

MERCHANT NAVY WELFARE BOARD

England & Wales · Charity number 212799

Details

Status	Registered
Legal form	Charitable company
Company number	00453053
Registered	1962-11-22
Register	View on the Charity Commission register

Contact

Address	Merchant Navy Welfare Board 8 Cumberland Place Southampton SO15 2BH
Phone	02380337799
Email	enquiries@mnwb.org.uk
Website	www.mnwb.org

Activities

Objects: FOR THE PUBLIC BENEFIT TO PROVIDE EXCLUSIVELY CHARITABLE SUPPORT, SERVICES AND GRANTS TO PERSONS, ASSOCIATIONS, SOCIETIES OR OTHER BODIES WHOSE OBJECTS ARE, OR INCLUDE, THE PROVISION OF WELFARE TO SEAFARERS, OR THEIR SPOUSES OR DEPENDANTS WHO ARE IN NEED

Activities: Umbrella charity co-ordinating and supporting the welfare work of maritime charities assisting merchant seafarers and their families in the United Kingdom and Gibraltar.

Classification

- **How:** Makes Grants To Organisations, Provides Services, Provides Advocacy/advice/information, Acts As An Umbrella Or Resource Body
- **What:** General Charitable Purposes
- **Who:** Other Charities Or Voluntary Bodies

Geography

- **Area of benefit:** NATIONAL AND OVERSEAS
- Gibraltar
- Northern Ireland
- Scotland
- Throughout England And Wales

Finances

Period end	Income	Expenditure	Assets	Employees
2024-12-31	£3,816,624	£1,173,294	£17,659,135	8
2023-12-31	£319,676	£2,194,758	£13,839,153	9
2022-12-31	£4,115,906	£3,645,117	£14,798,854	9
2021-12-31	£416,724	£1,145,600	-	-
2020-12-31	£645,544	£1,032,799	£14,516,650	9

Trustees

Name	Role	Appointed
ANDREW KEITH CASSELS	Chair	2012-09-10
ANDREW JONES		2024-11-07
Adrian Hodgson		2020-06-25
Alexander Campbell		2023-11-02
Darren Procter		2020-06-25
David Appleton		2017-11-30
Justin Osmond		2018-04-06
Kenneth Usher		2025-11-06
Louise Sara		2022-09-22
Marc Evans		2025-11-24
NATASHA Barley		2023-09-07
Rachel Lynch		2025-01-07
Richard Ballantyne		2021-07-31
Richard Mark Welch		2025-06-30
TIMOTHY EDWARD SPRINGETT BA		

Linked charities

- COLONIAL SEAMENS WELFARE FUND (212799-1)

MERCHANT NAVY WELFARE BOARD

England & Wales - Charity number 212799

Accounts

REGISTERED NUMBER: 00453053
CHARITY NUMBERS: 212799 AND SC039669

ANNUAL REPORT
TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024



MNWB
MERCHANT NAVY
WELFARE BOARD

CHAIRMAN'S INTRODUCTION

On behalf of our trustees, it is with great pride that I present the Merchant Navy Welfare Board's 2024 Annual Report, a year where we have made significant progress in support of our mission:

*'Improving the lives of seafarers and fishers
by raising welfare standards in collaboration with our stakeholders'.*

Within the following pages, Stuart and his team have detailed the many achievements and advancements made in 2024, and the impact of projects that we have either supported or run ourselves. These activities and stories are the real reason we exist, and I commend them to you.

Firstly, I should recognise our deep sadness at the passing of our Patron, Lord Prescott. Throughout his time as an MP, First Secretary of State, Deputy Prime Minister and later in the House of Lords, Lord Prescott never stopped in his enthusiastic support of the UK Merchant Navy and the seafarers who serve on board those ships. These are the seafarers that have been the lifeblood of the UK for hundreds of years, keeping trade flowing to and from our shores in times of both peace and war. More recently when the world was afflicted by a pandemic everything, except shipping, seemed to stop. During his nine years as Patron, Lord Prescott worked tirelessly in support of MNWB and leaves a legacy that will be hard to surmount.

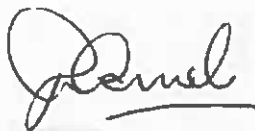
The MNWB works exclusively by supporting, directly and indirectly, our 47-beneficiary facing constituent member charities who either provide funding or directly provide services to seafarers and their families. These member organisations do not have to be an MNWB constituent member but do so because they see that by working together, we are stronger than if we work in isolation. I would like to take this opportunity to thank them for their continued support in our endeavours to improve the maritime charity sector for the benefit of seafarers and their families.

Our Council remains our core strength. It draws its representation from shipowners and managers, maritime unions and charities, and others that can directly support our work and that of our constituent members. In 2024, Alex Campbell rejoined the Council representing the Serving Seafarers charities. New to the Council are Andrew Jones of Nautilus Welfare Fund. When you look across our trustees, the depth, experience and knowledge of the Council support our role as the sector's umbrella charity. Finally, I would like to recognise Mark Dickinson, General Secretary of Nautilus International, who retired from the Council after 24 years of service.

The Strategic Plan we developed in 2022 completes at the end of next year, at which point we will review the plan and refine for the next period. Progress has been good but there is more to do to fulfil our vision:

'To be the representative voice and driving force for the welfare of merchant navy and fishing communities in the UK.'

I would like to thank Stuart and his team for the hard work they have put into supporting the Board's vital work. Nothing would be achieved without the diligent efforts of the Board's 9 staff.



Capt. Andrew Cassels – Chair

CHIEF EXECUTIVE OFFICER'S INTRODUCTION

Another year of *firsts* is how some have viewed MNWB's 2024. And quite rightly, if I'm honest.

In the past year, MNWB welcomed its first President, benefitted from a £3.4m boost to its funds, secured sponsorship for its welfare conference, launched five new annual awards categories, and much more.

As we look back on the year, one of the biggest moments was the General Election, which has seen a change of government with new ideas and a raft of new policies. This has provided us, on behalf of the maritime charities' sector, with an opportunity to restate the importance of welfare provision for seafarers and fishers to officials within UK Government.

It was quite fitting that we started and ended the year in Westminster. We were delighted for the first time ever to have a dedicated session at the All-Party Parliamentary Group for Maritime and Ports on seafarers' welfare which focused on how the maritime sector has coped with recent crises. And the year culminated with Chair Capt. Andrew Cassels and I paying a visit to Great Minster House to meet with the Maritime Minister, Mr Mike Kane MP, where we explained our role as the National Seafarers' Welfare Board and the need for sustainable welfare services.

We have worked with our 47 member charities to support them and the vital work they do for seafarers and fishers. With much collaboration, we have made a real difference in the maritime welfare sector. It has been a memorable year, with a whole host of *firsts* including:

- Working with ABP to roll out a voluntary welfare levy to its network of 21 ports. A *first*.
- Securing sponsorship for our annual awards and Port Welfare Conference. A *first*.
- Hosting a dedicated session on welfare at the Maritime and Ports APPG. A *first*.
- Bringing Port Welfare Committee (PWC) chairs together to form the National Port Welfare Forum. A *first*.
- Receiving a £3.4m legacy from Mr Ronald Camp, following his passing in 2022 and for which we are truly grateful. A *first*.
- Welcoming Captain Sir Ian McNaught as our President. A *first*.

In November, we said farewell to our long-serving vice chair, Mark Dickinson, who has stepped down after two decades with the Board. I'd like to place on record my thanks to Mark for his support over the years; his guidance will be hugely missed. This year is also tinged with sadness as we lost our Patron. Lord Prescott served us formidably well over the nine years and I'd like to thank him for everything he did for us— he was a true giant of politics.

The MNWB team is evolving but our commitment to delivering projects and services in support of our members and their beneficiaries remains strong. I am grateful for the team's hard work in making 2024 a successful year. I also extend my thanks to our Chair, Capt. Andrew Cassels, and the entire board of trustees, whose support and experience adds real value to our work."

We look forward to 2025 and continuing to improve the lives of seafarers and fishers by raising welfare standards in collaboration with our stakeholders.



Stuart Rivers – Chief Executive Officer

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Trustees present their 78th Annual Report and the audited Financial Statements for the year ended 31 December 2024. They have adopted the provisions of the Charities SORP (FRS 102) '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) (effective 1 January 2015) ('SORP 2019').

TRUSTEES AND MEMBERSHIP OF THE COUNCIL

The Board's trustees are collectively known as its Council. New members are appointed by Council, primarily based on the skills and experience required to carry out their responsibilities effectively in the best interest of the charity. The Board wishes to place on record its appreciation for the contribution made by all members of the Council and thanks all trustees that retired during the year.

Council membership during 2024 was as follows:

Patron: The Lord Prescott (Deceased 20.11.24)

Vice President: Robert Courts MP

Chair: Capt. Andrew Cassels

Vice Chair: Mark Dickinson

SHIP OWNERS' & SHIP MANAGERS' REPRESENTATIVES:

Capt. A Cassels (Chair), UK Chamber of Shipping (Re-appointed 30.06.24)

TE Springett, UK Chamber of Shipping (Re-appointed 30.06.22)

Capt. Louise Sara (Appointed 22.09.22)

TRADE UNION REPRESENTATIVES:

D Appleton, Nautilus International (Re-appointed 30.06.23)

M Carden, RMT (Re-appointed 30.06.24)

M Dickinson (Vice-Chair), Nautilus International (Resigned 07.11.24)

D Procter, RMT (Re-appointed 30.06.23)

VOLUNTARY SECTOR REPRESENTATIVES:

Capt. J Osmond RN, Shipwrecked Mariners' Society (Re-appointed 30.06.24)

Andrew Jones, Nautilus Welfare Fund, (Appointed 07.11.24)

N Barley, Sailors' Children's Society (Appointed 20.07.23)

A Campbell OBE (Appointed 07.11.23)

PERSONS ABLE TO MAKE A PARTICULAR CONTRIBUTION OF VALUE TO THE CHARITY BECAUSE OF THEIR SPECIALIST EXPERTISE:

A Godfrey, The Fishermen's Mission (Re-Appointed 30.06.22)

G Lane, Chartered Accountant (Re-appointed 30.06.22)

R Ballantyne OBE, British Ports Association (Re-appointed 30.06.24)

A Hodgson, UK Chamber of Shipping (Re-appointed 30.06.23)

OBSERVER STATUS:

O. Mallinson, Maritime & Coastguard Agency (Appointed 11.03.24; Resigned 31.12.2024)

COMPANY SECRETARY

Stuart Rivers, Chief Executive Officer

PROFESSIONAL ADVISERS

Auditors: James Cowper Kreston, The White Building, Southampton, Hampshire, SO15 2NP

Bankers: CAF Bank Ltd, 25 Kings Hill Avenue, West Malling, Kent, ME19 4JQ

Solicitors: Paris Morgan, 1 London Rd, Southampton SO15 2AE

Investment Manager: Bordier & Cie (UK) PLC, 23 King Street, St James's, London, SW1Y 6QY

Pension Advisers: Fairstone Wealth Management Ltd, Red Rose Court, Clayton Business Park, Clayton-le-Moors, BB5 5JR

Accounts Administration: Winchester Bourne Ltd, Sullivan Court, Wessex Business Park, Colden Common, Winchester, SO21 1WP

STAFF TEAM

Stuart Rivers, Chief Executive Officer

Sharon Coveney, Deputy Chief Executive

Joel Holt, Media and Communications Manager

Celia Jackson, Grants & Impact Manager

Helen van Gass, Welfare & Training Manager

Aiden Harvey, Projects & Welfare Coordinator

Sarah Edward, Port Welfare Committee Manager

Susan Atkinson, Port Welfare Committee Manager (Resigned 13.09.24)

Alex Houghton, Port Welfare Committee Manager (Joined 02.12.24)

Nicky Cantello, Executive Assistant & Office Manager (Resigned 21.06.24)

The Council of Management is responsible for the following employment matters.

- Staff employment contracts based on advice from the Board's appointed human resources advisers.
- Setting the employer's and minimum staff contributions towards the pension scheme.
- Appointing a financial adviser to advise on the appointment of a pension provider.

REGISTERED OFFICE

The registered office of the Board is-

8 Cumberland Place, Southampton SO15 2BH Telephone: 023 8033 7799

E-mail: enquiries@mnwb.org.uk

Website: www.mnwb.org

REGISTRATION DETAILS

The Board is registered in England & Wales, under company number 453053, as a Company limited by guarantee and as such it does not have share capital. The Board is also registered under number 212799 with the Charity Commission for England & Wales and in Scotland with the Office of the Scottish Charity Regulator (OSCR) under number SC039669.

TAXATION STATUS

The Board, as a registered charity in England and Wales, is exempt from taxation on its charitable activities. This has been confirmed by HM Revenue & Customs.

NATURE OF THE GOVERNING DOCUMENT

The Board is governed by Articles of Association adopted by a Special Resolution on 20 May 2010 and last amended on 9 March 2023. These comply with the provisions of the Companies Act 2006 and the Charities Act 2011.

STATEMENT OF PUBLIC BENEFIT

The objectives, activities, achievements, and performance of the Board, which the charity undertakes for public benefit, are clearly set out in this report. The trustees confirm that they have referred to the

guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Board's aims and objectives and in planning future activities and setting out the grant making policy.

In the interests of transparency, the trustees make the following statements regarding public benefit:

- The clear benefits provided by the Board are delivered through the key objectives set out below and reflected in the disclosure of charitable expenditure in the Statement of Financial Activities.
- The primary objective of the Board is to help improve the effectiveness of all those charities caring for merchant seafarers, fishers, and their dependants and this is done irrespective of nationality, religion, or ethnic background.
- No detriment or harm arising from the work of the Board has been identified.
- The beneficiaries are those charities caring for merchant seafarers, fishers, and their dependants. This is directly in accordance with the terms of the Board's constitution.
- The Board is active within the United Kingdom, Gibraltar, and the Falkland Islands, and has worldwide connections.
- People in poverty are at the heart of what the Board does, and it is not aware of any Member Organisation that excludes benefits from anyone in poverty.
- There are no private benefits of which the Board is aware.

VISION STATEMENT

To be the representative voice and driving force for the welfare of merchant navy and fishing communities in the UK.

MISSION STATEMENT

Improving the lives of seafarers and fishers by raising welfare standards in collaboration with our stakeholders.

OBJECTIVES

The Key Objectives of the Merchant Navy Welfare Board are to:

- Help improve the effectiveness of all those charities caring for merchant seafarers, fishers, and their dependants and this is done irrespective of nationality, religion, or ethnic background.
- Strive to ensure that all welfare needs are met through the most effective deployment of resources.
- Facilitate the work of Member Organisations through the provision of grants and specialist support services.
- Provide a dedicated welfare support and referral service for UK seafarers and their dependants.
- Manage and support Port Welfare Committees to develop local welfare services.
- Encourage and enable closer collaboration amongst both Member Organisations and Port Welfare Committees.
- Represent and raise awareness of seafarers' welfare issues at national level.

N.B. The wording shown above summarises the formal Charitable Objects, a copy of which may be obtained upon request.

ORGANISATIONAL STRUCTURE AND DECISION MAKING

The Board's Council holds three meetings annually. These are used to review current strategy, financial matters, investments, support services to Members, grant distribution and agree future policy. In addition, it holds joint biennial conferences for Members and Port Welfare Committees. In the event that amendments to the Articles of Association are required, Council must agree the amendments by special resolution.

The Council takes the view that internal controls provide adequate safeguards. All transactions are properly authorised and recorded thus ensuring that any material errors and irregularities are detected and prevented. The Council has delegated responsibility for the operation of the charity to the Chief

Executive Officer who, along with the staff team, ensure the charity delivers its charitable objects and remains a going concern.

WELFARE ORGANISATIONS SUBSCRIBING TO THE CONSTITUTION OF THE BOARD

In 2024, four new charitable organisations were added to MNWB's membership, bringing the total number to 47 members.

