

EQUIDEM

England & Wales · Charity number 1199107

Details

Other names EQUIDEM CHARITABLE ORGANISATION

Status Registered

Legal form Charitable company

Company number [13396094](#)

Registered 2022-05-26

Register [View on the Charity Commission register](#)

Contact

Address Kemp House
160 City Road
London
EC1V 2NX

Phone 02031543904

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Activities

Objects: TO PROTECT, PROMOTE AND ADVANCE THE HUMAN RIGHTS, INCLUDING LABOUR RIGHTS, OF VULNERABLE INDIVIDUALS, INCLUDING OF COMMUNITIES OF MIGRANT WORKERS (AS SET OUT IN THE UNIVERSAL DECLARATION OF HUMAN RIGHTS, IN PARTICULAR, ARTICLES 1, 2, 3, 4, 23, 24, 25 AND IN SUBSEQUENT UNITED NATIONS CONVENTIONS AND DECLARATIONS AND IN RELEVANT CONVENTIONS AND RECOMMENDATIONS OF THE INTERNATIONAL LABOUR ORGANISATION) BOTH LOCALLY AND GLOBALLY FOR THE PUBLIC BENEFIT BY ALL OR ANY OF THE FOLLOWING MEANS:(A) INVESTIGATING HUMAN RIGHTS VIOLATIONS AND MONITORING HUMAN RIGHTS ABUSE;(B) REPORTING HUMAN RIGHTS VIOLATIONS TO HOLD GOVERNMENTS AND BUSINESSES ACCOUNTABLE;(C) ADVANCING RESPECT FOR HUMAN RIGHTS TO EMPOWER INDIVIDUALS AND COMMUNITIES;(D) RESEARCH INTO HUMAN RIGHTS ISSUES;(E) PROVIDING TECHNICAL ADVICE TO GOVERNMENT AND OTHER INSTITUTIONS ON HUMAN RIGHTS MATTERS;(F) RAISING AWARENESS OF HUMAN RIGHTS ISSUES, EQUALITY AND DIVERSITY, SPECIFICALLY IN THE CONTEXT OF MIGRANT WORKERS AND RACIAL DISCRIMINATION;(G) PROMOTING PUBLIC SUPPORT FOR HUMAN RIGHTS;(H) COMMENTING ON PROPOSED LEGISLATION BY PROPOSING SOLUTIONS TO HUMAN RIGHTS CHALLENGES TO SEEK MEASURES TO ELIMINATE DEFECTS IN THE IMPLEMENTATION OF HUMAN RIGHTS LEGISLATION;(I) PROMOTING RESPECT FOR HUMAN RIGHTS AMONG INDIVIDUALS, CORPORATIONS AND BUSINESSES;(J) CONTRIBUTING TO THE SOUND ADMINISTRATION OF HUMAN RIGHTS;(K) PREVENTING AND RELIEVING POVERTY THROUGH UNDERTAKING AND SUPPORTING RESEARCH INTO FACTORS THAT CONTRIBUTE TO POVERTY AND THE MOST APPROPRIATE WAYS TO MITIGATE THESE.

Activities: Equidem is an independent, non-political human rights and labour rights charity working globally and locally to promote the rights of marginalised communities, accountability for serious violations, and developing the human rights movement.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** General Charitable Purposes, Disability, Economic/community Development/employment, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** Other Defined Groups, The General Public/mankind

Geography

- Afghanistan
- Bahrain
- Bangladesh
- Ethiopia
- India
- Kenya
- Kuwait
- Malaysia
- Nepal
- Oman
- Pakistan
- Qatar
- Saudi Arabia
- United Arab Emirates
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2025-05-31	£463,810	£462,157	-	-
2024-05-31	£535,872	£751,994	£107,015	3
2023-05-31	£678,591	£359,646	£318,945	1
2022-05-31	£5,210	£1,018	-	-

Trustees

Name	Role	Appointed
Joanne Mariner	Chair	2021-05-14
CLIVE BALDWIN		2021-05-14
Nazma Akter		2021-05-14
Ruth Namachanja Khakame		2022-06-23
Sarah Nankivell		2021-05-14

EQUIDEM

England & Wales - Charity number 1199107

Accounts

Equidem
(A charitable company limited by guarantee)
Report and Financial Statements
For the year ended 31 May 2025

Charity registration no 1199107
Company registration no 13396094

Equidem

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Reference and Administrative Details

Trustees

Nazma Akter
Clive Baldwin
Ruth Khakame
Joanne Mariner (Chair beginning February 2026)
Sarah Nankivell

Note: Paul Watson and John-James Bulstrode
Resigned as Trustees in February 2026.
Mr. Watson was the Chair of Trustees until that time

Registered Office

Kemp House
160 City Road
London
England
EC1V 2NX

Charity number

1199107

Company number

13396094

Independent Examiner

Robert Newman
Carter Collins & Myer
Chichester Business Centre
Chichester House
Rochdale
OL16 2AX
United Kingdom

Bankers

Virgin Money
94 to 96 Briggate
Leeds
West Yorkshire, LS1 6NP

Equidem

Trustee's Report for the year ending 31 May 2025

The trustees present their report and accounts for the year ended 31 May 2025. The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's memorandum and articles of association, the Charities Act 2011, the Companies Act 2006, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard application in the UK and Republic of Ireland (FRS 102).

Our purposes and activities

Our charity's purposes as set out in the objects contained in the company's memorandum of association are:

To protect, promote, and advance the human rights, including labour rights, of vulnerable individuals, including communities of migrant workers (as set out in the Universal Declaration of Human Rights, in particular, Articles 1, 2, 3, 4, 23, 24, 25 and in subsequent United Nations conventions and declarations and in relevant conventions and recommendations of the International Labour Organization) both locally and globally for the public benefit by all or any of the following means:

- Investigating human rights violations and monitoring human rights abuses.
- Reporting human rights violations to hold governments and businesses accountable.
- Advancing respect for human rights to empower individuals and communities.
- Research into human rights issues.
- Providing technical advice to government and other institutions on human rights matters.
- Raising awareness of human rights issues, equality, and diversity, specifically in the context of migrant workers and racial discrimination.
- Promoting public support for human rights.
- Commenting on proposed legislation by proposing solutions to human rights challenges to seek measures to eliminate defects in the implementation of human rights legislation.
- Promoting respect for human rights among individuals, corporations, and businesses.
- Contributing to the sound administration of human rights.
- Preventing and relieving poverty through undertaking and supporting research into factors that contribute to poverty and the most appropriate ways to mitigate these.

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2).'

The company works to benefit both current and potential victims of human rights abuses worldwide.

The trustees have considered this matter and concluded:

1. that the aims of the organisation continue to be charitable.
2. that the aims and the work done give identifiable benefits to the charitable sector and both indirectly and directly to individuals in need.
3. that the benefits are for the public, are not unreasonably restricted in any way and certainly not by ability to pay; and
4. that there is no detriment or harm arising from the aims or activities.

Achievements and performance

Equidem successfully navigated a period of extraordinary global disruption and possibility. In this context, Equidem’s mission—to defend and advance human rights in the world of work—proved relevant and impactful. By centring workers’ voices, conducting rigorous investigations, and promoting a positive vision of just and dignified workplaces, Equidem helped to bridge the gap between human rights ideals and everyday lived realities.

Equidem has advanced key research, advocacy, and partnership initiatives during this reporting period. These efforts have focused on promoting decent work, strengthening worker voice, and addressing human rights concerns within the care economy, the digital platform economies, the renewable energy sectors, and ongoing efforts to hold FIFA, the global football authority, accountable for labour exploitation. Through a combination of evidence-based research, strategic advocacy, and multi-stakeholder collaboration, Equidem deepened its engagement with state authorities, investors, corporate actors, trade unions, civil society organizations, and the media. These efforts have collectively contributed to advancing rights-based and worker-centred economic systems, while embedding worker voice into global policy and corporate accountability discussions.

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1. Research Outputs and Publications

Equidem produced and disseminated two major research reports during this period, both generating strong media traction, stakeholder engagement, and influence in policy and advocacy spaces. It also published a shorter research brief on the impact of climate change on workers.

[Investigation with The New York Times into Saudi Arabian e-commerce company Noon, June 2024](#)

Equidem carried out dozens of interviews with migrant workers in Saudi Arabia and the United Arab Emirates working for the e-commerce company “Noon”, which is often described as the “Amazon of the Gulf”. The investigation into the Saudi e-commerce company Noon found that many migrant delivery workers were subjected to conditions widely associated with modern slavery, including having their passports confiscated, being unable to leave or change jobs freely, and facing threats or intimidation if they complained or tried to quit. Workers described wage theft through arbitrary deductions, extremely long hours in harsh conditions such as intense heat, and in some cases physical abuse or confinement. These practices were often linked to a subcontracting system that obscured accountability and reinforced a broader structure similar to the kafala system, which gives employers significant control over workers’ legal status and mobility, creating a strong power imbalance that increases the risk of exploitation and forced labor-like conditions.

The investigation was a major achievement as The New York Times approached Equidem to investigate Noon due to our capabilities to safely, ethically and objectively document the conditions for migrant workers in the Gulf region. Noon is majority-owned by the Saudi Arabia government's national sovereign wealth fund. The company is also the major sponsor of the Newcastle United Football Club in the Premier League and therefore the investigation received significant attention in London. Equidem plans further campaigning work to ensure workers at Noon are compensated for any exploitation and going forward workers do not face exploitation. On account of Equidem's investigations and The New York Times' reporting, the Saudi Arabia authorities said they would launch an investigation into conditions for workers in Noon.

Rush to renewables: Toward migrant worker rights and a just energy transition in the Gulf, November 2024

The joint report by Equidem and the Business and Human Rights Resource Centre offers the first in-depth look at how the Gulf's renewable energy boom is intersecting with labour exploitation. Grounded in migrant worker testimonies, the study maps the renewable energy landscape across the six GCC countries, revealing the growing involvement of major global companies in developing solar, wind, and green hydrogen projects. It includes a UAE case study documenting abusive working conditions within solar and wind farms, energy retail, and parts distribution. The report also assesses leading renewables companies' human rights commitments against international labour standards, identifying good practices as well as critical policy gaps. Overall, it calls for governments, investors, and corporations to ensure that the shift to clean energy also delivers justice, dignity, and protection for migrant workers driving the transition.

Climate Change in the World of Work: Violence at The Systemic Edge, March 2025

These brief highlights the impact of climate change on workers, particularly women and vulnerable populations. The report is based on research with 700 climate-impacted workers from Asia and Africa and reveals previously unseen types of gendered violence in the world of work. It calls for urgent action to safeguard climate-impacted migrant workers and promote just transitions for all working people.

2. Knowledge sharing and campaigning efforts

Roundtable discussion with renewable energy industries operating in the GCC, January 2025

Equidem and Business and Human Rights Resource Center organized a roundtable discussion on our joint report "Rush to Renewables: Toward Migrant Worker Rights and a Just Energy Transition in the Gulf." And Equidem's extensive report in 2023 "Unjust Transitions" on exploitation and Occupational Safety and Health issues in the United Arab Emirates renewable energy sector. Two months on after the launch of the briefing, the closed-door event served to provide a space for off-the-record, honest and constructive discussion with industry players, many of whom were assessed and named for the briefing itself.

Participation in the side event at the 63rd Session of the Commission for Social Development (CSD), February 2025

At the 63rd Session of the Commission for Social Development, Equidem's investigator Geoffrey represented the worker community through a video message, highlighting the struggles and concerns of migrant workers in Qatar, and emphasizing the need for stronger commitments to labor justice and social cohesion in line with the Copenhagen Commitments and the 2030 Agenda.

Global Platform Workers Solidarity Project (March 2025 onwards)

In early 2025, Equidem along with its partner institution the Interfaith Center for Corporate Responsibility started preparing for the first-ever gathering of platform worker organisations in Geneva, Switzerland in June 2025. The purpose of the meeting was to engage platform worker groups in the start of negotiations towards a platform worker labour rights convention at the International Labour Organisation's International Labour Conference. Equidem was uniquely placed to further this exciting project given its own team includes former platform workers and its experts with significant knowledge on engaging workers and other impacted communities in the international labour system. Equidem plans to be the secretariat for the Global Platform Workers Solidarity Project as a hub for platform workers globally to receive capacity building support, uplift for their local campaigns on promoting safe, dignified and well-paid jobs, and coordinate their efforts better with others like them around the world.

Organisational development

Equidem further developed its internal governance, project management, staff support and internal systems during the reporting period. Most staff attended conferences and spoke to the media and policy makers in person and remotely. Equidem continues to provide professional development to all of its staff, including the six staff members who belong to migrant worker and essential worker communities in the Global South.

Financial matters

Building on the improvements in financial monitoring and reporting, Equidem successfully navigated the reporting period without cashflow challenges or other financial issues.

Programmatic

Equidem did not face any significant challenges during the reporting period, though the issues and geographies we focus on continued to be volatile and high risk. Notably, Equidem staff continued to perform their functions without any serious incidents.

Staffing

Equidem successfully hired for the new role of Head of Programmes, identifying an excellent candidate among several very good candidates. Unfortunately, the person hired had a serious health issue and Equidem decided to wait on her recovery rather than to re-hire for the role. We look forward to working with the new Head of Programmes when she is available and have already seen significant benefits during the short period, she was able to work with the organisation around project management, work activity streamlining, and building on policies and procedures developed during the previous reporting period.

One-to-one professional development meetings were held with all team members including our worker staff aimed at building their capacity and confidence and identifying leadership opportunities within the organization. The organisation continued to seek to increase representation of those from minority and marginalised backgrounds relevant to the geographies and the human rights issues that we cover.

Equidem staff continued to hold weekly and other regular internal and external meetings. Due to budgeting constraints, a long overdue face-to-face Global Team Meeting to be held in late 2025 was postponed. It will be held, tentatively, in 2026, subject to funding.

Funding

With the change of US government to the Trump Administration the ongoing funding for the Gulf Migrants Coalition was paused from January 25 2025, onwards and was expected to cease. However, following a US federal court ruling, the funding channel was re-opened, and new private foundation funding was secured once the US grant period ends in March 2026. Equidem also held advanced discussions with other foundations and philanthropic organisations in the United States, United Kingdom and Europe. In short, Equidem's private donor support remains strong.

