

FRIENDS OF RESEARCHERS IN THE INDIAN SUBCONTINENT

England & Wales · Charity number 1204788

Details

Status Registered

Legal form CIO

Registered 2023-09-19

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

Contact

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Activities

Objects: THE EDUCATIONAL ADVANCEMENT OF THE PUBLIC IN THE SUBJECT OF BIOMEDICINE IN THE UK, EU COUNTRIES, AND THE INDIAN SUBCONTINENT BY: • DEVELOPING AND SUPPORTING COLLABORATIONS BETWEEN RESEARCHERS BASED IN THE INDIAN SUBCONTINENT AND THOSE BASED IN THE UK/EU• SUPPORTING THE EXCHANGE OF RESEARCHERS, RESEARCH MATERIALS AND TECHNOLOGIES BETWEEN LABORATORIES AND INSTITUTIONS IN THE INDIAN SUBCONTINENT AND THE UK/EU. • PROVIDING A PLATFORM FOR LECTURES, SEMINARS, WEBINARS, CONFERENCES AND TRAINING• SUPPORTING POSTGRADUATE STUDENTS FROM THE INDIAN SUBCONTINENT IN THE UK AND EU COUNTRIES. • FUNDING RESEARCH IN THE UK/EU CARRIED OUT BY STUDENTS FROM THE INDIAN SUBCONTINENT (AT PHD AND ABOVE) THAT CANNOT BE COMPLETED IN THEIR HOME COUNTRY DUE TO UNAVAILABILITY OF EQUIPMENT/RESOURCES• PUBLICLY DISSEMINATING THE USEFUL KNOWLEDGE RESULTING FROM RESEARCH THAT IS FUNDED• FUNDING RESEARCH POSITIONS IN UK/EU INSTITUTIONS THAT WILL PROMOTE BIOMEDICAL EDUCATION IN THE INDIAN SUBCONTINENT

Activities: The educational advancement of the public in the subject of biomedicine in the UK, EU countries, and the Indian subcontinent.

Classification

- **How:** Makes Grants To Individuals, Makes Grants To Organisations, Sponsors Or Undertakes Research
- **What:** Education/training
- **Who:** The General Public/mankind

Geography

- **Area of benefit:** THE UK, EU COUNTRIES, AND THE INDIAN SUBCONTINENT
- Austria
- Bangladesh
- Belgium
- Bhutan
- Bulgaria
- Croatia
- Czech Republic
- Denmark
- Estonia
- Finland
- France
- Germany
- Greece
- Hungary
- India
- Ireland
- Italy
- Latvia
- Lithuania
- Luxembourg
- Maldives
- Malta
- Nepal
- Netherlands
- Pakistan
- Poland
- Portugal
- Romania
- Slovakia
- Slovenia
- Spain
- Sri Lanka
- Sweden

- Throughout England

Finances

Period end	Income	Expenditure	Assets	Employees
2025-03-31	£5,012	£5,012	-	-
2024-03-31	£1,682	£1,682	-	-

Trustees

Name	Role	Appointed
Professor Ahmad Waseem	Chair	2023-09-19
Dr Gianne Williams		2026-03-29
Dr MUHAMMAD ALI		2023-09-19
Dr NAUSHIN HALIM WASEEM		2023-09-19
Dr Saima Waseem		2025-06-08
Graham Mcquillam		2023-12-21
Professor KENNETH WHITE		2023-09-19

FRIENDS OF RESEARCHERS IN THE INDIAN SUBCONTINENT

England & Wales - Charity number 1204788

Accounts

FRIENDS OF RESEARCHERS IN THE INDIAN SUBCONTINENT (FRIS Charity UK)

The Trustees Annual Report: 2024-2025

This is the annual report covering the period from 1 October 2024 to 30 September 2025.

