

NRC IN UK

England & Wales · Charity number 1206170

Details

Status	Registered
Legal form	Charitable company
Company number	12502648
Registered	2023-12-13
Register	View on the Charity Commission register

Contact

Address
We Work
North West House
119-127 Marylebone Road
London
NW1 5PU

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Activities

Objects: THE OBJECTS OF THE CHARITY ARE, FOR THE PUBLIC BENEFIT, TO RELIEVE THE NEEDS OF DISPLACED AND VULNERABLE PERSONS DURING CRISIS, IN PARTICULAR, BUT NOT EXCLUSIVELY, BY: 2.1.1 SUPPORTING INTERNATIONAL PROGRAMMES THAT MEET THE NEEDS OF CONFLICT-AFFECTED REFUGEES AND INTERNALLY DISPLACED PEOPLE AND CONTRIBUTE TO DURABLE SOLUTIONS;AND2.1.2 PROVIDING ADVICE TO GOVERNMENTAL AND NON-GOVERNMENTAL ORGANISATIONS, TO BETTER MEET THE NEEDS OF CONFLICT-AFFECTED REFUGEES AND INTERNALLY DISPLACED PEOPLE.

Classification

- **How:** Makes Grants To Individuals, Provides Services, Provides Advocacy/advice/information
- **What:** Disability
- **Who:** Other Defined Groups

Geography

- Afghanistan
- Bangladesh
- Burkina Faso
- Cameroon
- Central African Republic
- Colombia
- Congo (Democratic Republic)
- Djibouti
- Ecuador
- El Salvador
- Eritrea
- Ethiopia
- Guatemala
- Honduras
- Kenya
- Libya
- Mali
- Mexico
- Mozambique
- Niger
- Nigeria
- Occupied Palestinian Territories
- Panama
- Somalia
- Sudan
- Syria
- Tanzania
- Uganda
- Ukraine
- Venezuela
- Yemen
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£2,604,832	£2,535,444	£19,467	30

Trustees

Name	Role	Appointed
Camilla Groven Wasznik	Chair	
Geir Olav Lisle		
Hayley Louise Jordan Davidson		
Mabonga Kennedy Wafula		
Shadi Fathizadeh		

NRC IN UK

England & Wales - Charity number 1206170

Accounts



NRC in UK Annual Report 2024

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Reference and Administrative Information

Company number 12502648
Country of incorporation United Kingdom

Charity number 1206170
Country of registration England & Wales

Registered office 119 Marylebone Road Marylebone Road, London, England,
NW1 5PU

Trustees Trustees, who are also directors under company law, who served during the year and up to the date of this report were as follows:

Camilla Groven Waszink – Chair
Hayley Davidson
Shadi Fathizadeh
Geir Olav Lisle
Mabonga Wafula

Auditor Sayer Vincent LLP
Chartered Accountants and Statutory Auditor
110 Golden Lane
LONDON
EC1Y 0TG

Message from the Chair of the Board of Trustees

We are proud to present NRC in the UK's (NRC UK) first Annual Report. NRC UK was registered as a charity at the end of 2023 with the objective of relieving the needs of displaced and vulnerable persons during crisis, which we implement through our partnership with Norwegian Refugee Council (NRC).

NRC UK worked tirelessly with NRC throughout 2024 to support displaced people around the world. However, by the end of the year, humanitarian needs were on the rise and financial commitments from leading international donors had started to decline. While every year is difficult for people affected by displacement and conflict, 2024 was especially challenging, both in terms of humanitarian needs and in mobilising funding and political capital for principled humanitarian action. This foreshadowed the even greater challenges to come in 2025.

The already dire situations in Gaza, Sudan and the Democratic Republic of Congo (DR Congo), three of the most acute humanitarian crises in 2024, continued to deteriorate, and the longterm needs of people in protracted humanitarian emergencies, including those in the Sahel region, Myanmar, Afghanistan, Ukraine and beyond, remained high. The world has never seen so many refugees and internally displaced people forced to flee their homes. It is a trend that political, diplomatic and military leaders seem unable or unwilling to stop.

Although the UK government increased its humanitarian funding in 2024, a wide gap remained between the assistance provided and the amounts historically allocated to save lives and protect people affected by emergencies. Similarly, despite some positive steps towards greater respect for the role of international courts, the UK continued to fall short in holding perpetrators of violations of international humanitarian law to account and in promoting adherence to international rules and norms.

These broader trends are even more pronounced globally, as shifting international alliances and geopolitical interests take precedence, and the norms designed to protect civilians and address humanitarian needs are increasingly eroded. Too many donor governments, including the UK government, are moving away from a culture of international solidarity at a time of unprecedented global challenges. Across multiple contexts, humanitarian aid is becoming increasingly politicised, and indiscriminate attacks on civilians and humanitarian workers have become commonplace. The year 2024 was the deadliest ever recorded for aid workers, reflecting a burgeoning culture of impunity.

Despite challenges in the UK and beyond, NRC UK expanded its efforts throughout 2024 to advocate on behalf of displaced people, provide technical advice to NRC and our partners, and secure humanitarian funding for NRC's emergency relief programmes. Our advocacy

work was aimed at influencing the policies and practices of the UK government and its allies, while successful fundraising from institutional and private donors in the UK enabled NRC to reach more than nine million people in 2024.

As we look to 2025 and beyond, NRC UK will continue to advocate for the rights of displaced and conflict-affected people and to mobilise funding to meet record needs amid unprecedented cuts to international aid from some of the largest donors. We will build on our 2024 successes and strive to meet our charitable objectives, both in the UK, and across NRC's global operations.