Aberdeen Seafarers' Centre	Royal Merchant Navy Education Foundation
Aged Merchant Seamen's Homes	Safer Waves
Alabaré	Sailors' Children's Society
Broughton House	Sailors' Orphan Society of Scotland
Care Ashore	Sailors' Society
Defence Medical Welfare Service	Scottish Nautical Welfare Society
Erskine Hospital	Scottish Veterans' Residences
Fares4Free	Seafarers' Advice & Information Line
Grimsby Sailors & Fishing Charity	Seamen's Christian Friend Society
Guild of Benevolence of the IMarEST	Seafarers Hospital Society
Honourable Company of Master Mariners	Seafarer's Welfare Fund (Gibraltar)
Charities	Shipwrecked Mariners' Society
Lighthouse Seafarers Mission, Falklands	SSAFA
Liverpool Seafarers' Centre	Stella Maris, Great Britain
Lowestoft Fishermen's and Seafarers'	The Fishermen's Mission
Benevolent Society	The Mission to Seafarers
Marine Society & Sea Cadets	The Seafarers' Charity
Merchant Navy Association	Trinity House
Nautilus Welfare Fund	Trinity House, Hull
Naval & Military Bible Society	Tyne Mariners' Benevolent Institution
NeurodiversAtSea	Veterans' Aid
Queen Victoria Seamen's Rest	Whitby Merchant Seamen's Hospital House
QVSR Seafarers' Centres	Willie Seager Memorial Trust
Royal Alfred Seafarers' Society	Wilson's Mariners' Homes
Royal Liverpool Seamen's Orphan Institution	

N.B. These are not connected charities within the meaning of the SORP 2019.

Under its Articles of Association, the Board is no longer required to hold a formal Annual General Meeting. For any constitutional changes it will hold an Extraordinary General Meeting (EGM) to which all members organisations will be invited.

TRUSTEE INDUCTION

Trustees are either appointed or elected. The UK Chamber of Shipping is responsible for appointing representatives from the Ship Owning and Ship Management sector, currently four in number. Nautilus International and the Rail and Maritime Transport Union (RMT) are responsible for appointing the Trade Union Representatives, currently two from each organisation. The Maritime Charity Members elect the Voluntary Sector Representatives. The Council appoints those persons able to make a particular contribution, currently five. Each appointment, or election, for all backgrounds, is for three years and a maximum of three terms of office.

All newly appointed trustees are provided with an induction pack that includes the governing documents, latest annual report, recent minutes of Council and other relevant meetings, publicity literature and the Charity Commission's relevant publications and information leaflets. Within the first few months of their election, Council members are invited to attend an induction at the Board's offices where they are introduced to the staff, given a comprehensive insight into the daily operation and a briefing covering the Board's current strategy and projects. The 'Trustee Role Description', outlining the general duties of the Board, is reviewed annually.

PAYMENTS TO TRUSTEES

No member of Council receives any payment for acting as a trustee, other than, on occasion, out of pocket expenses.

CONFLICTS OF INTEREST

The Board maintains a register of interests of all trustees and senior staff. Additionally, at each meeting of the Council, all those present are asked to declare any potential conflicts of interest when appropriate.

REMUNERATION POLICY

The Board is committed to ensuring that staff are adequately remunerated to ensure that it attracts and retains the right skills to achieve the charity's objectives.

In accordance with SORP 2019, the Board:

- discloses all payments to trustees (these are out of pocket expenses only).
- discloses staff in receipt of more than £60,000 salary including gross pay and taxable benefits.
- discloses the pension policy.
- confirms that there are no benefits in kind.

The Board has appointed a remuneration sub-committee, consisting of the Chair and two trustees, advised by the Chief Executive Officer (with exception of their own remuneration), which meets to review and recommend the pay for all staff.

The sub-committee:

- reviews the Board's salary structure using independent market benchmarking and makes amendments, when appropriate, to ensure that salaries remain competitive.
- recommends any annual staff salary increase to Council for approval having considered CPIH inflation and employment market information.
- approved the starting salary for new employees and/or recommend to Council the starting salary which is higher than that of the previous incumbent.

RISK MANAGEMENT

The Board has a formal risk management process, which identifies the role for the Council as:

- ensuring that the identification, assessment, and mitigation of risks are linked to the achievement of the Board's operational objectives.
- ensuring that the process covers all areas of risk, including financial, governance, operational and reputational risk, and is focused primarily on major risks including those arising from investment issues.
- ensuring that the process seeks to produce a risk exposure profile that reflects the Board's views as to the level of acceptable risk.
- reviewing and considering the principal results of risk identification, evaluation, mitigation and management.

To ensure that risk management is a continuous process and embedded in all management and operational procedures, a review of the risk profile is completed annually by the Chief Executive Officer and presented to the Council. This includes an evaluation of current activities and risks posed, the effectiveness of controls in place that mitigate material risks posed and an action plan to develop additional controls where necessary.

COMPLAINTS PROCEDURE

The Board has in place a policy to deal with any complaints from the public or other organisations. Details of the policy can be found at www.mnwb.org/complaints-policy.

PRIVACY POLICY

The Board is committed to protecting and respecting the privacy of those whose data it handles and has in place a privacy policy that can be found at www.mnwb.org/privacy-policy.

ENVIRONMENTAL, SOCIAL AND GOVERNANCE (ESG) POLICY

At the Merchant Navy Welfare Board (MNWB) we are committed to embedding Environmental, Social, and Governance (ESG) principles into all facets of our operations, with a strong focus on safeguarding the welfare and well-being of the seafarers who play a vital role in global trade and logistics.

Environmental Responsibility

We recognise our environmental impact and are dedicated to minimising it through sustainable practices, reducing emissions, and responsibly managing our resources. Our approach includes implementing efficient energy use, waste reduction strategies, and continuously exploring innovative solutions that support the welfare of seafarers, who are the lifeline of the maritime industry.

Through our regular activity we minimise, where possible, our impact on the environment. While many of our meetings and forums are in person, we aim to offer hybrid options whenever possible to reduce the impact of travel. Our Vehicle Replacement Programme supports a total of 62 vehicles in the UK that are used to deliver services and provide transport for seafarers and fishers. Each year, up to 12 vehicles are replaced through the programme to ensure safe and reliable transport is available. Maintaining a modern fleet helps us to reduce the emissions caused by older vehicles and, where practicable, we are encouraging the adoption of electric and hybrid vehicles.

Social Commitment

As a cornerstone of our ESG strategy, we prioritise the well-being of seafarers, who are integral to our industry and face unique challenges in their roles. We are committed to ensuring that every seafarer has access to safe working conditions, mental health support, and equitable treatment regardless of nationality, gender, or background.

Of course, the wellbeing of the MNWB staff remains high on our ESG agenda. Our remuneration package includes a generous pension, group life insurance, critical illness cover, and an employee assistance programme. As a registered Mindful Employer, we have a positive attitude to the mental health of staff and ensure that appropriate support is available.

Our seafarer-centric initiatives include:

- Partnering with maritime welfare organisations to provide shore-side support services such as medical care, mental health resources, and recreational facilities.
- Advocating for fair labour practices and anti-discrimination policies in all ports where we operate, ensuring that seafarers have a safe and respectful workplace.
- Raising awareness within our organisation and industry of the challenges seafarers face, including isolation, limited access to health resources, and long periods away from family.
- Supporting seafarers' welfare initiatives through collaboration with Government Agencies, Maritime Trade Unions, Maritime Charities, Port Authorities, Port Health Authorities and Ship Owners, to ensure the highest standards of care and resources are available.

Governance and Ethical Responsibility

We uphold the highest standards of corporate governance, transparency, and accountability in all aspects of our business. Our commitment to ethical business practices includes robust compliance programs, regular audits, and strict adherence to UK and international regulations. We are equally committed to fostering a diverse, inclusive, and fair workplace, prioritising integrity, and ensuring the ethical treatment of all stakeholders, including our valued seafarers.

MNWB believes that by upholding our ESG responsibilities, we contribute not only to a more sustainable future but to a supportive and equitable environment for those who keep our industry moving forward.

We remain committed to continual improvement and transparency in all ESG areas to benefit our planet, our people, and the seafaring community.

The Board expects its investment portfolio to be invested in funds where the underlying managers have embedded strong ESG disciplines into their investment processes and corporate culture, and in so doing they are actively seeking to invest in a manner which can provide solutions to sustainability issues and in companies that have strong corporate policies and outputs relating to the aforementioned ESG criteria. The Board's expectation is that underlying fund managers should be identifying, and investing in, businesses that are working towards a more sustainable future, based on positive impact and change assessments rather than negative screening.

EQUITY, EQUALITY, DIVERSITY AND INCLUSION

Jointly funded by MNWB, Trinity House, and The Seafarers' Charity (and managed by MNWB), the EDI Pilot Project aims to educate and raise awareness of equity, diversity, and inclusion among trustee boards and staff teams within the maritime welfare sector. In 2024, six EDI workshops were delivered at various PWC meetings across the UK. Based on participant feedback, the team has produced an end of project report highlighting key findings. These insights will help the working group determine the next steps, which may include potential funding applications for a follow up project.

FINANCIAL CONTROLS

The Board believes that the system of internal control provides adequate assurance that assets are safeguarded, transactions are properly authorised and recorded, and that material errors and irregularities are either prevented or detected at an early stage. The financial controls are reviewed annually and were most recently updated in December 2024.

RESERVES POLICY

Of the total funds held, £1,000,000 is designated as reserves that would enable the Board to operate for a minimum of one year should it need to wind up its operations. The Council annually reviews the level of the Board's unrestricted funds to meet the ongoing ability to finance administrative costs, services to Members and grants. To determine and monitor the appropriate level of reserves, the Council assesses the cost of winding up the charity within one year. The Board takes the view that the investments held currently are adequate to generate funds to sustain the current levels of demand for its services in the foreseeable future. The Board is not a fundraising charity and does not employ fundraisers. It therefore relies on this investment income and growth in the value of investments to fund operational costs and grants to Members.

INVESTMENT POLICY

MNWB's investment portfolio was created when it sold the Merchant Navy Hotel in Lancaster Gate, London in 2002. It was the intention of the then Trustees that this would provide sustainable funding for the Board's operations to provide better support to its Members through supporting services and grants.

The primary source of income is from investments and a targeted 6% total return is a key part of the policy. The Board accepts this is a risk strategy intended to provide greater return. Whilst this continues to be maintained, it is reviewed annually and can be revised at any time in light of needs and changing circumstances. The most recent industry review indicates that the number of older seafarers and their dependants is expected to decline slower than last researched but will still accelerate over the next 15 years or so. As a counterbalance there is evidence that the needs of those receiving support are increasing and beneficiaries are living longer. At the same time there remains an ongoing need to support port-based welfare services for working seafarers. The long-term negative impact of the Covid 19 pandemic will be assessed on an ongoing basis.

The Board's Investment Sub-committee meets after each quarter end. The investment managers attend the March Council meeting to appraise trustees on the previous year's investment performance and forecast for the coming year.

Investment Management

The Board annually provides its investment managers, Bordier & Cie (UK) PLC, with an investment policy. Their costs are based on the number of transactions each quarter together with fees charged for the management of the investment portfolio. Total costs amounted to £38,093 in 2024 (2023: £42,786). The Board utilises benchmarks to monitor investment performance and reviews investment returns on a quarterly basis.

Social Investment Approach

The Board's investment policy is implemented through the use of collective investment funds rather than, for example, individual company shares. Given the diversified nature of underlying investments the Board has not imposed any specific ethical or geographical restrictions with regard to investment but expects the spirit and objectives of the United Nations-backed Principles for Responsible Investment (PRI) guidelines to be observed by the underlying investment fund managers. These Principles look to encompass environmental, social, and corporate governance matters into firms' investment and decision-making processes. The Board has instructed its Investment Manager that it expects underlying managers to not only adopt the Principles for Responsible Investment as supported by the United Nations (UNPRI), but also to be signatories to it. The Board's Investment Policy has been strengthened to include a commitment to be provided with an ESG (Environmental, Social, and Corporate Governance) report on an annual basis.

FINANCIAL REVIEW

The past year proved fairly tumultuous on a number of fronts: geopolitical tensions and conflicts combined to create an unstable backdrop for financial markets whilst major elections and political upheaval across the globe added another layer of uncertainty. That said, generally receding inflationary pressures, which allowed key central banks to cut interest rates, and improving economic and corporate earnings growth expectations, allowed a wide range of financial assets to perform well during the year.

This backdrop helped our established investment portfolio post a gain of 9.0%, after adjusting for cash drawn from the portfolio amounting to £911,000 and additions of £197,000. In September 2024 we committed £3m from a legacy to long term investment, adopting the same investment policy as our established investment portfolio. This newly established investment had increased in value by 6.9% by the year end. In aggregate, the total investment portfolio posted an increase of 8.8% over the course of 2024.

Aiding investment performance were the continued skews in our investment portfolio's positioning towards those areas exhibiting robust economic growth, namely the US and Asia. Investments benefitting from the growing enablement and use of artificial intelligence also had a positive impact. Our investment managers see particularly compelling valuation opportunities within mid- and smaller-sized companies: they have specifically increased exposure to smaller, domestic US businesses, which they consider to be post-US election beneficiaries, whilst they have reduced exposure to areas expected to face headwinds under the new Republican administration.

Our investment managers believe that the positive environment for risk assets that drove good returns during 2024 should remain in place in 2025. They expect inflation to stay reasonably close to central bank targets and positive global economic growth to be sustained, while a backdrop of falling interest rates, lower borrowing costs, 'pro-growth' policies from new governments and improving corporate profits expectations should prove supportive for markets generally.

The net gain on investments during 2024 was £1,012,737 (2023: gain £704,263). At the year-end, investments were valued at £17,244,803 (2023: £13,676,882) and total funds amounted to £17,659,135 (2023: £13,839,153).

INCOME

Donations And Legacies

Whilst it does not actively fundraise, the Board is always extremely grateful for any donations and legacies received, which are fully utilised in support of its objects. During 2024, donations in the sum of £3,469,882 (2023: £7,084) were recognised.

Sponsorship

In 2024, the Board secured sponsorship for its biennial Port Welfare Conference and Annual Awards for the first time. Conference sponsorship raised £27,197 and the Annual Awards sponsorship raised £5,000 (£32,197) against an actual spend of £37,370. As this approach proved successful, and reduced the pressure on the Board's own funds, it is our intention to look for sponsors for future events.

Government Contracts & Grants

In 2024, the Department for Transport provided funding for two MNWB projects: the Vehicle Replacement Programme (£84,000) and the MiFi Project (£6,000). No other grants were received from Government departments.

MNWB GRANTS

MNWB's main priority is to provide support services to its Members, PWCs and working groups, and its secondary priority is to provide grants. The amount made available for grants annually is based on the overall return from the investment portfolio after deducting revenue costs and services to Members.

Under the Small Grants Programme, the Chair and Chief Executive Officer are authorised to allocate individual grants of up to £10,000 throughout the year, up to a total annual limit of £100,000. This increased from £5,000 per grant up to a limit of £50,000 in 2024, following a unanimous vote in favour by Trustees. Grants over £10,000 will continue to be reviewed by Trustees and decided by majority vote.

During 2024, the following grant offers were made from MNWB's own funds.

Organisation	Project	Amount
MNA	MN Day Commemorative Day Service and Reunion	£500.00
MSSC	Digital Library for Seafarers	£4,525.00
Mission to Seafarers	Belfast Cruise Ship Terminal Crew Welfare Portacabin	£4,139.46
The Fishermen's Mission	Port banner project	£2,602.00
Care Ashore	Main building fire doors	£46,000
Seafarers Hospital Society	Mental Health Support - TogetherAll	£5,700.00
Seafarers Hospital Society	Fishing for Better Health Clinic	£6,663.00
Naval Military & Bible Society	NMBS Portacabin	£7,850.00
Stella Maris	Southampton Seafarers' Centre	£13,786.00
Seafarers' Christian Friend Society	Aberdeen Project	£809.00
Annual National Service for Seafarers	Annual National Service for Seafarers	£1,000.00
Royal Alfred Seafarers' Society	Website Redesign	£10,000.00
MSSC	Marine Society Digital Library - Marketing materials	£675.00
The Mission to Seafarers	Critical Incident Stress Management Training	£7,519.00

GRANTS ADDED BACK

Some grants were not fully expended and in 2024 a total of £2,428 was written back into the Board's funds (2023: £47,614).

RESTRICTED FUNDS

The Board maintained restricted funds for support programmes and projects, as follows:

- Vehicle Replacement Programme
- MN Medal Fund
- MiFi Project
- DfT Seafarer Wellbeing
- Seafarer Support (now a 'service to Members)
- NSWB & Port Visitor (formerly the IPWP Programme)

EXPENDITURE

Staff

Staff levels decreased from nine to eight mid-year and from eight to seven in September due to staff resignations received from Nicky Cantello (Executive Assistant & Office Manager) and Susan Atkinson (PWC Manager). Alex Houghton joined MNWB in December, replacing Susan Atkinson as Port Welfare Committee Manager.

