



The International Roundtable for Sustainable Tea
Unaudited Financial Statements
31 March 2024

The International Roundtable for Sustainable Tea

Financial Statements

Year ended 31 March 2024

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The International Roundtable for Sustainable Tea

Trustees' Annual Report

Year ended 31 March 2024

The trustees present their report and the unaudited financial statements of the charity for the year ended 31 March 2024.

Reference and Administrative Details

Registered Charity Name	The International Roundtable for Sustainable Tea	
Charity Registration Number	1189499	
Principal Office	44 Princes Street Oxford OX4 1DD	
The Trustees	Aarti Kapoor Art Prapha Debra Coulter Filbert Kavia Jane Nyambura Krishanti Dharmaraj Nikhil Subbiah Stirling Smith	(resigned 12 January 2024) (resigned 12 January 2024) (appointed 3 May 2023) (appointed 26 April 2023) (resigned 25 September 2023)
Chief Executive Officer	Sabita Banerji	
Independent Examiner	Theresa Warren FCA 8 The Old Yard Lodge Farm Business Centre Wolverton Road Castlethorpe Milton Keynes MK19 7ES	

STRUCTURE, GOVERNANCE AND MANAGEMENT

Governing document and constitution

THIRST was established as a Charitable Incorporated Organisation on 15th May 2020 and is a registered charity with no share capital. The charity is governed by its constitution, dated 20 February 2019.

All trustees are members of the charity. The only persons eligible to be members of the charity are its trustees and any member who ceases to be a charity trustee automatically ceases to be a member of the charity. As at 31 March 2024 there were 5 members. In the event of the charity being wound up, no liability accrues to the members for settling the charity's debts and liabilities.

Organisational structure

The governance of THIRST is carried out by a Board of Trustees that meets quarterly. Day-to-day management is delegated to the Chief Executive Officer (CEO).

Recruitment, appointment and induction of Trustees

Charity trustees are appointed for a term of 3 years, with the passing of a resolution by the existing trustees. Trustees must have due consideration to the skills, knowledge and experience needed of the effective administration of the charity. Newly appointed trustees are provided with a copy of the current version of the charity's constitution, together with the latest Trustees' Annual Report and financial statements.

The International Roundtable for Sustainable Tea

Trustees' Annual Report (*continued*)

Year ended 31 March 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT (*continued*)

THIRST Board of Trustees and Staff

Trustees

Aarti Kapoor (Appointed 17/10/2021 until 12/01/2024)

Aarti is the founder and Executive Director of Embode, an international consultancy based in Bangkok and focused on human rights in business supply chains, child rights and protection as well as leadership development in non-profit organisations. Aarti is qualified as a lawyer in the UK and the US, and has almost 20 years of technical experience responding to human trafficking, forced labour, child exploitation, child labour and other related issues, particularly in the UK, Southeast Asia and Africa.

Art Prapha (Appointed 14/6/2022 until 12/01/2024)

Art Prapha is Senior Program Manager, Corporate Accountability at the Freedom Fund. Previously, Art co-led Oxfam's global Supermarket Campaign, Behind the Barcodes; headed Oxfam in Thailand's Private Sector team; cofounded the Coalition for Ethical & Sustainable Seafood; and worked on social enterprise programs to connect women-led, community-based enterprises to markets. He holds a BA in Accounting & Commercial Law from Victoria University, Wellington and an MA in International Development from the London School of Economics and Political Science; and is pursuing an Executive MBA at Judge Business School, Cambridge University.

Debbie Coulter – Treasurer (Appointed 7/11/2018)

An active trade unionist for over 30 years, Debbie was elected Deputy General Secretary of the GMB Trade Union in 2003. She served as an ACAS Council Member and on the Women & Work Commission into Equal Pay and the Commission for Vulnerable Employment. She was Ethical Trading Initiative's Head of Programmes and now works voluntarily for many charitable organisations.