Security

We faced no serious security threats. But work in the Gulf states remained high risk. State crackdowns on dissent in India, Bangladesh and Kenya also posed serious concerns to the labour rights movement in those countries. But Equidem staff followed our safeguarding and risk procedures and did not face any reprisals.

Our Approach

Equidem's work follows three broad approaches:

1. Exposing Injustice

To uncover the most hidden and serious human rights violations through research and investigations that centre, elevate, and amplify the voice, experience, and needs of the people directly affected.

2. Providing Solutions

To positively make the case for practical solutions to intractable human rights challenges and advocate the changes needed to impact lives of rights-holders and address systemic root causes.

3. Building the Movement

To increase grassroots and professional civil society's capacity to carry out research, engage in effective strategies for advocacy and institutional development; nurture community-led coalitions locally and internationally, including south-south cross-pollination of expertise and learning; and integrate and increase the visibility of marginalized groups' experiences in both online and offline global consciousness.

Thematic Areas

Equidem works across the following four thematic areas:

1. Democracy at Work

Labor rights are the expression of democratic power by workers in the economy, and therefore democratising the workplace is critical to full respect for the rights of workers and the full realisation of human rights.

2. Accountable Business

Business has a responsibility to respect human rights under international law and is increasingly accountable for that responsibility through legislation that applies to direct operations and transnational supply chains. This program theme involves innovative, targeted projects aimed at holding businesses accountable for meeting their responsibility to respect human rights.

3. Just Transitions

Climate change poses a critical threat to the safety, security, and rights of humans all over the planet. It is the responsibility of states and business actors to mitigate adverse outcomes and ensure a just transition with respect for human rights now and in the future. This theme involves projects aimed at respecting the rights of those most affected by climate change in the world of work and how states, businesses and the human rights movement can act to address and reverse these impacts.

4. Strengthening International Systems

International rights-based and rules-based systems are under threat, which represents a systemic threat to the possibility of achieving the full enjoyment of human rights. We aim to revitalise and strengthen international systems against capture and co-opting influences by authoritarian states and corporate interests, by working to re-capture the normative framing of human rights, expand the scope of state and corporate compliance, and enhance rights-holder ownership over international institutions. We shall hold states accountable for their responsibility to protect human rights in law by implementing and enforcing social and economic rights protections, and to address state violations of those responsibilities.

Values

Equidem's strives to be:

1. Representative

- of the communities whose rights we promote and defend; of the regions in which we work

- connected to, and connecting, local and global actors and spaces; to rightsholders and duty-bearers
- a diverse and interdisciplinary team bringing multiple perspectives from different professional fields and socioeconomic backgrounds; we embrace and encourage our differences that make us unique individuals and a strong team

2. Innovative

- cutting-edge, creative, and agenda setting
- responsive to the ever-changing dynamics within which human rights are impacted
- original in our approach and added value, complementing not duplicating the work of others

3. Collaborative

- as part of a wider human rights and social movement, we are only as strong as we are united
- working together with others not only to further Equidem's own aims but those of others promoting human rights

4. Ethical

- living the values we are promoting in the ways we work and operate, how we treat our staff and stakeholders, and how we express our professionalism
- accountable to and honest with the communities we serve, our partners, funders, staff, and board members
people's physical and psychological well-being comes above all else
- respecting the environment: limiting negative impacts and striving for sustainability in our work and activities

5. Rigorous

- Equidem is Latin for rigorous. Being thorough, precise and unrelenting is key to how we operate and the work we do

Organisational Capacity and Experience

Equidem staff are specialists in ethically and objectively investigating human rights abuses including forced labor, human trafficking, deceptive recruitment, and other human rights abuse.

Our global teams on the ground are supported by Equidem's offices in the United Kingdom and operational hubs in Kenya and Nepal, further supported by thematic experts from diverse disciplines and sectors located across the world. This bridge between the Global South and the Global North places Equidem in a unique position to facilitate connections, and actions. We connect local communities and grassroots movements with policy makers and institutions at a global level.

Equidem's approach to research and advocacy is premised on systems thinking, which entails engaging with stakeholders ranging from worker activists and trade unions to governments and industry. Our approach to an issue is heavily informed by the nature of the issue itself and the need for innovative methods to combat problems ranging from global tendencies towards authoritarianism, to the wide-ranging clampdowns on freedom of expression and association. With the constant evolution of labour markets, we are acutely aware of the need to develop new ways of combating the shifting pressures on workers in the world of work, together with increased incidences of modern slavery, and the erosion of human rights protections worldwide. Given this context, our research and advocacy assume a hybrid

approach, with increasing numbers of public-facing reports and a greater amount of campaigning.

Financial review

The charity's income during the reporting period was £463,810. The charity was able to secure a number of key grants in the year. Total expenditure was £467,687, resulting in a net deficit for the year of £3,876 and total reserves of £103,139.

Reserves policy

The charity holds reserves to ensure that it can meet its ongoing obligations to staff, suppliers and beneficiaries in the event of fluctuations in incomes, and to allow for an orderly wind-down if required.

Free reserves are defined as unrestricted funds excluding any funds invested in fixed assets.

At 31 May 2025, the charity held total funds of £103,139, all of which were unrestricted. The charity did not hold any designated funds or restricted funds at the year end, and therefore free reserves were £103,139.

The trustees' policy is to maintain free reserves equivalent to between three and six months of operating expenditure. Based on current expenditure levels, the charity's free reserves at the year end represent approximately three months of expenditure, which is within the lower end of the target range.

The trustees will continue to monitor reserves levels closely to ensure that they remain appropriate in light of the charity's funding profile and operational risks.

Investment powers and policy

The charity is seeking to build reserves in line with the charity's reserves policy, with plans to consider opportunities for long-term investment over the forthcoming financial year.

Plans for future periods

Equidem's work plans for the period to 2026 are based on the Strategy Plan approved by the board along with ongoing monitoring, evaluation and learnings processes that involve Equidem staff and external stakeholders, including survivors of modern slavery and other groups at risk of human rights abuse. As the organisation has cleared the first two years of its existence as a charity, the trustees with the support of the CEO are considering a refresh of the organisation's strategy to reflect its position as a genuinely global human rights organisation centred on the world of work.

Equidem will continue the process of implementing our policies and staff handbook and continuing to develop and implement our "ways of working" guidelines for all functions and roles in the organisation. To meet these demands effectively, Equidem will continue to fundraise to bring in much needed further resources for key staff roles such as a Head of Programmes, Head of Communications, Head of Operations, and other roles, and for infrastructure support including physical offices, project management software and other resources.

The trustees have tasked the CEO to develop a detailed programmatic workplan for the period 2026 to the end of 2028 covering the thematic areas of democracy at work (labour rights), accountable business, just transitions (climate change and human rights), and international systems reforms. The geographic focus of our work has expanded to cover every major continent namely Africa, Asia, the Middle East, North America and South America. This is because the first two years of the charity's existence were dominated by set up demands and delivering on existing and legacy projects. The CEO is in the process of developing the programmatic workplan in-line with the existing strategy approved by the Board with the support of Equidem staff.

Structure, Governance and Management

Governing Document

The organisation has been a registered since May 26th, 2022. The Equidem company limited by guarantee was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

The organisation is led by a Board of Trustees who are all directors of the Equidem company limited by guarantee. The Chief Executive Officer (CEO) is responsible for the overall management of the organisation on a day-to-day basis and is responsible for implementing the strategy and vision approved by the Board. The CEO leads a Management Team consisting of a Head of Programme, a Head of Research, Policy and Innovation, and an Operations lead. Due to current resource levels, the CEO is also the Acting Head of Comms and Acting Head of Fundraising. Below the management team, Equidem has an investigations unit that is led by an experienced human right professional and staffed with a talented team of modern slavery survivor worker investigators. The Head of Research, Policy and Innovation supervises a team of research managers.

Project plans are developed by the CEO with the support of managers and other staff, while the Head of Programmes is responsible for the implementation of these plans and oversight of staff compliance with related competencies with input from other managers.

Trustees

The Equidem Trustees bring a wide range of key competencies and senior expertise to the strategic and operational development of our not-for-profit entity and future focus as a human rights organisation.

The Equidem Board continue to focus on ensuring best practice compliance and financial management controls alongside refining our Theory of Change model and organisational structure, whilst maintaining our rightsholder-centred approach, including strengthening, and building the capacity the Equidem team, many of whom are rights holders themselves. Equidem now have a full suite of HR policies, procedures and documents that align with Equidem's core values and philosophy.¹

New trustees are inducted via a meeting with management. Trustees are provided with a copy of the Charity Commission's introductory guidance for trustees. New trustees are also asked to complete a personal details form, a declaration of interests, and a skills audit to identify training needs. The trustees meet on a quarterly basis and oversee the strategic direction of the charity. The day-to-day operations and management are delegated to the Chief Executive

¹ See Appendix 1 for a full list of Equidem policies and guidance

Officer. None of the trustees receive remuneration or other benefit from their work with the charity.

Changes to the Board of Trustees:

- Paul Watson resigned as Chair of Board in February 2026
- John James Bulstrode resigned as Trustee in February 2026
- Joanne Mariner appointed as the new Chair of Board in February 2026

Risk management

The trustees have reviewed the major risks to which the charity is exposed. A risk register is in force which is updated annually. Where appropriate, systems or procedures have been established to mitigate the risks, and these are periodically reviewed to ensure that they continue to meet the needs of the charity. The trustees deem that appropriate measures are currently in place to mitigate risk.

Equidem Key Policies and Guidance

- Adoption Leave Policy
- Alcohol/Substance Misuse Policy
- Anti-Corruption Policy
- Anti-Facilitation of Tax Evasion Policy
- Bereavement Leave Policy
- Capability Policy
- Data Protection Policy
- Disciplinary Policy
- Diversity, Equity & Inclusion Policy
- Flexible Working Policy
- Grievance Policy
- Holidays and Absence Policy
- Home Working Policy
- IT Usage Policy
- Maternity Leave Policy
- Mental Health Policy
- Outside Business Interests Guidance
- Paternity Leave Policy
- Parental Leave Policy
- Public Interest Disclosure Policy
- Safeguarding Policy
- Safe Recruitment Policy
- Sickness Absence Policy
- Social Media Policy
- Travel and Expense Policy
- Whistleblowing Policy

Trustees' responsibilities in relation to the financial statements

The trustees (who are also the directors for the purpose of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations. Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees must prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they 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 these financial statements, the trustees are required to:

- a) select suitable accounting policies and then apply them consistently.
- b) observe the methods and principles in the Charities SORP.
- c) make judgments and accounting estimates that are reasonable and prudent.
- d) state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- e) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

In so far as the trustees are aware, there is no relevant information (as defined in the Charities Act 2011 or applicable regulations) of which the charity's independent examiner is unaware, and the trustees have taken all steps they ought to have taken to make themselves aware of such information.

They have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant information and to establish that the charitable company's independent examiners are aware of that information.

By order of the board of trustees

Joanne Mariner

Joanne Mariner

DATE: March 31, 2026

Equidem

Independent Examiner's Report to the Members of Equidem

I report on the accounts of the company for the year ended 31 May 2025, which are set out on pages 16 to 25

Respective responsibilities of trustee and examiner

The trustees (who are also the directors of the company for the purposes of company law) are responsible for the preparation of the accounts. The trustees consider that an audit is not required for this year under the provisions of the Companies Act 2006 ("the 2006 Act") and that an independent examination is required.

Having satisfied myself that the company is not subject to audit under company law and is eligible for independent examination, it is my responsibility to:

- examine the accounts under section 145 of the Charities Act 2011 ("the 2011 Act");
- follow the procedures laid down in the general Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act; and
- state whether particular matters have come to my attention.

Basis of Independent Examiner's Report

My examination was carried out in accordance with the general Directions given by the Charity Commission. An examination includes a review of the accounting records kept by the charity and a comparison of the accounts presented with those records.

It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from you as trustees concerning any such matters.

The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently no opinion is given as to whether the accounts present a 'true and fair view', and the report is limited to those matters set out in the statement below.

Independent Examiner's Statement

In connection with my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements:
 - to keep accounting records in accordance with section 386 of the 2006 Act; and
 - to prepare accounts which accord with the accounting records, comply with the accounting requirements of section 396 of the 2006 Act and with the methods and principles of the Statement of Recommended Practice: Accounting and Reporting by CharitiesHave not been met; or
- (2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.



R Newman FMAAT FAIA FFA ATT
Carter Collins and Myer
Chichester House
2 Chichester Street
Rochdale
OL16 2AX

Date: 31 March 2026

Equidem

Statement of Financial Activities for the Year Ended 31st May 2025

		Unrestricted Funds 2025	Restricted Funds 2025	Total 2025	Total 2024
	Note	£	£	£	£
Income					
Donations	2	52,364	-	52,364	3,181
Income from charitable activities	3	411,446	-	411,446	532,691
Total Income		463,810	-	463,810	535,872
Expenditure					
Cost of generating funds		7,071	-	7,071	38,164
Direct charitable expenditure	4	455,086	5,530	460,616	713,830
Total Expenditure		462,157	5,530	467,687	751,994
Net movement in funds		1,654	(5,530)	(3,876)	(216,122)
Transfers between funds	10	(7)	7	-	-
Total funds brought forward		101,492	5,523	107,015	268,953
Total funds carried forward	10	103,139	-	103,139	52,831

The statement of financial activities includes all gains and losses in the year.

All incoming resources and resources expended derive from continuing activities.

Equidem

for the Year Ended 31 May 2025

	Note	2025 £	2024 £
Fixed Assets			
Tangible assets	7	1,248	1,873
Current Assets			
Debtors	8	-	150,032
Cash at bank and in hand		162,652	32,595
		162,652	182,627
Creditors			
Amounts falling due in one year	9	(60,762)	(77,485)
Net Current Assets		101,891	105,142
Net Assets		103,139	107,015
Funds of the Charity			
Unrestricted funds		103,139	101,492
Restricted funds		-	5,523
Total Funds	11	103,139	107,015

The charitable company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the year ended 31 May 2025

The members have not required the charitable company to obtain an audit of its financial statements for the year ended 31 May 2025 in accordance with Section 476 of the Companies Act 2006.