1. Executive Summary

NRC In UK (NRC UK) completed its first full year of operation as a registered charity in England and Wales in 2024, following its official registration in December 2023. Through our strategic partnership with the Norwegian Refugee Council (NRC), NRC UK's mission is to support communities displaced and affected by conflict by raising funds for NRC programming, providing technical expertise, and influencing UK humanitarian policy and diplomacy. NRC UK achieved significant successes in 2024, some of which are presented in this report:

- Facilitating 19 grants from the UK's Foreign, Commonwealth & Development Office (FCDO), securing a total of £96 million in multi-year funding to NRC, with £24.3 million awarded in 2024, representing 4% of NRC's global institutional funding.
- Building an expanded portfolio of commercial contracts worth over £11 million to support operations in Kenya, Yemen, Djibouti, Mozambique, Tanzania and elsewhere. NRC UK also led efforts to expand NRC's capacity in commercial contracting.
- Raising over £3 million from private donors and philanthropists, enabling key projects on climate adaptation and education, including in Nigeria.
- Urging the UK government to play a much stronger humanitarian leadership role in crises including Sudan, Gaza, Lebanon, and Ukraine.
- Advocating for a greater share of UK Official Development Assistance (ODA) to be allocated to fragile and conflict-affected states where needs are greatest.

NRC UK is governed by a Board of Trustees committed to good governance, diversity, and transparency. As of the end of 2024, the Board included five members – three women and two men – with representation from the Global South.

2. About NRC UK

NRC UK supports NRC's global vision of a world where rights are respected and people are protected. We are not willing to just accept a situation where an increasing number of people suffer from conflict and displacement with little or no protection and assistance. We also refuse not to act as more and more people are displaced while decision-makers in the UK and elsewhere have the power to address the causes and find solutions.

NRC UK was established as a registered charity in England and Wales in December 2023. Based in London, it operates under Company Number 12502648 and Charity Number 1206170. NRC UK is a rights based organisation committed to the humanitarian principles of humanity, neutrality, independence and impartiality. In preparing this report, we confirm that the trustees have considered the Charity Commission's guidance on public benefit.

The Objects of the Charity are to relieve the needs of displaced and vulnerable persons during crisis, by:

- supporting international programmes that meet the needs of conflict-affected refugees and internally displaced people and contribute to durable solutions; and
- providing advice to governmental and non-governmental organisations, to better meet the needs of conflict-affected refugees and internally displaced people.

We have a formal partnership with NRC - Norway's largest international humanitarian organisation which is widely recognised in the field of displacement. NRC's core work is the delivery of humanitarian aid through programme activities which support communities affected by crisis.

NRC UK supports NRC globally by securing vital funds from donors in the UK for life-saving work, and by providing advocacy aimed at improving how the UK government protects and responds to the needs of people affected by conflict. NRC UK also provides technical and advisory support to NRC on a range of specialist areas, offering deep expertise in housing, land and property, shelter and settlements, cash and markets, and water, sanitation and hygiene.

In 2024, NRC UK supported NRC's responses to new and protracted crises across 39 countries, helping to reach 9.1m people.

NRC UK supports NRC's global response

Our Response

NRC reached 9,119,297 participants across 39 country offices during 2024



Education
1,213,789



Information, Counselling and Legal Assistance
1,384,458



Livelihoods and Food Security
1,630,074



Protection from Violence
420,556



Shelter and Settlements
1,410,380



Water, Sanitation and Hygiene Promotion
3,224,624

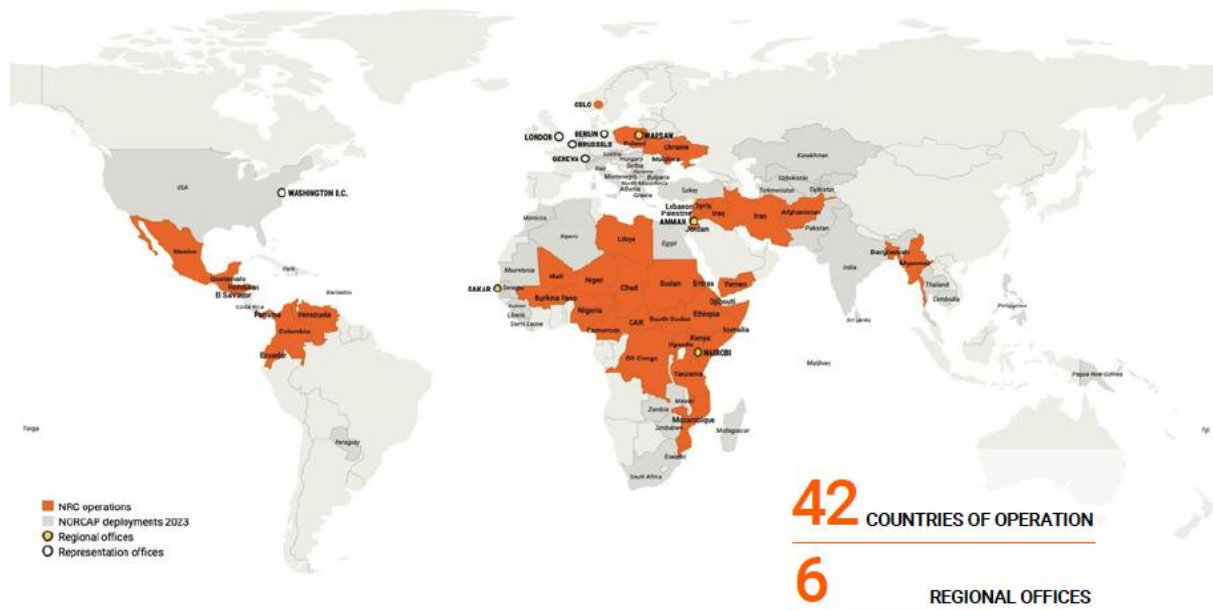
Other

Including Cash and Voucher Assistance
1,928,930

Khadija, 7, whose family is planning to leave their home once again due to the prolonged drought in Badghis, Afghanistan. Maisam Shafiq, NRC

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In 2024, NRC had 42 countries of operations, six regional offices, 39 country offices, and five representation offices.