Filbert Kavia (Appointed 03/05/2023)

Filbert is the Director of Transform Trade, an international organization based in the UK focused on fair trade and climate justice. Previously he was operations director of The Wood Foundation Africa on extensive smallholder tea farms development projects in East Africa. He has over 25 years of working experience in sustainable tea production in East Africa. He has strong experience working with smallholder development projects, managing tea supply chains, and marketing. Technical expertise in tea business, strategic planning, supply chain management and stakeholders' engagements and partnerships. Filbert is trained in agriculture, agricultural economics, and project management.

Jane Nyambura (Appointed 26/04/2023)

Jane is a tea farmer. She also has over 15 years of experience as a sustainability and partnership professional working with companies and key tea organisations in the Kenyan tea sector. These include 12 years with the Ethical Tea Partnership, latterly as Stakeholder and Partnerships Manager. She was a trustee of the Kenya Tea Development Agency Foundation for five years and is now a trustee of Ripple Effect. She holds an MBA in Strategic Management and is a member of various other advisory boards and trusts.

Krishanti Dharmaraj (Appointed 7/11/2018 until 25/09/2023)

Krishanti is the Executive Director of the Center for Women's Global Leadership in New York and co-founder of WILD for Human Rights (Women's Institute for Leadership Development) and the Sri Lanka Children's Fund. Formerly, she was a spokesperson for Amnesty International USA.

Nikhil Subbiah – Chair (Appointed 7/11/2018)

Nikhil is an investment funds lawyer at a leading global law firm, with experience working with impact investments, development finance institutions and in emerging markets. He was previously a Churchill Memorial Trust Fellow and conducted a research trip to tea plantations in India and Sri Lanka.

Stirling Smith (Appointed 7/11/2018)

Stirling is an independent ethical trade consultant and former Chief Technical Adviser for the International Labour Organisation in India. He has worked for DFID, British Council, Fair Labour Association, trade unions, NGOs and several companies.

The International Roundtable for Sustainable Tea

Trustees' Annual Report *(continued)*

Year ended 31 March 2024

STRUCTURE, GOVERNANCE AND MANAGEMENT *(continued)*

Founder and CEO

Sabita Banerji

An economic justice advisor who was born and raised on tea plantations in Kerala and Assam, Sabita has nearly 20 years' experience working in ethical trade and international development having held strategic posts at Oxfam and the Ethical Trading Initiative. She was previously a member of the Board of Directors of Just Change, UK – a voluntary community tea trading initiative.

Administration

Zita Lewis - Virtual assistant

Volunteers

- Feima Sannoh helped to map the human rights policies of tea companies.
- Libby Shotter conducted an analysis of news reports over the previous years, focusing on gender equity.
- Dania Smalletz did some initial work looking at the share of value in the tea value chain.

OBJECTIVES AND ACTIVITIES

Principal Objectives

THIRST (The International Roundtable for Sustainable Tea) is established to promote sustainable development for the benefit of the public by providing a platform for civil society organisations to work together for:

- a) the preservation, conservation and the protection of the environment and the prudent use of natural resources in tea growing areas;
- b) the prevention and relief of poverty and the improvement of the conditions of life among the socially and economically disadvantaged communities on tea plantations and small tea farms;
- c) the promotion of sustainable means of achieving economic growth and regeneration of tea growing areas.

THIRST champions human rights in the global tea industry.

THIRST is a collaborative platform for all committed to transforming the tea industry into a fair and thriving industry for all involved. It is funded through grants, contributions from tea industry stakeholders, consultancy fees and income from tickets for events.

It provides a space for civil society, tea workers and farmers to work together towards systemic change via collaboration, transparency, mutual understanding and respect. Its vision is a fair and sustainable tea industry which respects and empowers tea workers and farmers, and protects their rights and environment.

THIRST's goals align with the UN Sustainable Development Goals, the UN Guiding Principles on Business and Human Rights, and the International Labour Organisation Conventions.

It seeks decent work and living wages, gender equity, improved health, housing, safety and benefits, protected environments and fair, effective and transparent systems.

The Trustees have complied with their duty to have due regard to the guidance, published by The Charity Commission (specifically PB2), on public benefit in exercising their powers or duties.