A. Purpose of FRIS Charity UK: The purpose of FRIS Charity UK as approved by the Charity Commission is as follows:

The educational advancement of the public in the subject of biomedicine in the UK, EU countries, and the Indian subcontinent by:

- a. developing and supporting collaborations between researchers based in the Indian subcontinent and those based in the UK/EU
- b. supporting the exchange of researchers, research materials and technologies between laboratories and institutions in the Indian subcontinent and the UK/EU
- c. providing a platform for lectures, seminars, webinars, conferences and training
- d. funding research in the UK/EU carried out by students from the Indian subcontinent (at PhD and above) that cannot be completed in their home country due to unavailability of equipment/resources
- e. publicly disseminating the useful knowledge resulting from research that is funded
- f. funding research positions in UK/EU institutions that will promote biomedical education in the Indian subcontinent

B. Publicity about FRIS Charity UK: There were two approaches we adopted to publicise FRIS Charity UK.

1. Through lectures:

- The FRISC Charity UK was introduced to the postgraduate research students registered for MPhil and PhD courses at the National University of Medical Sciences (NUMS), Rawalpindi by our Pakistan-based Trustee on 30 January 2025. This lecture was received very well by the students as reflected in the feedback at the end of the presentation.
- The chair of the Board of Trustees visited India in December 2024 and gave lectures at several Institutions including, Department of Pharmacology, Aligarh Muslim University (Aligarh), Ibn Sina Academy (Dodhpur, Aligarh) and Era University (Lucknow) introducing FRIS Charity UK. There was a large gathering at all the three places and anybody who wanted to attend was allowed in.
- Glossy pamphlets were printed and used for advertisement of FRIS Charity UK in different countries including, USA, India and Pakistan. These pamphlets were also distributed to those attending FRIS Charity UK lectures.
- We also used ceramic mugs and tote bags with printed FRIS logo to publicise FRIS Charity UK in India during our visit last December/January. Many of these items were distributed free to senior staff of different Institutes in India.

2. Social media:

- A LinkedIn page for FRIS Charity UK was created. It was decided by the Board of Trustees that any posting on these pages must be agreed by at least two trustees.
- Facebook page: A Facebook page for FRIS charity UK was set and populated with the objectives of the charity and pictures of trustees and advisors.
- You Tube channel: A You Tube Channel for FRIS Charity UK has also been created. These social media platforms will become populated in due course as we move towards our charitable goals.

C. New Board members:

- To have a quorum we needed 4/6 trustees but on one occasion we had to postpone the meeting as we could not have the quorum (4 trustees). The Board decided to have one more trustee to complete the quorum. This resolution was passed unanimously at the trustees meeting on 8 June 2025. Following the resolution a new trustee was appointed, and her details were entered on the Charity Commission website.
- The Board of Trustees also approved appointment of two advisors. One of them from California (USA) had extensive experience of working with Industry including Roche Diagnostics, Qiagen and Abott. The trustees unanimously approved his appointment on the board through email-based approval on 15 May 2025. Another person appointed on the Board of advisors was the Associate Dean of Army Medical & Dental College, National University of Medical Sciences (NUMS), Rawalpindi, one of the most prestigious Dental Schools in Pakistan. He was voted unanimously to join the Board on 14 September 202
- The MASS ACCOUNTANT AND CONSULTANT LTD, a professional accounting firm based on London, specialising in bookkeeping, financial reporting, tax compliance, payroll and advisory services was appointed to provide accounting services to FRIS Charity UK on pay you go basis.

D. Investment on behalf of FRIS Charity UK: To ensure a regular income for FRIS Charity UK, the trustees authorised investment of charity's funds in collective investment vehicles approved by the Charity Commission and the Financial Conduct Authority (FCA). Several Charity Authorised Investment Funds (CAIF) run by M&G, CCLA (Jupiter), Rathbones, BlackRock and BNY investment managers have been employed, and significant sums have been invested. Over the next few months, we will be able to evaluate their performances and adjust the investments to get the maximum returns.

E. Joint meeting of Trustees and Advisors: FRIS Charity UK held a pivotal strategic meeting on 2nd July 2025, bringing together its board of trustees, advisors, and non-executive director to review progress, strengthen governance, and align priorities for the year ahead.

The meeting, held virtually, underscored FRIS's continued commitment to delivering impactful support across community wellbeing initiatives throughout the Indian

Subcontinent. Trustees were joined by key advisors and a non-executive director to assess current programmes, financial performance, risk management, and opportunities for innovation and growth. The meeting provided a vital opportunity for leadership to reflect on the past six months of activity, discuss key achievements, and collaboratively plan priorities for the remainder of 2025 and beyond.