Pensions

In line with legislation set down by the Pensions Regulator all members of staff are entitled to enter a contributory group personal pension plan provided by the Board after 3 months' service, and all those currently employed are included (staff aged between 21 and 65 are automatically enrolled as required under pensions legislation). Following a satisfactory probationary period, normally 6 months, all new full-time staff members are offered a contract which allows them to receive an enhanced employer's contribution, conditional upon them also making an agreed increased minimum contribution. Each year, the Board pays for individual pension consultations from Fairstone Group Ltd. to help staff understand their pension funds and retirement planning.

Offices

The Board has a 10-year repairing lease for its offices at 8 Cumberland Place, Southampton SO15 2BH which commenced in December 2020. A full-term review took place in early 2020 and a new rental amount was agreed for the next five years. In 2022 general maintenance of the building was undertaken, fulfilling our obligations under the terms of the lease. The current lease is due to terminate on 30th November 2030 with a break point and rent review scheduled in 2025. With the opportunity to break the lease in June 2025, and with a growing need for a collaborative working space, a search is underway for new office premises. If suitable premises cannot be found before the break point, we will continue in the current premises until November 2030.

Professional Fees

The Board incurred professional fees in 2024 for audit and accountancy purposes.

Auditors and the Appointment of Auditors

The Board is required to have its accounts audited annually. Under the Articles of Association, the Council is responsible for appointing the auditor and has appointed James Cowper Kreston as its auditors.

Accountancy fees

The Board's accounts administration is undertaken by Winchester Bourne Ltd, for which it pays a fee.

MEMBERSHIPS

The Board is a subscribing member of the following charitable organisations:

- International Seafarers' Welfare and Assistance Network (ISWAN)
- National Council for Voluntary Organisations (NCVO)
- The Association of Charitable Organisations (ACO)

VOLUNTEER AMBASSADORS

The MNWB Volunteer Ambassadors Programme raises awareness of MNWB's work and role as the UK National Seafarers' Welfare Board. In 2024, John Hood and Captain Trevor Bailey MNM CMMar FNI joined the team, bringing extensive maritime and charity sector experience. With a full complement of six Ambassadors, the programme continues to strengthen relationships with key industry stakeholders, including the Nautical Institute, nautical colleges, P&I Clubs, port authorities and shipping organisations.

In June, MNWB published its Ambassadors' Impact Summary Report, reaffirming the programme's objectives and the positive impact of Ambassador visits. This growing network plays a vital role in expanding MNWB's reach and influence within the maritime welfare sector.

STRATEGIC PLAN

During the year, staff continued implementing the Board's strategic plan, as approved by Trustees in 2022, which covers the period 2023 – 2025. This plan will be reviewed and updated annually to ensure that it is relevant and responsive to the changing needs of seafarers, fishers, and their families.

Vision

To be the representative voice and driving force for the welfare of merchant navy and fishing communities in the UK.

Mission

Improving the lives of seafarers and fishers by raising welfare standards in collaboration with our stakeholders.

Values

Our core values are non-negotiable and fuel our vision for the welfare of seafarers, fishers, and their families. While there are many other values we hold, these have been selected as the dominant ones that will really shape our culture, what we represent and how we deliver for our stakeholders.

Leadership: We will lead with integrity and professionalism, representing Member Organisations at the highest levels of government and industry.

Communication: We will support our key relationships through authentic communications, always treating people with respect and dignity.

Innovation: We will pursue innovative solutions that create economic and social value, adopting an evidence-based approach to everything we do.

Collaboration: We will celebrate the full spectrum of diversity within and outside of our organisation, building strong collaborative networks that create new opportunities and possibilities.

STRATEGIC OBJECTIVES

Leadership

- Clearly define the role of the National Seafarers' Welfare Board and how it interacts with Port Welfare Committees, Department for Transport, Maritime & Coastguard Agency and Maritime Labour Convention member states.
- Drive the agenda for the establishment of welfare levies across all UK ports.
- Produce biennial 'State of the Nation' report to send to UK Government.

Communication

- Strengthen relationships within government through active, regular and transparent engagement.
- Expand the range and reach of Member and non-Member charities and agencies available through the Seafarer Support service.
- Increase the profile of MNWB and its members through print and broadcast media.
- Grow social media presence and following across all active platforms.

Innovation

- Adopt a 'research led' approach to drive MNWB projects.
- Ensure all MNWB projects (Vehicle Replacement Programme, MiFi Project, etc.) add value to Member Organisations and deliver economies of scale.
- Develop training platform to host Ship Welfare Visitor, ISPS and other MNWB developed training courses.
- Develop plan for National Seafarers' Welfare Board training and support package for MLC member states.

Collaboration

- Grow MNWB's membership by defining clear criteria, benefits, and a memorandum of understanding.
- Develop a self-assessment tool for ports that establishes welfare standards across the UK and identifies gaps in provision.
- Establish MNWB as the 'go to' place for welfare guides, sector statistics and reports.
- Establish a biannual forum for National Seafarers' Welfare Boards to share experiences and information.

COMPLETED OBJECTIVES

- Initial discussions held with UK Government, UK Chamber of Shipping, constituent members and other industry groups about the introduction of welfare levies.
- Defined the role and structure of the National Seafarers' Welfare Board and its relationship with the Port Welfare Committees, Department for Transport and the Maritime & Coastguard Agency.
- Reviewed the terms of reference, membership and agenda for Port Welfare Committees.
- Established a National Port Welfare Forum, bringing PWC Chairs together to share best practice.
- Expanded social media network to support awareness of MNWB and its work through LinkedIn, Facebook and Instagram.
- Developed new training platform and populated Ship Welfare Visitor Course, ready for launch in 2025.
- Secured sponsorship for our annual awards and Port Welfare Conference.

ONGOING OBJECTIVES

- Produce a regular newsletter promoting the work of MNWB, Constituent members and seafarers' welfare in ports.
- Identify, define and communicate core values internally and externally.
- Promote the role of the National Seafarers' Welfare Board and its relationship with the Port Welfare Committees, Department for Transport, Maritime & Coastguard Agency, and Maritime Labour Convention member states.
- Working group established to create a voluntary 'Code of Practice' for seafarers' welfare in UK ports.
- Review the extent and success of welfare levies schemes in the UK.
- Continue engagement with the International Labour Organisation and MLC Member States to discuss raising welfare standards in member states.
- Establish a mechanism for port welfare accreditation in support of the International Labour Organisation's Maritime Labour Convention (MLC), 2006.
- Continue discussions with UK Government, UK Chamber of Shipping, constituent members and other industry groups about the introduction of welfare levies.
- Establish a forum to discuss the funding needs of the UK maritime welfare sector.

TRUSTEES' RESPONSIBILITIES STATEMENT

The Trustees (who are also directors of Merchant Navy Welfare Board for the purposes of company law) are responsible for preparing the Report of the Trustees 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. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgements and accounting estimates that are reasonable and prudent.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

DISCLOSURE OF INFORMATION TO AUDITORS

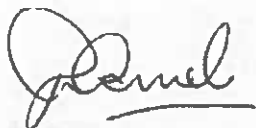
The Trustees at the time when this Report of the Trustees is approved have confirmed that:

- so far as the Trustees are aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- the Trustees have taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

AUDITORS

As noted previously, the Board has dispensed with the requirement to hold an Annual General Meeting. In 2018, the Board appointed James Cowper Kreston as their auditors. The re-appointment of auditors will be decided annually at a Council meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

A handwritten signature in black ink, appearing to read 'AK Cassels', with a horizontal line underneath.

ON BEHALF OF THE BOARD:

AK Cassels, Chair

Dated: 6th March 2025

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MERCHANT NAVY WELFARE BOARD

Opinion

We have audited the financial statements of Merchant Navy Welfare Board (the 'charity') for the year ended 31 December 2024 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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 Auditors' 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 United Kingdom, including the Financial Reporting Council'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 the charitable company'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.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MERCHANT NAVY WELFARE BOARD
(CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' 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.

Opinion 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' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our 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' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require 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 Trustees 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' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, 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.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MERCHANT NAVY WELFARE BOARD
(CONTINUED)

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 Auditors' 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.

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.

The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

The specific procedures for this engagement that we designed and performed to detect material misstatements in respect of irregularities, including fraud, were as follows:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Reviewing minutes of meetings of those charged with governance;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for bias.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MERCHANT NAVY WELFARE BOARD
(CONTINUED)

Use of our report

This report is made solely to the charitable company's trustees, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006, and to the charitable company's trustees, as a body, in accordance with regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's trustees and Trustees those matters we are required to state to them in an Auditors' 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.



14 March 2025

Michael Bath BSc FCA DChA (Senior statutory auditor)
for and on behalf of
James Cowper Kreston Audit
4 Cumberland Place
Southampton
SO15 2NP

Date:

James Cowper Kreston Audit are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2024**

	Note	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Income from:					
Donations, legacies and grants	3	3,469,882	163,915	3,633,797	218,202
Investments	4	312,170	-	312,170	306,758
Other income	5	34,572	-	34,572	5,834
Total income		3,816,624	163,915	3,980,539	530,794
Expenditure on:					
Raising funds	6	38,093	-	38,093	42,786
Charitable activities:					
Support services to Constituent Members	7	118,938	239,567	358,505	1,345,992
Grants to support the work of Constituent Members	7	93,815	-	93,815	81,457
Support to promote welfare activities	8	682,881	-	682,881	724,523
Total expenditure		933,727	239,567	1,173,294	2,194,758
Net income/(expenditure) before net gains on investments		2,882,897	(75,652)	2,807,245	(1,663,964)
Net gains / (losses) on investments		1,012,737	-	1,012,737	704,263
Transfers between funds	16	(5,059)	5,059	-	-
Net movement in funds		3,890,575	(70,593)	3,819,982	(959,701)
Reconciliation of funds:					
Total funds brought forward		13,615,103	224,050	13,839,153	14,798,854
Net movement in funds		3,890,575	(70,593)	3,819,982	(959,701)
Total funds carried forward		17,505,678	153,457	17,659,135	13,839,153

The notes on pages 25 to 40 form part of these financial statements.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)
REGISTERED NUMBER: 00453053

BALANCE SHEET
AS AT 31 DECEMBER 2024

	Note	2024 £	2023 £
Fixed assets			
Tangible assets	12	610	2,462
Investments	13	17,244,803	13,676,881
		<u>17,245,413</u>	<u>13,679,343</u>
Current assets			
Debtors	14	503,185	80,558
Cash at bank and in hand		29,105	233,662
		<u>532,290</u>	<u>314,220</u>
Creditors: amounts falling due within one year	15	(118,568)	(154,410)
Net current assets		<u>413,722</u>	<u>159,810</u>
Total assets less current liabilities		<u>17,659,135</u>	<u>13,839,153</u>
Total net assets		<u>17,659,135</u>	<u>13,839,153</u>
Charity funds			
Restricted funds	16	153,457	224,050
Unrestricted funds	16	17,505,678	13,615,103
Total funds		<u>17,659,135</u>	<u>13,839,153</u>

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

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

The financial statements were approved and authorised for issue by the Trustees on and signed on their behalf by:



.....
Captain A K Cassels
Chairman of the Council
Date:



.....
Mr G Lane
Member of the Council
Date:

The notes on pages 25 to 40 form part of these financial statements.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2024

	2024 £	2023 £
Cash flows from operating activities		
Net cash used in operating activities (note 19)	2,046,815	(1,818,285)
Cash flows from investing activities		
Dividends from investments	303,813	299,459
Proceeds from the sale of investments	3,596,626	3,265,620
Purchase of investments	(6,151,811)	(2,590,625)
Net cash (used in)/provided by investing activities	(2,251,372)	974,454
Change in cash and cash equivalents in the year	(204,557)	(843,831)
Cash and cash equivalents at the beginning of the year	233,662	1,077,493
Cash and cash equivalents at the end of the year	29,105	233,662

The notes on pages 25 to 40 form part of these financial statements

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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) (effective 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Merchant Navy Welfare Board meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost with the exception of investments which are included at fair value.

1.2 Company status

The charity is a company limited by guarantee. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.3 Fund accounting

Unrestricted funds are available for use at the discretion of the Trustee in furtherance of the general objectives of the charity and have not been designated for other purposes. Unrestricted funds represent funds retained to provide the working capital to enable the Trustees to carry out activities as a provider of services to Seafarers.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.4 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate.

Receipt of a legacy is recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the charity, can be reliably measured.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

1. Accounting policies (continued)

1.5 Expenditure

Expenditure which does not directly relate to grant making is analysed between charitable support costs, governance costs and costs of generating funds. Items which involve more than one cost category are apportioned as appropriate to the cost categories involved.

Support costs are those costs incurred in support of expenditure on the objects of the charity. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Expenditure on raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs.

1.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £250 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method

Depreciation is provided on the following bases:

Fixtures and fittings	- 10% on cost
Computer equipment	- 33% on cost

1.7 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Net gains/(losses) on investments' in the Statement of financial activities.

1.8 Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities incorporating income and expenditure account on a straight line basis over the lease term.

1.9 Debtors

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

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

1. Accounting policies (continued)

1.10 Cash at bank and in hand

Cash at bank and 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.

1.11 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

1.12 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.13 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

Merchant Navy Welfare Board has a Group Pension Plan & Group Stakeholder Pension Plan with Royal London.

1.14 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

2. Critical accounting estimates and areas of judgment

Estimates and judgments 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.

Critical accounting estimates and assumptions:

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Critical areas of judgment:

Legacy income entitlement requires a level of judgement in the financial statements by determining the point at which to recognise the income after notification has been received. This includes a detailed assessment of both the likelihood of receipt of funds and, in the case of a residual legacy, the amount that is expected to be receivable.

3. Income from donations, legacies and grants

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Donations and legacies	3,469,882	-	3,469,882	7,084
Grants	-	163,915	163,915	211,118
	<u>3,469,882</u>	<u>163,915</u>	<u>3,633,797</u>	<u>218,202</u>
Total 2023	<u>7,084</u>	<u>211,118</u>	<u>218,202</u>	

Included within donations and legacies is £3,425,000 from a single legacy. Further amounts from this same legacy may be receivable in future years, but it is not currently possible to make an accurate estimate of such amounts at the date of approving these financial statements.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

4. Investment income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Quoted UK and Non-UK investments	303,813	303,813	299,459
UK Portfolio cash interest	8,357	8,357	7,299
	<u>312,170</u>	<u>312,170</u>	<u>306,758</u>
Total 2023	<u>306,758</u>	<u>306,758</u>	

5. Other income

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Other income	29,675	29,675	2,766
Courses	4,897	4,897	3,068
	<u>34,572</u>	<u>34,572</u>	<u>5,834</u>
Total 2023	<u>5,834</u>	<u>5,834</u>	

6. Raising Funds

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Portfolio management fees	38,093	38,093	42,786
Total 2023	<u>42,786</u>	<u>42,786</u>	

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

7. Support services to constituent members

	Unrestricted expenditure 2024 £	Restricted expenditure 2024 £	Total 2024 £	Total 2023 £
Vehicle Replacement Fund	-	120,606	120,606	63,029
MN Medal Fund	-	1,522	1,522	712
Ukrainian Seafarers Emergency Comms	-	-	-	182,640
ABP Humber Levy	-	59,832	59,832	73,012
EEDI Project	-	1,047	1,047	-
MiFi Project	-	10,228	10,228	16,633
DfT Seafarer Wellbeing	-	7,935	7,935	849,674
C188 Training Trinity House DfT Fund	-	1,441	1,441	11,827
Caseworker costs	15,780	-	15,780	10,825
Training courses	21,819	-	21,819	8,472
Evaluation studies	208	-	208	3,753
Port welfare promotion	5,034	-	5,034	4,643
Merchant Navy Fund promotion contribution	9,327	-	9,327	4,648
Seafarer Support	6,118	-	6,118	17,170
Public relations & Marketing	22,481	-	22,481	16,523
Annual Seafarers Welfare Conferences	37,370	-	37,370	35,423
Ambassadors	801	-	801	2,594
NSWB/PWC Development	-	36,956	36,956	44,414
	118,938	239,567	358,505	1,345,992
Grants to support the work of Constituent Members	93,815	-	93,815	81,457
	212,753	239,567	452,320	1,427,449
Total 2023	162,037	1,265,412	1,427,449	

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

8. Support to promote welfare activities

	Management 2024 £	Governance 2024 £	Total 2024 £	Total 2023 £
Office running costs	16,132	-	16,132	33,528
Staff life assurance and training	19,681	-	19,681	10,497
Subscriptions and publications	4,544	-	4,544	11,467
Other costs	97,867	-	97,867	124,718
Head office costs	28,000	-	28,000	20,338
Trustees' expenses	-	734	734	828
Legal and Professional Fees	-	3,060	3,060	373
Accountancy	-	21,600	21,600	21,662
Auditors' remuneration	-	18,617	18,617	16,608
Wages and salaries	325,644	38,022	363,666	382,225
National insurance	34,358	-	34,358	41,480
Pension cost	72,770	-	72,770	57,634
Depreciation	1,852	-	1,852	4,385
	600,848	82,033	682,881	725,743
	-	-	-	-
Mi-Fi Support - Administration costs	-	-	-	(1,000)
	600,848	82,033	682,881	724,743
	638,010	86,733	724,743	

9. Governance Costs

	Unrestricted funds 2024 £	Total funds 2024 £	Total funds 2023 £
Support Costs	44,011	44,011	59,809
Wages and salaries	38,022	38,022	26,924
	82,033	82,033	86,733

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

10. Operating expenditure

	2024 £	2023 £
Depreciation of tangible fixed assets: owned by the charity	1,852	4,385
Auditors' remuneration - audit	14,500	9,300

During the year, no Trustees received any remuneration (2023 - £NIL)

During the year, no Trustees received any benefits in kind (2023 - £NIL).