The International Roundtable for Sustainable Tea

Trustees' Annual Report *(continued)*

Year ended 31 March 2024

PERFORMANCE AND ACHIEVEMENTS APRIL 2023 - MARCH 2024

OVERVIEW

This financial year saw THIRST growing in maturity, becoming more established within the tea community, and being sought-after by the industry, civil society, academia and the media as a trusted source of knowledge, information and ideas to improve human rights in the sector.

We were able this year to secure sufficient **funding** from companies and donors to enable us to deliver not only the second phase of the **human rights impact assessment of the global tea sector**, but also to respond to the exposure of sexual exploitation across the industry – while continuing to deliver our **monthly news updates** and continue to update our growing **Knowledge Hub**.

Our two major **publications** were our report on the 'Root Causes of Human Rights Breaches' in the tea sector and 'Consent...', a paper on the risk factors for gender based violence and harassment specific to the tea sector. Both were well received by the industry and provide valuable tools for civil society in tackling human rights issues in the sector.

THIRST's expertise was sought by the **media**, including featuring in a BBC Radio 4 documentary 'Empire of Tea', and having a letter on tea pricing featured in The Guardian. THIRST was also invited to co-curate 'Cha, Chai, Tea' a major exhibition on the history, culture and socio-economics of tea at the Horniman Museum which prominently presented our work.

We ran **webinars** discussing how to prevent gender based violence and harassment in tea plantations, invited specialist guest speakers to run webinars on smart contracting innovations and worker-driven social responsibility, and delivered **talks and lectures** at conferences, universities, museums, and in community settings.

We also made our expertise available to the tea industry through our **consultancy** service, delivering a human rights risk assessment for the German tea company, Teekampagne. We are now discussing a longer term partnership with the company to explore how best to act on the findings and improve the lives of tea workers in Darjeeling.

The International Roundtable for Sustainable Tea

Trustees' Annual Report (*continued*)

Year ended 31 March 2024

ACTIVITIES, PERFORMANCE AND ACHIEVEMENTS APRIL 2023 - MARCH 2024

Human Rights Impact Assessment of the Global Tea Sector: Phase 2 – Analysis: The Root Causes of Human Rights Breaches

THIRST's key objective in this financial year was the completion of Phase 2 of the HRIA. This was fully achieved with the publication of the report on the [Root causes of human rights breaches](#) in the sector.

The most fundamental driver was felt to be the deeply embedded **colonial roots of the** industry which are imprinted on the industry, shaping many of its attitudes and systems, and embedding **strong resistance to change** at every level. Other factors that are either causing human rights breaches such as low pay, poor housing and lack of agency, or preventing these rights from being fulfilled include:

- **Over-reliance on Certification:** Relying on certification alone often masks human rights breaches and prevents their resolution
- **Laws and policies:** Misguided policies or weak implementation of good ones prevent human rights from being fulfilled
- **Lack of respect for workers:** Colonial mores that see tea workers as less entitled to human rights persist in many places
- **Lack of transparency:** At multiple levels, hidden financial and market information leaves actors powerless to improve conditions
- **Power imbalances:** From gender inequity on the ground, to the power of larger, richer buyers over producers, power imbalances pervade every level of the sector
- **Competition over collaboration:** Whether at smallholder, producer or country level, fragmentation and competition erodes prices directly and adds to price-suppressing oversupply
- **Trading systems:** Tea's colonial trading systems - especially auctions - disadvantage producers and growers and perpetuate power imbalances

And underpinning all of these and creating even greater barriers to change:

- **Low price of tea:** Stagnant tea prices, often below the cost of production, underpin multiple drivers of human rights breaches

Our analysis shows that change IS possible, and is already happening. THIRST's work, going forward, will be to share this knowledge and test the findings through practical applications in partnership with industry and civil society.

The report is based on the views of 198 individuals, representing a wide range of tea industry stakeholders. They were consulted through a virtual global tea producers' survey, a series of remote and in-person key informant interviews and several focus group discussions.