Chaired by Professor Ahmad Waseem, the session focused on strengthening the charity's impact, financial resilience, and long-term strategy. He said:

“This meeting marks an important moment for us to take stock, celebrate progress, and recommit to the ambitious goals we've set for FRIS. The combined insight of our trustees, advisors, and leadership team ensures that our next steps are bold, focused, and grounded in the needs of those we plan to serve.”

Key highlights of the meeting included:

- A review of programme delivery and community impact since January 2025.
- Financial and operational updates, including new funding streams and cost efficiencies.
- Strategic planning for 2026, with a focus on expanding outreach and innovation.
- Governance updates and strengthened frameworks for accountability and oversight

FRIS Charity UK remains focussed to its core mission “to promote and support advancement of biomedical education through collaboration between researchers of the UK and the countries of EU and those based in the 7 different countries of the subcontinent.” The organisation looks ahead with a clear plan, renewed purpose, and a deep commitment to positive, lasting change.

The collaboration between trustees, advisors, and leadership reaffirms FRIS Charity UK's mission-driven focus and dedication to transparency, accountability, and sustainable growth.

F. Keeping up to date with rules and regulation: A delegation of two trustees attended a meeting on ‘WORKING OVERSEAS: RISKS, RESPONSIBILITIES AND LEGAL DUTIES’ organised by the Charity Engagement Team of the Charity Commission. It was held at Millennium Point, Curzon Street, Birmingham on 11 February 2025.

G. Anti-Corruption and Bribery Policy: An anti-corruption and bribery policy was drafted and approved by all trustees. A copy of this document has been circulated to those associated with FRIS Charity UK.

Authors: The Board of Trustees

Version: V1.0

Date Approved: 27 April 2025

1. Introduction:

In the UK, where the FRIS Charity UK is registered, the Bribery Act 2010 not only makes bribery and corruption illegal but will also hold us liable for failing to implement adequate procedures to prevent such acts by those working for the organisation or on its behalf, no matter where in the world the act takes place. Corrupt acts committed abroad, including those by partners, volunteers, advisors or consultants working directly on our behalf for example, may result in a prosecution.

2. Purpose:

The purpose of this anti-corruption and bribery policy for FRIS Charity UK is to set out the responsibilities of all our staff and others working on our behalf in observing and upholding our position on corruption and bribery. It also provides information and guidance to all our staff and others working on our behalf on how to recognise and deal with bribery and corruption issues.

3. Scope and Applicability:

The anti-corruption and bribery policy at FRIS Charity UK applies to all its employees (staff, on contract and temporary), casual workers, interns, agency staff, volunteers, contractors, consultants, suppliers, partners, sponsors, potential donors, beneficiaries, advisors, trustees, government and public bodies, including their advisors, representatives and officials, politicians and political parties and extends to all our dealings and transactions in all countries in which we or our associates operate on behalf of the charity.

This policy does not form part of an employee's contract of employment and may be amended at any time without notice.

4. Defining Corruption and Bribery:

Corruption

Corruption is the abuse of entrusted power or position for private gain.

Bribery

Bribery is offering, promising, giving or accepting a financial or other advantages intended to coerce someone into acting illegally, unethically or unjustly, and rewarding them for doing so.

The advantages may include money, gifts, loans, fees, hospitality, services, award of a contract or anything of value.

5. Policy:

5.1 Due Diligence and Risk Assessment:

Due diligence process based on the reputation and past behaviour should be used for selecting partners, suppliers, and contractors.

A basic risk assessment should be used to identify potential areas where bribery or corruption may occur, and appropriate procedures must be developed accordingly to mitigate these risks.

5.2 Reporting and Investigation Procedures:

A clear procedure for reporting suspected bribery or corruption, including an accessible and confidential reporting channel will be established within the charity.

All whistleblowers must be protected from retaliation, and all reports will be investigated promptly and thoroughly.

The disciplinary actions that will be taken for violations of the policy will be outlined and communicated to all staff and others working for FRIS Charity UK.

5.3. Record keeping:

The FRIS Charity UK will keep accurate books, detailed financial records, and will have appropriate internal controls in place to evidence the business reasons for making payments to third parties.