During the year, Trustee expenses were paid to three (2023 - five) Trustee amounting to £734 (2023: £828).

11. Staff costs

	2024 £	2023 £
Wages and salaries	363,666	382,225
Social security costs	34,358	41,480
Contribution to defined contribution pension schemes	72,770	57,634
	470,794	481,339

The average number of persons employed by the charity during the year was as follows:

	2024 No.	2023 No.
	8	9

The number of employees whose employee benefits (excluding employer pension costs and national insurance) exceeded £60,000 was:

	2024 No.	2023 No.
In the band £80,001 - £90,000	1	1

The key management personnel of the charity received aggregate remuneration of £181,041 (2023: £175,361).

MERCHANT NAVY WELFARE BOARD
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

12. Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation			
At 1 January 2024	14,951	54,564	69,515
At 31 December 2024	<u>14,951</u>	<u>54,564</u>	<u>69,515</u>
Depreciation			
At 1 January 2024	14,951	52,102	67,053
Charge for the year	-	1,852	1,852
At 31 December 2024	<u>14,951</u>	<u>53,954</u>	<u>68,905</u>
Net book value			
At 31 December 2024	<u>-</u>	<u>610</u>	<u>610</u>
At 31 December 2023	<u>-</u>	<u>2,462</u>	<u>2,462</u>

13. Fixed asset investments

	Listed securities £	UK Portfolio cash investments £	Total £
Cost or valuation			
At 1 January 2024	13,506,879	170,002	13,676,881
Additions	6,052,068	99,743	6,151,811
Disposals	(3,596,626)	-	(3,596,626)
Revaluations	1,012,737	-	1,012,737
At 31 December 2024	<u>16,975,058</u>	<u>269,745</u>	<u>17,244,803</u>
Net book value			
At 31 December 2024	<u>16,975,058</u>	<u>269,745</u>	<u>17,244,803</u>
At 31 December 2023	<u>13,506,879</u>	<u>170,002</u>	<u>13,676,881</u>

MERCHANT NAVY WELFARE BOARD
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

Investments at market value comprise:

	2024 £	2023 £
Listed securities	16,975,058	13,506,879
Cash and settlements pending	269,745	170,002
Total Market value	17,244,803	13,676,881

Historical cost of listed securities held

	2024 £	2023 £
Historical cost	14,665,025	11,606,405

14. Debtors

	2024 £	2023 £
Other debtors	63,754	63,754
Prepayments and accrued income	439,431	16,804
	503,185	80,558

15. Creditors: Amounts falling due within one year

	2024 £	2023 £
Trade creditors	18,432	14,690
Grants payable	67,625	83,594
Other taxation and social security	9,134	12,762
Other creditors	-	3,550
Accruals and deferred income	23,377	39,814
	118,568	154,410

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

16. Statement of funds

Statement of funds - current year

	Balance at 1 January 2024 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2024 £
Unrestricted funds						
General Funds - all funds	12,615,103	3,816,624	(933,727)	(5,059)	1,012,737	16,505,678
Designated funds	1,000,000	-	-	-	-	1,000,000
	<u>13,615,103</u>	<u>3,816,624</u>	<u>(933,727)</u>	<u>(5,059)</u>	<u>1,012,737</u>	<u>17,505,678</u>
Restricted funds						
Vehicle Replacement Programme	113,112	84,285	(120,606)	-	-	76,791
MN Medal Fund	2,585	1,306	(1,522)	-	-	2,369
NSWB/PWC Development	86,637	-	(36,956)	-	-	49,681
DfT Seafarer Wellbeing	2,876	-	(7,935)	5,059	-	-
MiFi Project	12,559	6,000	(10,228)	-	-	8,331
ABP Humber Levy	-	66,324	(59,832)	-	-	6,492
Recognition of Carers	108	-	-	-	-	108
C188 Training TH DfT Fund	3,173	-	(1,441)	-	-	1,732
EEDI Project	3,000	6,000	(1,047)	-	-	7,953
Total Restricted funds	<u>224,050</u>	<u>163,915</u>	<u>(239,567)</u>	<u>5,059</u>	<u>-</u>	<u>153,457</u>
Total of funds	<u><u>13,839,153</u></u>	<u><u>3,980,539</u></u>	<u><u>(1,173,294)</u></u>	<u><u>-</u></u>	<u><u>1,012,737</u></u>	<u><u>17,659,135</u></u>

MERCHANT NAVY WELFARE BOARD
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NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

16. Statement of funds (continued)

Vehicle Replacement Programme (VRP)

A partnership programme to provide grants to replace vehicles that provide welfare services covering UK ports, Gibraltar and the Falkland Islands. The VRP is funded equally between The Seafare's Charity UK, ITF Seafarers' Trust, Trinity House and MNWB.

MN Medal Fund

The MN Medal Fund receives donations from the UK maritime sector to support the promotion and award of the Merchant Navy Medal for Meritorious Service, associated website and the annual meetings of the Merchant Navy Honours Consultative Committee that advises the Govt. Department for Transport.

MiFi Project

A project managed by MNWB to provide Ship Welfare Visitors with mobile internet hubs (MiFi units) to improve communications and seafarers' welfare in ports. This project is funded by MNWB, The Seafarers' Charity and the Department for Transport.

ABP Humber Levy

The Humber Port Levy is a scheme introduced by port owner, ABP Humber. The Board provides administrative support for the scheme and acts as a clearing house for the distribution of funds to welfare providers in accordance with the agreed distribution formula.

DfT Seafarer Wellbeing

In 2023, the Department for Transport approached MNWB and requested that it manage a £2,100,000 grant fund. The grant scheme is in support the maritime sector, specifically seafarers' welfare and skills & diversity, and was formerly launched in May of that year. The Covid pandemic, conflict in Ukraine and other crises have taken their toll on seafarers; welfare charities working on the front line have been under pressure to respond to these crises. The scheme has provided an opportunity for maritime charities to help support the recovery of the sector and contribute towards the Government's 'Maritime 2050' strategy.

MNWB/PWC Development

In 2021, the MNWB signed an agreement with the Maritime and Coastguard agency, designating it as the National Seafarers' Welfare Board (NSWB) on behalf of the UK Government. On the conclusion of the the IPWP project any continuing activities were absorbed into the NSWB Development. This includes welfare board support for other nation states and the Port Visitor platform.

MERCHANT NAVY WELFARE BOARD
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

16. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 January 2023 £	Income £	Expenditure £	Transfers in/(out) £	Gains/ (Losses) £	Balance at 31 December 2023 £
Unrestricted funds						
Designated funds	13,391,656	319,676	(929,346)	(871,146)	704,263	12,615,103
Designated fund	-	-	-	1,000,000	-	1,000,000
	<u>13,391,656</u>	<u>319,676</u>	<u>(929,346)</u>	<u>128,854</u>	<u>704,263</u>	<u>13,615,103</u>
Restricted funds						
Vehicle Replacement Programme	83,739	92,402	(63,029)	-	-	113,112
MN Medal Fund	1,593	1,704	(712)	-	-	2,585
NSWB/PWC Development	30,951	-	(67,885)	123,571	-	86,637
DfT Seafarer Wellbeing	1,085,426	20,000	(849,674)	(252,876)	-	2,876
MiFi Project	23,192	6,000	(16,633)	-	-	12,559
ABP Humber Levy	-	73,012	(73,012)	-	-	-
Ukrainian Seafarers Emergency Comms	(559)	-	-	559	-	-
Ukrainian SIM Cards	182,640	-	(182,640)	-	-	-
Recognition of Carers	216	-	-	(108)	-	108
C188 Training TH DfT Fund	-	15,000	(11,827)	-	-	3,173
EEDI Project	-	3,000	-	-	-	3,000
Total Restricted funds	<u>1,407,198</u>	<u>211,118</u>	<u>(1,265,412)</u>	<u>(128,854)</u>	<u>-</u>	<u>224,050</u>
Total of funds	<u>14,798,854</u>	<u>530,794</u>	<u>(2,194,758)</u>	<u>-</u>	<u>704,263</u>	<u>13,839,153</u>

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

16. Statement of funds (continued)

17. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £	Restricted funds 2024 £	Total funds 2024 £
Tangible fixed assets	610	-	610
Fixed asset investments	17,198,636	46,167	17,244,803
Current assets	425,000	107,290	532,290
Creditors due within one year	(118,568)	-	(118,568)
Total	17,505,678	153,457	17,659,135

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	2,462	-	2,462
Fixed asset investments	13,676,881	-	13,676,881
Current assets	90,170	224,050	314,220
Creditors due within one year	(154,410)	-	(154,410)
Total	13,615,103	224,050	13,839,153

18. Pension commitments

The charity provides a defined contributions pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund.

MNWB has a Group Personal Pension Plan & Group Stakeholder Pension Plan with Royal London. Contributions made to the scheme amounted to £72,770 (2023 - £57,634). At the Balance Sheet date contributions of £5,602 (2023 - £780) were outstanding.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024**

19. Reconciliation of net movement in funds to net cash flow from operating activities

	2024 £	2023 £
Net income/expenditure for the period (as per Statement of Financial Activities)	3,819,982	(959,701)
Adjustments for:		
Depreciation charges	1,852	4,385
Gain/loss on investments	(1,012,737)	(704,263)
Dividends from investments	(303,813)	(299,459)
Decrease in stocks	-	182,640
Decrease/(increase) in debtors	2,373	(34,467)
Decrease in creditors	(35,842)	(7,420)
Net cash provided by/(used in) operating activities	2,471,815	(1,818,285)

20. Analysis of cash and cash equivalents

	2024 £	2023 £
Cash in hand	29,105	233,662
Total cash and cash equivalents	29,105	233,662

	At 1 January 2024 £	Cash flows £	At 31 December 2024 £
Cash at bank and in hand	233,662	(204,557)	29,105
	233,662	(204,557)	29,105

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2024

21. Operating lease commitments

At 31 December 2024 the charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2024 £	2023 £
Not later than 1 year	29,535	30,165
Later than 1 year and not later than 5 years	115,261	118,138
Later than 5 years	25,667	53,667
	<u>170,463</u>	<u>201,970</u>

22. Related party transactions

There are a number of Constituent Members where there are common trustees with the Board and transactions take place during the year on an arm's length basis. Details of these transactions are disclosed in the Report of the Trustees.

23. Controlling party

The charity is limited by guarantee and is controlled by its members.

MERCHANT NAVY WELFARE BOARD

England & Wales - Charity number 212799

Accounts

REGISTERED NUMBER: 00453053
CHARITY NUMBERS: 212799 AND SC039669

ANNUAL REPORT 2023
TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023



MNWB

MERCHANT NAVY
WELFARE BOARD

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CHAIRMAN'S INTRODUCTION

On behalf of my fellow trustees, I am delighted to present the MNWB 2023 Annual Report, a year in which we had many achievements, and which culminated in a celebration of our 75th anniversary at Westminster.

As Chairman of the MNWB Board of Trustees, this Annual Report is my opportunity to thank all those who have, in their many, many ways, supported us in 2023. Specifically, I would like to recognise our nine staff, five Ambassadors, our 45 constituent member organisations, the 367 volunteer members on our Port Welfare Committees and the many other associated organisations for their hard work and support during what has proved to be a busy and very successful year. Our success is directly attributable to their support and hard work.

The MNWB is the UK maritime sector's umbrella charity which compliments the funding charities who primarily provide grants and the many beneficiary-facing charities who take those grants to fund their operations. Our role is to support the sector through the provision of projects and programs preventing duplication of effort. We also represent and communicate between the charities at the 'coalface', so to speak, and the governing authorities, in our case the Department for Transport and Maritime & Coastguard Agency.

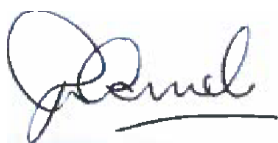
In late 2022, the staff and Board of Trustees developed a 3-year strategic plan. Our vision remains "To be the UK's representative voice and driving force for the welfare of merchant navy and fishing communities" with a mission "To improve the lives of seafarers and fishers by raising welfare standards in collaboration with our stakeholders". This strategic plan has guided and informed our activities in 2023 and I am pleased to report that we have made strong progress towards its goals which you will read about in this report.

To this end, we have developed the National Seafarers Welfare Board into a structure administered by the Board but with the maritime charities firmly in the driving seat. With just the last couple of pieces to put in place, the NSWB will provide a coordinated voice of the sector, by the sector, direct through to government.

In our capacity as the NSWB, the government invited us to lead a joint national project to investigate the sustainability of funding to ensure maritime welfare provision across the UK. The UK Port Welfare Provision report is a ground-breaking document for both the sector and the government. It details the state and cost of the provision of port-based welfare in the UK and informs government on their conformance with the recommendations in the MLC 2006. If you haven't seen it, it is available on the MNWB website.

2023 was a significant year for the Board. It has been 75 years since the Merchant Navy Welfare Board was formed by the UK Government to oversee the provision of welfare for merchant seafarers and fishers. Since then, the Board has been active in support of its 45 constituent members, 15 Port Welfare Committees and indirectly to many thousands of seafarers, fishers and their families who need welfare support. At the 75th anniversary celebrations we announced and welcomed Robert Courts KC MP as our Vice President. Robert has previously served as the Parliamentary Under-Secretary of State for the Department for Transport.

As Chairman, I am but a conductor of an orchestra of talent. The Board's trustees are drawn from all walks of life within the maritime charity sector with representation from ship owners, unions, our constituent charities, ports, and accountancy expertise. A better-informed Council I couldn't wish for. Our strategic directions is formulated and communicated by these 14 trustees, but without the input from the Port Welfare Committees and the execution by the Board's staff nothing would change.



Capt. Andrew Cassels - Chair

Dated:

CHIEF EXECUTIVE OFFICER'S INTRODUCTION

In 2023, we marked a significant milestone as we commemorated our 75th anniversary at the Palace of Westminster. We were joined by parliamentarians, constituent members, trustees, staff, and representatives from across the maritime sector, including ambassadors and Port Welfare Committee chairs. During this momentous occasion, we unveiled our UK Port Welfare Provision Report, outlining the extent and cost of welfare provision in the UK and calling for a more sustainable model of funding.

The Report was based on new data received from charities working on the front line detailing the welfare provision in each port. And there were some surprises! Charities planned to spend £4.8 million on port welfare in 2023 in support of 44 seafarers' centres, a fleet of 77 vehicles to transport seafarers, 39 mobile broadband units, 133 paid welfare staff, 239 volunteers and hundreds of thousands of seafarers.