Within this, in 2024 NRC had three priority country responses.

SUDAN

The ongoing conflict in Sudan remains one of the world’s most severe humanitarian crises with a caseload exceeding 30 million people by the end of 2024. Sudan was declared a Priority Crisis in 2023, a status which was maintained throughout 2024.

10.6 million

People living in internal displacement in Sudan at the end of June, the highest figure ever recorded for a single country⁵

1.6 million

New displacements within the country recorded in the first half of 2024⁵

PALESTINE

Due to the continued scale, increased severity of the crisis and significant humanitarian impact, Palestine was declared a Priority Crisis in 2023 which extended into 2024.

1.9 million

People living in internal displacement at the end of June⁶ out of an estimated total population of 5M

3.1 million

People estimated to be in need of humanitarian assistance⁷

LEBANON

In September 2024, Lebanon faced the largest escalation of conflict since the 2006 war, leading to a significant displacement within Lebanon and cross-border to Syria. NRC’s response in Lebanon was declared a Priority Crisis in October 2024.

Over 778K

People with refugee status hosted in Lebanon⁶

1 in 6

People in Lebanon is a displaced person from another state²

3. NRC UK in 2024

Our Activities and Achievements

Technical expertise

In 2024 NRC UK provided vital technical support to a range of initiatives across NRC programmes and to [NORCAP](#) and ACAPS. NORCAP, which is a key component of NRC, is a global provider of humanitarian aid expertise and solutions spanning climate action, democratisation and human rights. NORCAP conducted more than 600 assignments in 2024, assisting more than 56 organisations in over 79 countries. ACAPS, an independent analytical organisation dedicated to enhancing humanitarian responses, was also supported by NRC UK staff in technical areas such as programme strategy and innovation, shelter, water and sanitation, youth participation, and cash and markets.

Youth participation

In 2024, NRC UK staff played a key role in driving NRC's youth engagement in regions affected by conflict. This included working with NRC's youth networks and partnerships in the UK, promoting the work of NRC's partner the **Global Refugee Youth Network** (GRYN), and providing funding and mentoring for projects led by refugee youth. These initiatives reached thousands of young people across Europe and Africa.

NRC UK collaborated with NRC, GRYN and One Young World to design a Humanitarian Leadership programme within the framework of the One Young World Summit and youth leaders network. This work will be expanded in 2025.

NRC UK's engagement with youth networks intersected with broader education programming throughout 2024. NRC UK liaised with the FCDO's Education in Emergencies focal point, advocating around the NRC-NORCAP research **Lost Opportunity - Education for out-of-school youth in emergency and protracted crisis settings**. This advocacy supported NRC UK's participation in the Wilton Park event on **From commitment to action: refugees' inclusion in education**, which was delivered in partnership with the FCDO, the World Bank and the United Nations High Commissioner for Refugees.

Shelter and Settlements

NRC UK supported NRC's global shelter and settlements programming throughout 2024, actively engaging with Shelter, Housing and Sites actors in the UK, establishing and maintaining relationships with international engineering, design and architecture firms. NRC UK staff also engaged in technical exchanges with the FCDO to deepen their knowledge of the shelter context in locations such as Gaza, where NRC leads the

interagency Global Shelter Cluster. NRC UK continued to share information on NRC's global work through the UK Shelter Forum platform in 2024. Staff also participated in workshops on the History of Camps hosted by ODI Global and secured a shortlisted entry for NRC's shelter programmes for an award from **World Habitat**.

Policy and Advocacy

Engaging with and influencing the policy of the FCDO and other critical UK stakeholders remained central to NRC UK's work in 2024. In addition to NRC's global programme delivery, both directly and through local partner organisations, NRC UK plays an active role in shaping how the UK allocates its ODA, supports displaced people, upholds international law and promotes adherence to humanitarian principles.

For example, in 2024 NRC UK made formal submissions to Parliament's International Development, Select, and Foreign Affairs committees, including calling for the UK's ODA to focus more on fragile and conflict affected communities. NRC UK also encouraged the government to prioritise those with the most acute humanitarian needs, and to leverage its convening powers and diplomatic network to support humanitarian access and the protection of civilians.

NRC UK consistently engaged with relevant FCDO teams, and global media outlets based in London throughout 2024 to ensure humanitarian needs and operational challenges were well understood. This included regular dialogues with FCDO teams on major crises in Afghanistan, Gaza, Lebanon, Sudan, Ukraine, Yemen and other contexts. For example, NRC UK supported NRC's public call for a [regional ceasefire, for improved access in Gaza](#) and for [support for people displaced by the crisis in Lebanon, including people forced to flee into Syria](#).

NRC UK actively urged the UK government to take further action to alleviate suffering and improve the protection of civilians in Sudan, drawing heightened media attention to this neglected crisis and **advocating for a stronger global response**. Media work included the BBC, Sky News and Channel 4. NRC UK also facilitated a visit by **Angelina Jolie to Chad** to draw attention to the crisis there.

Ahead of the **UK's Presidency** of the UN Security Council in November, NRC UK intensified its advocacy efforts, contributing to a noticeable shift in tone from the UK government. The work done by NRC UK and NRC in relation to Sudan was acknowledged by the **Foreign Secretary in his Christmas greeting** to NRC's Sudan Country Director.

Humanitarian Policy, Protection of Humanitarian Space

Beyond individual crises, NRC UK led joint advocacy efforts on a number of overarching issues such as the rights of displaced people, the protection of civilians, and principled humanitarian access.