All accounts, invoices and other records relating to dealings with third parties– including suppliers and customers – should be completely accurate and transparent. Accounts must not be kept 'off-book' to facilitate or conceal improper payments.

False, misleading or inaccurate records of any kind could potentially damage the reputation of FRIS Charity UK which is not acceptable.

5.4. Gifts and hospitality:

This policy allows reasonable and appropriate hospitality or entertainment given to, or received from third parties for the purposes of:

- establishing or maintaining good working relationships.
- improving or maintaining the image or reputation of FRIS Charity UK.
- marketing or presenting our products and/or services effectively.

The giving and accepting of gifts are allowed in certain circumstances.

1. The gift is not made with the intention of obtaining or retaining business, favours or benefits, or rewarding them.
2. The gift is given in the Trust's name, not in the individual's name.
3. The gift is appropriate in the circumstances, taking account of the reason for the gift, its timing and its value.
4. The gift is given openly rather than secretly.
5. The gift complies with applicable laws.

Promotional gifts of low value such as branded stationery to or from existing customers, suppliers and business partners is usually acceptable.

Reimbursing a third party's expenses or accepting an offer to reimburse our expenses (for example, the costs of attending a business meeting) would not usually amount to bribery. However, a payment in excess of genuine and reasonable business expenses (such as the cost of an extended hotel stay) is not acceptable.

We appreciate that practice varies between countries and regions and what may be normal and acceptable in one region may not be in another. The test to be applied is whether in all the circumstances the gift, hospitality or payment is reasonable and justifiable. The intention behind it should always be considered.

5.5. Unacceptable behaviour

It is unacceptable for an employee (or someone on their behalf) to:

- give, promise to give, or offer a payment, gift or hospitality with the expectation or hope of gaining a business advantage, or to reward a business advantage already given.
- give or accept a gift or hospitality during any commercial negotiations or tender process if this could be perceived as intended, or likely to influence the outcome.
- accept a payment, gift or hospitality from a third party that the individuals know is offered with the expectation that it will provide a business advantage for them or anyone else in return.
- accept hospitality from a third party that is unduly lavish or extravagant under the circumstances.
- offer or accept a gift to or from government officials or their representatives, politicians or political parties in breach of this policy.
- threaten or retaliate against another employee who has refused to commit a bribery offence or who has raised concerns under this policy
- engage in any other activity that might lead to a breach of this policy.

5.6. Charitable contributions:

We will only make charitable donations that are legal, ethical under local laws and practices, and they must be publicly disclosed. No donation must be offered or made without the prior approval of our Trustees.

Any charitable contribution should not be used to conceal bribery or corruption.

5.7. Facilitation payments and kickbacks

We do not make and will not accept facilitation payments or kickbacks of any kind.

What are facilitation payments?

Also known as 'back-handers' or 'grease payments', facilitation payments are typically small, unofficial payments made to secure or speed up a routine or necessary action (for example, by a government official). They are not common in the UK but are common in some other jurisdictions.

What are kickbacks?

Kickbacks are typically payments made in return for a business favour or advantage.

Employees must avoid any activity that might lead to a facilitation payment or kickback being made or accepted by the Charity or on our behalf, or that might suggest that such a

payment will be made or accepted. If someone is asked to make a payment on our behalf, they should always be mindful of what the payment is for and whether the amount requested is proportionate to the goods or services provided. They should always ask for a receipt which details the reason for the payment.

5.8. Zero Tolerance:

Any form of bribery, whether offering, promising, giving, requesting, receiving, or accepting, is strictly prohibited within our organisation. FRIS Charity UK has a "zero-tolerance" approach to bribery and corruption.

Any employees or person associated with our charity who is found guilty of corruption or bribery can face up to 10 years' imprisonment and/or a fine. As an employer, if we fail to prevent bribery, we can face an unlimited fine, and damage to our reputation.

6. Training and communication:

We will provide training to all staff and volunteers on the policy and its requirements.

We will ensure that the policy is readily available and accessible to everyone it applies to.

7. Financial controls:

Our organisation implements all the basic financial controls, such as separation of duties and regular financial audits, to prevent misuse of funds.

We also maintain detailed records of all financial transactions.