The trustees acknowledge their responsibilities for

- ensuring that the charitable company keeps accounting records that comply with Sections 386 and 387 of the Companies Act 2006 and
- preparing financial statements which give a true and fair view of the state of affairs of the charitable company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the charitable company.

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies and with 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) (effective 1 January 2015).

Approved by the Board and signed on their behalf by:

Joanne Mariner

Date: 31st March 2026

Equidem

Statement of Cashflow for the Year Ended 31st May 2025

		Total 2025	Total 2024
		£	£
Cash flows from operating activities:			
Net (expenditure) / income for the year		(3,876)	(216,122)
Adjustments to cash flows from non-cash items:			
Depreciation and amortisation	7	625	625
		(3,251)	(215,497)
Working capital adjustments			
Decrease / (increase) in debtors	8	150,032	(132,852)
(Decrease) / increase in creditors	9	(16,723)	(82,140)
		130,057	(430,489)
Net cash flow from operations			
Cash flows from investing activities			
Purchase of tangible fixed assets	7	-	(2,498)
		-	(2,498)
Net (decrease) / increase in cash and cash equivalents			
		130,057	(432,987)
Cash and cash equivalents at the beginning of the reporting period			
		32,595	465,582
Cash and cash equivalents at the end of the reporting period			
		162,652	32,595
Analysis of cash and cash equivalents			
Cash at Bank		162,652	32,595
Total cash and cash equivalents		162,652	32,595

Equidem

Notes to the Financial Statements for the Year Ended 31st May 2025

1 Accounting policies

General information and basis of accounting

Equidem is a company limited by guarantee incorporated in the United Kingdom under the Companies Act. Each member of the charity undertakes to contribute a maximum of £1 to the charity's assets if it should be wound up while they are a member or within one year after they cease to be a member. The address of the registered office is given on page 3. The nature of the charity's operations and its principal activity are set out in the Trustees Report.

The financial statements have been prepared on the historical cost basis and in accordance with the accounting and reporting by Charities: Statements of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS102) (effective 1 January 2019)- (Charities SORP (FRS102)) and the Companies Act 2006.

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

Going Concern

The trustees assess whether the use of going concern is appropriate i.e. whether there are any material uncertainties related to events or conditions that may cast significant doubt on the ability of the company to continue as a going concern. The trustees make this assessment in respect of a period of at least one year from the date of authorisation for issue of the financial statements and have concluded that the charity has adequate resources to continue in operational existence for the foreseeable future and there are no material uncertainties about the charity's ability to continue as a going concern, this they continue to adopt the going concern basis of accounting in preparing the financial statements.

Incoming resources

All incoming resources are included in the Statement of Financial Activities when the charity is entitled to the income and the amount can be quantified with reasonable accuracy. The following specific policies are applied to particular categories of income:

- Voluntary income is received by way of grants, contributions and gifts and is included in full in the Statement of Financial Activities when receivable. Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Donated services and facilities are included at the value to the charity where this can be quantified. The value of services provided by volunteers has not been included in these accounts.
- Investment income is included when receivable.
- Incoming resources from charitable trading activity are accounted for when earned.
- Incoming resources from grants, where related to performance and specific deliverables, are accounted for as the charity earns the right to consideration by its performance.

Resources expended

Expenditure is recognised on an accrual basis when a liability is incurred. Expenditure includes any VAT which cannot be fully recovered and is included as part of the expenditure to which it relates.

Tangible fixed assets

Fixed assets are stated at cost less accumulated depreciation. Individual items costing less than £1,000 are not capitalised.

Tangible fixed assets are depreciated on a straight line basis over their estimated useful lives as follows:

Computer equipment	25%
--------------------	-----

Debtors

Other debtors are recognised at the settlement amount due and prepayments are value at the amount prepaid.

Cash at bank and in hand

Cash at bank and in hand compromise cash on hand and call deposits that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Creditors

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

Taxation

The company is a registered charity and is therefore not liable to corporation tax to the extent that income and gains are applied for charitable purposes.

Fund accounting

General funds are unrestricted funds receivable or generated for the objects of the company without further specified purpose and are available as general funds.

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets this criterion is charged to the fund, together with a fair allocation of management and support costs.

Financial instruments

The charity only holds basic financial instruments as defined in FRS 102. The financial assets and liabilities of the charity and their measurements are as follows:

Financial assets - trade and other debtors are basic financial instruments and are debt instruments measured at amortised cost. Prepayments are not financial instruments.

Cash at bank - is classified as a basic financial instrument and is measured at face value.

Financial liabilities - trade creditors, accruals and other creditors are financial instruments, and are measured at amortised cost. Taxation and social security are not included in the financial instruments disclosure definition. Deferred income is not deemed to be a financial liability, as the cash settlement has already taken place and there is an obligation to deliver services rather than cash or another financial instrument.

2. Donations

	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Donations				
US State Department	27,721	-	27,721	-
Individuals	9,644	-	9,644	3,160
Other donations < £15,000	15,000	-	15,000	21
TOTAL	52,364	-	52,364	3,181

3. Income from charitable activities

	Unrestricted Funds £	Restricted Funds £	Total 2025 £	Total 2024 £
Grant Income				
Humanity United	222,876	-	222,876	791
Ford Foundation	175,590	-	175,590	440,586
JTIP	-	-	-	51,861
ITV	-	-	-	10,000
Singrid Rausing Trust SRT	-	-	-	15,000
Other Grants < £15,000	12,954	-	12,954	14,453
	<u>411,420</u>	<u>-</u>	<u>411,420</u>	<u>532,691</u>
Other Income				
Bank Interest Received	26	-	26	-
	<u>411,446</u>	<u>-</u>	<u>411,446</u>	<u>532,691</u>

4. Direct charitable expenditure

	Total Unrestricted £	Restricted £	2025 Total £	2024 Total £
Charitable expenditure				
Grants to individuals	-	5,530	5,530	3,012
Consultancy	233,818	-	233,818	352,937
Wages	163,827	-	163,827	199,521
Travel and subsistence	13,650	-	13,650	21,534
Printing, post, stationery etc	824	-	824	4,249
Staff Costs/Wellbeing	523	-	523	24,017
Sundry	207	-	207	37
Software and licences	2,073	-	2,073	3,617
Insurance	8,469	-	8,469	8,314
Subscriptions and memberships	3,859	-	3,859	1,295
Telephone & internet	1,107	-	1,107	1,045
Room hire	6,038	-	6,038	12,452
Other professional services	9,833	-	9,833	15,395
Accountancy fees	4,252	-	4,252	64,671
Bank Charges	368	-	368	1,108
Exchange Gains or Losses	5,614	-	5,614	-
Depreciation	625	-	625	625
	<u>455,086</u>	<u>5,530</u>	<u>460,616</u>	<u>713,830</u>

5. Wages and salaries

	2025	2024
	£	£
Wages and salaries	143,664	177,805
Social security costs	17,418	17,537
Pension contributions	2,745	4,179
	<u>163,827</u>	<u>199,521</u>

No individual employee was paid between £70,000 - £80,000 (2024: One)

One individual employee was paid between £90,000 - £100,000 (2024: One)

The key management personnel of the charity is considered to be the chief executive officer. The total costs to the charity of employee benefits for the key management personnel were £94,740 (2024: £95,399).

The charity operates a defined contribution pension scheme for all qualifying employees. The assets of the scheme are held separately from those of the charity in an independently administered fund.

The charge to profit or loss in respect of defined contribution schemes was £2,745 (2024: £4,179)

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

	2025	2024
Number of staff	<u>2</u>	<u>3</u>

6. Net incoming resources before transfers

	2025	2024
	£	£
This is stated after charging:		
Depreciation	625	625
Accountants remuneration:		
Independent Examination	1,320	3,708
Accountancy Fee	2,898	8,381
	<u>4,843</u>	<u>12,714</u>

7. Tangible Fixed Assets

	Office Equipment £	Total 2025 £
COST		
At 01.06.2024	2,498	2,498
Additions	-	-
Transfer Additions	-	-
Disposals	-	-
At 31.05.2025	<u>2,498</u>	<u>2,498</u>
DEPRECIATION		
At 01.06.2024	625	625
Transfer Depn b/f	-	-
Charges	625	625
Disposals	-	-
At 31.05.2025	<u>1,250</u>	<u>1,250</u>
NBV		
At 31.05.2025	<u>1,248</u>	<u>1,248</u>
At 31.05.2024	<u>1,873</u>	<u>1,873</u>

8. Debtors

	2025 £	2024 £
Trade Debtors	-	-
Accrued Income	-	150,032
	<u>-</u>	<u>150,032</u>

9. Creditors: amounts falling due in less than one year

	2025 £	2024 £
Trade Creditors	-	6,505
Accruals and deferred income	12,707	8,489
Social security and other taxes	40,762	19,431
Amounts owed to related parties	6,809	40,942
Other creditors	483	2,118
	<u>60,762</u>	<u>77,485</u>

10. Statement of Funds

	At 01.06.2024 £	Incoming resources £	Outgoing resources £	Transfers £	At 31.05.2025 £
Restricted funds					
Craig Foster	5,523	-	(5,530)	7	-
	5,523	-	(5,530)	7	-
Unrestricted Funds					
General Funds	101,492	463,810	(462,157)	(7)	103,139
	101,492	463,810	(462,157)	(7)	103,139
Total Funds	107,015	463,810	(467,687)	-	103,139

Statement of Funds - prior year

	At 01.06.2023 £	Incoming resources £	Outgoing resources £	Transfers £	At 31.05.2024 £
Restricted funds					
JTIP	-	51,861	(51,844)	(17)	-
ITV-Qatar	-	8,536	(3,013)		5,523
Craig Foster	-	10,000	(9,997)	(3)	-
	-	70,397	(64,854)	(20)	5,523
Unrestricted Funds					
General Funds	323,137	465,475	(687,140)	20	101,492
	323,137	465,475	(687,140)	20	101,492
Total Funds	323,137	535,872	(751,994)	-	107,015

Craig Foster - restricted funds to provide support for 3 families, one in Bangladesh and two in Nepal

11. Analysis of Net Assets Between Funds

	Unrestricted Funds £	Restricted Funds £	Total Funds £
Tangible Fixed Assets	1,248	-	1,248
Net current Assets	101,891	-	101,891
	103,139	-	103,139

12. Related Party Transactions

Equidem Research and Consulting Limited

At the year end, the charity owed the above company £6,809 (2024: £40,942), a company which is 100% owned by chief executive officer S M Qadri. The loan provided bank facilities during the 2023 financial year allowing the charity to pay salaries and invoices.

13. Company limited by guarantee

The company was incorporated as a company limited by guarantee and has no share capital. The guarantee to the company is £1 per member on the winding up of the company. At 31 May 2025 the company had 7 members and the total amount guaranteed was therefore £7

EQUIDEM

England & Wales - Charity number 1199107

Accounts

Equidem
(A charitable company limited by guarantee)
Report and Financial Statements
For the year ended 31 May 2023

Charity registration no 1199107

Company registration no 13396094

Equidem

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Reference and administrative details

Trustees
Nazma Akter
Clive Baldwin
John-James Bulstrode (appointed June 2022)
Ruth Khakame (appointed June 2022)
Joanne Mariner
Sarah Nankivell
Paul Watson (Chair)

Registered Office
Kemp House
160 City Road
London
England
EC1V 2NX

Charity number 1199107

Company number 13396094

Independent Examiner
Michelle Ferris BSc (Hons) FCA DChA
Albert Goodman LLP
Goodwood House
Blackbrook Park Avenue
Taunton
Somerset
TA1 2PX
United Kingdom

Bankers
Virgin Money
154-158 Kensington High Street
London
W8 7RL
United Kingdom

Equidem

Report for the year ending 31 May 2023

The trustees present their report and accounts for the year ended 31 May 2023. The accounts have been prepared in accordance with the accounting policies set out in note 1 to the accounts and comply with the charity's memorandum and articles of association, the Charities Act 2011, the Companies Act 2006, and Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard application in the UK and Republic of Ireland (FRS 102).

Our purposes and activities

Our charity's purpose as set out in the objects contained in the company's memorandum of association are:

To protect, promote, and advance the human rights, including labour rights, of vulnerable individuals, including communities of migrant workers (as set out in the Universal Declaration of Human Rights, in particular, Articles 1, 2, 3, 4, 23, 24, 25 and in subsequent United Nations conventions and declarations and in relevant conventions and recommendations of the International Labour Organization) both locally and globally for the public benefit by all or any of the following means:

- Investigating human rights violations and monitoring human rights abuse;
- Reporting human rights violations to hold governments and businesses accountable;
- Advancing respect for human rights to empower individuals and communities;
- Research into human rights issues;
- Providing technical advice to government and other institutions on human rights matters;
- Raising awareness of human rights issues, equality, and diversity, specifically in the context of migrant workers and racial discrimination;
- Promoting public support for human rights;
- Commenting on proposed legislation by proposing solutions to human rights challenges to seek measures to eliminate defects in the implementation of human rights legislation;
- Promoting respect for human rights among individuals, corporations, and businesses;
- Contributing to the sound administration of human rights;
- Preventing and relieving poverty through undertaking and supporting research into factors that contribute to poverty and the most appropriate ways to mitigate these.

In shaping our objectives for the year and planning our activities, the trustees have considered the Charity Commission's guidance on public benefit, including the guidance 'public benefit: running a charity (PB2).

The company works to benefit both current and potential victims of human rights abuses worldwide.

The trustees have considered this matter and concluded:

1. that the aims of the organisation continue to be charitable;
2. that the aims and the work done give identifiable benefits to the charitable sector and both indirectly and directly to individuals in need;
3. that the benefits are for the public, are not unreasonably restricted in any way and certainly not by ability to pay; and
4. that there is no detriment or harm arising from the aims or activities.

Achievements and performance

This report marks a significant milestone in the set up and operation of Equidem. It details a number of projects and collaborations as we continue to consolidate our new organizational structure and ways of working. Our journey has already been marked by important human rights impacts and deepening ties with grassroots NGOs, INGOs, government stakeholders, and businesses, reflecting our commitment to partnership and collective impact.

