
| Net of receipts/(payments) | 64,500 | - | - | 64,500 | 19,402 |
| A5 Transfers between funds | - | - | - | - | - |
| A6 Cash funds last year end | 116,575 | - | - | 116,575 | 97,173 |
| Cash funds this year end | 181,075 | - | - | 181,075 | 116,575 |

Section B Statement of assets and liabilities at the end of the period

| Categories | Details | Unrestricted funds to nearest £ | Restricted funds to nearest £ | Endowment funds to nearest £ |
|---|--|------------------------------------|----------------------------------|---------------------------------|
| B1 Cash funds | Direct Debit - GBP | 106 | - | - |
| | Society of Research Software Engineering | 172,737 | - | - |
| | Stripe GBP | 8,232 | - | - |
| | Total cash funds | 181,075 | - | - |
| | (agree balances with receipts and payments account(s)) | OK | OK | OK |
| B2 Other monetary assets | Details | Unrestricted funds to nearest £ | Restricted funds to nearest £ | Endowment funds to nearest £ |
| | | - | - | - |
| | | - | - | - |
| | | - | - | - |
| | | - | - | - |
| | | - | - | - |
| B3 Investment assets | Details | Fund to which asset belongs | Cost (optional) | Current value (optional) |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| B4 Assets retained for the charity's own use | Details | Fund to which asset belongs | Cost (optional) | Current value (optional) |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| | | | - | - |
| B5 Liabilities | Details | Fund to which liability relates | Amount due (optional) | When due (optional) |
| | | | - | |
| | | | - | |
| | | | - | |
| | | | - | |
| Signed by one or two trustees on behalf of all the trustees | | Print Name | | Date of approval |
| <div><div>Signed by:</div><div>Signature</div><div>EBF802ADFA0F4E0...</div></div> | | Martin O'Reilly | | 26-Apr-2024 |

Independent examiner's report on the accounts

Report to the trustees/members of The Society of Research Software Engineering (Charity no. 1182455)

On the accounts for the year ended 30 June 2023

I report to the trustees on my examination of the accounts of the above charity ("the Society") for the year ended 30 June 2023, set out on pages one to four.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

- accounting records were not kept in accordance with section 130 of the Act or
- the accounts do not accord with the accounting records

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

This report is made solely to the charity's trustees/members, as a body, in accordance with Part 4 of the Charities (Accounts and Reports) Regulations 2008. My work has been undertaken so that I might state to the charity's trustees those matters I am required to state to them in an independent examiner's report and for no other purpose. To the fullest extent permitted by law, I do not accept or assume responsibility to anyone other than the charity and the charity trustees/members as a body, for my work or this report.

Signed: 634F24DE92A4471...

Dated: 29-Apr-2024

Janice Matthews FCA

Menzies LLP

2nd Floor, Magna House
18-32 London Rd
Staines-Upon-Thames
Surrey TW18 4BP