We asked all interviewees if the finding from the literature review of a human rights gap in the sector rang true for them, what trends they were seeing that could affect the tea sector and the realities and challenges of their own particular area of work, especially in relation to human rights.

"This is such an important and impressive piece of research. You are diving directly into very important, systemic and widespread issues that are at the root causes of the human rights violations that we see in this sector. This is so useful and hopefully can contribute to changing this system that seems unchangeable..." Caroline Brodeur, Oxfam America

The International Roundtable for Sustainable Tea

Trustees' Annual Report (*continued*)

Year ended 31 March 2024

Advocacy

Gender based violence and harassment:

THIRST had been calling on the tea industry to acknowledge and address that gender based violence was likely to be widespread ever since a culture of abuse was revealed by the law firm Leigh Day on tea estates in Malawi in 2021. Then, when in 2023, BBC Africa and Panorama broadcast a documentary on sexual exploitation of workers on Kenyan tea plantations, THIRST worked with Women Working Worldwide and consultant Michael Pennant Jones to draft and publish a paper outlining the specific GBVH risk factors for women anywhere in the tea sector. The paper was very well received by the industry who found the infographic in particular very helpful. THIRST's and our co-authors' LinkedIn posts on the issue received tens of thousands of views, and many positive comments.



Blogs

- **Why did all those policies, procedures and trainings fail to protect women in Kenyan tea?** Response to Panorama/BBC Africa exposé of sexual exploitation on Kenyan tea plantations
- **"Hear no evil, see no evil – gender issues in the tea industry"** guest blog by Michael Pennant-Jones
- **"Rising stronger in the face of failures"** guest blog by Caroline Downey of Women Working Worldwide
- **'THIRST's response to BHRRC's new report'** THIRST accepted much of BHRRC's analysis but questioned some of its claims, including that tea buyers have "greater power to effect change" than any other single actor in the supply chain".

The International Roundtable for Sustainable Tea

Trustees' Annual Report (*continued*)

Year ended 31 March 2024

Talks & Lectures

- **Scottish Pluralist Economics Conference:** lecture on the winners and losers in the economic crisis of the tea sector.

"Your expertise and thought-provoking ideas have profoundly enriched the pluralist discussions in Scotland, specifically invoking valuable insights on how we can shape the future of justice in the tea sector, particularly in the face of the challenges posed by climate change." Craig Menzies, Scottish Pluralist Economics Conference organiser

- **ETP Gender Dialogue:** Spoke on the Human Rights and Due Diligence panel at this multi-stakeholder roundtable meeting organised in response to the Panorama GBVH exposé.
- Panelist at the [Thomson Reuters Foundation Trust Conference](#), for the session on 'ESG: The social impact of mandatory human rights due diligence on global supply chains',
- Supported Caroline Downey (Women Working Worldwide) in presenting our GBVH briefing doc to FNET (**Food Network for Ethical Trading**)

Webinars

- **Sowing Change – Tackling GBVH in agriculture:** with Women Working Worldwide and Michael Pennant Jones.
- **Can Smart Contracts empower tea producers and enable living incomes?** with John Snell.
- **How could Worker-driven Social Responsibility benefit the tea sector?** with Dr Alysha Shivji

Media & Comms

- Letter published in [The Guardian](#) on risks to workers of under-pricing tea.
- Appeared in BBC Radio 4's December series [Empire of Tea](#), by Sathnam Sangera – on impact of colonial roots on modern day tea workers.
- Interviewed on Root Cause Analysis report for [Teabiz podcast](#)
- Interviewed for article on climate change impacts on the tea industry in [Mongabay](#). The article was picked up by several other publications around the world.
- Alysha Shivji presented a work in progress paper on Imprinting and the Tea Sector (drawn from our root cause analysis paper) at the '[Tea in and after Empire](#)' [Symposium](#) organised by Erika Rappaport, author of 'Thirst for Empire'.
- Community events: Ascension Church, Ealing, London; Florence Park Women's Networking evening, Oxford.
- Co-curated exhibition– [Cha, Chai, Tea](#) at the Horniman Museum, London, including providing exhibits such as tea pluckers' garments and tools.