For example, NRC UK successfully lobbied the UK government to advocate for the indefinite renewal of the humanitarian exemption to UN 1267 sanctions established under UN Security Council Resolution 2664. NRC UK helped to coordinate joint letters to UK ministers and the UK Permanent Representative in New York, and shared private briefing notes on the issue. NRC UK also worked with peer organisations to urge the UK Treasury to issue humanitarian General Licences for Gaza and Lebanon, building on earlier efforts to secure licences for Ukraine and Syria.

NRC UK pushed for the UK government to fulfil its commitment made in the 2023 **white paper on international development** to introduce standing humanitarian exemptions to its autonomous sanctions. NRC UK worked with banks in the City of London to improve financial access for NGOs, including supporting roundtable discussions with over 15 banks from the EU, UK and US.

NRC's annual flagship [Neglected Displacement Crises report](#) was launched in June, including in the UK. The report received excellent media coverage, reaching an estimated billion people in the first 24 hours.

External Engagement

NRC UK facilitated a wide range of engagement activities throughout 2024 aimed at influencing decision-makers, building relationships and fostering collaboration with partners. This included facilitating visits, events and roundtables covering Afghanistan, Bangladesh, Lebanon, Palestine, Sudan, Somalia, Ukraine and elsewhere. For example, in November, NRC UK facilitated discussions between the FCDO and the Building Resilient Communities in Somalia consortium, whose Chief of Party travelled to London to highlight the critical importance and impact of efforts funded by the UK government to build resilience in Somalia.

Earlier in the year, NRC UK celebrated its registration with the Charity Commission by hosting an event attended by nearly 200 guests, including senior UK government officials and representatives from civil society organisations, trusts, foundations and private companies. Following this event, NRC UK secured a £185,000 pledge from a private donor to support NRC's response in Gaza.

NRC UK also continued to engage actively in a range of civil-society alliances, coalitions and working groups.

Case Study: Building Resilient Communities in Somalia (BRCiS)



Photo: First name Last name/NRC

NRC UK worked closely with the FCDO and its partners in the BRCiS consortium throughout 2024 to help secure long-term support for vital programmes. The consortium, led by NRC and funded by the FCDO marked 10 years since its creation in 2014, with NRC UK initiating a series of events to celebrate its success and build support for its future.

Since 2013, BRCiS has secured more than £192 million (\$260 million dollars), and supported hundreds of thousands of people across 450 Somali communities. BRCiS focuses not only on support for people experiencing shocks – including severe drought and floods – by supporting increased water distribution and access to livelihoods opportunities; but also with greening, climate adaption, and early action.

Fundraising

Institutional Funding

By the end of 2024, NRC UK had facilitated 19 FCDO grants to support programmes implemented by NRC around the world. This included humanitarian responses in Palestine, Yemen, Somalia, Sudan, South Sudan, Mozambique, Bangladesh, DRC, Tanzania as well as support to [NORCAP](#). In total, in 2024 NRC UK facilitated multi-year FCDO grants worth a total of £96,033,479. Of this, £24,348,233.88 was received in 2024 – representing approximately 4% of NRC’s total institutional funding in 2024.

Commercial contracts

In addition to institutional funding, NRC UK has also provided uplift to NRC’s global ambition to increase its engagement with commercial contracts as a way to diversify income sources in support of displaced people. With dedicated capacity to develop and support these opportunities, NRC UK has supported NRC country offices and global teams to review different contract possibilities, as well as to secure resources. As of December

2024, NRC UK supported a commercial portfolio of £11,095,747, with a strong pipeline of contracts in development which would increase this figure in 2025. Contracts onboarded in 2024 have enabled vital work in Tanzania and Mozambique, Kenya, Djibouti and Yemen – including resources for ACAPS who are hosted by NRC. NRC UK has also enabled NRC to join two FCDO commercial frameworks.

NRC UK supported NRC to develop a streamlined approach to commercial contracting and build capacity and expertise. NRC UK also led a comprehensive revision of NRC's global risk framework for commercial contracts.

Private sector

In 2024 NRC UK worked with private donors and high-value individuals to develop a pipeline of funding and secure resources for 2024 and 2025. In total, NRC UK secured more than £3 million (\$4.3 million US Dollars) from private donors in 2024 – enabling crucial climate and adaptation work, as well as education programming in Nigeria. NRC UK also developed a pipeline worth a further £5 million in future funding including for the Sudan emergency response.

4. NRC UK's support for emergency response

Across the world's most acute displacement crises, NRC UK continues to work with NRC to provide life-saving and life-changing assistance.

Sudan

NRC UK worked with NRC to support more than 1 million people in Sudan in 2024 – the world's largest displacement crisis. In a crisis that continued to deteriorate through the year and where famine was declared in five areas, NRC UK was able to help NRC to provide crucial assistance last year – including by using funds secured in the UK. This work included supporting people with food, water, shelter, education and legal assistance – as well as protection activities funded by the FCDO.

Protection from Violence



Photo: Tina Abu-Hanna/NRC

With funding from the Foreign, Commonwealth & Development Office (FCDO), NRC trained communities in West Darfur, including people who have been displaced, on how they can collectively identify threats and measures they can take as a group to protect themselves.

The conflict caused food prices to skyrocket, leaving many people unable to afford even basic commodities. To combat hunger, NRC partnered with local communities to run communal kitchens. In addition, NRC subsidised bakeries, enabling them to halve the price of bread, and provided cash to vulnerable families and communities. Critically, NRC UK engaged with key UK stakeholders to push for a long-term solution to the conflict – including encouraging the UK government to work with their partners who have

influence over parties to conflict, and to draw attention to the enormous protection concerns and access issues which characterise the conflict.

Palestine

NRC UK has been supporting NRC to provide humanitarian assistance and promote respect for international law in one of the world's most acute crises. Throughout 2024, NRC supported more than 250,000 people with humanitarian assistance across Palestine, including in Gaza.