Equidem is a human rightsholder-centred, Global Majority-first labour rights and human rights organisation. Our vision is a world in which human rights can be enjoyed by everyone in society by virtue of:

- A human rights movement that is diverse and locally relevant with rightsholders at its centre
- Robust national and global regulation that upholds human rights, holds accountable those responsible for human rights abuses, and provides remedy to victims

Throughout 2022/23 Equidem embarked on a transition towards becoming a fully operational not-for-profit charity. By the end of this period we have established a complex multi-national organisation that is legally compliant in the United Kingdom and across multiple jurisdictions and resilient in terms of legal, digital, and physical risks and threats. In doing so we have created an incredibly diverse, dynamic and collaborative team despite working across several time zones, different languages, cultures, levels of experience and work practices. Equidem thrives on this diversity, collaboration, and a shared commitment to our values and ethos.

Our Approach:

Equidem's work follows three broad approaches

Exposing Injustice

To uncover the most hidden and serious human rights violations through research and investigations that centre, elevate, and amplify the voice, experience, and needs of the people directly affected.

Providing Solutions

To positively make the case for practical solutions to intractable human rights challenges and advocate the changes needed to impact lives of rights-holders and address systemic root causes.

Building the Movement

To increase grassroots and professional civil society's capacity to carry out research, engage in effective strategies for advocacy and institutional development; nurture community-led coalitions locally and internationally, including south-south cross-pollination of expertise and learning; and integrate and increase the visibility of marginalized groups' experiences in both online and offline global consciousness.

Equidem works across the following four thematic areas:

Democracy at work

Labor rights are the expression of democratic power by workers in the economy, and therefore democratising the workplace is critical to full respect for the rights of workers and the full realisation of human rights.

Accountable Business

Business has a responsibility to respect human rights under international law and is increasingly accountable for that responsibility through legislation that applies to direct operations and transnational supply chains. This program theme involves innovative, targeted projects aimed at holding businesses accountable for meeting their responsibility to respect human rights.

Just Transitions

Climate change poses a critical threat to the safety, security, and rights of humans all over the planet. It is the responsibility of states and business actors to mitigate adverse outcomes and ensure a just transition with respect for human rights now and in the future. This theme involves projects aimed at respecting the rights of those most affected by climate change in the world of work and how states, businesses and the human rights movement can act to address and reverse these impacts.

Strengthening International Systems

International rights-based and rules-based systems are under threat, which represents a systemic threat to the possibility of achieving the full enjoyment of human rights. We aim to revitalise and strengthen international systems against capture and co-opting influences by authoritarian states and corporate interests, by working to re-capture the normative framing of human rights, expand the scope of state and corporate compliance, and enhance rights-holder ownership over international institutions. We shall hold states accountable for their responsibility to protect human rights in law by implementing and enforcing social and economic rights protections, and to address state violations of those responsibilities.

Equidem's values:

Representative

- of the communities whose rights we promote and defend; of the regions in which we work
- connected to, and connecting, local and global actors and spaces; to rightsholders and duty-bearers
- a diverse and interdisciplinary team bringing multiple perspectives from different professional fields and socioeconomic backgrounds; we embrace and encourage our differences that make us unique individuals and a strong team

Innovative

- striving to be cutting-edge, creative, and agenda setting
- responsive to the ever-changing dynamics within which human rights are impacted
- original in our approach and added value, complementing not duplicating the work of others

Collaborative

- as part of a wider human rights and social movement, we are only as strong as we are united
- working together with others not only to further Equidem's own aims but those of others promoting human rights

Ethical

- living the values we are promoting in the ways we work and operate, how we treat our staff and stakeholders, and how we express our professionalism
- accountable to and honest with the communities we serve, our partners, funders, staff, and board members
people's physical and psychological well-being comes above all else
- respecting the environment: limiting negative impacts and striving for sustainability in our work and activities

Rigorous

- Equidem is Latin for rigorous. Being thorough, precise and unrelenting is key to how we operate and the work we do

Organisational Capacity and Experience

Equidem are specialists in ethically and objectively investigating human rights abuses including forced labor, human trafficking, deceptive recruitment, and other human rights abuse.

Our global teams on the ground are supported by Equidem's offices in the United Kingdom and operational hubs in Kenya and Nepal, further supported by thematic experts from diverse disciplines and sectors located across the world. This bridge between the Global South and the Global North places Equidem in a unique position to facilitate connections, and actions. We connect local communities and grassroots movements with policy makers and institutions at a global level.

Equidem's approach to research and advocacy is premised on systems thinking, which entails engaging with stakeholders ranging from worker activists and trade unions to governments and industry. Our approach to an issue is heavily informed by the nature of the issue itself and the need for innovative methods to combat problems ranging from global tendencies towards authoritarianism, to the wide-ranging clampdowns on freedom of expression and association. With the constant evolution of labour markets, we are acutely aware of the need to develop new ways of combating the shifting pressures on workers in the world of work, together with increased incidences of modern slavery, and the erosion of human rights protections worldwide. Given this context, our research and advocacy assume a hybrid approach, with only a small proportion of our work culminating in a public-facing report and campaign. Some examples of our recent public-facing work include:

["If we complain, we are fired"](#) In this report, migrant workers from Africa and Asia employed as construction workers and security guards at FIFA World Cup Qatar 2022 stadiums describe – in their own words, efforts made by their employers to cover up or evade investigations into worker deaths, nationality-based discrimination, wage theft, illegal recruitment, forced labor, overwork, workplace violence, health and safety risks, and practices used by employers to create a captive and controllable workforce.

["We work like robots"](#) In this report, women and men from Africa and Asia working at Qatar World Cup hotels describe - in their own words, the sexual harassment, nationality- and gender-based discrimination, wage theft, health and safety risks, sudden loss of employment, and illegal recruitment charges they faced in their work. The legal and governmental context fuels these rights violations: Workers are denied the fundamental right to associate, subjected to intensive surveillance and employer control, and fear retaliation-including employer-instigated deportation - for defending their rights and interests.

Impacts and outcomes we are most proud of this year:

1. Equidem successfully completed the set up of its operations in the UK across all key functions, and hired and onboarded staff in Britain and several countries of Africa, Asia and the Middle East. The Equidem team has expanded over the last year, with key positions successfully recruited and onboarded. We now have a full-time staff headcount of twenty-two, alongside a roster of casual staff and consultant experts across various global locations. Equidem has spent significant resources to build an organisational culture that reflects the values, diversity and inclusivity around respect for human rights inside the organisation that we seek to promote in the world beyond our doors.
2. We continued to expand our footprint within the NGO ecosystem to include formal collaborations with leading human rights and worker-led organisations – Anti-Slavery International, Pravasi Nepali Coordination Committee (PNCC) (a migrant worker-led organisation in Nepal), Shramik Sanjal (a migrant worker-led organisation in Nepal), International Domestic Workers Federation (IDWF), Global Labor Justice – International Labor Rights Forum (a US section 501(c)(3) not for profit), and Solidarity Center (a US section 501(c)(3) not for profit). Informal partners include two global union federations: Building and Wood Workers' International (BWI) and The International Transport Workers' Federation (ITF), as well as the Kenya Union of Domestic, Hotels, Educational Institutions, Hospitals and Allied Workers (KUDHEIHA). Equidem has provided expert human rights information to the United States Department of State Bureau of Democracy, Human Rights and Labor; and the Governments of Nepal, Kenya, and Pakistan.
3. Our FIFA World Cup 2022 Qatar investigation campaigns received significant public interest and over 144 pieces of online/offline coverage with an estimated viewing audience of 9.27M. Key coverage included the following:

The Guardian:

[Stadiums of shame: the numbers World Cup hosts Qatar don't want to be seen | World Cup 2022](#)

Rolling Stone:

[World Cup Stadium Workers Blow the Whistle on Qatar's 'Coverup' of Migrant Deaths and Suffering](#)

The Independent:

[Qatar migrant workers suffered discrimination and wage theft, new report finds](#)

CBS News:

[EU condemns Qatar over alleged human rights abuses ahead of World Cup](#)

[Rights group estimates "hundreds of workers have died to make" Qatar World Cup possible](#)

NPR:

[Building Qatar's World Cup stadiums took a tremendous toll, migrant workers say](#)
[Goats and Soda](#)

CNN:

[Qatar World Cup: Plight of migrant workers casts shadow over World Cup](#)

HuffPost:

[Qatar World Cup's Labor Abuse Amounts To 'Modern Slavery,' New Report Says](#)

4. We started the process of developing a new area of work on the link between climate change and human rights. Equidem explored the link between climate change and labour migration to Qatar and other Gulf countries based on multiple formal and informal discussions with former migrant workers and their communities in Kenya, Bangladesh and Pakistan, discussions with PNCC in Nepal, and Awaj Foundation in Bangladesh. Equidem has also started to develop programmatic work relating to labour conditions in the renewable sector in Kenya and other parts of Africa with academics and non-governmental organisations in the region and globally.
5. Coordination with Global Union Federations to promote ongoing scrutiny of labour rights in Qatar and support their technical cooperation agreements with the International Labour Organisation (ILO) in the country. We also carried out ongoing research and policy analysis and advice relevant to FIFA's human rights impacts and future Football World Cup tournaments.
6. Developed innovative programmatic workplan for the period 2024-25 and beyond for promoting labour rights, corporate accountability, addressing climate change impacts on human rights, and supporting accountable and people-centred international systems globally.

Financial review

The charity's income was £678,591. The charity was able to secure a number of key grants in the year. Total expenditure was £359,646, resulting in a net surplus/deficit for the year of £318,945 and total reserves of £323,137.

Reserves policy

Equidem recognises that it needs to hold reserves in order to meet its obligations to suppliers and staff in the event of cashflow fluctuations or an unexpected drop in income, allow it to take advantage of emerging opportunities, and, in extremis, allow it to wind down in an orderly manner. Our reserves are split into restricted and unrestricted. Unrestricted reserves are the cumulative sum of unrestricted income surpluses. Restricted reserves are generated from income that does have restrictions on its use imposed by a donor or other third party. The charity's policy is to hold unrestricted free reserves that are sufficient to cover: three to six month's fixed expenditure, and the amount needed to wind down the charity in an orderly manner.

Equidem's Reserves policy requires us to have 3-6 months of reserves. For the reporting period of the Annual Report ie FY 2022-23 Equidem had £323,137 carried forward and thus sufficient funds to cover around 6 months of operations. The difference between carried forward funds and the reserves were used for operational setup costs for the Charity.

There are no material amounts which have been committed by the Board of Trustees at the end of the year.

Investment powers and policy

The charity is seeking to build reserves in line with the charity's reserves policy. As most of the charity's funds are to be spent in the short term there are currently no funds available for long-term investment.

Plans for future periods

Equidem's work plans for the period to 2024 are based on the Strategy Plan approved by the board. It involves:

- Continuing the process of implementing our policies and staff handbook, and developing "ways of working" guidelines for all functions and roles in the organisation. To meet these demands effectively, Equidem will continue to fundraise to bring in much needed further resources for key staff roles such as a Head of Programmes, Head of Communications, Head of Operations, and other roles, and for infrastructure support including physical offices, project management software and other resources.
- Conducting one to one professional development meetings with all team members including our worker staff aimed at building their capacity, confidence and identifying leadership opportunities within the organization. We are also seeking to increase representation of those from minority and marginalised backgrounds relevant to the geographies and the human rights issues that we work on.
- Developing a detailed two-year programmatic workplan for the period 2024-25 covering the thematic areas of democracy at work (labour rights), accountable business, just transitions (climate change and human rights), and international systems reforms. The geographic focus of our work will be Africa, Asia, the Middle East and North America.

Structure, Governance and Management

Governing Document

The organisation registered as a charity on May 26th, 2022. The company was established under a Memorandum of Association which established the objects and powers of the charitable company and is governed under its Articles of Association.

Equidem and Equidem Research and Consulting (ERC) are now legally and de facto separate entities. Completing this process was a significant administrative achievement given that the entire Equidem team were originally part of ERC which provided all the infrastructure and systems for the consultancy. The transition process took approximately 9 months to complete. The two entities were successfully de-linked in the following ways:

- **Legal:** the organisations have separate legal personalities, entirely separate directors and an Equidem Charity Conflict of Interest Policy approved by the Equidem Board. This is underpinned by a comprehensive process for maintaining a legal and operational separation between the two bodies. All ERC staff are now legally employed by the Charity after contracts were drawn up and reviewed by lawyers in the UK, where Equidem is a registered charity, and lawyers in the countries where our staff are contracted: Bangladesh, India, Kenya, Nepal, Pakistan, and the United States.
- **Administrative:** the Charity has separate registered offices, providers for insurance, employment law advice, and separate digital and physical infrastructure (e.g. separate email, data storage, phone numbers, etc). Employees from ERC cannot access Equidem charity information and vice versa. The Equidem CEO remains the Executive Director of ERC but these roles are kept separate and independent of one another through the legal and administrative processes established. Information is now stored in totally separate systems.
- **Setting of key management remuneration:** The CEO's pay was set by the Equidem Board of Trustees based on an assessment of market rate of publicly available information for similar-sized human rights charities based in the United Kingdom and working globally on issues of similar importance, complexity and prominence as those covered by Equidem.

Trustees

The Equidem Trustees bring a wide range of key competencies and senior expertise to the strategic and operational development of our not-for-profit entity and future focus as a human rights organisation.

The Equidem Board have worked to develop a 12-month key milestones plan focused on ensuring best practice compliance and financial management controls alongside refining our Theory of Change model and organisational structure, whilst maintaining our rightsholder-centred approach, including strengthening, and building the capacity the Equidem team, many of whom are rights holders themselves. Equidem now have a full suite of HR policies, procedures and documents that align with Equidem's core values and philosophy.¹

New trustees are inducted through a meeting with management. Trustees are provided with a copy of the Charity Commission's introductory guidance for trustees. New trustees are also

¹ See Appendix 1 for a full list of Equidem policies and guidance

asked to complete a personal details form, a declaration of interests, and a skills audit to identify training needs. The trustees meet on a quarterly basis and oversee the strategic direction of the charity. The day-to-day operations and management are delegated to the Chief Executive Officer. None of the trustees receive remuneration or other benefit from their work with the charity.