The International Roundtable for Sustainable Tea

Trustees' Annual Report (*continued*)

Year ended 31 March 2024

Advice to the tea industry

Teekampagne – Human rights risk analysis

THIRST was commissioned to conduct a human rights risk analysis for the German speciality tea retailer, Teekampagne. This study of a small group of tea producers, some of whom have adopted alternative employment practices and business models, in a geographically contained region (Darjeeling) proved a valuable mirror of the wider industry. It has also led to discussion of a longer collaboration with the company to help address some of the issues raised.

"We have been following the work of THIRST for quite some time now – it is a fountain of knowledge regarding the tea sector across the world. The multi-stakeholder approach encompasses different perspectives with one common goal: to make tea industry fair and sustainable. When we wanted to analyse the risk of human rights violations in our supply chain, THIRST was the first to come to our mind. The detailed report enables us to take the next steps on our journey. Thank you, Sabita and the team of THIRST." Thomas Raeuchle-Gehrig, Dr. Kathrin Gassert, Projektwerkstatt/Teekampagne

Monthly News Update & Knowledge Hub

THIRST's Knowledge Hub now contains over 130 resources – reports, studies, tools and other resources to help the tea industry and its stakeholders to pool valuable data, insights and knowledge on human rights and environmental issues in the sector.

THIRST also continued to produce a newsletter roughly every month bringing together and sharing news of human rights and environmental issues for tea workers and farmers around the world.

"I love the newsletter and am so glad you are doing this." Erika Rappaport, Professor, Department of History University of California, Santa Barbara – author of Thirst for Empire.

Trustee recruitment

THIRST sought to recruit a new Trustee who would bring expertise relating to the African tea sector. **Jane Nyambura** formerly of ETP in Kenya, and **Filbert Kavia**, Country Director of Transform Trade Tanzania, both applied and, although we had intended to only recruit one Trustee in this role, Trustees felt that both Jane and Filbert had so much to offer that we decided to appoint them both.

The International Roundtable for Sustainable Tea

Trustees' Annual Report *(continued)*

Year ended 31 March 2024

FINANCIAL REVIEW

THIRST's funding this year came primarily from the tea industry itself in the form of consultancies, contributions towards the HRIA and purchasing tickets to THIRST events. Financial contributors and clients included:

- **Ahmad Tea**
- **Aldi**
- **Ethical Trading Initiative**
- **Fairtrade International**
- **Network for Social Change**
- **Oxfam**
- **Rainforest Alliance**
- **Tesco**
- **Teekampagne**
- **Twinings**

During the year the charitable organisation received total income of £60,152 (2023: £77,085), of which £39,035 (2023: £56,084) related to Restricted Fund activities.

Total expenditure was £63,983 (2023: £58,879), of which £48,825 (2023: £48,850) related to Restricted Fund activities.

The charity generated a deficit for the year of £3,831 (2023: Surplus £18,206), of which £9,790 (2023: £7,234) related to Restricted Funds (before reserve transfers).

At the year end the charity had total funds of £17,307 (2023: £21,138), of which £Nil (2023: £11,339) were Unrestricted Funds and £17,307 (2023: £9,799) were Restricted Funds.

PLANS FOR FUTURE PERIODS

THIRST's primary focus will continue to be on its Human Rights Impact Assessment (HRIA) of the Global Tea Sector. In 2024 we will move into the Action Planning phase – bringing together a cross section of tea industry stakeholders to use the findings of Phases 1 & 2 (literature review and root cause analysis) to decide on the most effective actions and collaborations to take.

As we reach the end of the HRIA, we will also begin to explore how climate change is impacting on tea workers and farmers and their communities, and what they and the companies that employ and buy from them can do to prevent and mitigate climate impacts.