The widespread destruction of Gaza's housing and infrastructure has led to forcible displacement of the majority of the population, without refuge or access to essential goods and services. In the West Bank, including East Jerusalem, Israeli settlers, supported by the government, intensified violence against Palestinians, leading to forced displacement.

Education in Emergencies



Photo: Farah Bayadasi/NRC

Child displaced in Gaza take part in activities in an NRC Temporary Learning. Temporary Learning Spaces provide an opportunity to continue learning, find support among peers, and access psychosocial support.

NRC UK has been assisting NRC to provide critical humanitarian assistance to Palestinians affected by, or threatened with, forced displacement in Gaza and the West Bank, including East Jerusalem.

Throughout 2024, NRC UK consistently engaged UK parliamentarians as well as FCDO to ensure they were exhausting all available diplomatic tools to alleviate the humanitarian emergency in Gaza. This included encouraging action to hold parties to conflict accountable and to improve compliance with IHL, to fundraise for the humanitarian response, and to ensure that the UK is engaging with parties to improve humanitarian access.

NRC UK and NRC staff on the ground worked to organise briefings for senior UK officials visiting or based in Jerusalem, engaged with the UK's diplomatic missions on the ground

and around the world, and hosted members of the UK's parliament and government in the West Bank.

Afghanistan

In Afghanistan, decades of war, political unrest and economic turmoil have forced families from their homes and left millions of people in chronic poverty – made worse by recurrent droughts, earthquakes and flooding. In 2024, NRC UK supported NRC to provide more than 215,000 people with education, legal assistance, protection, shelter, water and sanitation, and livelihoods and food security.

Although the country-wide war ended in 2021, on-going violence and economic collapse – together with frequent droughts, flooding and earthquakes in October 2023 – has caused 6.7 million people to flee the country and 4.2 million people to seek refuge elsewhere in Afghanistan. These displaced families now live in precarious situations and extreme poverty. Throughout 2024 NRC UK helped NRC to provide food and livelihoods assistance, shelter and access to clean water – as well as support those who have been displaced, especially vulnerable women and children, with protection.

NRC support for returning Afghans



Photo: Maisam Shafiey/NRC

NRC staff provide information counselling for new Afghan returnees arriving at the Enzirgai reception centre in Kandahar province.

In the UK, NRC focused on urging the FCDO to expand its support for basic service delivery and a resumption of development assistance to Afghanistan. NRC UK also prioritised actions that challenged the deeply concerning violations of the rights of women and girls and pressed for action to address the needs of those who were displaced across borders and returning from neighbouring countries. NRC UK held briefings for Members of Parliament, ministers and FCDO officials on the situation in Afghanistan and encouraged journalists to continue to cover the devastating situation in the country.

Ukraine

NRC UK continued to help NRC to scale up NRC's emergency response across the country. Working with national partners to reach displaced people and others affected by the war, a total of 474,212 people in need received assistance in 2024 – including many of those trapped in hard-to-reach areas, often close to the frontlines.

Given the UK's ongoing support to Ukraine, along with its European partners, NRC UK has prioritised engagement with the FCDO to improve humanitarian conditions across Ukraine. Through multiple rounds of engagement with parliamentarians and the FCDO in 2024, NRC UK highlighted the deterioration of conditions in the south and east of the country, as well as ways the UK can better allocate resources and provide long-term solutions for those who are displaced. NRC UK worked with the UK Government on high-level engagement in Brussels and within Ukraine and continued to shape the UK's approach to humanitarian diplomacy throughout 2024.

Better Learning in Ukraine



Photo: Andrii Turiiev/NRC

NRC's work in Ukraine includes support to children which aims to reduce exposure to extreme stress and to build their coping skills – including through NRC's flagship [Better Learning Programme](#).

5. Looking ahead

Strategy 2020-26

Building on the impact achieved in 2024, in 2025 NRC UK will review its overall strategy, which is aligned with NRC’s global 2022-2026 framework. This strategy defines the global change NRC wants to see for displacement-affected people – including increased access to quality services and protection, and a pathway to durable solutions.



Looking ahead, NRC UK will seek to work with the rest of NRC, peer organisations and allies, and the UK government to mitigate as much as possible the impact of funding cuts to ODA. The announcement in early 2025 that the UK will shrink its ODA to just 0.3% of GNI will negatively impact humanitarian operations in a number of countries – particularly against the backdrop of donor withdrawal in the US and across Europe. NRC UK will focus on making the case for humanitarian aid and protecting life-saving funding, push for front-loading of remaining funds to the worst-affected communities, and work with the FCDO to secure investment in the most cost effective and high-impact areas.

Second, NRC UK will work to identify non-financial areas where the UK can play a more positive role in humanitarian emergencies. This includes advocating with the UK to maintain a principled position in multilateral spaces like the UN Security Council, and to use all possible leverage to address the causes of humanitarian emergencies. This includes diplomatic engagement with parties to conflict, and policy change to better protect people and secure humanitarian access to people most in need of aid.

Third, NRC UK will continue to support the wider organisation with technical expertise and surge capacity as required. This includes deploying programme experts, hosting critical staff, and building capacity across the organisation in key areas like private sector engagement.

6. NRC UK Financial Review

END OF YEAR STATEMENT (TBC)

BALANCE SHEET AS AT 31 DECEMBER 2024

	Note	2024 £	2023-4 £
Current assets			
Debtors: amounts falling due within one year	4	17,095	
Cash at bank and in hand	5	<u>226,326</u>	
		243,421	
Creditors: amounts falling due within one year	6	<u>(293,342)</u>	
Net current liabilities		(36,238)	(49,921)
Total assets less current liabilities		(36,238)	<u>(49,921)</u>
Net liabilities		<u>(36,238)</u>	<u>(49,921)</u>
Capital and reserves			
Profit and loss account		<u>(36,328)</u>	<u>(49,921)</u>
		<u>(36,328)</u>	<u>(49,921)</u>

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

The Company's financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The Company has opted not to file the statement of comprehensive income in accordance with provisions applicable to companies subject to the small companies' regime.