Risk management

The trustees have reviewed the major risks to which the charity is exposed. A risk register has been established which is updated annually. Where appropriate, systems or procedures have been established to mitigate the risks and these are periodically reviewed to ensure that they continue to meet the needs of the charity. The trustees deem that appropriate measures are currently in place to mitigate risk.

Equidem Key Policies and Guidance

- Adoption Leave Policy
- Alcohol/Substance Misuse Policy
- Anti-Corruption Policy
- Anti-Facilitation of Tax Evasion Policy
- Bereavement Leave Policy
- Capability Policy
- Data Protection Policy
- Disciplinary Policy
- Diversity, Equity & Inclusion Policy
- Flexible Working Policy
- Grievance Policy
- Holidays and Absence Policy
- Home Working Policy
- IT Usage Policy
- Maternity Leave Policy
- Mental Health Policy
- Outside Business Interests Guidance
- Paternity Leave Policy
- Parental Leave Policy
- Public Interest Disclosure Policy
- Safeguarding Policy
- Safe Recruitment Policy
- Sickness Absence Policy
- Social Media Policy
- Travel and Expense Policy
- Whistleblowing Policy

Trustees' responsibilities in relation to the financial statements

The trustees (who are also the directors for the purpose of company law) are responsible for preparing the Annual Report and the financial statements in accordance with applicable law and regulations. Company law requires the trustees to prepare financial statements for each financial year. Under that law the trustees must prepare the financial statements in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under company law the trustees must not approve the financial statements unless they are satisfied that they 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 these financial statements, the trustees are required to:

- a) select suitable accounting policies and then apply them consistently;
- b) observe the methods and principles in the Charities SORP;
- c) make judgments and accounting estimates that are reasonable and prudent;
- d) state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; and
- e) prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue to operate.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website.

Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

The trustees confirm that so far as they are aware, there is no relevant audit information (as defined by section 418(3) of the Companies Act 2006) of which the charitable company's auditors are unaware.

They have taken all the steps that they ought to have taken as trustees in order to make themselves aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

By order of the board of trustees

Paul Watson

DATE: 24 March 2024

Independent examiners report to the Trustees of Equidem

I report to the charity trustees on my examination of the accounts of Equidem ("the Company") for the year ended 31 May 2023.

Responsibilities and basis of report

As the charity's trustees of the Company (and also its directors for the purposes of company law) you are responsible for the preparation of the accounts in accordance with the requirements of the Companies Act 2006 ("the 2006 Act").

Having satisfied myself that the accounts of the Company are not required to be audited under Part 16 of the 2006 Act and are eligible for independent examination, I report in respect of my examination of your charity's accounts as carried out under section 145 of the Charities Act 2011 ("the 2011 Act"). In carrying out my examination I have followed the Directions given by the Charity Commission under section 145(5)(b) of the 2011 Act.

Independent examiner's statement

Since the Company's gross income exceeded £250,000 your examiner must be a member of a body listed in section 145 of the 2011 Act. I confirm that I am qualified to undertake the examination because I am a member of the Institute of Chartered Accountants in England and Wales, which is one of the listed bodies.

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 Company as required by section 386 of the 2006 Act; or
2. the accounts do not comply with these records; or
3. the accounts do not comply with the accounting requirements of section 396 of the 2006 Act 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; or
4. the accounts have not been prepared in accordance with the methods and principles of the Statement of Recommended Practice for accounting and reporting by charities applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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.

Michelle Ferris BSc (Hons) FCA DChA
for and on behalf of
Albert Goodman LLP
Chartered Accountants

Goodwood House
Blackbrook Park Avenue
Taunton
Somerset
TA1 2PX

Date: 27 March 2024

Equidem**Statement of Financial Activities (including the Income and Expenditure Account)
For the year ending 31 May 2023**

	Note	Unrestricted funds 2023	Restricted income funds 2023	Total funds 2023	Prior year funds 2022
		£	£	£	£
Income:					
Donations and legacies	3	257,820		257,820	5,010
Charitable activities	3	403,591	17,180	420,771	-
Other	3	-	-	-	200
Total Income		661,411	17,180	678,591	5,210
Expenditure:					
Raising funds	6	96,969	-	96,969	-
Charitable activities	6	159,393	16,107	175,500	1,018
Support Costs / Overheads	9	86,104	1,072	87,176	-
Total Expenditure		342,466	17,180	359,646	1,018
Net income/(expenditure)		318,945	-	318,945	4,192
Net movement in funds		318,945	-	318,945	4,192
Total funds carried forward	27	318,945	-	318,945	4,192

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

Equidem – Company Registration Number: 13396094**Balance sheet****As at 31 May 2023**

	Unrestricted funds 2023	Restricted income funds 2023	Endowment funds 2023	Total this year 2023	Total last year 2022
	£	£	£	£	£
Debtors (Note 19)	17,180	-	-	17,180	-
Cash at bank and in hand	465,582	-	-	465,582	4,192
<i>Total current assets</i>	482,762	-	-	482,762	4,192
Creditors: amounts falling due within one year (Note 20)	159,625	-	-	159,625	-
<i>Net current assets/(liabilities)</i>	323,137	-	-	323,137	4,192
<i>Total assets less current liabilities</i>	323,137	-	-	323,137	4,192
<i>Total net assets or liabilities</i>	<u>323,137</u>	=	=	<u>323,137</u>	<u>4,192</u>
Unrestricted funds (Note 27)	323,137	-	-	323,137	4,192
<i>Total funds</i>	323,137	-	-	323,137	4,192

These accounts have been prepared and delivered in accordance with the special provisions relating to small companies within Part 15 of the Companies Act 2006 and the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

For the year in question, the charitable company was entitled to exemption from audit under section 477 of the Companies Act 2006.

The members have not required the charitable company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Act.

The trustees/directors acknowledge their responsibilities for complying with the requirements of the Companies Act 2006 with respect to accounting records and the preparation of the accounts.

Approved by the Board for issue on 24 March 2024 and signed on their behalf by:

Paul Watson (Chair)

Equidem
Cash Flow
For the year ending 31 May 2023

		2023	2022
		£	£
	Notes		
Cash flows from operating activities			
Net movements in funds for the year		318,945	4,192
		<hr/>	<hr/>
		318,945	4,192
Working capital adjustments:			
(Increase)/decrease in debtors	19	(17,180)	-
Increase/(decrease) in creditors	20	159,625	-
		<hr/>	<hr/>
Net cash flow from operations		461,390	4,192
		<hr/>	<hr/>
Net (decrease)/increase in cash and cash equivalents		461,390	4,192
		<hr/> <hr/>	<hr/> <hr/>
Cash and cash equivalents at the beginning of the reporting period		4,192	-
		<hr/>	<hr/>
Cash and cash equivalents at the end of the reporting period		465,582	4,192
		<hr/> <hr/>	<hr/> <hr/>
Cash & Cash equivalents reconciliation:			
Cash at bank		465,582	4,192
		<hr/>	<hr/>
Total cash & cash equivalents at the end of the reporting period		465,582	4,192
		<hr/> <hr/>	<hr/> <hr/>

Section C**Notes to the accounts****Note 1 Basis of preparation**

This section should be completed by all charities.

1.1 Basis of accounting

These accounts have been prepared under the historical cost convention with items recognised at cost or transaction value unless otherwise stated in the relevant note(s) to these accounts.

The accounts have been prepared in accordance with:

- and with* the Statement of Recommended Practice: Accounting and Reporting by Charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014
- and with* the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102)
- and with the Charities Act 2011.

The charity constitutes a public benefit entity as defined by FRS 102.*

* -Tick as appropriate

1.2 Going concern

If there are material uncertainties related to events or conditions that cast significant doubt on the charity's ability to continue as a going concern, please provide the following details or state "Not applicable", if appropriate:

An explanation as to those factors that support the conclusion that the charity is a going concern;

Not applicable

Disclosure of any uncertainties that make the going concern assumption doubtful;

Not applicable

Where accounts are not prepared on a going concern basis, please disclose this fact together with the basis on which the trustees prepared the accounts and the reason why the charity is not regarded as a going concern.

Not applicable

1.3 Change of accounting policy

The accounts present a true and fair view and no changes have been made to the accounting policies adopted.

1.4 Changes to accounting estimates

No changes to accounting estimates have occurred in the reporting period (3.46 FRS102 SORP).

1.5 Material prior year errors

No material prior year error have been identified in the reporting period (3.47 FRS102 SORP).

Note 2 Accounting policies

This standard list of accounting policies has been applied by the charity except for those deleted. Where a different or additional policy has been adopted then this is detailed in the box below.

2.1 RECONCILIATION WITH PREVIOUS GENERALLY ACCEPTED ACCOUNTING PRACTICE

Please provide a description of the nature of each change in accounting policy

--

Reconciliation of funds per previous GAAP to funds determined under FRS 102

	Start of period £	End of period £
Fund balances as previously stated		
<i>Adjustments:</i>		

Fund balance as restated _____

Reconciliation of net income/(net expenditure) per previous GAAP to net income/(net expenditure) under FRS 102

	End of period £
Net income/(expenditure) as previously stated	
<i>Adjustments:</i>	

Previous period net income/(expenditure) as restated _____

Note 2

Accounting policies

2.2 INCOME

Recognition of income

These are included in the Statement of Financial Activities (SoFA) when:

- the charity becomes entitled to the resources;
- it is more likely than not that the trustees will receive the resources;
- the monetary value can be measured with sufficient reliability.

Yes*	No*	N/a*
✓		

Offsetting

There has been no offsetting of assets and liabilities, or income and expenses, unless required or permitted by the FRS 102 SORP or FRS 102.

Yes*	No*	N/a*
✓		

Grants and donations

Grants and donations are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP).

Yes*	No*	N/a*
✓		

In the case of performance related grants, income must only be recognised to the extent that the charity has provided the specified goods or services as entitlement to the grant only occurs when the performance related conditions are met (5.16 FRS 102 SORP).

Yes*	No*	N/a*
✓		

Legacies

Legacies are included in the SOFA when receipt is probable, that is, when there has been grant of probate, the executors have established that there are sufficient assets in the estate and any conditions attached to the legacy are either within the control of the charity or have been met.

Yes*	No*	N/a*
		✓

Government grants

The charity has received government grants in the reporting period

Yes*	No*	N/a*
	✓	

Tax reclaims on donations and gifts

Gift Aid receivable is included in income when there is a valid declaration from the donor. Any Gift Aid amount recovered on a donation is considered to be part of that gift and is treated as an addition to the same fund as the initial donation unless the donor or the terms of the appeal have specified otherwise.

Yes*	No*	N/a*
		✓

Contractual income and performance related grants

This is only included in the SoFA once the charity has provided the related goods or services or met the performance related conditions.

Yes*	No*	N/a*
✓		

Donated goods

Donated goods are measured at fair value (the amount for which the asset could be exchanged) unless impractical to do so.

Yes*	No*	N/a*
		✓

The cost of any stock of goods donated for distribution to beneficiaries is deemed to be the fair value of those gifts at the time of their receipt and they are recognised on receipt. In the reporting period in which the stocks are distributed, they are recognised as an expense at the carrying amount of the stocks at distribution.

Yes*	No*	N/a*
		✓

Donated goods for resale are measured at fair value on initial recognition, which is the expected proceeds from sale less the expected costs of sale, and recognised in 'Income from other trading activities' with the corresponding stock recognised in the balance sheet. On its sale the value of stock is charged against 'Income from other trading activities' and the proceeds from sale are also recognised as 'Income from other trading activities'.

Yes*	No*	N/a*
		✓

Goods donated for on-going use by the charity are recognised as tangible fixed assets and included in the SoFA as incoming resources when receivable.

Yes*	No*	N/a*
		✓

Gifts in kind for use by the charity are included in the SoFA as income from donations when receivable.

Yes*	No*	N/a*
		✓

Donated services and facilities

Donated services and facilities are included in the SOFA when received at the value of the gift to the charity provided the value of the gift can be measured reliably.

Yes*	No*	N/a*
		✓

Donated services and facilities that are consumed immediately are recognised as income with an equivalent amount recognised as an expense under the appropriate heading in the SOFA.

Yes*	No*	N/a*
		✓

Support costs

The charity has incurred expenditure on support costs.

Yes*	No*	N/a*
✓		

Volunteer help

The value of any voluntary help received is not included in the accounts but is described in the trustees' annual report.

Yes*	No*	N/a*
✓		

Income from interest, royalties and dividends

This is included in the accounts when receipt is probable and the amount receivable can be measured reliably.