Together with our constituent members, we are supporting the entire maritime sector by ensuring that those working at sea receive the best possible welfare support that we can provide. Through the collaborative effort of our 45 constituent organisations, shipowners, ports, unions, and the UK Government, we have propelled the sector forward, ensuring seafarers' welfare remains at the front and centre of our objectives. Notable highlights of our endeavours in 2023 include:

- Receiving the prestigious Commercial Collaboration of the Year award from the Association of Charitable Organisations. This was for our partnership with Vodafone to provide 13,000 SIM cards to Ukrainian seafarers during the war with Russia in 2022.
- Piloting a mobile seafarer centre, which operated successfully in Southampton port during the summer and Christmas period.
- Hosting a comprehensive two-day Seafarers' Welfare Conference aimed at enhancing welfare services for seafarers. The conference focused on volunteering, funding innovations, and reviewing how the entire welfare sector could be more effective.
- Appointing three new ambassadors, Gordon Foot, Paul Hayes, and Stephen Gudgeon, to further our mission to raise awareness of the needs of seafarers and the services we provide.
- Welcoming former Maritime Minister, Robert Courts MP, as our new Vice President. Mr. Courts has a heart for the welfare of seafarers and is an advocate for the UK's maritime sector.
- Delivering our seafarers' survey results, highlighting the continued need for better internet connectivity and access to shore leave.
- Strengthening our role as the UK National Seafarers' Welfare Board (NSWB) by establishing a clear structure for raising welfare standards across UK ports. Through the NSWB, we oversee 16 Port Welfare Committees (PWCs) across the UK and Gibraltar with a combined membership of over 360 sector wide volunteers, support serving and retired seafarers and their families, and engage with Government and the MCA.

As you can see, the MNWB team has worked hard to deliver on so many projects this year and I am grateful for their hard work and commitment. I also thank our Chair, Capt. Andrew Cassels, and the whole trustee board for their support; they are a diverse group of experts from the sector who add real value to our work.

Our 45 Constituent members have continued to support the Board's mission and deliver vital support to their beneficiaries. Through the work they do, and the combined effort of our welfare community, we are making a real difference and will continue to so. As we look ahead, I hope that 2024 will bring even more opportunities to our door so that our mission of improving the lives of seafarers and fishers by raising welfare standards can make further progress.



Stuart Rivers – Chief Executive Officer
Dated:

STRUCTURE, GOVERNANCE AND MANAGEMENT

The Trustees present their 77th Annual Report and the audited Financial Statements for the year ended 31 December 2023. They have adopted the provisions of the Charities SORP (FRS 102) '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) (effective 1 January 2015) ('SORP 2019').

VISION STATEMENT

To be the representative voice and driving force for the welfare of merchant navy and fishing communities in the UK.

MISSION STATEMENT

Improving the lives of seafarers and fishers by raising welfare standards in collaboration with our stakeholders.

OBJECTIVES

The Key Objectives of the Merchant Navy Welfare Board are to:

- Help improve the effectiveness of all those charities caring for merchant seafarers, fishers, and their dependents and this is done irrespective of nationality, religion, or ethnic background.
- Strive to ensure that all welfare needs are met through the most effective deployment of resources.
- Facilitate the work of Constituent organisations through the provision of grants and specialist support services.
- Provide a dedicated welfare support and referral service for UK seafarers and their dependents.
- Manage and support Port Welfare Committees to develop local welfare services.
- Encourage and enable closer collaboration amongst both Constituent organisations and Port Welfare Committees.
- Represent and raise awareness of seafarers' welfare issues at national level.
- N.B. The wording shown above summarises the formal Charitable Objects, a copy of which may be obtained upon request.

STATEMENT OF PUBLIC BENEFIT

The objectives, activities, achievements, and performance of the Board, which the charity undertakes for public benefit, are clearly set out in this report. The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Board's aims and objectives and in planning future activities and setting out the grant making policy.

In the interests of transparency, the trustees make the following statements regarding public benefit:

- The clear benefits provided by the Board are delivered through the key objectives set out above and reflected in the disclosure of charitable expenditure in the Statement of Financial Activities.
- The primary objective of the Board is to help improve the effectiveness of all those charities caring for merchant seafarers, fishers, and their dependents and this is done irrespective of nationality, religion, or ethnic background.
- No detriment or harm arising from the work of the Board has been identified.
- The beneficiaries are those charities caring for merchant seafarers, fishers, and their dependents. This is directly in accordance with the terms of the Board's constitution.
- The Board is active within the United Kingdom, Gibraltar, and the Falkland Islands, and has worldwide connections.

- People in poverty are at the heart of what the Board does, and it is not aware of any Constituent member excluding benefits from anybody in poverty.
- There are no private benefits of which the Board is aware.

NATURE OF THE GOVERNING DOCUMENT

The Board is governed by Articles of Association adopted by a Special Resolution on 20 May 2010 and last amended on 9 March 2023. These comply with the provisions of the Companies Act 2006 and the Charities Act 2011.

TAXATION STATUS

The Board, as a registered charity in England and Wales, is exempt from taxation on its charitable activities. This has been confirmed by HM Revenue & Customs.

REGISTRATION DETAILS

The Board is registered in England & Wales, under company number 453053, as a Company limited by guarantee and as such it does not have share capital. The Board is also registered under number 212799 with the Charity Commission for England & Wales and in Scotland with the Office of the Scottish Charity Regulator (OSCR) under number SC039669.

REGISTERED OFFICE

The registered office of the Board is-

8 Cumberland Place, Southampton SO15 2BH Telephone: 023 8033 7799

E-mail: enquiries@mnwb.org.uk

Website: www.mnwb.org

WELFARE ORGANISATIONS SUBSCRIBING TO THE CONSTITUTION OF THE BOARD

Aberdeen Seafarers' Centre	Safer Waves
Aged Merchant Seamen's Homes	Sailors' Children's Society
Alabaré	Sailors' Orphan Society of Scotland
Broughton House	Sailors' Society
Care Ashore	Scottish Nautical Welfare Society
Defence Medical Welfare Service	Scottish Veterans' Residences
Erskine Hospital	Seafarers' Advice & Information Line
Grimsby Sailors & Fishing Charity	Seamen's Christian Friend Society
Guild of Benevolence of the IMarEST	Seafarers Hospital Society
Honourable Company of Master Mariners	Seafarer's Welfare Fund (Gibraltar)
Charities	Shipwrecked Mariners' Society
Lighthouse Seafarers Mission, Falklands	SSAFA
Liverpool Seafarers' Centre	Stella Maris, Great Britain
Lowestoft Fishermen's and Seafarers' Benevolent Society	The Fishermen's Mission
Marine Society & Sea Cadets	The Mission to Seafarers
Merchant Navy Association	The Seafarers' Charity
Nautilus Welfare Fund	Trinity House
Naval & Military Bible Society	Trinity House, Hull
Queen Victoria Seamen's Rest	Tyne Mariners' Benevolent Institution
QVSR Seafarers' Centres	Veterans' Aid
Royal Alfred Seafarers' Society	Whitby Merchant Seamen's Hospital House
Royal Liverpool Seamen's Orphan Institution	Willie Seager Memorial Trust
Royal Merchant Navy Education Foundation	Wilson's Mariners' Homes

N.B. These are not connected charities within the meaning of the SORP 2019.

Under its Articles of Association, the Board is no longer required to hold a formal Annual General Meeting. For any constitutional changes it will hold an Extraordinary General Meeting (EGM) to which all Constituent members will be invited.

TRUSTEES AND MEMBERSHIP OF THE COUNCIL

The Board's trustees are collectively known as its Council. New members are appointed by Council, primarily based on the skills and experience required to carry out their responsibilities effectively in the best interest of the charity.

The Board wishes to place on record its appreciation for the contribution made by all members of the Council. Trustees wish to thank Brian Boxhall-Hunt, who retired as a trustee during the year, and Julie Carlton, who retired as the MCA Observer.

Council membership during 2023 was as follows:

Patron: The Lord Prescott
Vice President: Robert Courts MP
Chair: Capt. Andrew Cassels
Vice Chair: Mark Dickinson

SHIP OWNERS' & SHIP MANAGERS' REPRESENTATIVES:

Capt. A Cassels (Chair), UK Chamber of Shipping (Re-appointed 30.06.21)
A Hodgson, UK Chamber of Shipping (Appointed 30.06.23)
TE Springett, UK Chamber of Shipping (Re-appointed 30.06.22)
Capt. Louise Sara (Appointed 22.09.22)

TRADE UNION REPRESENTATIVES:

D Appleton, Nautilus International (Re-appointed 30.06.20)
M Carden, RMT (Re-appointed 30.06.21)
AM Dickinson, Nautilus International (Vice-Chair) (Re-appointed 30.06.22)
D Procter, RMT (Re-appointed 30.06.23)

VOLUNTARY SECTOR REPRESENTATIVES:

Capt. J Osmond RN, Shipwrecked Mariners' Society (Re-appointed 30.06.21)
Cdr B Boxall-Hunt OBE, Royal Alfred Seafarers' Society (Retired 20.12.23)
N Barley, Sailors' Children's Society (Appointed 20.07.23)
A Campbell OBE (Appointed 02.11.23)

PERSONS ABLE TO MAKE A PARTICULAR CONTRIBUTION OF VALUE TO THE CHARITY BECAUSE OF THEIR SPECIALIST EXPERTISE:

A Godfrey, The Fishermen's Mission (Re-Appointed 30.06.22)
G Lane, Chartered Accountant (Re-appointed 30.06.22)
R Ballantyne OBE, British Ports Association (Appointed 30.06.21)

OBSERVER STATUS:

J Carlton, Maritime & Coastguard Agency (Retired 30.11.23)

INDUCTION AND TRAINING OF TRUSTEES

Trustees are either appointed or elected. The UK Chamber of Shipping is responsible for appointing the Ship Owners' & Ship Managers' Representatives, currently four in number. Nautilus International and the Rail and Maritime Transport Union (RMT) are responsible for appointing the Trade Union Representatives, currently two each. The Constituent Maritime Charities elect the Voluntary Sector Representatives. The

Council appoints those persons able to make a particular contribution, currently three. Each appointment, or election, for all backgrounds, is for three years and a maximum of three terms of office.

All newly appointed trustees are provided with an induction pack that includes the governing documents, latest annual report, recent minutes of Council and other relevant meetings, publicity literature and the Charity Commission's relevant publications and information leaflets. Within the first few months of their election, Council members are invited to attend an induction at the Board's offices where they are introduced to the staff, given a comprehensive insight into the daily operation and a briefing covering the Board's current strategy and projects. The 'Trustee Role Description', outlining the general duties of the Board, is reviewed annually.

PAYMENTS TO TRUSTEES

No member of Council receives any payment for acting as a trustee, other than, on occasion, out of pocket expenses.

CONFLICTS OF INTEREST

The Board maintains a register of interests of all trustees and senior staff. Additionally, at each meeting of the Council, all those present are asked to declare any potential conflicts of interest when appropriate.

COMPANY SECRETARY

Stuart Rivers, Chief Executive Officer

PROFESSIONAL ADVISERS

Auditors: James Cowper Kreston, The White Building, Southampton, Hampshire, SO15 2NP

Bankers: CAF Bank Ltd, 25 Kings Hill Avenue, West Malling, Kent, ME19 4JQ

Solicitors: Blake Morgan LLP, Tollgate, Chandlers Ford, Eastleigh, 5053 3LG

Investment Manager: Bordier & Cie (UK) PLC, 23 King Street, St James's, London, SW1Y 6QY

Pension Advisers: Fairstone Wealth Management Ltd, Red Rose Court, Clayton Business Park, Clayton-le-Moors, BB5 5JR

Accounts Administration: Winchester Bourne Ltd, Sullivan Court, Wessex Business Park, Colden Common, Winchester, SO21 1WP

STAFF

Stuart Rivers, Chief Executive Officer

Sharon Coveney, Deputy Chief Executive

Sarah Edward, Port Welfare Committee Manager

Susan Atkinson, Port Welfare Committee Manager

Joel Holt, Media and Communications Manager

Celia Jackson, Grants & Impact Manager

Aiden Harvey, Projects & Welfare Coordinator

Helen van Gass, Welfare & Training Manager

Nicky Cantello, Executive Assistant & Office Manager

The Council is responsible for:

- all staff employment contracts based on advice from the Board's appointed human resources advisers.
- agreeing the employer's and minimum staff contributions towards the pension scheme.
- appointing a financial adviser to advise on the appointment of a pension provider.

REMUNERATION POLICY

The Board is committed to ensuring that staff are adequately remunerated to ensure that it attracts and retains the right skills to achieve the charity's objectives.

In accordance with SORP 2019, the Board:

- discloses all payments to trustees (these are out of pocket expenses only).
- discloses staff in receipt of more than £60,000 salary including gross pay and taxable benefits.
- discloses the pension policy.
- confirms that there are no benefits in kind.

The Board has appointed a remuneration sub-committee, consisting of the Chair and two trustees, advised by the Chief Executive Officer (with exception of their own remuneration), which meets to review and recommend the pay for all staff.

The sub-committee:

- reviews the Board's salary structure using independent market benchmarking and makes amendments, when appropriate, to ensure that salaries remain competitive.
- approves the annual cost of living increase for all staff considering the most recent inflation figures.
- approves any consolidated pay awards over and above the cost-of-living index.

VOLUNTEER AMBASSADORS

Working alongside our dedicated staff team, the Board's volunteer Ambassadors have helped to raise awareness and understanding of the work of the MNWB as the National Seafarers Welfare Board (NSWB) throughout 2023.

In June the Board held its in-person MNWB Volunteer Ambassadors Programme meeting at the Union Jack Club. The Board's Deputy CE and Volunteer Consultant Susan Newcombe were joined by MNWB's four Ambassadors, Neil Atkinson, Alèxe Finlay, Martin Phipps, and Jerry Drewitt, who have visited several of the Board's Constituent organisations to promote the Board's work while listening to the views of our constituents. The programme, which was launched in February 2022 has been extremely positive, so much so that this year, maritime professionals Gordon Foot, Stephen Gudgeon and Paul Hayes were appointed as new Volunteer Ambassadors.

Towards the end of 2023, Capt. Jerry Drewitt and Alèxe Finlay stood down from their role as Ambassadors as they plan for their retirement. Special thanks and gratitude are extended to them for their invaluable contribution to the programme and the work of the Board.

During 2024 the Ambassadors will continue to visit and strengthen existing relationships with Constituents whilst extending the service to external organisations including, the Chamber of Commerce, MCA, Nautical Institute, Nautical Colleges, and P&I Clubs.

ORGANISATIONAL STRUCTURE AND DECISION MAKING

The Board's Council holds three meetings annually. These are used to review current strategy, financial matters, investments, services to Constituent Members, grant distribution and agree future policy. In addition, it holds joint biennial meetings for Constituent and Port Welfare Committee members. In the event that amendments to the Articles of Association are required, Council must agree the amendments by special resolution.

The Council takes the view that internal controls provide adequate safeguards. All transactions are properly authorised and recorded thus ensuring that any material errors and irregularities are detected and prevented. The Council has delegate responsibility for the operation of the charity to the Chief Executive Officer who, along with the staff team, ensure the charity delivers its charitable objects and remains a going concern.

RISK MANAGEMENT

The Board has a formal risk management process, which identifies the role for the Council as:

- ensuring that the identification, assessment, and mitigation of risks are linked to the achievement of the Board's operational objectives.
- ensuring that the process covers all areas of risk, including financial, governance, operational and reputational risk, and is focused primarily on major risks including those arising from investment issues.
- ensuring that the process seeks to produce a risk exposure profile that reflects the Board's views as to the level of acceptable risk.
- reviewing and considering the principal results of risk identification, evaluation, and management.

To ensure that risk management is a continuous process and embedded in all management and operational procedures, a review of the risk profile is completed annually by the Chief Executive Officer and presented to the Council. This includes an evaluation of current activities and risks posed, the effectiveness of controls in place that mitigate material risks posed and an action plan to develop additional controls where necessary.

COMPLAINTS PROCEDURE

The Board has in place a policy to deal with any complaints from the public or other organisations. Details of the policy can be found at www.mnwb.org/complaints-policy.

PRIVACY POLICY

The Board is committed to protecting and respecting the privacy of those whose data it handles and has in place a privacy policy that can be found at www.mnwb.org/privacy-policy.

ENVIRONMENT & CLIMATE CHANGE AWARENESS

The Board is aware of the need to act in an environmentally responsible manner and meet the challenges of climate change. Our normal practice is to have face-to-face meetings, which we modified to video conference calls due to the pandemic. These meetings gained good attendance, especially from those who would normally have to travel a distance. We feel that in-person meetings are essential, but the benefit of virtual meetings in reducing our carbon footprint and increasing meeting attendance has been evidenced over the last three years. For our working groups, therefore, we will move from two in-person meetings per group to one in-person and two remote meetings in 2024.