By implementing a comprehensive anti-corruption and bribery policy we can effectively protect ourselves against the risks associated with this type of criminal activities.

8. Ongoing monitoring and review:

We will regularly review this policy every 2-3 years to ensure it remains relevant and effective. We will update the policy as needed, reflecting changes in the charity's operations or applicable laws.

	FRIS Charity UK			
	Balance Sheet from 1 April 2024 to 31 March 2025			
	Unrestricted funds, £	Restricted funds, £	Endowment funds, £	Total funds, £
Balance			1682.35	-1682.35
Incoming resources	5012.14	0	0	
Resources expended	-523.60	0		
Cost of generating funds	0	0		
Investment costs	0	0		
Total	4488.54			0
Transfer to Endowment fund	0	0	4488.54	-6170.89
Charitable activities				
Research				
Education				

This year-2 annual report and accounts have been approved by all FRIS Charity UK trustees.

FRIENDS OF RESEARCHERS IN THE INDIAN SUBCONTINENT

England & Wales - Charity number 1204788

Accounts

FRIENDS OF RESEARCHERS IN THE INDIAN SUBCONTINENT **(FRIS Charity UK)**

The Trustees Annual Report: 2023-2024

This is the first report covering the period from 19 September 2023, when the CIO was first registered, to 30 October 2024.

Purpose of FRIS Charity UK: The purpose of FRIS Charity UK as approved by the Charity Commission is as follows:

The advancement of the education of the public in the subject of biomedicine in the UK, EU countries, and the Indian subcontinent by:

- a. providing a platform for lectures, seminars, webinars, conferences and training
- b. funding research in the UK/EU carried out by students from the Indian subcontinent (at PhD and above) that cannot be completed in their home country due to unavailability of equipment/resources
- c. funding research positions in UK/EU institutions that will promote biomedical education in the Indian subcontinent
- d. publicly disseminating the useful knowledge resulting from research that is funded
- e. developing and supporting collaborations between researchers based in the Indian subcontinent and those based in the UK/EU
- f. supporting the exchange of researchers, research materials and technologies between laboratories and institutions in the Indian subcontinent and the UK/EU

Name of Charity: The full name of the charity as approved by the Charity Commission is 'FRIENDS OF RESEARCHERS IN THE INDIAN SUBCONTINENT', however the board of trustees wanted a shorter name with UK in it to show that the charity is UK based. They proposed FRIS Charity UK as the working name at the Board of Trustees meeting held on Sunday 4th August 2024 which was entered using "My Charity Commission Account" and approved.

Management of FRIS Charity UK: Number of Trustees and their tenure: The Charity is managed by a Board of Trustees. The number of trustees can vary between 3 and 12 and at the time of registration FRIS Charity UK had 6 trustees. All trustees were appointed on a fixed-term basis. Professor Ahmad Waseem and Naushin Waseem were appointed for 5 years each, Prof Kenneth White, Dr Muhammad Ali, Prof Shomi Bhattacharya were appointed for 3 years each and Dr Saima Usman was for only 2 years in the first instance. Professor Bhattacharya submitted his resignation on 15 June 2024 citing personal reasons leaving 5 trustees on the board. Mr Graham McQuillam was unanimously voted as a new trustee for 2 years at the Board meeting held on 21 December 2023. Mr Graham McQuillam's appointment was to ensure the presence of a trustee with non-medical and non-research background on the Board.

When the tenure of a trustee ends, they will have a choice of either to leave or if they wish to continue serving the FRIS Charity UK, they will have to reapply, and the Board will vote to decide the outcome of their application. In a contesting situation where votes are a tie, the Chair will cast his extra vote to

decide the outcome. In July 2024, Dr Saima Usman relocated to Pakistan, but she continued to attend Board's meetings, and the board continued to recognise her as a member of the Board of Trustees.

Advisors: The Board of Trustees also created a Board of Advisors with a total number of members ranging between 5-20. At the time of registration, the Board of Advisors had 7 members, 3 from the USA (Professor Theodore L. Steck, Professor Yvonne Lange, Professor William Andrew Yeudall), 3 from India (Professor Afrozul Haq, Professor Abbas Ali Mahdi and Lt Gen Zameeruddin Shah) and 1 from Pakistan (Professor Javed Akram). Dr Sohel Talib from California (USA) later (05 March 2024) joined the Board of Advisors making the total number to 8. Some months later Professor Javed Akram and Lt Gen Zameeruddin Shah were removed from the board as we did not receive their consent for including their details on our website.