1. General information

NRC in UK is a private company, limited by guarantee and incorporated in England and Wales. On 13 December 2023 the company registered with the Charity Commission and became a charitable company, Charity Number: 1206170. Charitable status comes into effect from 1 April 2024.

The company's registered office and principle place of business is 119 Marylebone Road, Marylebone Road, London, NW1 5PU.

On 5 July 2023 the company changed its name from NRC (UK Representation Office) to NRC In UK.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared under the historical cost convention unless otherwise specified within these accounting policies and in accordance with Financial Reporting Standard 102, the Financial Reporting Standard applicable in the UK and the Republic of Ireland and the Companies Act 2006.

The following principal accounting policies have been applied:

2.2 Going concern

The directors are satisfied that it is appropriate to prepare accounts on a going concern basis as they are satisfied that sufficient funds will be available to support the company's activities for at least 12 months from the date of approval of these financial statements.

2.3 Revenue

Revenue is recognised to the extent that it is probable that the economic benefits will flow to the Company and the revenue can be reliably measured. Revenue is measured as the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes. The following criteria must also be met before revenue is recognised:

Rendering of services

Revenue from a contract to provide services is recognised in the period in which the services are provided in accordance with the stage of completion of the contract when all of the following conditions are satisfied:

- the amount of revenue can be measured reliably;
- it is probable that the Company will receive the consideration due under the contract;
- the stage of completion of the contract at the end of the reporting period can be measured reliably; and
- the costs incurred and the costs to complete the contract can be measured reliably.

2.4 Pensions

Defined contribution pension plan

The Company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the Company pays fixed contributions into a separate entity. Once the contributions have been paid the Company has no further payment obligations.

The contributions are recognised as an expense in profit or loss when they fall due. Amounts not paid are shown in accruals as a liability in the Balance sheet. The assets of the plan are held separately from the Company in independently administered funds.

2.5 Debtors

Short-term debtors are measured at transaction price, less any impairment. Loans receivable are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method, less any impairment.

2.6 Cash and cash equivalents

Cash is represented by cash in hand and deposits with financial institutions repayable without penalty on notice of not more than 24 hours. Cash equivalents are highly liquid investments that mature in no more than three months from the date of acquisition and that are readily convertible to known amounts of cash with insignificant risk of change in value.

2.7 Creditors

Short-term creditors are measured at the transaction price. Other financial liabilities, including bank loans, are measured initially at fair value, net of transaction costs, and are measured subsequently at amortised cost using the effective interest method.

3. Employees

The average monthly number of employees, including the directors, during the accounting period was as follows:

	2024	2023-24
	No.	No.
Employees	30	28

4. Debtors

	2024	2023-4
	£	£
Amounts owed by group undertakings	-	-
Other debtors	-	-
Prepayments and accrued income	-	17,095
	-	<u>17,095</u>

5. Cash and cash equivalents

	2024	2023-4
	£	£
Cash at bank and in hand	59,832	<u>226,326</u>

7.1.1 Reserves Statement

Under the terms of the agreement between the two organisations, NRC provides financial contributions on an ongoing basis as required for NRC UK's operating costs. NRC UK therefore does not hold designated financial reserves.

The trustees instruct officers of NRC UK to maintain current account deposits at a level which equates to approximately three months of unrestricted charitable expenditure. The trustees consider that this level provides sufficient funds on hand.

7. NRC UK Structure, Governance and Management

NRC UK is a Company Limited by Guarantee (no. 12502648) and a registered charity in England and Wales (no. 1206170). It is governed by its Articles of Association, and its charitable objects are “to relieve the needs of displaced and vulnerable persons during crisis, in particular but not exclusively by:

- Supporting international programmes that meet the needs of conflict-affected refugees and internally displaced people and contribute to durable solutions;
- and, Providing advice to governmental and non-governmental organisations, to better meet the needs of conflict-affected refugees and internally displaced people.”

NRC (Flyktninghjelpen) in Norway is the sole member of NRC in UK and is a separate legal entity. Throughout this report all references to “NRC” refer to the Norwegian charity, and all references to “NRC UK” refer to the UK charity registered with the Charity Commission and Companies House as above.

NRC UK Board of Trustees

NRC UK is governed by the Board of Trustees, who are also its directors under company law. The Board ensures accountability to displaced and vulnerable persons, donors and supporters. Trustees (including the Chair) are appointed through open advertising and interview process. Trustees are volunteers and term-limited. The trustees work with senior managers of the company to enhance understanding and scrutiny.

In the reporting period the Board held two meetings. Approved minutes are retained and are available upon request.

As of 31 December 2024, the Board comprised three women and two men, with one identifying as a person of colour and based in the Global South. Trustees receive no remuneration.

In line with good governance practice, the Board ensures that its governance aligns with the Charity Governance Code. Each year the Board will review its performance, skills and effectiveness. The Board aims to leverage a balanced mix of skills, experience, background and knowledge.

In producing this report we also confirm that the trustees have had regard to the guidance issued by the Charity Commission on public benefit.

Statement of responsibilities of the trustees

The trustees (who are also directors of NRC in UK for the purposes of company law) are responsible for preparing the trustees' annual and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the trustees to prepare financial statements for each financial year which 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:

- Select suitable accounting policies and then apply them consistently
- Observe the methods and principles in the Charities SORP
- Make judgements and estimates that are reasonable and prudent
- State whether applicable UK Accounting Standards and statements of recommended practice have been followed, subject to any material departures disclosed and explained in the financial statements
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation

The trustees are responsible for keeping adequate accounting records that 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 charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the trustees are aware:

- There is no relevant audit information of which the charitable company's auditor is unaware
- The trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information

Auditor

Sayer Vincent LLP was appointed as the charitable company's auditor during the year and has expressed its willingness to continue in that capacity.