Our flagship Vehicle Replacement Programme supports 67 vehicles out of the total fleet of 77 vehicles that are used to deliver services and provide transport for seafarers and fishers. Each year, up to 12 vehicles are replaced through the programme. Conscious of the need to reduce carbon emissions, we encourage the use of electric or hybrid vehicles where practicable. As vehicles become due for replacement, we will ensure that consideration is given to the environmental options before releasing funding for new vehicles.

EQUITY, EQUALITY, DIVERSITY AND INCLUSION

Members of the Equity, Equality, Diversity & Inclusion working group have continued to work hard during 2023 to increase understanding, enthusiasm and action on EEDI issues. The group's aim is to bring everyone on board in a spirit of true collaboration, engaging the Maritime Welfare Charities (MWC) in a landmark movement for positive change within the sector. Jointly funded by MNWB, Trinity House, and The Seafarers' Charity (project managed by the MNWB), the EEDI Pilot Project will hold a series of UK wide presentations to MWCs and the wider maritime sector on EEDI. The aim is to educate and raise awareness of EEDI within trustee boards and staff teams working in the sector.

FINANCIAL CONTROLS

The Board believes that the system of internal control provides adequate assurance that assets are safeguarded, transactions are properly authorised and recorded, and that material errors and irregularities are either prevented or detected at an early stage. The financial controls are reviewed annually.

FINANCIAL REVIEW

A great deal was thrown at the world economy and financial markets during 2023 and for much of the year it was a challenge to make much headway. Yet the steady taming of inflation and the real prospect of lower interest rates sometime in 2024 reignited investor confidence towards the latter stages of the year. This helped the investment portfolio post a gain of 7.3% after adjusting for cash drawn from the portfolio amounting to £908,600.

Our investment managers remained active during the year: in anticipation of improved conditions for bond markets from lower interest rates, they reduced some defensive elements that had been useful in limiting the portfolio's decline during 2022; they also reallocated capital within global stock markets, recognising near-term value and recovery potential in areas such as Europe and Japan whilst maintaining core commitments to longer-term growth potential elsewhere in Asia and in the USA. Alternative investments were reduced, but continue to play an important, protective role during times of market stress. Our investment managers are optimistic about the prospects for a range of asset classes in 2024, which they feel will be supported by an environment of reduced inflationary headwinds and a lower interest rate backdrop.

The net gain on investments during 2023 was £704,263 (2022: loss £1,128,842). At the year-end, investments were valued at £13,676,882 (2022: £13,647,613) and total funds amounted to £13,839,153 (2022: £14,798,854).

RESERVES POLICY

Of the total funds held, £1,000,000 is designated as reserves that would enable the Board to operate for a minimum of one year or should it need to wind up its operations.

The Council annually reviews the level of the Board's unrestricted funds to meet the ongoing ability to finance administrative costs, services to Constituent members and grants. To determine and monitor the appropriate level of reserves, the Council assesses the cost of winding up the charity within one year. The Board takes the view that the investments held currently are adequate to generate funds to sustain the current levels of demand for its services in the foreseeable future. The Board is not a fundraising charity and does not employ fundraisers. It therefore relies on this investment income and growth in the value of investments to fund operational costs and grants to Constituent members.

INCOME

Donations And Legacies

Whilst it does not actively fundraise amongst the public, the Board is always extremely grateful for any donations and legacies received, which are fully utilised in support of its objects. During 2023, donations in the sum of £7,084 (2022: £5,554) were received. No legacy income was received in 2023.

Government Contracts & Grants

In March 2022, the Board signed a contract with the Department for Transport and was in receipt of £2,100,000 to support projects relating to people, skills and diversity. The grant was allocated according to the Government's financial year from April 2022 to March 2023. This funding came as the Maritime Minister launched the new recovery route map, setting out the actions to help the sector recover from the effects of the pandemic. It is also in support of the Government's Maritime 2050 strategy. While no further Government grants were received in 2023, £1,085,426 of the funding was brought forward to 2023. Of this sum, £958,979 was given in grants and £123,571 transferred to the NSW Development Fund. At the end of the year, £86,637 of the NSW Development Fund was carried forward at end of year.

INVESTMENT INCOME AND POLICY

MNWB's investment portfolio was created when it sold the Merchant Navy Hotel in Lancaster Gate, London in 2002. It was the intention of the then Trustees that this would provide sustainable funding for the Board's operations in order to provide better support to its Constituent Members.

The Board annually provides its investment managers, Bordier & Cie (UK) PLC, with an investment policy. Their costs are based on the number of transactions each quarter together with fees charged for the management of the investment portfolio. Total costs amounted to £42,786 in 2023 (2022: £41,574). The Board utilises benchmarks to monitor investment performance and reviews investment returns on a quarterly basis.

The primary source of income is from investments and a targeted 6% total return is a key part of the policy. The Board accepts this is a risk strategy intended to provide greater return. Whilst this continues to be maintained, it is reviewed annually and can be revised at any time in light of needs and changing circumstances. The most recent industry review indicates that the number of older seafarers and their dependants is expected to decline slower than last researched but will still accelerate over the next 15 years or so. As a counterbalance there is evidence that the needs of those receiving support are increasing and beneficiaries are living longer. At the same time there remains an ongoing need to support port-based welfare services for working seafarers. The long-term negative impact of the Covid 19 pandemic will be assessed on an ongoing basis.

The Board's Investment Sub-committee meets twice annually in July and October. The investment managers attend the March Council meeting to appraise trustees on the previous year's investment performance and forecast for the coming year.

SOCIAL INVESTMENT POLICY

The Board's investment policy is implemented through the use of collective investment funds rather than, for example, individual company shares. Given the diversified nature of underlying investments the Board has not imposed any specific ethical or geographical restrictions with regard to investment but expects the spirit and objectives of the United Nations-backed Principles for Responsible Investment (PRI) guidelines to be observed by the underlying investment fund managers. These Principles look to encompass environmental, social, and corporate governance matters into firms' investment and decision-making processes. During 2020, the Board instructed its Investment Manager that it expects underlying managers to not only adopt the Principles for Responsible Investment as supported by the United Nations (UNPRI), but also to be signatories to it. The Board's Investment Policy has been strengthened to include a commitment to be provided with an ESG (Environmental, Social, and Corporate Governance) report on an annual basis.

MNWB GRANTS

During the year, the following grant offers were made from MNWB's own funds.

Organisation	Project	Amount
Mission to Seafarers	Improvements at Falmouth Seafarer Centre ahead of Tall Ships 2023	£6,778.08
MNA	Merchant Navy Day Commemorative Service & Reunion	£500.00
The Fishermen's Mission	North Shields Centre Access	£1,812.00
Nautilus Welfare Fund	Dining room tables and chairs for the dementia wing in the care home	£1,754.40
QVSR	Bristol Seafarers' Centre - 24 hour provision	£25,000.00

Mission to Seafarers - South Shields	2 x Laptops	£2,343.47
Nautilus Welfare Fund	Replacement of flooring at Mariners' Park	£2,344.66
Nautilus Welfare Fund	Vital Signs Machine	£1,743.18
Lighthouse Seafarers' Mission	Project Upgrade - TV and boiler	£3,806.67
The Royal Liverpool Seamen's Orphan Institution	Development of new modern and interactive website	£5,000.00
MtS North Tees and Hartlepool	Hot Water Provision	£5,000.00
Aberdeen Seafarers' Centre	Bicycles for Seafarers	£4,339.76
ANSS	Annual National Service for Seafarers 2023	£1,000.00
Royal Alfred Seafarers' Society	Nurse call system and Lift repair/upgrade	£30,496.00
QVSR Tilbury	Cruise Crew Lounge	£4,999.00
Sailors' Children's Society	Home Computers	£3,930.23

DEPARTMENT FOR TRANSPORT GRANTS

During the year, the following grant offers were made from the carried forward balance of funding received from the Department of Transport in 2022.

Organisation	Project	Amount
MNWB	NSWB and Port Visitor platform	£148,620.00
Mission to Seafarers	Core Funding for our Portside activities in 2023 - Region 1: South-West and Wales	£19,752.00
Mission to Seafarers	Core Funding for our Portside activities in 2023 - Region 2: Southampton	£14,034.00
Mission to Seafarers	Core Funding for our Portside activities in 2023 - Region 3: North-East	£36,785.00
Mission to Seafarers	Core Funding for our Portside activities in 2023 - Region 4: Scotland	£4,429.00
Mission to Seafarers	Suicide Prevention Training	£46,475.00
Stella Maris	Enhancing the quality and consistency of care provision to seafarers by Stella Maris	£17,000
Stella Maris	Northern Ireland Ship Visiting Team	£56,777.00
Sailors' Society	Application 1 - UK Wellness at Sea Resources	£22,550.00
QVSR	Humber Seafarers' Centre Refurbishment Project	£173,178.00
QVSR	Felixstowe Seafarers' Centre Refurbishment Project	£114,988.00
QVSR	Bristol Seafarers' Centre Refurbishment Project	£63,070.00
QVSR	London Tilbury Communication Space Project	£11,351.00
QVSR	Assistant Operations Manager post	£65,000.00
Women in Transport	Transport Equity Index	£10,000.00

GRANTS ADDED BACK

Some grants were not fully expended and in 2023 a total of £47,614 was written back into the Board's funds (2022: £9,340).

RESTRICTED FUNDS

The Board maintained restricted funds for support programmes and projects, as follows:

- Vehicle Replacement Programme
- MN Medal Fund
- MiFi Project
- DfT Seafarer Wellbeing
- Vodafone UK - SIM cards for Ukrainian Seafarers
- Seafarer Support (now a 'service to Constituents')
- NSWB & Port Visitor (formerly the IPWP Programme)

EXPENDITURE

Staff

The Board employs nine full-time members of staff directly in its work, including a position funded by the Department of Transport for the disbursement and impact monitoring of grant funding.

Pensions

In line with legislation set down by the Pensions Regulator all members of staff are entitled to enter a contributory group personal pension plan provided by the Board after 3 months' service, and all those currently employed are included (staff aged between 21 and 65 are automatically enrolled as required under pensions legislation). Following a satisfactory probationary period, normally 6 months, all new full-time staff members are offered a contract which allows them to receive an enhanced employer's contribution, conditional upon them also making an agreed increased minimum contribution. Following a presentation by Fairstone pension advisors, the Board introduced a salary exchange scheme in 2023, which eight out of nine employees elected to join.

Offices

The Board has a 10-year repairing lease for its offices at 8 Cumberland Place, Southampton SO15 2BH which commenced in December 2020. A full-term review took place in early 2020 and a new rental amount was agreed for the next five years. In 2022 general maintenance of the building was undertaken, fulfilling our obligations under the terms of the lease. The premises adequately meet the Board's needs for now and in the short term. The current lease is due to terminate on 30th November 2030 with a break point and rent review scheduled in 2025.

Professional Fees

The Board incurred professional fees in 2023 for audit and accountancy purposes.

Auditors and the Appointment of Auditors

The Board is required to have its accounts audited annually. Under the Articles of Association, the Council is responsible for appointing the auditor. The Board appointed James Cowper Kreston as auditors.

Accountancy fees

The Board's accounts administration is undertaken by Winchester Bourne Ltd, for which it pays a fee.

Membership of Organisations

The Board is a subscribing member of the following charitable organisations:

- Maritime Charities Group (MCG)
- International Seafarers' Welfare and Assistance Network (ISWAN)
- National Council for Voluntary Organisations (NCVO)
- The Association of Charitable Organisations (ACO)
- Confederation of Service Charities (COBSEO)

In 2024, the Board intends to undertake a review of these memberships to ensure that they provide value for money.

STRATEGIC PLAN

During the year, staff started implementing the Board's strategic plan, as approved by Trustees in 2022, which covers the period 2023 – 2025. This plan will be reviewed and updated annually to ensure that it is relevant and responsive to the changing needs of seafarers, fishers, and their families.

Vision

To be the representative voice and driving force for the welfare of merchant navy and fishing communities in the UK.

Mission

To improve the lives of seafarers and fishers by raising welfare standards in collaboration with our stakeholders.

Values

Our core values are non-negotiable and fuel our vision for the welfare of seafarers, fishers, and their families. While there are many other values we hold, these have been selected as the dominant ones that will really shape our culture, what we represent and how we deliver for our stakeholders.

Leadership: We will lead with Integrity and professionalism, representing Constituent organisations at the highest levels of government and industry.

Communication: We will support our key relationships through authentic communications, always treating people with respect and dignity.

Innovation: We will pursue innovative solutions that create economic and social value, adopting an evidence-based approach to everything we do.

Collaboration: We will celebrate the full spectrum of diversity within and outside of our organisation, building strong collaborative networks that create new opportunities and possibilities.

STRATEGIC OBJECTIVES

Leadership

- Clearly define the role of the National Seafarers' Welfare Board and how it interacts with Port Welfare Committees, Department for Transport, Maritime & Coastguard Agency and Maritime Labour Convention member states.
- Drive the agenda for the establishment of welfare levies across all UK ports.
- Produce biennial 'State of the Nation' report to send to UK Government.

Communication

- Strengthen relationships within government through active, regular and transparent engagement.
- Expand the range and reach of Constituent and non-Constituent charities and agencies available through the Seafarer Support service.
- Increase the profile of MNWB and its members through print and broadcast media.
- Grow social media presence and following across all active platforms.

Innovation

- Adopt a 'research led' approach to drive MNWB projects.
- Ensure all MNWB projects (Vehicle Replacement Programme, MiFi Project, etc.) add value to Constituent organisations and deliver economies of scale.

- Develop training platform to host Ship Welfare Visitor, ISPS and other MNWB developed training courses.
- Develop plan for National Seafarers' Welfare Board training and support package for MLC member states.

Collaboration

- Grow MNWB's membership by defining clear criteria, benefits, and a memorandum of understanding.
- Develop a self-assessment tool for ports that establishes welfare standards across the UK and identifies gaps in provision.
- Establish MNWB as the 'go to' place for welfare guides, sector statistics and reports.
- Establish a biannual forum for National Seafarers' Welfare Boards to share experiences and information.

COMPLETED OBJECTIVES

- Define the role and structure of the National Seafarers' Welfare Board and its relationship with the Port Welfare Committees, Department for Transport, Maritime & Coastguard Agency, and Maritime Labour Convention member states.
- Complete survey to ascertain whether the Board is meeting the needs of its constituent members following the pandemic.
- Complete research into the extent and cost of port welfare provision in UK ports.
- Commence discussions with UK Government, UK Chamber of Shipping, constituent members and other industry groups about the introduction of welfare levies.
- Engage with the International Labour Organisation to discuss raising welfare standards in member states.

ONGOING OBJECTIVES

- Produce a regular Seafarer Support newsletter promoting the work of Constituent members and seafarers' welfare in ports.
- Working group established to create a voluntary 'Code of Practice' for seafarers' welfare in UK ports.
- Identify, define and communicate core values internally and externally.
- Review the extent and success of port levies schemes in the UK.
- Establish a mechanism for port welfare accreditation in support of the International Labour Organisation's Maritime Labour Convention (MLC), 2006.

IMPACT DURING 2023

MNWB Services

During the year, alongside its strategic objectives, the Board continued to provide core services to its Constituent members and directly to beneficiaries. During the year, the following services were provided:

Training: portfolio of free courses for Constituent members and Port Welfare Committees.

Seafarer Support: signposting service for serving and retired seafarers and fishers.

Case Working: supporting seafarers and fishers with access to support services and financial support.

Port Visitor: support platform for Port Welfare Committees and welfare directory for seafarers.

Whistleblowing Service: pilot project to establish whether this service could add value to members.

Vehicle Replacement Programme: providing access to safe and reliable vehicles for seafarers.

MNWB Grants

MNWB's main priority is to provide support services to its Constituents, PWCs and working groups, and its secondary priority is to provide capital grants. The amount made available for grants annually is based on the overall return from the investment portfolio after deducting revenue costs and services to Constituents.

Under the Small Grants Programme, the Chair and Chief Executive Officer are authorised to allocate individual grants of up to £5,000 throughout the year, up to a total annual limit of £50,000.

Department for Transport Grants

In 2022 MNWB was awarded £2.1 million by the Department for Transport to be made available to maritime charities and organisations to support the maritime sector, specifically around seafarers' welfare and skills. 15 UK charities and organisations have been funded through the Department for Transport grant programme in 2022/23, some receiving more than one grant.

Skills & Diversity: Plugging skill gaps, broadening the pool of talent, providing an equal opportunity for all, and fostering creativity.

People: Research into, and support for, UK programmes to alleviate seafarer and fishers' mental health and wellbeing.