Non-executive directors: The trustees also created a Board of Non-executive Directors whose numbers can vary between 1-20. At the time of registration, Mr Mohammad Usman Baig, was the only non-executive director, and he was appointed to manage our domain name and the website **www.frischarity.org.uk** at the Board of Trustees meeting held on 21 December 2023. Mr Mohammad Usman Baig also relocated to Pakistan with his wife Dr Saima Usman. The board at its meeting on 21 December 2023 approved that Mr Baig will continue to manage the website as non-executive director for the Charity even when he relocates to Pakistan. It was also agreed that Mr Baig will be allowed to use this title in his CV for job seeking purposes.

Honorary members: The trustees have also created fee paying unlimited honorary members. They pay a minimum of £25/year and they get a certificate from the Charity to prove their membership. Trustees, advisors and non-executive directors are all fee-paying members of the charity.

Roles assigned to trustees: Following trustees have been assigned specific roles within the organisation.

Professor Ahmad Waseem: He is the Chair of the Board of Trustees and looks after all financial issues for FRIS Charity UK. He is the point of contact with the Charity Commission.

Mr Graham McQuillam: He is the only trustees with non-medical and non-research background. His role is to provide an independent view on various issues. Mr McQuillam was also voted unanimously as the director of communication for FRIS Charity UK at the board meeting on 23 May 2024. It was also agreed that he will be the signatory on all communications to the public and also sign all membership certificates as well as e-festive cards for Holi, Diwali, Eid and Christmas.

Dr Saima Usman: She was the youngest member on the Board of Trustees and therefore the board took the decision of giving her the most responsible job of Research Manager at its meeting on 21 December 2023. It was also decided that she will be able to use this title in her CV for job application and other purposes. Her title was later changed to Director of Research on a subsequent board meeting on 05 March 2024. The Board of Trustees unanimous approved at its meeting on 23 May 2023 that Dr Saima Usman will continue working as a Trustee and Director of Research even though she will soon relocate to Islamabad (Pakistan).

Professor Kenneth N White: The Board of Trustees at its meeting on 21 December 2023 decided that Professor Kenneth White will lead all corporate affairs and will sign all letters of appreciation issued to our corporate donors and sponsors.

Rest of trustees: The rest of trustees, Dr Naushin Waseem and Dr Muhammad Ali, currently do not have specific roles, but they support the board by their advice and suggestions.

Frequency of the Board of Trustees meetings: At the FIRST meeting of the Board of Trustees on 26 October 2023 which was in person following important decisions were taken:

1. For the board meeting to convene, the quorum must be present. For all FRIS Charity UK trustee meetings, the quorum was decided to be 4 out of 6 members.
2. All FRIS Charity UK Board of Trustees meetings will be held virtually on MS Teams on a weekend so Dr Saima Usman could attend from Pakistan.
3. The frequency of these meetings was every 2-3months. However, if there are urgent issues to be consulted, the chair will circulate the agenda and get trustees views via emails.
4. For every meeting, the agenda is circulated at least a week in advance. The minutes are taken by Dr Saima Usman which are then approved by the Chair before circulating to the trustees as a highly confidential document.

Bank account: Soon after receiving registration from the Charity Commission, we applied to Virgin Money to open a current account. It took us several weeks before the account was opened. We also applied for debit card and our application was successful. To increase our income, we also applied to Virgin Money to open a Saving Notice account for FRIS Charity UK. After a very long deliberation our application was rejected but no reason was given for rejection. We are going to apply for a saving notice account with United Trust Bank early in the New Year.

Policy on donations: Donations to FRIS Charity UK either can be the membership fee (£25 or more/year) or small donations which are all paid either through inter-bank transfer or through PayPal or Stripe transfer to our Virgin Money current account. We do not accept cash or cheque donations. The small donations are pooled to create a corpus fund which will eventually become part of a financial endowment. All our donors are asked to sign a form that they are aware of this mechanism of investment to support FRIS Charity UK activities, and they consent to it. In an unforeseen circumstance if a donor refuses to accept this, we will either not accept their gift or return their donations.