We will review our website to make it more user-friendly and efficient to maintain. We will continue to provide our news updates (though possibly on a quarterly rather than monthly basis) and updating our Knowledge Hub. We will continue to respond where ad hoc events call for advocacy and will seize every opportunity to promote the human rights, wellbeing, and empowerment of tea workers and farmers and for measures that will ensure their environment, and the global environment, is protected from harm.

The International Roundtable for Sustainable Tea

Trustees' Annual Report (*continued*)

Year ended 31 March 2024

THANKS AND ACKNOWLEDGEMENTS

THIRST would like to offer our heartfelt thanks to everyone who has supported our work through voluntary work, advice, financial and moral support and who have provided encouragement, support, advice, donations, subscribed to THIRST updates and participated in our roundtables. Above all we thank the workers and farmers who grow our tea, their families and communities, and all the tea industry stakeholders that have participated in our research.

The trustees' annual report was approved on 04/02/2025 and signed on behalf of the board of trustees by:



Jane Nyambura
Trustee

The International Roundtable for Sustainable Tea

Trustees' Annual Report *(continued)*

Year ended 31 March 2024

I report to the trustees on my examination of the financial statements of The International Roundtable for Sustainable Tea ('the charity') for the year ended 31 March 2023.

Responsibilities and basis of report

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

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

Independent examiner's statement

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

1. accounting records were not kept in respect of the charity as required by section 130 of the Act; or
2. the financial statements do not accord with those records; or
3. the financial statements do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair' view which is not a matter considered as part of an independent examination.

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

Theresa Warren FCA
Independent Examiner

8 The Old Yard
Lodge Farm Business Centre
Wolverton Road
Castlethorpe
Milton Keynes
MK19 7ES

The International Roundtable for Sustainable Tea

Statement of Financial Activities

Year ended 31 March 2024

		Year to 31 Mar 24			Year to 31 Mar 23
		Unrestricted funds	Restricted funds	Total funds	Total funds
	Note	£	£	£	£
Income and endowments					
Donations and legacies	4	11,549	–	11,549	16,535
Charitable activities	5	9,551	39,035	48,586	60,540
Investment income		17	–	17	10
Total income		<u>21,117</u>	<u>39,035</u>	<u>60,152</u>	<u>77,085</u>
Expenditure					
Expenditure on raising funds:					
Costs of raising donations and legacies	6	211	–	211	–
Expenditure on charitable activities	7,8	14,947	48,825	63,772	58,879
Total expenditure		<u>15,158</u>	<u>48,825</u>	<u>63,983</u>	<u>58,879</u>
Net income/(expenditure) and net movement in funds		5,959	(9,790)	(3,831)	18,206
Transfers between funds		(17,298)	17,298	–	–
Net movement in funds after transfers		<u>(11,339)</u>	<u>7,508</u>	<u>(3,831)</u>	<u>58,879</u>
Reconciliation of funds					
Total funds brought forward		11,339	9,799	21,138	2,932
Total funds carried forward		<u>–</u>	<u>17,307</u>	<u>17,307</u>	<u>21,138</u>

The statement of financial activities includes all gains and losses recognised in the year. All income and expenditure derive from continuing activities.

The notes on pages 14 to 18 form part of these financial statements.

The International Roundtable for Sustainable Tea

Statement of Financial Position

31 March 2024

	Note	2023 £	2023 £
Current assets			
Debtors	12	259	20,000
Cash at bank and in hand		22,410	6,938
		<u>22,669</u>	<u>26,938</u>
Creditors: amounts falling due within one year	13	<u>5,362</u>	<u>5,800</u>
Net current assets		<u>17,307</u>	<u>21,138</u>
Total assets less current liabilities		<u>17,307</u>	<u>21,138</u>
Net assets		<u>17,307</u>	<u>21,138</u>
Funds of the charity			
Restricted funds		17,307	9,799
Unrestricted funds		—	11,339
Total charity funds	14	<u>17,307</u>	<u>21,138</u>

These financial statements were approved by the board of trustees and authorised for issue on, and are signed on behalf of the board by:

Jane Nyambura
Trustee

The notes on pages 14 to 18 form part of these financial statements.