TRUSTEES' RESPONSIBILITIES STATEMENT

The Trustees (who are also directors of Merchant Navy Welfare Board for the purposes of company law) are responsible for preparing the Report of the Trustees 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. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP.
- make judgements and accounting estimates that are reasonable and prudent.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

DISCLOSURE OF INFORMATION TO AUDITORS

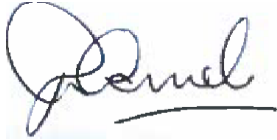
The Trustees at the time when this Report of the Trustees is approved have confirmed that:

- so far as the Trustees are aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- the Trustees have taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

AUDITORS

As noted previously, the Board has dispensed with the requirement to hold an Annual General Meeting. In 2018, the Board appointed James Cowper Kreston as their auditors. The re-appointment of auditors will be decided annually at a Council meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

A handwritten signature in blue ink, appearing to read 'AK Cassels', with a horizontal line underneath.

ON BEHALF OF THE BOARD:

AK Cassels, Chair

Dated:

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MERCHANT NAVY WELFARE BOARD

Opinion

We have audited the financial statements of Merchant Navy Welfare Board (the 'charity') for the year ended 31 December 2023 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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 Auditors' 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 United Kingdom, including the Financial Reporting Council'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 the charitable company'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.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MERCHANT NAVY WELFARE BOARD
(CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' 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.

Opinion 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' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our 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' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require 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 Trustees 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' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, 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.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MERCHANT NAVY WELFARE BOARD
(CONTINUED)

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 Auditors' 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 is detailed below:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management and those charged with governance to identify any material instances of non compliance with laws and regulations;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work to address the risk of irregularities due to management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for evidence of bias.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MERCHANT NAVY WELFARE BOARD
(CONTINUED)

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, and to the charitable company's trustees, as a body, in accordance with regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and Trustees those matters we are required to state to them in an Auditors' 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.

Michael Bath BSc FCA DChA (Senior statutory auditor)

for and on behalf of

James Cowper Kreston Audit

4 Cumberland Place

Southampton

SO15 2NP

Date:

James Cowper Kreston Audit are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2023**

	Note	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Income from:					
Donations, legacies and grants	3	7,084	211,118	218,202	3,860,964
Investments	4	306,758	-	306,758	247,894
Other income	5	5,834	-	5,834	7,048
Total income		319,676	211,118	530,794	4,115,906
Expenditure on:					
Raising funds	6	42,786	-	42,786	41,574
Charitable activities:					
Support services to Constituent Members	7	80,580	1,265,412	1,345,992	2,821,834
Grants to support the work of Constituent Members	7	81,457	-	81,457	189,282
Support to promote welfare activities	8	724,523	-	724,523	592,427
Total expenditure		929,346	1,265,412	2,194,758	3,645,117
Net (expenditure)/income before net gains/(losses) on investments		(609,670)	(1,054,294)	(1,663,964)	470,789
Net gains / (losses) on investments		704,263	-	704,263	(1,128,842)
Transfers between funds	17	128,854	(128,854)	-	-
Net movement in funds		223,447	(1,183,148)	(959,701)	(658,053)
Reconciliation of funds:					
Total funds brought forward		13,391,656	1,407,198	14,798,854	15,456,907
Net movement in funds		223,447	(1,183,148)	(959,701)	(658,053)
Total funds carried forward		13,615,103	224,050	13,839,153	14,798,854

The notes on pages 24 to 40 form part of these financial statements.

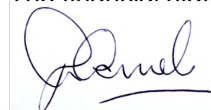
MERCHANT NAVY WELFARE BOARD**(A company limited by guarantee)****REGISTERED NUMBER: 00453053****BALANCE SHEET
AS AT 31 DECEMBER 2023**

	Note	2023 £	2022 £
Fixed assets			
Tangible assets	12	2,462	6,847
Investments	13	13,676,881	13,647,613
		13,679,343	13,654,460
Current assets			
Stocks	14	-	182,640
Debtors	15	80,558	46,091
Cash at bank and in hand		233,662	1,077,493
		314,220	1,306,224
Creditors: amounts falling due within one year	16	(154,410)	(161,830)
Net current assets		159,810	1,144,394
Total assets less current liabilities		13,839,153	14,798,854
Total net assets		13,839,153	14,798,854
Charity funds			
Restricted funds	17	224,050	1,407,198
Unrestricted funds	17	13,615,103	13,391,656
Total funds		13,839,153	14,798,854

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



Captain A K Cassels
Chairman of the Council
Date:



Mr G Lane
Member of the Council
Date:

The notes on pages 24 to 40 form part of these financial statements.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2023

	2023 £	2022 £
Cash flows from operating activities		
Net cash used in operating activities (note 20)	(1,818,285)	71,894
Cash flows from investing activities		
Dividends and interest from investments	299,459	247,894
Purchase of tangible fixed assets	-	(5,558)
Proceeds from the sale of investments	3,265,620	3,379,693
Purchase of investments	(2,590,625)	(2,975,345)
Net cash provided by investing activities	974,454	646,684
Change in cash and cash equivalents in the year	(843,831)	718,578
Cash and cash equivalents at the beginning of the year	1,077,493	358,915
Cash and cash equivalents at the end of the year	233,662	1,077,493

The notes on pages 24 to 40 form part of these financial statements

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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) (effective 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Merchant Navy Welfare Board meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost with the exception of investments which are included at fair value.

1.2 Company status

The charity is a company limited by guarantee. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.3 Fund accounting

Unrestricted funds are available for use at the discretion of the Trustee in furtherance of the general objectives of the charity and have not been designated for other purposes. Unrestricted funds represent funds retained to provide the working capital to enable the Trustees to carry out activities as a provider of services to Seafarers.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.4 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate.

Receipt of a legacy is recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the charity, can be reliably measured.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1. Accounting policies (continued)

1.5 Expenditure

Expenditure which does not directly relate to grant making is analysed between charitable support costs, governance costs and costs of generating funds. Items which involve more than one cost category are apportioned as appropriate to the cost categories involved.

Support costs are those costs incurred in support of expenditure on the objects of the charity. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Expenditure on raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs.

1.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £250 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method.

Depreciation is provided on the following bases:

Fixtures and fittings	- 10% on cost
Computer equipment	- 33% on cost

1.7 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Net gains/(losses) on investments' in the Statement of financial activities.

1.8 Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities incorporating income and expenditure account on a straight line basis over the lease term.

1.9 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

1. Accounting policies (continued)

1.10 Debtors

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

1.11 Cash at bank and in hand

Cash at bank and 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.

1.12 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

1.13 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.14 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

MNWB has a Group Pension Plan & Group Stakeholder Pension Plan with Royal London.

1.15 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

2. Critical accounting estimates and areas of judgment

Estimates and judgments 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.

Critical accounting estimates and assumptions:

Donated gifts require a level of estimation to be applied when there is no monetary value associated with the gift that has been provided.

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Critical areas of judgment:

Legacy income entitlement requires a level of judgement in the financial statements by determining the point at which to recognise the income after notification has been received.

3. Income from donations, legacies and grants

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Donations	7,084	-	7,084	1,565,554
Grants	-	211,118	211,118	2,295,410
	<u>7,084</u>	<u>211,118</u>	<u>218,202</u>	<u>3,860,964</u>
	<u><u>5,554</u></u>	<u><u>3,855,410</u></u>	<u><u>3,860,964</u></u>	
Total 2022				

4. Investment income

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Quoted UK and Non-UK investments	299,459	299,459	245,371
UK Portfolio cash interest	7,299	7,299	2,523
	<u>306,758</u>	<u>306,758</u>	<u>247,894</u>
	<u><u>247,894</u></u>	<u><u>247,894</u></u>	
Total 2022			

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

5. Other income

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Rental of car park spaces	2,766	2,766	3,211
Courses	3,068	3,068	2,618
Sundry income	-	-	1,219
	<u>5,834</u>	<u>5,834</u>	<u>7,048</u>
Total 2022	<u>7,048</u>	<u>7,048</u>	

6. Raising Funds

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Portfolio management fees	42,786	42,786	41,574
Total 2022	<u>41,574</u>	<u>41,574</u>	

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

7. Support services to constituent members

	Unrestricted expenditure 2023 £	Restricted expenditure 2023 £	Total 2023 £	Total 2022 £
Vehicle Replacement Fund	-	63,029	63,029	128,088
MN Medal Fund	-	712	712	1,342
IPWP Programme	-	67,885	67,885	78,166
Ukrainian Seafarers Emergency Comms	-	182,640	182,640	1,382,920
Recognition of Carers	-	-	-	8,284
ABP Humber Levy	-	73,012	73,012	87,164
MNA Emergency Support Fund	-	-	-	60
MiFi Project	-	16,633	16,633	19,250
DfT Seafarer Wellbeing	-	849,674	849,674	961,245
C188 Training Trinity House DfT Fund	-	11,827	11,827	-
Caseworker costs	10,825	-	10,825	14,067
Training courses	8,472	-	8,472	25,151
Evaluation studies	3,753	-	3,753	2,117
Port welfare promotion	4,643	-	4,643	4,529
Merchant Navy Fund promotion contribution	4,648	-	4,648	3,700
Seafarer Support	17,170	-	17,170	9,133
MNWB Public relations & Marketing	16,523	-	16,523	13,342
Annual Seafarers Welfare Conferences	35,423	-	35,423	29,020
Ambassadors	2,594	-	2,594	927
NSWB/PWC Development	(23,471)	-	(23,471)	-
	80,580	1,265,412	1,345,992	2,768,505
Grants to support the work of Constituent Members	81,457	-	81,457	189,282
	162,037	1,265,412	1,427,449	2,957,787
Total 2022	291,268	2,719,848	3,011,116	

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

8. Support to promote welfare activities

	Management 2023 £	Governance 2023 £	Total 2023 £	Total 2022 £
Office running costs	33,528	-	33,528	27,569
Staff life assurance and training	10,497	-	10,497	3,637
Subscriptions and publications	11,467	-	11,467	2,839
Other costs	124,718	-	124,718	90,004
Head office costs	-	20,338	20,338	21,025
Trustees' expenses	-	828	828	4,173
Legal and Professional Fees	-	373	373	2,193
Accountancy	-	21,662	21,662	18,795
Auditors' remuneration	-	16,608	16,608	10,120
Wages and salaries	355,301	26,924	382,225	330,008
National insurance	41,480	-	41,480	38,635
Pension cost	57,634	-	57,634	42,651
Depreciation	4,385	-	4,385	3,778
	639,010	86,733	725,743	595,427
	-	-	-	-
Mi-Fi Support - Administration costs	(1,000)	-	(1,000)	(2,000)
MN Medal Fund Support - Administration costs	-	-	-	(1,000)
	638,010	86,733	724,743	592,427
	513,345	79,082	592,427	
Total 2022				

9. Governance Costs

	Unrestricted funds 2023 £	Total funds 2023 £	Total funds 2022 £
Support Costs	59,809	59,809	56,306
Wages and salaries	26,924	26,924	22,776
	86,733	86,733	79,082

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

10. Operating expenditure

	2023	2022
	£	£
Depreciation of tangible fixed assets: owned by the charity	4,385	3,778
Auditors' remuneration - audit	9,300	9,020

During the year, no Trustees received any remuneration (2022 - £NIL)

During the year, no Trustees received any benefits in kind (2022 - £NIL).

During the year, Trustee expenses were paid to five (2022 - five) Trustee amounting to £828 (2022: £4,173).

11. Staff costs

	2023	2022
	£	£
Wages and salaries	382,225	330,008
Social security costs	41,480	38,635
Contribution to defined contribution pension schemes	57,634	42,651
	481,339	411,294

The average number of persons employed by the charity during the year was as follows:

2023	2022
No.	No.
9	9

The number of employees whose employee benefits (excluding employer pension costs and national insurance) exceeded £60,000 was:

	2023	2022
	No.	No.
In the band £70,001 - £80,000	-	1
In the band £80,001 - £90,000	1	-

The key management personnel of the charity received aggregate remuneration of £175,361 (2022: £169,134).

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

12. Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation			
At 1 January 2023	14,951	54,564	69,515
At 31 December 2023	14,951	54,564	69,515
Depreciation			
At 1 January 2023	14,951	47,717	62,668
Charge for the year	-	4,385	4,385
At 31 December 2023	14,951	52,102	67,053
Net book value			
At 31 December 2023	-	2,462	2,462
At 31 December 2022	-	6,847	6,847

13. Fixed asset investments

	Listed securities £	UK Portfolio cash investments £	Total £
Cost or valuation			
At 1 January 2023	13,539,647	107,965	13,647,612
Additions	2,528,589	62,037	2,590,626
Disposals	(3,265,620)	-	(3,265,620)
Revaluations	704,263	-	704,263
At 31 December 2023	13,506,879	170,002	13,676,881
Net book value			
At 31 December 2023	13,506,879	170,002	13,676,881
At 31 December 2022	13,539,647	107,965	13,647,612

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

Investments at market value comprise:

	2023 £	2022 £
Listed securities	13,506,879	13,539,647
Cash and settlements pending	170,002	107,965
Total Market value	<u>13,676,881</u>	<u>13,647,612</u>

Historical cost of listed securities held

	2023 £	2022 £
Historical cost	<u>11,606,405</u>	<u>11,852,202</u>

14. Stocks

	2023 £	2022 £
SIM cards	<u>-</u>	<u>182,640</u>

15. Debtors

	2023 £	2022 £
Other debtors	63,754	16,240
Prepayments and accrued income	16,804	29,851
	<u>80,558</u>	<u>46,091</u>

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

16. Creditors: Amounts falling due within one year

	2023 £	2022 £
Trade creditors	14,690	30,601
Grants payable	83,594	64,540
Other taxation and social security	12,762	11,978
Other creditors	3,550	1,460
Accruals and deferred income	39,814	53,251
	<u>154,410</u>	<u>161,830</u>

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

17. Statement of funds

Statement of funds - current year

	Balance at 1 January 2023 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2023 £
Unrestricted funds						
Unrestricted funds	13,391,656	319,676	(929,346)	(871,146)	704,263	12,615,103
Designated fund	-	-	-	1,000,000	-	1,000,000
	<u>13,391,656</u>	<u>319,676</u>	<u>(929,346)</u>	<u>128,854</u>	<u>704,263</u>	<u>13,615,103</u>
Restricted funds						
Vehicle Replacement Programme	83,739	92,402	(63,029)	-	-	113,112
MN Medal Fund	1,593	1,704	(712)	-	-	2,585
IPWP Programme	30,951	-	(67,885)	123,571	-	86,637
DfT Seafarer Wellbeing	1,085,426	20,000	(849,674)	(252,876)	-	2,876
MiFi Project	23,192	6,000	(16,633)	-	-	12,559
ABP Humber Levy	-	73,012	(73,012)	-	-	-
Ukrainian Seafarers Emergency Comms	(559)	-	-	559	-	-
Ukrainian SIM Cards	182,640	-	(182,640)	-	-	-
Recognition of Carers	216	-	-	(108)	-	108
C188 Training TH DfT Fund	-	15,000	(11,827)	-	-	3,173
EEDI Project	-	3,000	-	-	-	3,000
Total Restricted funds	<u>1,407,198</u>	<u>211,118</u>	<u>(1,265,412)</u>	<u>(128,854)</u>	<u>-</u>	<u>224,050</u>
Total of funds	<u><u>14,798,854</u></u>	<u><u>530,794</u></u>	<u><u>(2,194,758)</u></u>	<u><u>-</u></u>	<u><u>704,263</u></u>	<u><u>13,839,153</u></u>

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023

17. Statement of funds (continued)

Vehicle Replacement Programme (VRP)

A partnership programme to provide grants to replace vehicles that provide welfare services covering UK ports, Gibraltar and the Falkland Islands. The VRP is funded equally between Seafarers' UK, ITF Seafarers' Trust, Trinity House and MNWB.

MN Medal Fund

The MN Medal Fund receives donations from the UK maritime sector to support the promotion and award of the Merchant Navy Medal for Meritorious Service, associated website and the annual meetings of the Merchant Navy Honours Consultative Committee that advises the Govt. Department for Transport.

IPWP Programme

Under the auspices of ILO Maritime Labour Convention 2006, the International Port Welfare Partnership Programme (IPWP) is funded equally by the ITF Seafarers' Trust, TK Foundation, Seafarers' UK and MNWB to promote and assist the establishment of welfare boards to enhance seafarers' welfare in ports, worldwide.