If an unusually large donation of more than £10K were offered to us we will use our due diligence in accessing the situation before accepting the donation. These due diligences are as follows:

1. Ask the person his/her motives for offering such as large donation.
2. Find out the details about the actual donor.
3. Try to find out the source of the money.
4. Ensure that any transfer is electronic from the donor's account.
5. Inform the trustees and seek their advice.
6. If it looks suspicious, we will contact the Charity Commission for advice.
7. Donations can always be refused and if accepted they can be returned.

FRIS Charity UK policy on reserve: Since being approved as a CIO by the Charity Commission on 19 Sep 2023, we have been collecting donations from friends and colleagues in the UK, USA, Middle East and the Indian Subcontinent. These donations have been deposited in a current account, which

is unrestricted, so they can be made available in an emergency. This strategy will be in place until we have raised enough funds to start our charitable activities.

As the main activity of FRIS Charity UK is to provide funds for research collaboration, the long-term plan is to establish an unrestricted corpus fund for financial endowment of at least £100,000. This fund will be invested in the stock market as well as in fixed deposit and only 50% of the return on investment will be used for charitable purposes and the rest will be ploughed back into the corpus to increase its size. This strategy will ensure that the funds available for charitable purposes will continue to grow year after year. We will ensure that the available funds for charitable purposes are unrestricted so they could also be used to pay for the administrative cost.

As the entire corpus (including investment and fixed deposit) will be unrestricted, we will be able to borrow from the endowment by liquidating a part and made it available in an emergency to pay for unforeseen expenses. The corpus can then be replenished from donations and future income.

Publicity for FRIS Charity UK: In the first year, the trustees decided to have a research meeting in India. We selected Aligarh (in Uttar Pradesh) as the place for the meeting primarily because I am familiar having received my higher education from Aligarh Muslim University (AMU). We had planned a two-day International FRIS symposium on biomedical Sciences which we were planning to invite researchers from the Indian subcontinent and from U/EU. We had to abandon the plan when we received an estimated cost of IRN16,00,000 (£16,000).

We also explored the possibility of advertising in national newspaper but that was also exorbitantly expensive.

We then had to develop an alternative strategy which will require negligible expenses. The new strategy to make people aware of FRIS Charity UK was as follows:

- a. **Designing and hosting a website:** In February 2024 the domain name (frischarity.org.uk) for our website was purchased from Hostinger Webmail and the website content were written and approved by all trustees. The website was designed by Mr Mohammad Usman Baig and it went live in Feb/March 2024.
- b. **Professor Waseem** gave a talk about the establishment of FRIS Charity UK at the Sir Syed Day celebrations in London on 29 October 2023 attended by about 150 AMU Alumni. This was first time the community came to know that this organisation has received official approval as a charity.
- c. **Publicity material:** To increase visibility we custom made 100 Tote bags and 100 premium ceramic mugs with our logo printed in multi colour at a cost of £513.60. These mugs/bags were given free to anybody making a donation of £30 or more.
- d. **Professor Waseem** gave a talk to Professor Ziaur Rehman, Professor Sumbul H Khan and Dr Fahim H Khan, at the Blizzard Institute on 04 July 2024. These individual professors publicised the FRIS Charity UK in India thereby giving free publicity to the charity.
- e. **Professor Ziaur Rehman** wrote an article "My take on FRIS" about FRIS Charity UK which was posted on AMU Network with about 35,000 members.
- f. **Professor Ziaur Rehman** also published his views on FRIS Charity UK in the Newsletter of Ibn Sina Academy (Aligarh, India) on vol 24, no 4, page 8. This magazine is widely read in India.
- g. **Professor Waseem** talked about FRIS Charity UK to Professor Yasmin Saikia (Arizona State University) and her husband Mr Chad Haines on 14 August 2024. On her return to the USA, she

talked about FRIS Charity UK to the academic and non-academic communities in Arizona (USA) thereby spreading the words about our charity.