The directors' annual report has been prepared in accordance with the special provisions applicable to companies subject to the small companies' regime.

The trustees' annual report has been approved by the trustees on 31 October 2025 and signed on their behalf by

A handwritten signature in black ink, appearing to read 'Camilla Waszink', written over a horizontal line.

Camilla Groven Waszink – Chair

Independent auditor's report to the members of NRC in UK

Opinion

We have audited the financial statements of NRC in UK (the 'charitable company') for the period ended 31 December 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 December 2024 and of its incoming resources and application of resources, including its income and expenditure for the period then ended
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice
- Have been prepared in accordance with the requirements of the Companies Act 2006

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on NRC in UK's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other Information

The other information comprises the information included in the trustees' annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit, or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- The information given in the trustees' annual report, for the financial period for which the financial statements are prepared is consistent with the financial statements; and
- The trustees' annual report, has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual report.

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- Adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of

assurance but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

We enquired of management and board, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:

- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
- The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Jonathan Orchard (Senior statutory auditor)
31 October 2025
for and on behalf of Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, LONDON, EC1Y 0TG

NRC in UK

Statement of financial activities (incorporating an income and expenditure account)

For the 9m period ended 31 December 2024

	Note	Unrestricted £	Restricted £	9m to Dec 2024 Total £	Unrestricted £	Restricted £	12m to March 2024 Total £
Income from:							
Donations and legacies	2	-	600,000	600,000	-	-	-
Charitable activities							
NRC Project funding to UK	3	1,760,882	-	1,760,882	2,123,354	-	2,123,354
Other trading activities	4	243,950	-	243,950	280,575	-	280,575
Total income		2,004,832	600,000	2,604,832	2,403,929	-	2,403,929
Expenditure on:							
Charitable activities	5	1,935,444	600,000	2,535,444	2,408,596	-	2,408,596
Total expenditure		1,935,444	600,000	2,535,444	2,408,596	-	2,408,596
Net income / (expenditure) before net gains / (losses) on investments		69,388	-	69,388	(4,667)	-	(4,667)
Net income / (expenditure) for the year	6	69,388	-	69,388	(4,667)	-	(4,667)
Transfers between funds		-	-	-	-	-	-
Net income / (expenditure) before other recognised gains and losses		69,388	-	69,388	(4,667)	-	(4,667)
Net movement in funds		69,388	-	69,388	(4,667)	-	(4,667)
Reconciliation of funds:							
Total funds brought forward		(49,921)	-	(49,921)	(45,254)	-	(45,254)
Total funds carried forward		19,467	-	19,467	(49,921)	-	(49,921)

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in Note 14 to the financial statements.

As at 31 December 2024

	Note	£	31-Dec 2024 £	£	31-Mar 2024 £
Current assets:					
Debtors	19	69,588		17,095	
Cash at bank and in hand		59,832		226,326	
		129,420		243,421	
Liabilities:					
Creditors: amounts falling due within one year	20	(109,953)		(293,342)	
Net current assets / (liabilities)			19,467		(49,921)
Total net assets / (liabilities)			19,467		(49,921)
The funds of the charity:					
Restricted income funds	27a		-		-
Unrestricted income funds:					
General funds		19,467		(49,921)	
Total unrestricted funds			19,467		(49,921)
Total charity funds			19,467		(49,921)

Approved by the trustees on 31 October 2025 and signed on their behalf by



Camilla Waszink
Chair

NRC in UK

Statement of cash flows

For the 9m period ended 31 December 2024

	9m to 31 Dec 2024		12m to 31 Mar 2024	
	£	£	£	£
Cash flows from operating activities				
Net income / (expenditure) for the reporting period (as per the statement of financial activities)	69,388		(4,667)	
(Increase)/decrease in debtors	(51,861)		2,108	
Increase/(decrease) in creditors	(184,021)		183,068	
Net cash provided by / (used in) operating activities		(166,494)		180,509
Change in cash and cash equivalents in the year		(166,494)		180,509
Cash and cash equivalents at the beginning of the year		226,326		45,817
Cash and cash equivalents at the end of the year		59,832		226,326
Analysis of cash and cash equivalents and of net debt				
	At 1 April 2024	Cash flows	Other non- cash changes	At 31 December 2024
	£	£	£	£
Cash at bank and in hand	226,326	(166,494)	-	59,832
Total cash and cash equivalents	226,326	(166,494)	-	59,832

1 Accounting policies

a) Statutory information

NRC in UK is a charitable company limited by guarantee and is incorporated in the UK.

The registered office address is 119 Marylebone Road Marylebone Road, London, England, NW1 5PU.

b) Basis of preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) – (Charities SORP FRS 102), The Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006/Charities Act 2011.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

In applying the financial reporting framework, the trustees have made a number of subjective judgements, for example in respect of significant accounting estimates. Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances. The nature of the estimation means the actual outcomes could differ from those estimates. Any significant estimates and judgements affecting these financial statements are detailed within the relevant accounting policy below.

c) Public benefit entity

The charity meets the definition of a public benefit entity under FRS 102.

d) Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern.

e) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not income received in advance of the provision of a specified service is deferred until the criteria for income recognition are met.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

g) Fund accounting

Restricted funds are to be used for specific purposes as laid down by the donor. Expenditure which meets these criteria is charged to the fund.

Unrestricted funds are donations and other incoming resources received or generated for the charitable purposes.