Yes*	No*	N/a*
✓		

Income from membership

Membership subscriptions received in the nature of a gift are recognised in Donations

Yes*	No*	N/a*

subscriptions	and Legacies. Membership subscriptions which gives a member the right to buy services or other benefits are recognised as income earned from the provision of goods and services as income from charitable activities.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Settlement of insurance claims	Insurance claims are only included in the SoFA when the general income recognition criteria are met (5.10 to 5.12 FRS102 SORP) and are included as an item of other income in the SoFA.	Yes*	No*	N/a*
Investment gains and losses	This includes any realised or unrealised gains or losses on the sale of investments and any gain or loss resulting from revaluing investments to market value at the end of the year.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
2.3 EXPENDITURE AND LIABILITIES				
Liability recognition	Liabilities are recognised where it is more likely than not that there is a legal or constructive obligation committing the charity to pay out resources and the amount of the obligation can be measured with reasonable certainty.	Yes*	No*	N/a*
Governance and support costs	Support costs have been allocated between governance costs and other support. Governance costs comprise all costs involving public accountability of the charity and its compliance with regulation and good practice. Support costs include central functions and have been allocated to activity cost categories on a basis consistent with the use of resources, eg allocating property costs by floor areas, or per capita, staff costs by the time spent and other costs by their usage.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Grants with performance conditions	Where the charity gives a grant with conditions for its payment being a specific level of service or output to be provided, such grants are only recognised in the SoFA once the recipient of the grant has provided the specified service or output.	Yes*	No*	N/a*
Grants payable without performance conditions	Where there are no conditions attaching to the grant that enables the donor charity to realistically avoid the commitment, a liability for the full funding obligation must be recognised.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Redundancy cost	The charity made no redundancy payments during the reporting period.	Yes*	No*	N/a*
Deferred income	No material item of deferred income has been included in the accounts.	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Creditors	The charity has creditors which are measured at settlement amounts less any trade discounts	Yes*	No*	N/a*
Provisions for liabilities	A liability is measured on recognition at its historical cost and then subsequently measured at the best estimate of the amount required to settle the obligation at the reporting date	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Basic financial instruments	The charity accounts for basic financial instruments on initial recognition as per paragraph 10.7 FRS102 SORP. Subsequent measurement is as per paragraphs 11.17 to 11.19, FRS102 SORP.	Yes*	No*	N/a*
2.4 ASSETS		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Tangible fixed assets for use by charity	These are capitalised if they can be used for more than one year, and cost at least They are valued at cost. The depreciation rates and methods used are disclosed in note 14.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Intangible fixed assets	The charity has intangible fixed assets, that is, non-monetary assets that do not have physical substance but are identifiable and are controlled by the charity through custody or legal rights. The amortisation rates and methods used are disclosed in note 15. They are valued at cost.	Yes*	No*	N/a*
Heritage assets	The charity has heritage assets, that is, non-monetary assets with historic, artistic, scientific, technological, geophysical or environmental qualities that are held and maintained principally for their contribution to knowledge and culture. The depreciation rates and methods used as disclosed in note 16. They are valued at cost.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>
Investments	Fixed asset investments in quoted shares, traded bonds and similar investments are valued at initially at cost and subsequently at fair value (their market value) at the year end. The same treatment is applied to unlisted investments unless fair value cannot be measured reliably in which case it is measured at cost less impairment. Investments held for resale or pending their sale and cash and cash equivalents with a maturity date of less than 1 year are treated as current asset investments	Yes*	No*	N/a*
Stocks and work in progress	Stocks held for sale as part of non-charitable trade are measured at the lower or cost or net realisable value.	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>

Goods or services provided as part of a charitable activity are measured at net realisable value based on the service potential provided by items of stock.

Yes*	No*	N/a*
		✓

Work in progress is valued at cost less any foreseeable loss that is likely to occur on the contract.

Yes*	No*	N/a*
		✓

Debtors

Debtors (including trade debtors and loans receivable) are measured on initial recognition at settlement amount after any trade discounts or amount advanced by the charity. Subsequently, they are measured at the cash or other consideration expected to be received.

Yes*	No*	N/a*
✓		

Current asset investments

The charity has investments which it holds for resale or pending their sale and cash and cash equivalents with a maturity date less than one year. These include cash on deposit and cash equivalents with a maturity of less than one year held for investment purposes rather than to meet short-term cash commitments as they fall due.

Yes*	No*	N/a*
✓		

They are valued at fair value except where they qualify as basic financial instruments.

Yes*	No*	N/a*
✓		

**POLICIES ADOPTED
ADDITIONAL TO OR
DIFFERENT FROM
THOSE ABOVE**

--

Note 3	Income	Analysis of income				Total funds £	Prior year £
		Unrestricted funds	Restricted income funds	Endowment funds			
Donations and legacies:	Donations from individuals	17,832	-	-	17,832	5,010	
	Donations from organisations - Open Society Foundation	239,713	-	-	239,713	-	
	Donations from organisations - Other	275	-	-	275	-	
		-	-	-	-	-	
		-	-	-	-	-	
	Other	-	-	-	-	-	
	Total	257,820	-	-	257,820	5,010	
Charitable activities:	General grants provided by government/other charities - Humanity United	403,591	-	-	403,591	-	
	General grants provided by government/other charities - JTIP	-	17,180	-	17,180	-	
	Other	-	-	-	-	-	
	Total	403,591	17,180	-	420,771	-	
Other trading activities:		-	-	-	-	-	
		-	-	-	-	-	
		-	-	-	-	-	
	Other	-	-	-	-	-	
	Total	-	-	-	-		
Income from investments:	Interest income	-	-	-	-	-	
	Dividend income	-	-	-	-	-	
	Rental and leasing income	-	-	-	-	-	
	Other	-	-	-	-	-	
	Total	-	-	-	-		
Separate material item of income		-	-	-	-	-	
		-	-	-	-	-	
		-	-	-	-	-	
	Total	-	-	-	-	-	
Other:	Conversion of endowment funds into income	-	-	-	-	-	
	Gain on disposal of a tangible fixed asset held for charity's own use	-	-	-	-	-	
	Gain on disposal of a programme related investment	-	-	-	-	-	
	Royalties from the exploitation of intellectual property rights	-	-	-	-	-	
	Other	-	-	-	-	200	
	Total	-	-	-	-	200	
TOTAL INCOME	661,411	17,180	-	678,591	5,210		

Other information:

All income in the prior year was unrestricted except for:
(please provide description and amounts)

N/A

Where any endowment fund is converted into income in the
reporting period, please give the reason for the conversion.

N/A

Where any endowment fund is converted into income in the
prior period, please give the reason for the conversion.

N/A

Within the income items above the following items are
material: (please disclose the nature, amount and any prior
year amounts)

Disclosed in note

This year: Where sums originally denominated in foreign
currency have been included in income, explain the basis on
which those sums have been translated into sterling (or the
currency in which the accounts are drawn up).

Accounts have been prepared in £ sterling. Where the
income is awarded in foreign currency, it is recognised in £
sterling, as it is paid directly into the charity's £ sterling bank
account.

Last year: Where sums originally denominated in foreign currency have been included in income, explain the basis on which those sums have been translated into sterling (or the currency in which the accounts are drawn up).

N/A

Note 4 Analysis of receipts of government grants

	Description	This year £
Government grant 1		-
Government grant 2		-
Government grant 3		-
Other		-
	Total	-

	Description	Last year £
Government grant 1		-
Government grant 2		-
Government grant 3		-
Other		-
	Total	-

	This year	Last year
<i>Please provide details of any unfulfilled conditions and other contingencies attaching to grants that have been recognised in income.</i>		

	This year	Last year
<i>Please give details of other forms of government assistance from which the charity has directly benefited.</i>		

Note 5 Donated goods, facilities and services

	This year £	Last year £
Seconded staff	-	-
Use of property	-	-
Other	-	-

	This year	Last year
Please provide details of the accounting policy for the recognition and valuation of donated goods, facilities and services.		
Please provide details of any unfulfilled conditions and other contingencies attaching to resources from donated goods and services not recognised in income.		
Please give details of other forms of other donated goods and services not recognised in the accounts, eg contribution of unpaid volunteers.		

Note 6

Expenditure

Analysis	This year				Last year			
	Unrestricted funds	Restricted income funds	Endowment funds	Total funds	Unrestricted funds	Restricted income funds	Endowment funds	Total funds
Expenditure on raising funds:				£				£
Incurred seeking donations	-	-	-	-	-	-	-	-
Incurred seeking legacies	-	-	-	-	-	-	-	-
Incurred seeking grants	-	-	-	-	-	-	-	-
Operating membership schemes and social lotteries	-	-	-	-	-	-	-	-
Staging fundraising events	-	-	-	-	-	-	-	-
Fundraising agents	-	-	-	-	-	-	-	-
Operating charity shops	-	-	-	-	-	-	-	-
Operating a trading company undertaking non-charitable trading activity	-	-	-	-	-	-	-	-
Advertising, marketing, direct mail and publicity	96,969	-	-	96,969	-	-	-	-
Start up costs incurred in generating new source of future income	-	-	-	-	-	-	-	-
Database development costs	-	-	-	-	-	-	-	-
Other trading activities	-	-	-	-	-	-	-	-
Investment management costs:	-	-	-	-	-	-	-	-
Portfolio management costs	-	-	-	-	-	-	-	-
Cost of obtaining investment advice	-	-	-	-	-	-	-	-
Investment administration costs	-	-	-	-	-	-	-	-
Intellectual property licencing costs	-	-	-	-	-	-	-	-
Rent collection, property repairs and maintenance charges	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-
Total expenditure on raising funds	96,969	-	-	96,969	-	-	-	-
Expenditure on charitable activities:								
Wages and salaries	39,748	-	-	39,748	-	-	-	-
Consultancy	98,226	16,107	-	114,333	-	-	-	-
Printing, postage and stationery	868	-	-	868	-	-	-	-
Travel and subsistence	20,551	-	-	20,551	-	-	-	-
	-	-	-	-	-	-	-	-
Total expenditure on charitable activities	159,393	16,107	-	175,500	-	-	-	-
Separate material item of expense								
	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-
Other								
	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-
Total other expenditure	-	-	-	-	-	-	-	-
TOTAL EXPENDITURE	256,362	16,107	-	272,469	-	-	-	-

Other information:

Analysis of expenditure on charitable activities

Activity or programme	This year				Last year			
	Activities undertaken directly	Grant funding of activities	Support Costs	Total this year	Activities undertaken directly	Grant funding of activities	Support Costs	Total last year
	£	£	£	£	£	£	£	£
Activity 1	-	-	-	-	-	-	-	-
Activity 2	-	-	-	-	-	-	-	-
Other	-	-	-	-	-	-	-	-
Total	-	-	-	-	-	-	-	-

This year: Where sums originally denominated in foreign currency have been included in expenditure, explain the basis on which those sums have been translated into sterling (or the currency in which the accounts are drawn up).

Last year: Where sums originally denominated in foreign currency have been included in expenditure, explain the basis on which those sums have been translated into sterling (or the currency in which the accounts are drawn up).

Section C **Notes to the accounts** **(cont)**

Note 7 **Extraordinary items**

Please explain the nature of each extraordinary item occurring in the period.

	Description	This year £	Last year £
Extraordinary item 1		-	-
Extraordinary item 2		-	-
Extraordinary item 3		-	-
Extraordinary item 4		-	-
Total extraordinary items		-	-

Section C **Notes to the accounts**

Note 9 Support Costs

Please complete this note if the charity has analysed its expenses using activity categories and has support costs.

This year

Support cost (examples)	Unrestricted Support Costs	Restricted Support Costs	Activity 2	Activity 3	Grand total	Basis of allocation
	£	£	£	£	£	(Describe method)
Accountancy Fees	25,350	-	-	-	25,350	Actuals
Bank Charges	473	-	-	-	473	Actuals
Legal and Professional Fees	7,483	-	-	-	7,483	Actuals
Insurance	5,379	1,072	-	-	6,452	Actuals
Software and Licences	31,667	-	-	-	31,667	Actuals
HR	14,190	-	-	-	14,190	Actuals
Other	1,561	-	-	-	1,561	Actuals
Total	86,104	1,072	-	-	87,176	Actuals

Last year

Support cost (examples)	Raising funds	Activity 1	Activity 2	Activity 3	Grand total	Basis of allocation
	£	£	£	£	£	(Describe method)
Governance	-	-	-	-	-	
	-	-	-	-	-	
	-	-	-	-	-	
	-	-	-	-	-	
Other	-	-	-	-	-	
Total	-	-	-	-	-	

Please provide details of the accounting policy adopted for the apportionment of costs between activities and any estimation techniques used to calculate their apportionment.

Actuals

Section C**Notes to the accounts****Note 10** **Details of certain types of expenditure****Note 10.1 Fees for examination of the accounts**

Please provide details of the amount paid for any statutory external scrutiny of accounts and other services provided by your independent examiner. If nothing was paid please enter '0' in the appropriate box(es).

Independent examiner's fees

Assurance services other than independent examination

Tax advisory fees

Other fees (for example: financial advice, consultancy, accountancy services) paid to the independent examiner

This year £	Last year £
-	-
-	-
-	-
-	-

Note 11 **Paid employees**

Please complete this note if the charity has any employees (transactions with Trustees dealt with in Note 28)

11.1 Staff Costs

	This year £	Last year £
Salaries and wages	34,785	-
Social security costs	4,633	-
Pension costs (defined contribution scheme)	330	-
Other employee benefits	-	-
Total staff costs	39,748	-

This year:

Please provide details of expenditure on staff working for the charity whose contracts are with and are paid by a related party
Last year:

During the year, £31,825 of staff costs were paid by Equidem Research and Consultancy Limited, a company in which the CEO is a 100% shareholder, on behalf of the charity, and then recharged to the charity. The arrangement is a provision of a banking facility.

Please provide details of expenditure on staff working for the charity whose contracts are with and are paid by a related party

Last year - N/A

Please give details of the number of employees whose total employee benefits (excluding employer pension costs) fell within each band of £10,000 from £60,000 upwards. If there are no such transactions, please enter 'true' in the box provided.

No employees received employee benefits (excluding employer pension costs) for the reporting period of more than £60,000

None

Band	Number of employees	
	This year	Last year
£60,000 to £69,999	-	-
£70,000 to £79,999	-	-
£80,000 to £89,999	-	-
£90,000 to £99,999	-	-
£100,000 to £109,999	-	-

Please provide the total amount paid to key management

This year £	Last year £
39,748	-

11.2 Average head count in the year

The parts of the charity in which the employees work

	This year Number	Last year Number
Fundraising	-	-
Charitable Activities	-	-
Governance	1	-
Other	-	-
Total	1	-

11.3 Ex-gratia payments to employees and others (excluding trustees)

Please complete if an ex-gratia payment is made.

Please explain the nature of the payment

This year	None
Last year	None

Please state the legal authority or reason for making the payment

This year	N/A
Last year	N/A

Please state the amount of the payment (or value of any waiver of a right to an asset)

This year	Last year
£	£
-	-

11.4 Redundancy payments

Please complete if any redundancy or termination payment is made in the period.

Total amount of payment

This year	Last year
£	£
-	-

The nature of the payment (cash, asset etc.)

--	--

The extent of redundancy funding at the balance sheet date

This year	Last year
£	£
-	-

Please state the accounting policy for any redundancy or termination payments

--	--

Note 12 Defined contribution pension scheme or defined benefit scheme accounted for as a defined contribution scheme.