- h. Professor Waseem** gave a presentation about FRIS Charity UK to Professor Ahmadullah Siddiqui (USA), Mufti Burkatullah (UK Government recognised Mufti) and Dr Naushin H Waseem in Blizard on 10 September 2024. This was very well received by all those attending the talk.
- i. Dr Naushin H Waseem** (a FRIS charity UK trustees) talked about the role of women in Science at the Sir Syed Day celebrations held at the Royal Mahal (Tooting) on 20 October 2024. At this meeting the creation of FRIS Charity UK was mentioned by her, and the meeting was attended by more 100 participants.
- j. Professor Waseem** gave a presentation about FRIS Charity UK to Professor Maqsood Siddiqui (retired director of Bose Institute, India) and Professor Kenneth White (a FRIS Charity UK Trustee) on 30 October 2024.

These activities gave much needed publicity to FRIS Charity UK without spending any funds.

Immediate Future plans:

- k. Professor Waseem** will be presenting the establishment of FRIS Charity UK at the India Islamic Cultural Centre, Lodhi Road, New Delhi, in December 2024. This meeting has been very widely advertised and local press has also been invited. We anticipate that this will create a nationwide publicity at absolutely no cost to FRIS Charity UK.
- l. Professor Waseem** will be presenting the establishment of FRIS Charity UK at the ERA University, Lucknow, India, around Christmas time. This meeting has been very widely advertised and local press has been invited. Biomedical researchers from all the major Institutes such as CRDI, ITRC, SGPGI and Lucknow University are expected to attend.
- m. Professor Waseem** will be presenting the establishment of FRIS Charity UK at the Aligarh Muslim University, India in the month of December 2024.

	FRIS Charity UK			
	Balance Sheet from 19 September 2023 to 31 March 2024			
	Unrestricted funds, £	Restricted funds, £	Endowment funds, £	Total funds, £
Incoming resources	1682.35	0	0	1682.35
Transfer to Endowment fund	0		1682.35	-1682.35
Resources expended	0	0		
Cost of generating funds	0	0		
Investment management costs	0	0		
			Total funds	0
Charitable activities				
Research	0	0		0
Education	0	0		0

Policy on donations: Donations to FRIS Charity UK either can be the membership fee (£25 or more/year) or small donations which are all paid either through inter-bank transfer or through PayPal or Stripe transfer to our Virgin Money current account. We do not accept cash or cheque donations. The small donations are pooled to create a corpus fund which will eventually become part of a financial endowment. All our donors are asked to sign a form that they are aware of this mechanism of investment to support FRIS Charity UK activities, and they consent to it. In an unforeseen circumstance if a donor refuses to accept this, we will either not accept their gift or return their donations.

If an unusually large donation of more than £10K were offered to us we will use our due diligence in accessing the situation before accepting the donation. These due diligences are as follows:

1. Ask the person his/her motives for offering such as large donation.
2. Find out the details about the actual donor.
3. Try to find out the source of the money.
4. Ensure that any transfer is electronic from the donor's account.
5. Inform the trustees and seek their advice.
6. If it looks suspicious, we will contact the Charity Commission for advice.
7. Donations can always be refused and if accepted they can be returned.

FRIS Charity UK policy on reserve: Since being approved as a CIO by the Charity Commission on 19 Sep 2023, we have been collecting donations from friends and colleagues in the UK, USA, Middle East and the Indian Subcontinent. These donations have been deposited in a current account, which is unrestricted, so they can be made available in an emergency. This strategy will be in place until we have raised enough funds to start our charitable activities.

As the main activity of FRIS Charity UK is to provide funds for research collaboration, the long-term plan is to establish an unrestricted corpus fund for financial endowment of at least £100,000. This fund will be invested in the stock market as well as in fixed deposit and only 50% of the return on investment will be used for charitable purposes and the rest will be ploughed back into the corpus to increase its size. This strategy will ensure that the funds available for charitable purposes will continue to grow year after year. We will ensure that the available funds for charitable purposes are unrestricted so they could also be used to pay for the administrative cost.

As the entire corpus (including investment and fixed deposit) will be unrestricted, we will be able to borrow from the endowment by liquidating a part and made it available in an emergency to pay for unforeseen expenses. The corpus can then be replenished from donations and future income.

This year-1 annual report and accounts has been approved by all FRIS Charity UK trustees.