Notes to the financial statements

For the 9 month period ended 31 December 2024

1 Accounting policies (continued)

h) Expenditure and irrecoverable VAT

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

i) Debtors

Trade and other debtors are recognised at the settlement amount due after any trade discount offered. Prepayments are valued at the amount prepaid net of any trade discounts due.

j) Cash at bank and in hand

Cash at bank and cash in hand includes cash and short term highly liquid investments with a short maturity of three months or less from the date of acquisition or opening of the deposit or similar account.

k) Creditors and provisions

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 and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

l) Pensions

The Company operates a defined contribution plan for its employees. A defined contribution plan is a pension plan under which the Company pays fixed contributions into a separate entity. Once the contributions have been paid the Company has no further payment obligations.

The contributions are recognised as an expense in profit or loss when they fall due. Amounts not paid are shown in accruals as a liability in the Balance sheet. The assets of the plan are held separately from the Company in independently administered funds.

2 Income from donations and legacies

			31-Dec 2024			31-Mar 2024
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Gifts- AKO foundation	-	600,000	600,000	-	-	-
	-	600,000	600,000	-	-	-

NRC in UK

Notes to the financial statements

For the 9 month period ended 31 December 2024

3 Income from charitable activities

	31-Dec 2024			31-Mar 2024		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
Income from NRC	<u>1,760,882</u>	<u>-</u>	<u>1,760,882</u>	<u>2,123,354</u>	<u>-</u>	<u>2,123,354</u>

4 Income from other trading activities

	31-Dec 2024			31-Mar 2024		
	Unrestricted £	Restricted £	Total £	Unrestricted £	Restricted £	Total £
NRC Hosting Fee	<u>243,950</u>	<u>-</u>	<u>243,950</u>	<u>280,575</u>	<u>-</u>	<u>280,575</u>
	<u>243,950</u>	<u>-</u>	<u>243,950</u>	<u>280,575</u>	<u>-</u>	<u>280,575</u>

Notes to the financial statements

For the 9m period ended 31 December 2024

5 Analysis of expenditure

	31-Dec 2024 £	31-Mar 2024 £
Staff costs (Note 7)	1,739,009	2,136,213
Other staff costs	23,818	4,259
AKO Grant	600,000	-
Direct costs	12,708	58,331
Office costs	140,627	153,973
Professional services	19,156	42,551
Other indirect costs	126	13,270
	<u>2,535,444</u>	<u>2,408,596</u>

Within total expenditure are governance costs in relation to professional fees of £19,156 (prior year – £42,551).

Notes to the financial statements

For the 9m period ended 31 December 2024

6 Net income / (expenditure) for the year

This is stated after charging / (crediting):

	31-Dec 2024 £	31-Mar 2024 £
Auditor's remuneration (excluding VAT):	12,000	
Other services	3,500	-
	<u>15,500</u>	<u>-</u>

7 Analysis of staff costs, trustee remuneration and expenses, and the cost of key management personnel

Staff costs were as follows:

	31-Dec 2024 £	31-Mar 2024 £
Salaries and wages	1,470,697	1,818,149
Social security costs	168,565	205,034
Employer's contribution to defined contribution pension schemes	99,747	113,031
	<u>1,739,009</u>	<u>2,136,213</u>

The following number of employees received employee benefits (excluding employer pension costs and employer's national insurance) during the year between:

	2024 No.	2024 No.
£60,000 – £69,999		6
£70,000 – £79,999	2	4
£80,000 – £89,999	-	2
£90,000 – £99,999	1	-
£120,000 – £129,999	-	1
	<u>3</u>	<u>13</u>

The total employee benefits (including pension contributions and employer's national insurance) of the key management personnel were £84,562.20 (2024: £107,885.34).

The charity trustees were neither paid nor received any other benefits from employment with the charity in the year (2024: £nil). No charity trustee received payment for professional or other services supplied to the charity (2024: £nil).

8 Staff numbers

The average number of employees (head count based on number of staff employed) during the year was 30 (2024: 29).

NRC in UK

Notes to the financial statements

For the 9m period ended 31 December 2024

9 Related party transactions

During the year NRC in UK received £1,760,882 (2024 –£2,123,354) from Norwegian Refugee Council (NRC). NRC in UK is a representation office in the UK of the NRC. NRC in UK paid £600,000 to NRC to support the work of NRC in Nigeria via the NRC

10 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11 Debtors

	31-Dec 2024 £	31-Mar 2024 £
Other debtors	632	–
Amounts owed by NRC	51,861	–
Prepayments	17,095	17,095
	<u>69,588</u>	<u>17,095</u>

12 Creditors: amounts falling due within one year

	31-Dec 2024 £	31-Mar 2024 £
Trade creditors	1,155	1,327
Taxation and social security	71,060	72,697
Other creditors	1,165	19,638
Amounts due to NRC	–	196,248
Accruals	36,572	3,432
	<u>109,953</u>	<u>293,342</u>

13 Pension scheme

The company operates a defined contributions pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund and amounted to £165,287.90 (2024 – £129,323). Contributions totalling £Nil (2024 – £18,473) were payable to the fund at the balance sheet date and are included in creditors. Contributions totalling £632 (2024 – £nil) were overpaid to the fund at the balance sheet date and are included in debtors.

NRC in UK

Notes to the financial statements

For the 9m period ended 31 December 2024

14 Movements in funds (current year)

	At 1 April 2024 £	Income & gains £	Expenditure & losses £	Transfers £	At 31 December 2024 £
Restricted funds:					
AKO Foundation	-	600,000	(600,000)	-	-
Total restricted funds	-	600,000	(600,000)	-	-
Unrestricted funds:					
General funds	(49,921)	2,004,832	(1,935,444)	-	19,467
Total unrestricted funds	(49,921)	2,004,832	(1,935,444)	-	19,467
Pension reserve	-	-	-	-	-
Total funds	(49,921)	2,604,832	(2,535,444)	-	19,467

Purposes of restricted funds

AKO foundation grant for NRC in UK to support the work of NRC in Nigeria. Expenditure has been made in the year to NRC in Norway.

15 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. The liability of each member in the event of winding up is limited to £1.