12.1 Please complete this note if a defined contribution pension scheme is operated.

	This year	Last year
	£	£
Amount of contributions recognised in the SOFA as an expense	330	-

Please explain the basis for allocating the liability and expense of defined contribution pension scheme between activities and between restricted and unrestricted funds.

Allocated based on actuals	
----------------------------	--

12.2 Please complete this section where the charity participates in a defined benefit pension plan but is unable to ascertain its share of the underlying assets and liabilities.

Please confirm that although the scheme is accounted for as a defined contribution plan, it is a defined benefit plan.

Please provide such information as is available about the plan's surplus or deficit and the implications, if any, for the reporting charity this year and last year, if different

N/A
N/A

12.3 Please complete this section where the charity participates in a multi-employer defined benefit pension plan that is accounted for as a defined contribution plan.

Describe the extent to which the charity can be liable to the plan for other entities' obligations under the terms and conditions of the multi-employer plan. If this is different for last year, provide details

Provide an explanation of how any liability arising from an agreement with a multi-employer plan to fund a deficit has been determined. If this is different for last year, provide details

N/A
N/A

Section C

Notes to the accounts

(cont)

Note 13 Grantmaking

Please complete this note if the charity made any grants or donations which in aggregate form a material part of the charitable activities undertaken.

This year:

13.1 Analysis of grants paid (included in cost of charitable activities)

Analysis	Grants to institutions	Grants to individuals	Support costs	Total
			£	£
Activity or project 1	-	-	-	-
Activity or project 2	-	-	-	-
Activity or project 3	-	-	-	-
Activity or project 4	-	-	-	-
Total	-	-	-	-

Please enter "Nil" if the charity does not identify and/or allocate support costs.

13.2 Grants made to institutions

<i>My charity has made grants to particular institutions that are material in the context of its grantmaking. Details of the institution supported, purpose of the grant and total paid to each institution is available on the charity's web site.</i>	Yes	<i>Please provide details of charity's URL.</i>
	No	<i>Provide details below</i>

Names of institution	Purpose	Total amount of grants paid £
		-
		-
		-
		-
		-
		-
		-
		-
		-
		-
Total grants to institutions in reporting period		-
Other unanalysed grants		-
TOTAL GRANTS PAID		-

Last year:

13.3 Analysis of grants paid (included in cost of charitable activities)

Analysis	Grants to institutions	Grants to individuals	Support costs £	Total £
Activity or project 1	-	-	-	-
Activity or project 2	-	-	-	-
Activity or project 3	-	-	-	-
Activity or project 4	-	-	-	-
Total	-	-	-	-

Please enter "Nil" if the charity does not identify and/or allocate support costs.

13.4 Grants made to institutions

My charity has made grants to particular institutions that are material in the context of its grantmaking. Details of the institution supported, purpose of the grant and total paid to each institution is available on the charity's web site.

Yes	<i>Please provide details of charity's URL.</i>
No	<i>Provide details below</i>

Names of institution	Purpose	Total amount of grants paid £
		-
		-
		-
		-
		-
		-
		-
		-
		-
		-
Total grants to institutions in reporting period		-
Other unanalysed grants		-
TOTAL GRANTS PAID		-

Note 14 Tangible fixed assets*Please complete this note if the charity has any tangible fixed assets***14.1 Cost or valuation**

	Freehold land & buildings	Other land & buildings	Plant, machinery and motor vehicles	Fixtures, fittings and equipment	Total
	£	£	£	£	£
At the beginning of the year	-	-	-	-	-
Additions	-	-	-	-	-
Revaluations	-	-	-	-	-
Disposals	-	-	-	-	-
Transfers *	-	-	-	-	-
At end of the year	-	-	-	-	-

14.2 Depreciation and impairments

**Basis	SL or RB (Straight Line or Reducing Balance)	SL or RB	SL or RB	SL or RB	SL or RB
** Rate					
At beginning of the year	-	-	-	-	-
Disposals	-	-	-	-	-
Depreciation	-	-	-	-	-
Impairment	-	-	-	-	-
Transfers*	-	-	-	-	-
At end of the year	-	-	-	-	-

14.3 Net book value

Net book value at the beginning of the year	-	-	-	-	-
Net book value at the end of the year	-	-	-	-	-

14.4 Impairment

This year: Please provide a description of the events and circumstances that led to the recognition or reversal of an impairment loss.

--

Last year: Please provide a description of the events and circumstances that led to the recognition or reversal of an impairment loss.

--

14.5 Revaluation

If an accounting policy of revaluation is adopted, please provide:

This year

Last year

the effective date of the revaluation

the name of independent valuer, if applicable

the methods applied and significant assumptions

the carrying amount that would have been recognised had the assets been carried under the cost model.

-	-

14.6 Other disclosures

(i) Please state the amount of borrowing costs, if any, capitalised in the construction of tangible fixed assets and the capitalisation rate used.

(ii) Please provide the amount of contractual commitments for the acquisition of tangible fixed assets.

(iii) Details of the existence and carrying amounts of property, plant and equipment to which the charity has restricted title or that are pledged as security for liabilities.

This year	Last year
£	£
-	-
-	-

* The "transfers" row is for movements between fixed asset categories.

** Please indicate the method of depreciation by deleting the method not applicable (SL = straight line; RB = reducing balance). Also

Note 15**Intangible assets**

Please complete this note if the charity has any intangible assets

15.1 Cost or valuation

	Research & development £	Patents and trademarks £	Other £	Total £
At beginning of the	-	-	-	-
Additions	-	-	-	-
Disposals	-	-	-	-
Revaluations	-	-	-	-
Transfers *	-	-	-	-
At end of the year	-	-	-	-

15.2 Amortisation and impairments

**Basis	SL or RB	SL or RB	SL or RB	SL or RB	Straight Line ("SL") or Reducing Balance ("RB")
** Rate					
At beginning of the	-	-	-	-	-
Disposals	-	-	-	-	-
Amortisation	-	-	-	-	-
Impairment	-	-	-	-	-
Transfers*	-	-	-	-	-
At end of year	-	-	-	-	-

15.3 Net book value

Net book value at the beginning of the year	-	-	-	-
Net book value at the end of the year	-	-	-	-

15.4 Accounting policy

Please disclose the accounting policy for intangible fixed assets including:

Reasons for choosing amortisation rates

Policies for the recognition of any capital development

15.5 Impairment

This year:

Please provide a description of the events and circumstances that led to the recognition or reversal of an impairment loss.

--

Last year:

Please provide a description of the events and circumstances that led to the recognition or reversal of an impairment loss.

--

15.6 Revaluation

If an accounting policy of revaluation is adopted, please provide:

the effective date of the revaluation
the name of independent valuer, if applicable
the methods applied

the carrying amount that would have been recognised had the assets been carried under the cost model.

This year	Last year

15.7 Other disclosures

- (i) If your intangible asset was acquired by way of grant, provide value on initial recognition and carrying amount of the asset.*
- (ii) Details of the carrying amounts of any intangible assets to which the charity has restricted title or that are pledged as security for liabilities.*
- (iii) Please provide the amount of contractual commitments for the acquisition of intangible assets.*
- (iv) State the amount of research and development expenditure recognised as expenditure in the year.*
- (v) Please detail the headings in the SOFA in which a charge for amortisation of intangible assets is included.*
- (vi) For any material intangible assets, please provide a description, its carrying amount and any remaining amortisation period.*

* The "transfers" row is for movements between fixed asset categories.

** Please indicate the method of depreciation by deleting the method not applicable (SL = straight line; RB = reducing balance). Also please indicate the rate of depreciation: for straight line, what is the anticipated life of the asset (in years); for reducing balance, what is the percentage annual deduction.

Note 16 Heritage assets

Please complete this note if the charity has heritage assets

16.1 General disclosures for all charities holding heritage assets

	This year	Last year
(i) Explain the nature and scale of heritage assets held.		
(ii) Explain the policy for the acquisition, preservation, management and disposal of heritage assets.		

16.2 Cost or valuation

	Heritage asset 1 £	Heritage asset 2 £	Heritage asset 3 £	Heritage asset 4 £	Total £
At beginning of the year	-	-	-	-	-
Additions	-	-	-	-	-
Disposals	-	-	-	-	-
Revaluations	-	-	-	-	-
Transfers *	-	-	-	-	-
At end of the year	-	-	-	-	-

16.3 Depreciation and impairments

**Basis						Straight Line ("SL") or Reducing Balance
** Rate						

At beginning of the year	-	-	-	-	-
Disposals	-	-	-	-	-
Depreciation	-	-	-	-	-
Impairment	-	-	-	-	-
Transfers*	-	-	-	-	-
At end of year	-	-	-	-	-

16.4 Net book value

Net book value at the beginning of the year	-	-	-	-	-
Net book value at the end of the year	-	-	-	-	-

16.5 Impairment

This year

Please provide a description of the events and circumstances that led to the recognition or reversal of an impairment loss.

--

Last year

Please provide a description of the events and circumstances that led to the recognition or reversal of an impairment loss.

--

16.6 Revaluation

If an accounting policy of revaluation is adopted, please provide:

the effective date of the revaluation

the name of independent valuer, if applicable

qualifications of independent valuer

the methods applied and significant assumptions

any significant limitations on the valuation

	This year	Last year

16.7 Analysis of heritage assets by class or group distinguishing those at cost and those at valuation

Carrying amount at the beginning of the period

Additions

Disposals

Depreciation/impairment

Revaluation

Carrying amount at the end of period

	At valuation Group A £	At cost Group B £	Total £
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-
	-	-	-

16.8 Heritage assets (where heritage assets are not recognised on the balance sheet)

(i) Explain the reason why heritage assets have not been recognised on the balance sheet.

(ii) Describe the significance and nature of heritage assets.

(iii) Disclose information that is helpful in assessing the value of heritage assets.

(iv) Explain the reason why it is not practicable to obtain a valuation of heritage assets.

	This year	Last year

16.9 Five year summary of heritage assets transactions

	2015	2014	2013	2012	2011
	£	£	£	£	£
Purchases					
Group A	-	-	-	-	-
Group B	-	-	-	-	-
Group C	-				
Other	-				
Donations					
Group A	-	-	-	-	-
Group B	-	-	-	-	-
Group C	-	-	-	-	-
Other	-	-	-	-	-
Total additions	-	-	-	-	-
Charge for impairment					
Group A	-	-	-	-	-
Group B	-	-	-	-	-
Group C	-	-	-	-	-
Other	-	-	-	-	-
Total charge for impairment	-	-	-	-	-
Disposals					
Group A - carrying amount	-	-	-	-	-
Group B - carrying amount	-	-	-	-	-
Group C	-	-	-	-	-
Other	-	-	-	-	-
Total disposals	-	-	-	-	-

Note 17 Investment assets

Please complete this note if the charity has any investment assets.

17.1 Fixed assets investments (please provide for each class of investment)

	Cash & cash equivalents	Listed investments	Investment properties	Social investments	Other	Total
Carrying (fair) value at beginning of period	-	-	-	-	-	-
Add: additions to investments during period*	-	-	-	-	-	-
Less: disposals at carrying value	-	-	-	-	-	-
Less: impairments	-	-	-	-	-	-
Add: Reversal of impairments	-	-	-	-	-	-
Add/(deduct): transfer in/(out) in the period	-	-	-	-	-	-
Add/(deduct): net gain/(loss) on revaluation	-	-	-	-	-	-
Carrying (fair) value at end of year	-	-	-	-	-	-

*Please specify additions resulting from acquisitions through business combinations, if any.

--

Please note that Fair Value in this context is the amount for which an asset could be exchanged between knowledgeable and willing parties in an arm's length transaction. For traded securities, the fair value is the value of the security quoted on the London Stock Exchange Daily Official List or equivalent. For other assets where there is no market price on a traded market, it is the trustees' or valuers' best estimate of fair value.

17.2 Please provide a breakdown of investments shown above agreeing with the balance sheet row B04 differentiating between those held at fair value and those held at cost less impairment.

This year:

Analysis of investments

Cash or cash equivalents

Listed investments

Investment properties

Social investments

Other investments

Total

Grand total (Fair value at year end+Cost less impairment)

Fair value at year end	Cost less impairment
£	£
-	-
-	-
-	-
-	-
-	-
-	-
-	-
-	-

Last year:

Analysis of investments

Cash or cash equivalents

Listed investments

Investment properties

Social investments

Other investments

Total

Grand total (Fair value at year end+Cost less impairment)

Fair value at year end	Cost less impairment
£	£
-	-
-	-
-	-
-	-
-	-
-	-
-	-
-	-

17.3 If your charity holds investment properties, please complete the following note:

	This year	Last year
(i) Explain the methods and significant assumptions in determining the fair value of investment property held by the charity		
(ii) Name or independent valuer, if applicable, and relevant qualifications		
(iii) Provide details of any restrictions on the ability to realise investment property or on the remittance of income or disposal proceeds		
(iv) Explain any contractual obligations for the purchase, construction or development of investment property or for repairs, maintenance or enhancements		

17.4 Please provide a breakdown of current asset investments, if applicable, agreeing with the balance

Analysis of current asset investments

	This year	Last year
	£	£
Cash or cash equivalents	-	-
Listed investments	-	-
Investment properties	-	-
Social investments	-	-
Other investments	-	-
Total	-	-

17.5 Guarantees

	This year	Last year
Please provide details and amount of any guarantee made to or on behalf of a third party		
Name of the entity or entities benefitting from those guarantees		
Please explain how the guarantee furthers the charity's aims		

17.6 Concessionary loans

Amount of concessionary loans made (*Multiple loans made may be disclosed in aggregate provided that such aggregation does not obscure significant information*).

Description	This year £	Last year £
	-	-
	-	-
	-	-
	-	-
Total	-	-

Amount of concessionary loans received (*Multiple loans received may be disclosed in aggregate provided that such aggregation does not obscure significant information*).

Description	This year £	Last year £
	-	-
	-	-
	-	-
Total	-	-

Terms and conditions eg interest rate, security provided

Value of any concessionary loans which have been committed but not taken up at the reporting date

Amounts payable within 1 year

Amounts payable after more than 1 year

Amounts receivable within 1 year

Amounts receivable after more than 1 year

This year	Last year

17.7 Additional information

Please provide information about the significance of investments to the charity's financial position or performance eg. terms and conditions of loans or the use of hedging to manage financial risk.