The International Roundtable for Sustainable Tea

Notes to the Financial Statements

Year ended 31 March 2024

1. General information

The charity is a public benefit entity and a registered charity in England and Wales and is a Charitable Incorporated Organisation. The address of the principal office is 44 Princes Street, Oxford, OX4 1DD

2. Statement of compliance

These financial statements have been prepared in compliance with FRS 102, 'The Financial Reporting Standard applicable in the UK and the Republic of Ireland', 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) (Charities SORP (FRS 102)) and the Charities Act 2011.

3. Accounting policies

Basis of preparation

The financial statements have been prepared on the historical cost basis, as modified by the revaluation of certain financial assets and liabilities and investment properties measured at fair value through income or expenditure.

The financial statements are prepared in sterling, which is the functional currency of the entity.

Going concern

There are no material uncertainties about the charity's ability to continue.

Judgements and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumptions that affect the amounts reported. These estimates and judgements are continually reviewed and are based on experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

In the view of the trustees in applying the accounting policies adopted, no judgements were required that have a significant effect on the amounts recognised in the financial statements nor do any estimates or assumptions made carry a significant risk of material adjustment in the next financial year.

Fund accounting

Unrestricted funds are available for use at the discretion of the trustees to further any of the charity's purposes.

Designated funds are unrestricted funds earmarked by the trustees for particular future project or commitment.

Restricted funds are subjected to restrictions on their expenditure declared by the donor or through the terms of an appeal, and fall into one of two sub-classes: restricted income funds or endowment funds.

The International Roundtable for Sustainable Tea

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

3. Accounting policies *(continued)*

Incoming resources

All incoming resources are included in the statement of financial activities when entitlement has passed to the charity; it is probable that the economic benefits associated with the transaction will flow to the charity and the amount can be reliably measured. The following specific policies are applied to particular categories of income:

- income from donations or grants is recognised when there is evidence of entitlement to the gift, receipt is probable and its amount can be measured reliably.
- legacy income is recognised when receipt is probable and entitlement is established.
- income from donated goods is measured at the fair value of the goods unless this is impractical to measure reliably, in which case the value is derived from the cost to the donor or the estimated resale value. Donated facilities and services are recognised in the accounts when received if the value can be reliably measured. No amounts are included for the contribution of general volunteers.
- income from contracts for the supply of services is recognised with the delivery of the contracted service. This is classified as unrestricted funds unless there is a contractual requirement for it to be spent on a particular purpose and returned if unspent, in which case it may be regarded as restricted.

Resources expended

Expenditure is recognised on an accruals basis as a liability is incurred. Expenditure includes any VAT which cannot be fully recovered, and is classified under headings of the statement of financial activities to which it relates:

- expenditure on raising funds includes the costs of all fundraising activities, events, non-charitable trading activities, and the sale of donated goods.
- expenditure on charitable activities includes all costs incurred by a charity in undertaking activities that further its charitable aims for the benefit of its beneficiaries, including those support costs and costs relating to the governance of the charity apportioned to charitable activities.
- other expenditure includes all expenditure that is neither related to raising funds for the charity nor part of its expenditure on charitable activities.

All costs are allocated to expenditure categories reflecting the use of the resource. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs are apportioned between the activities they contribute to on a reasonable, justifiable and consistent basis.

The International Roundtable for Sustainable Tea

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

4. Donations and legacies

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Donations				
Donated services	–	–	10,473	10,473
General donations	7,049	7,049	2,777	2,777
Grants				
NGO Participation Fund	2,000	2,000	3,285	3,285
Ethical Trading Initiative	2,500	2,500	–	–
	<u>11,549</u>	<u>11,549</u>	<u>16,535</u>	<u>16,535</u>

5. Charitable activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Grants and fees received as part of direct charitable activities	<u>9,551</u>	<u>39,035</u>	<u>48,586</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Grants and fees received as part of direct charitable activities	<u>4,456</u>	<u>56,084</u>	<u>60,540</u>