For all investments measured at fair value, the basis for determining the value, including any assumptions applied when using a valuation technique.

Where a charity has provided financial assets as a form of security, the carrying amount of the financial asset pledged as security and the terms and conditions relating to its pledge.

This year	Last year

For all investments measured at fair value, the basis for determining the value, including any assumptions applied when using a valuation technique.

Where a charity has provided financial assets as a form of security, the carrying amount of the financial asset pledged as security and the terms and conditions relating to its pledge.

Note 18 Stocks

Please complete this note if the charity holds any stock items

18.1 Please state the carrying amount of stock and work in progress analysed between activities.

	Stock		Donated goods		Work in progress
	For distribution	For resale	For distribution	For resale	
	£	£	£	£	£
Charitable activities:					
<i>Opening</i>	-	-	-	-	-
<i>Added in period</i>	-	-	-	-	-
<i>Expensed in period</i>	-	-	-	-	-
<i>Impaired</i>	-	-	-	-	-
<i>Closing</i>	-	-	-	-	-
Other trading activities:					
<i>Opening</i>	-	-	-	-	-
<i>Added in period</i>	-	-	-	-	-
<i>Expensed in period</i>	-	-	-	-	-
<i>Impaired</i>	-	-	-	-	-
<i>Closing</i>	-	-	-	-	-
Other:					
<i>Opening</i>	-	-	-	-	-
<i>Added in period</i>	-	-	-	-	-
<i>Expensed in period</i>	-	-	-	-	-
<i>Impaired</i>	-	-	-	-	-
<i>Closing</i>	-	-	-	-	-
Total this year	-	-	-	-	-
Total previous year	-	-	-	-	-

18.2 Please specify the carrying amount of any stocks pledged as security for liabilities

This year	Last year
£	£

Note 19 Debtors and prepayments

Please complete this note if the charity has any debtors or prepayments.

19.1 Analysis of debtors

	This year £	Last year £
Trade debtors	-	-
Prepayments and accrued income	-	-
Other debtors	17,180	-
Total	17,180	-

Complete 19.2 where a material debtor is recoverable more than a year after the reporting date.

19.2 Disclosure of debtors recoverable in more than 1 year (included in debtors above)

	This year £	Last year £
Trade debtors	-	-
Prepayments and accrued income	-	-
Other debtors	-	-
Total	-	-

Note 20 Creditors and accruals

Please complete this note if the charity has any creditors or accruals.

20.1 Analysis of creditors

	Amounts falling due within one year		Amounts falling due after more than one year	
	This year £	Last year £	This year £	Last year £
Accruals for grants payable	-	-	-	-
Conneted Company loans and overdrafts	74,807	-	-	-
Trade creditors	-	-	-	-
Payments received on account for contracts or performance-related grants	-	-	-	-
Accruals and deferred income	65,423	-	-	-
Taxation and social security	19,395	-	-	-
Other creditors	-	-	-	-
Total	159,625	-	-	-

20.2 Deferred income

Please complete this note if the charity has deferred

Income paid in arrears from Qatar World Cup and Hotel Sector

	This year	Last year
	5,917	

Movement in deferred income account

Balance at the start of the reporting period
 Amounts added in current period
 Amounts released to income from previous periods
 Balance at the end of the reporting period

	This year £	Last year £
	-	-
	5,917	-
	-	-
	5,917	-

Note 21 Provisions for liabilities and charges

Please complete this note if you have included in charity expenditure any provisions. A provision is made when the charity has a liability of uncertain timing or amount.

21.1 Movements in recognised provisions and funding commitment during the period

	This year £	Last year £
Balance at the start of the reporting period	-	-
Amounts added in current period	-	-
Amounts charged against the provision in the current period	-	-
Unused amounts reversed during the period	-	-
Balance at the end of the reporting period	-	-

21.2 Please provide:

- a brief description of any obligations on the balance sheet and the expected amount and timing of resulting payments;

- an indication of the uncertainties about the amount or timing of those outflows; and

- the amount of any expected reimbursement, stating the amount of any asset that has been recognised for that expected reimbursement.

	This year	Last year

21.3 For any funding commitment that is not recognised as a liability or provision, provide details of commitment made, the time frame of that commitment, any performance-related conditions and details of how the commitment will be funded (with contracts for capital expenditure separately identified).

	This year	Last year

21.4 Where unrestricted funds have been designated to a fund commitment, please disclose the nature of any amounts designated and the likely timing of that expenditure.

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Note 22 Other disclosures for debtors, creditors and other basic financial instruments

22.1 Please provide information about the significance of financial instruments (eg. debtors, creditors, investments etc) to the charity's financial position or performance, for example, the terms and conditions of loans or the use of hedging to manage financial risk.

This year	Last year

22.2 If the charity has provided financial assets as a form of security, the carrying amount of the financial assets pledged as security and the terms and conditions related to its pledge should be given here.

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Note 23 Contingent liabilities and contingent assets**23.1 Contingent liabilities**

Where the charity has contingent liabilities, please complete the following section unless the possibility of their existence is remote.

This year

Description of item including its legal nature. Please describe any security provided in connection to the liability.	Estimate of financial effect

Last year

Description of item including its legal nature. Please describe any security provided in connection to the liability.	Estimate of financial effect

23.2 Contingent assets

Where the charity has contingent assets, please complete the following section when their existence is probable

This year

Description of item	Estimate of financial effect

Last year

Description of item	Estimate of financial effect

23.4 Other disclosures for contingent assets and/or liabilities

Please provide the following information where practicable:

	This year	Last year
Explain any uncertainties relating to the amount or timing of settlement; and the possibility of any reimbursement		
Where it is not practical to make one or more of these disclosures, please state this fact		

Section C**Notes to the accounts****(cont)****Note 24 Cash at bank and in hand**

Short term cash investments (less than 3 months maturity date)
Short term deposits
Cash at bank and on hand
Other
Total

This year £	Last year £
-	-
-	-
465,582	4,192
-	-
465,582	4,192

Note 25 Fair value of assets and liabilities

	This year	Last year
<p>25.1 Please provide details of the charity's exposure to credit risk (the risk of incurring a loss due to a debtor not paying what is owed) , liquidity risk (the risk of not being able to meet short term financial demands) and market risk (the risk that the value of an investment will fall due to changes in the market) arising from financial instruments to which the charity is exposed at the end of the reporting period and explain how the charity manages those risks.</p>		
<p>25.2 Please give details of the amount of change in the fair value of basic financial instruments (debtors, creditors, investments (see section 11, FRS 102 SORP)) measured at fair value through the SoFA that is attributable to changes in credit risk.</p>		

Note 26

Events after the end of the reporting period

Please complete this note events (not requiring adjustment to the accounts) have occurred after the end of the reporting period but before the accounts are authorised which relate to conditions that arose after the end of the reporting period.

	This year	Last year
Please provide details of the nature of the event		
Provide an estimate of the financial effect of the event or a statement that such an estimate cannot be made		

Note 27 Charity funds

27.1 Details of material funds held and movements during the CURRENT reporting period

Please give details of the movements of material individual funds in the reporting period together with a balancing figure for 'Other funds' (which should include revaluation reserve and fair value reserve, if applicable). The 'Total funds' figure below should reconcile to 'Total funds' in the balance sheet.

* Key: PE - permanent endowment funds; EE - expendable endowment funds; R - restricted income funds, including special trusts, of the charity; and U - unrestricted funds

Fund names	Type PE, EE R or UR *	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £	Transfers £	Gains and losses £	Fund balances carried forward £
General	UR	General unrestricted funds	4,192	661,411	- 342,466	-	-	323,137
JTIP	R	American grant scheme which is offered to charities helping to combat human trafficking outside of the US	-	17,180	- 17,180	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
Other funds (balancing figure)	N/a	N/a	-	-	-	-	-	-
Total Funds as per balance sheet			4,192	678,591	- 359,646	-	-	323,137

Fund balances carried forward include assets and liabilities denominated in a foreign currency Yes* No*

If yes, please state the basis on which the assets and/or liabilities have been translated into sterling (or the currency in which the accounts are drawn up).

Section C **Notes to the accounts** **(cont)**

Note 27 **Charity funds**

27.2 Details of material funds held and movements during the PREVIOUS reporting period

Please give details of the movements of material individual funds in the reporting period together with a balancing figure for 'Other funds' (which should include revaluation reserve and fair value reserve, if applicable). The 'Total funds' figure below should reconcile to 'Total funds' in the balance sheet.

* Key: PE - permanent endowment funds; EE - expendable endowment funds; R - restricted income funds, including special trusts, of the charity; and U - unrestricted funds

Fund names	Type PE, EE R or UR *	Purpose and Restrictions	Fund balances brought forward £	Income £	Expenditure £	Transfers £	Gains and losses £	Fund balances carried forward £
General	UR	General unrestricted funds	-	5,210	1,018	-	-	4,192
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
			-	-	-	-	-	-
Other funds (balancing figure)	N/a	N/a	-	-	-	-	-	-
Total Funds as per balance sheet			-	5,210	1,018	-	-	4,192

Fund balances carried forward include assets and liabilities denominated in a foreign currency

Yes*	No*
<input type="checkbox"/>	<input checked="" type="checkbox"/>

Note 27 Charity funds (cont)

27.3 Transfers between funds

This year

	Reason for transfer and where endowment is converted to income, legal power for its conversion	Amount
Between unrestricted and restricted funds		-
Between endowment and restricted funds		-
Between endowment and unrestricted funds		-
		-

Last year

	Reason for transfer and where endowment is converted to income, legal power for its conversion	Amount
Between unrestricted and restricted funds		-
Between endowment and restricted funds		-
Between endowment and unrestricted funds		-
		-

27.4 Designated funds

This year

Planned use	Purpose of the designation	Amount
		-
		-
		-
		-
		-
		-

Last year

Planned use	Purpose of the designation	Amount
		-
		-
		-
		-
		-
		-

Note 28 Transactions with trustees and related parties

If the charity has any transactions with related parties (other than the trustee expenses explained in guidance notes) details of such transactions should be provided in this note. If there are no transactions to report, please enter "True" in the box or "False" if there are transactions to report.

28.1 Trustee remuneration and benefits

This year

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity (True or False)

TRUE

In the period the charity has paid trustees remuneration and benefits. Please give the amount of, and legal authority for, any remuneration or other benefits paid to a trustee by the charity or any institution or company connected with it.

Name of trustee	Legal authority (eg order, governing document)	Amounts paid or benefit value				
		Remuneration	Pension contribution	Redundancy (including loss of office)/ex gratia	Other	TOTAL
		£	£	£	£	£
		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-

Please give details of why remuneration or other employment benefits were paid.

Where an ex gratia payment has been made to a trustee, provide an explanation of the nature of the payment.

If a third party has been reimbursed for providing one or more trustees, state the nature of the payment and amount of the reimbursement.

State the number of trustees to whom retirement benefits are accruing under a defined contribution pension scheme.

Last year

None of the trustees have been paid any remuneration or received any other benefits from an employment with their charity or a related entity (True or False)

TRUE

In the period the charity has paid trustees remuneration and benefits. Please give the amount of, and legal authority for, any remuneration or other benefits paid to a trustee by the charity or any institution or company connected with it.

Name of trustee	Legal authority (eg order, governing document)	Amounts paid or benefit value				
		Remuneration	Pension contribution	Redundancy (including loss of office)/ex gratia	Other	TOTAL
		£	£		£	£
		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-
		-	-	-	-	-

Please give details of why remuneration or other employment benefits were paid.

Where an ex gratia payment has been made to a trustee, provide an explanation of the nature of the payment.

If a third party has been reimbursed for providing one or more trustees, state the nature of the payment and amount of the reimbursement.

State the number of trustees to whom retirement benefits are accruing under a defined contribution pension scheme.

28.2 Trustees' expenses

If the charity has paid trustees expenses for fulfilling their duties, details of such transactions should be provided in this note. If there are no transactions to report, please enter "True" in the box below. If there are transactions to report, please enter "False".

No trustee expenses have been incurred (True or False)

TRUE

Type of expenses reimbursed	This year	Last year
	£	£
Travel	-	-
Subsistence	-	-
Accommodation	-	-
Other (please specify):	-	-
	-	-
TOTAL	-	-

Please provide the number of trustees reimbursed for expenses or who had expenses paid by the charity

0	0
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28.3 Transaction(s) with related parties

Please give details of any transaction undertaken by (or on behalf of) the charity in which a related party has a material interest, including where funds have been held as agent for related parties. If there are no such transactions, please enter 'true' in the box provided.

This year

There have been no related party transactions in the reporting period (True or False)

FALSE

Name of the trustee or related party	Relationship to charity	Description of the transaction(s)	Amount	Balance at period end	Provision for bad debts at period end	Amounts written off during reporting period
			£	£	£	£
Equidem Research and Consulting Limited	100% owned by CEO of the charity, Syed Mustafa Qadri	Provision of banking facility paying salaries and invoices on behalf of the charity - fully reimbursed with no benefit to the company or shareholder	104,807	74,807	-	-
			-	-	-	-
			-	-	-	-
			-	-	-	-

In relation to the transactions above, please provide the terms and conditions, including any security and the nature of any payment (consideration) to be provided in settlement.

Short term banking facility, no security or benefit provided to the related party

For any related party, please provide details of any guarantees given or received.

No guarantees given or received

Last year

There have been no related party transactions in the reporting period (True or False)

TRUE

Name of the trustee or related party	Relationship to charity	Description of the transaction(s)	Amount	Balance at period end	Provision for bad debts at period end	Amounts written off during reporting period
			£	£	£	£
			-	-	-	-
			-	-	-	-
			-	-	-	-
			-	-	-	-

In relation to the transactions above, please provide the terms and conditions, including any security and the nature of any payment (consideration) to be provided in settlement.

For any related party, please provide details of any guarantees given or received.

Note 29**Additional Disclosures**

The following are significant matters which are not covered in other notes and need to be included to provide a proper understanding of the accounts. If there is insufficient room here, please add a separate sheet.