6. Costs of raising donations and legacies

	Unrestricted Funds £	Total Funds 2024 £	Unrestricted Funds £	Total Funds 2023 £
Costs of raising donations and legacies – Grants applications	<u>211</u>	<u>211</u>	<u>–</u>	<u>–</u>

7. Expenditure on charitable activities by fund type

	Unrestricted Funds £	Restricted Funds £	Total Funds 2024 £
Research and Literature Reviews	–	48,825	48,825
Support costs	<u>14,947</u>	<u>–</u>	<u>14,947</u>
	<u>14,947</u>	<u>48,825</u>	<u>63,772</u>
	Unrestricted Funds £	Restricted Funds £	Total Funds 2023 £
Research and Literature Reviews	–	48,850	48,850
Support costs	<u>10,029</u>	<u>–</u>	<u>10,029</u>
	<u>10,029</u>	<u>48,850</u>	<u>58,879</u>

The International Roundtable for Sustainable Tea

Notes to the Financial Statements *(continued)*

Year ended 31 March 2024

8. Support Costs

	Unrestricted Funds 2024	Unrestricted Funds 2023
	£	£
Consultant costs (including in kind time)	10,925	6,550
Venue hire	187	–
Travel	310	820
IT Costs	283	1,931
Marketing support	2,541	–
Office costs	–	20
Bank charges	102	108
Governance costs:		
- Accountancy	600	600
	<u>14,947</u>	<u>10,029</u>

9. Independent examination fees

	Year to 31 Mar 24	Year to 31 Mar 23
	£	£
Fees payable to the independent examiner for:		
Independent examination of the financial statements	<u>600</u>	<u>600</u>

10. Staff costs

The charity does not directly employ any staff (2023: Nil).

11. Trustee remuneration and expenses

No remuneration or reimbursed expenses were received by the trustees during the period.

12. Debtors

	2024	2023
	£	£
Prepayments and accrued income	<u>259</u>	<u>20,000</u>

13. Creditors: amounts falling due within one year

	2023	2022
	£	£
Accruals and deferred income	<u>5,362</u>	<u>5,800</u>
	<u>5,362</u>	<u>15,302</u>

The International Roundtable for Sustainable Tea

Notes to the Financial Statements (continued)

Year ended 31 March 2024

14. Analysis of charitable funds

Unrestricted funds

	At 1 April 2023	Income	Expenditure	Transfers	At 31 March 2024
	£	£	£		£
General funds	<u>11,339</u>	<u>21,117</u>	<u>(15,158)</u>	<u>(17,298)</u>	<u>–</u>

	At 1 April 2022	Income	Expenditure	Transfers	At 31 March 2023
	£	£	£		£
General funds	<u>367</u>	<u>21,001</u>	<u>(10,029)</u>	<u>–</u>	<u>11,339</u>

Restricted funds

	At 1 April 2023	Income	Expenditure	Transfers	At 31 March 2024
	£	£	£		£
Research Projects	<u>9,799</u>	<u>39,035</u>	<u>(48,825)</u>	<u>17,298</u>	<u>17,307</u>

	At 1 April 2022	Income	Expenditure	Transfers	At 31 March 2023
	£	£	£		£
Research Projects	<u>2,565</u>	<u>56,084</u>	<u>(48,850)</u>	<u>–</u>	<u>9,799</u>

Transfer between reserves represents the charities own support, from general fund activities, towards the expenditures incurred on its restricted fund projects.

15. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds 2024
	£	£	£
Current assets	1,200	21,469	22,669
Creditors less than 1 year	<u>(1,200)</u>	<u>(4,162)</u>	<u>(5,362)</u>
Net assets	<u>–</u>	<u>17,307</u>	<u>17,307</u>

	Unrestricted Funds	Restricted Funds	Total Funds 2023
	£	£	£
Current assets	12,539	14,399	26,938
Creditors less than 1 year	<u>(1,200)</u>	<u>(4,600)</u>	<u>(5,800)</u>
Net assets	<u>11,339</u>	<u>9,799</u>	<u>21,138</u>