MiFi Project

A project managed by MNWB to provide Ship Welfare Visitors with mobile internet hubs (MiFi units) to improve communications and seafarers' welfare in ports. This project is funded by MNWB, The Seafarers' Charity and the Department for Transport.

ABP Humber Levy

The Humber Port Levy is a scheme introduced by port owner, ABP Humber. The Board provides administrative support for the scheme and acts as a clearing house for the distribution of funds to welfare providers in accordance with the agreed distribution formula.

Ukrainian SIM cards

In April, an application was made to Vodafone UK's charities.connected scheme for the provision of 8,000 free SIM cards for Ukrainian seafarers visiting UK ports. The application was successful, and the SIM cards were distributed through the Board's constituent organisations that employ ship visitors in UK ports. A further application for 5,000 SIM cards was made in July, which was again successful. These were Pay as You Go SIMs that each came with 20GB data each month plus unlimited calls and texts for a period of six months (activated on use). The total gift in kind value of these SIM cards is £1,560,000.

DfT Seafarer Wellbeing

In March, the Department for Transport approached MNWB and requested that it manage a £2,100,000 grant fund. The grant scheme is in support the maritime sector, specifically seafarers' welfare and skills & diversity, and was formerly launched in May. The Covid pandemic, conflict in Ukraine and other crises have taken their toll on seafarers; welfare charities working on the front line have been under pressure to respond to these crises. The scheme has provided an opportunity for maritime charities to help support the recovery of the sector and contribute towards the Government's 'Maritime 2050' strategy.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

17. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 January 2022 £	Income £	Expenditure £	Transfers in/(out) £	Gains/ (Losses) £	Balance at 31 December 2022 £
Unrestricted funds						
Unrestricted funds	15,277,871	260,496	(925,269)	(92,600)	(1,128,842)	13,391,656
Restricted funds						
Vehicle Replacement Programme	79,775	93,053	(128,089)	39,000	-	83,739
MN Medal Fund	1,142	1,693	(1,342)	100	-	1,593
IPWP Programme	69,117	-	(78,166)	40,000	-	30,951
MiFi Project	28,942	4,500	(19,250)	9,000	-	23,192
ABP Humber Levy	-	87,164	(87,164)	-	-	-
MNA Emergency Support Fund	60	-	(60)	-	-	-
Ukrainian Seafarers Emergency Comms	-	5,000	(5,559)	-	-	(559)
Ukrainian SIM Cards	-	1,560,000	(1,377,360)	-	-	182,640
DfT Seafarer Wellbeing	-	2,100,000	(1,014,574)	-	-	1,085,426
Recognition of Carers	-	4,000	(8,284)	4,500	-	216
Total Restricted funds	179,036	3,855,410	(2,719,848)	92,600	-	1,407,198
Total of funds	15,456,907	4,115,906	(3,645,117)	-	(1,128,842)	14,798,854

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £	Restricted funds 2023 £	Total funds 2023 £
Tangible fixed assets	2,462	-	2,462
Fixed asset investments	13,676,881	-	13,676,881
Current assets	90,170	224,050	314,220
Creditors due within one year	(154,410)	-	(154,410)
Total	13,615,103	224,050	13,839,153

Analysis of net assets between funds - prior year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	6,847	-	6,847
Fixed asset investments	13,647,613	-	13,647,613
Current assets	(100,974)	1,407,198	1,306,224
Creditors due within one year	(161,830)	-	(161,830)
Total	13,391,656	1,407,198	14,798,854

19. Pension commitments

The charity provides a defined contributions pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund.

MNWB has a Group Personal Pension Plan & Group Stakeholder Pension Plan with Royal London. Contributions made to the scheme amounted to £42,651 (2022 - £42,651). At the Balance Sheet date contributions of £780 (2022 - £780) were outstanding.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

20. Reconciliation of net movement in funds to net cash flow from operating activities

	2023 £	2022 £
Net expenditure for the year (as per Statement of Financial Activities)	(959,701)	(658,053)
Adjustments for:		
Depreciation charges	4,385	3,778
Gain/loss on investments	(704,263)	1,128,842
Dividends and interest from investments	(299,459)	(247,894)
Decrease/(increase) in stocks	182,640	(182,640)
Decrease/(increase) in debtors	(34,467)	1,685
Increase/(decrease) in creditors	(7,420)	26,176
Net cash provided by/(used in) operating activities	(1,818,285)	71,894

21. Analysis of cash and cash equivalents

	2023 £	2022 £
Cash in hand	233,662	1,077,493
Total cash and cash equivalents	233,662	1,077,493

	At 1 January 2023 £	Cash flows £	At 31 December 2023 £
Cash at bank and in hand	1,077,493	(843,831)	233,662
	1,077,493	(843,831)	233,662

22. Contingent asset

The charity has been notified of a legacy. At the date of approval of these financial statements no reliable estimate of the amount that the charity may receive can be made, and so no asset is recognised.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2023**

23. Operating lease commitments

At 31 December 2023 the charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2023 £	2022 £
Not later than 1 year	30,165	31,665
Later than 1 year and not later than 5 years	118,138	113,081
Later than 5 years	53,667	81,667
	201,970	226,413

24. Related party transactions

There are a number of Constituent Members where there are common trustees with the Board and transactions take place during the year on an arm's length basis. Details of these transactions are disclosed in the Report of the Trustees.

25. Controlling party

The charity is limited by guarantee and is controlled by its members.

MERCHANT NAVY WELFARE BOARD

England & Wales - Charity number 212799

Accounts

Registered number: 00453053

Charity numbers: 212799 & SC039669

ANNUAL REPORT 2022

TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2022



MNWB

MERCHANT NAVY
WELFARE BOARD

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CHAIR'S INTRODUCTION

As Chair of the Board of Trustees it is my privilege to introduce this 2022 Annual Report at the end of a very busy and successful year at the Merchant Navy Welfare Board.

In 2022 a new strategy was developed which reaffirms our Vision, Mission and Core Values and defines new strategic priorities for the next 3 years. This strategy was completed in the latter part of the year and we will be seeking feedback and support from our key stakeholders, Constituent members and funders. This will allow us to define what success looks like for each stakeholder group, put in place an operational plan and measure staff performance against the strategic objectives.

You will recall that the autumn of 2021 was spent looking to replace the retiring Chief Executive, Peter Tomlin. Stuart Rivers started as our new CEO in January and I am pleased to report that he has easily meet our expectations; MNWB is being led effectively and is delivering well across its varied portfolio of activities.

Stuart leads a stable, hard working and effective team of staff which, this year, has been enhanced by a Communications and Media Manager, Joel Holt, and a Grants and Impact Manager who, I am pleased to say, is our very own Celia Jackson. Joel has raised the Board's media presence to ensure that the good work of the Board and its 43 Constituent organisations is published far and wide, raising our profile within and beyond the maritime charities sector. Celia has developed and managed our grant assessment and impact management processes that support both our own grants program but also, importantly, the monies that the Department for Transport have made available to the Board to support a broad range of seafarer health, wellbeing and welfare programs across the maritime sector, and to improve diversity and skills in the sector.

Since the Board assumed the mantle of the UK's National Seafarers' Welfare Board (NSWB) in May 2021, we have spent much of 2022 developing our activities in its support and development. The NSWB is a natural fit for the Board, complementing our network of Port Welfare Committees which allows the Board to better understand the issues that affect seafarers in and around our major UK ports. We also have a Constituent organisation membership which captures the UK Merchant Navy charity sector ensuring a route through from the frontline charities, which deliver welfare first hand, through to the Department for Transport and the UK Government. Having established the role, we now have the task of maximising its effectiveness for the benefit of those Constituent organisations and, ultimately those seafarers, whether serving or retired, and their families that are in need. This will be a focus for 2023.

As you read this 2022 Annual Report you will understand the scope, breadth and depth of the Board's work which either directly or indirectly supports the provision of welfare to serving and retired seafarers and their families but also for seafarers who visit the UK. On behalf of the Board of Trustees and our Constituent organisation membership, I would like to thank Stuart and the staff for their hard, diligent, and compassionate work they have provided throughout 2022.



Capt. Andrew Cassels

Chair

Dated: 27 March 2023

CEO INTRODUCTION

Having learned to live with Covid by the start of 2022, it wasn't long before another crisis was on the horizon. On the 24th February Russia invaded Ukraine, and tensions in the region escalated into war. As you would expect, this had a considerable impact on the shipping industry and seafarers. Many ships were stranded in the Black Sea ports of Southern Ukraine and seafarers – regardless of nationality – found themselves in the middle of a developing crisis.

During the early months of conflict, representatives from the UN, EU, UK Government, shipowner bodies, unions and charities met regularly, working together to share information and assist in the repatriation of seafarers. MNWB joined this group to contribute intelligence from its Constituent members and join the coordinated efforts being made to help seafarers of all nationalities.

With economies reopening after the pandemic and the pressures caused by the war in Ukraine, it soon became clear that due to increased demand for energy and supply chain disruptions, the UK had started to be impacted by a global energy crisis. Against the backdrop of these crises, MNWB continued to provide support to its Constituents through its regular activities and new projects.

In partnership with Trinity House, we established a fund to provide Ukrainian seafarers with SIM cards so that they could make contact with loved ones affected by the Russian invasion. This project was soon oversubscribed so the Board contacted Vodafone's charities.connected scheme, who made an initial gift of 8,000 SIM cards followed by a further gift of 5,000. The gift in kind value of the SIM cards was £1,560,000, and Constituent Organisations were able to support Ukrainian seafarers visiting UK ports by making the SIM cards freely available.

Having been appointed as the National Seafarers' Welfare Board in 2021, this year we welcomed £2.1m of financial support from the Department for Transport in the form of a grant. The funding was made available to maritime charities and organisations, specifically around seafarers' welfare and skills. Twelve UK charities and organisations have been funded through the Department for Transport grant programme in 2022, with some receiving more than one grant. The funding was transformational and by the end of the year a total of £1,014,574 was awarded to support 18 UK projects across two workstreams:

Skills & Diversity: Plugging skill gaps, broadening the pool of talent, providing an equal opportunity for all and fostering creativity.

People: Research into, and support for UK programmes to alleviate seafarer and fishers' mental health and wellbeing.

As you can imagine, with the various crises and the responsibility for disbursing over £1m in grants, I've had quite a busy first year at MNWB. It is testament to the staff team's dedication who have worked tirelessly in support of our Constituents members, and I am both proud and grateful.

I would like to thank our Chair, Capt. Andrew Cassels, Vice Chair, Mark Dickinson, and all of our trustees. I have had a steep learning curve with many challenges but, with their support and guidance, 2022 has been a very successful year for MNWB.

Finally, I extend my thanks to MNWB's Constituent organisations for the vital work they do to support the welfare of serving and retired seafarers and fishers. It is through their continued efforts that the UK's maritime welfare sector can be held up as an exemplar to other nation states. As we look forward to the year ahead, I can say with certainty that this is an exciting time for MNWB and I feel privileged to be part of its leadership.



Stuart Rivers
Chief Executive Officer

STRUCTURE, GOVERNANCE AND MANAGEMENT

The trustees present their 76th Annual Report and the audited Financial Statements for the year ended 31 December 2022. They have adopted the provisions of the Charities SORP (FRS 102) '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) (effective 1 January 2015) ('SORP 2019').

VISION STATEMENT

To be the representative voice and driving force for the welfare of merchant navy and fishing communities in the UK.

MISSION STATEMENT

Supporting the provision of quality welfare services for seafarers and their dependants.

OBJECTIVES

The Key Objectives of the Merchant Navy Welfare Board are to:

- Help improve the effectiveness of all those charities caring for merchant seafarers, fishers and their dependants and this is done irrespective of nationality, religion or ethnic background.
- Strive to ensure that all welfare needs are met through the most effective deployment of resources.
- Facilitate the work of Constituent organisations through the provision of grants and specialist support services.
- Provide a dedicated welfare support and referral service for UK seafarers and their dependants.
- Manage and support Port Welfare Committees to develop local welfare services.
- Encourage and enable closer collaboration amongst both Constituent organisations and Port Welfare Committees.
- Represent and raise awareness of seafarers' welfare issues at national level.

N.B. The wording shown above summarises the formal Charitable Objects, a copy of which may be obtained upon request.

STATEMENT OF PUBLIC BENEFIT

The objectives, activities, achievements and performance of the Board, which the charity undertakes for the public benefit, are clearly set out in this report. The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Board's aims and objectives and in planning future activities and setting out the grant making policy.

In the interests of transparency, the trustees make the following statements regarding public benefit:

- The clear benefits provided by the Board are delivered through the key objectives set out above and reflected in the disclosure of charitable expenditure in the Statement of Financial Activities.

- The primary objective of the Board is to help improve the effectiveness of all those charities caring for merchant seafarers, fishers and their dependants and this is done irrespective of nationality, religion or ethnic background.
- No detriment or harm arising from the work of the Board has been identified.
- The beneficiaries are those charities caring for merchant seafarers, fishers and their dependants. This is directly in accordance with the terms of the Board's constitution.
- The Board is active within the United Kingdom, Gibraltar and the Falkland Islands, and has worldwide connections.
- People in poverty are at the heart of what the Board does, and it is not aware of any Constituent member excluding benefits from anybody in poverty.
- There are no private benefits of which the Board is aware.

NATURE OF THE GOVERNING DOCUMENT

The Board is governed by Articles of Association adopted by a Special Resolution on 20 May 2010 and amended on 24 July 2015. These comply with the provisions of the Companies Act 2006 and the Charities Act 2011.

TAXATION STATUS

The Board, as a registered charity in England and Wales, is exempt from taxation on its charitable activities. This has been confirmed by H M Revenue & Customs.

REGISTRATION DETAILS

The Board is registered in England & Wales, under company number 453053, as a Company limited by guarantee and as such it does not have share capital. The Board is also registered under number 212799 with the Charity Commission for England & Wales and in Scotland with the Office of the Scottish Charity Regulator (OSCR) under number SC039669.

REGISTERED OFFICE

The registered office of the Board is
 8 Cumberland Place, Southampton SO15 2BH
 Telephone: 023 8033 7799
 E-mail: enquiries@mnwb.org.uk
 Website: www.mnwb.org

WELFARE ORGANISATIONS SUBSCRIBING TO THE CONSTITUTION OF THE BOARD (CONSTITUENT MEMBERS)

- | | |
|---|---|
| 1. Aberdeen Seafarers' Centre | 10. Honourable Company of Master Mariners Charities |
| 2. Aged Merchant Seamen's Homes | 11. Lighthouse Seafarers Mission (Falklands WB) |
| 3. Alabaré | 12. Liverpool Seafarers' Centre |
| 4. Broughton House | 13. Lowestoft Fishermen's and Seafarers' Benevolent Society |
| 5. Care Ashore | 14. Marine Society & Sea Cadets |
| 6. DMWS (Defence Medical Welfare Service) | 15. Merchant Navy Association |
| 7. Erskine Hospital | 16. Nautilus Welfare Fund |
| 8. Grimsby Sailors & Fishing Charity | 17. Queen Victoria Seamen's Rest |
| 9. Guild of Benevolence of the IMarEST | |

- | | |
|---|--|
| 18. QVSR Seafarers' Centres | 31. Shipwrecked Mariners' Society |
| 19. Royal Alfred Seafarers' Society | 32. SSAFA |
| 20. Royal Liverpool Seamen's Orphan Institution | 33. Stella Maris, Great Britain |
| 21. Royal Merchant Navy Education Foundation | 34. The Fishermen's Mission |
| 22. Sailors' Children's Society | 35. The Mission to Seafarers |
| 23. Sailors' Orphan Society of Scotland | 36. The Seafarers' Charity |
| 24. Sailors' Society | 37. Trinity House |
| 25. Scottish Nautical Welfare Society | 38. Trinity House, Hull |
| 26. Scottish Veterans' Residences | 39. Tyne Mariners' Benevolent Institution |
| 27. Seafarers' Advice & Information Line | 40. Veterans' Aid |
| 28. Seafarers Hospital Society | 41. Whitby Merchant Seamen's Hospital Houses |
| 29. Seamen's Christian Friend Society | 42. Willie Seager Memorial Trust |
| 30. Seafarer's Welfare Fund (Gibraltar) | 43. Wilson's Mariners' Homes |

N.B. These are not connected charities within the meaning of the SORP 2019.

Under its Articles of Association, the Board is no longer required to hold a formal Annual General Meeting. For any constitutional changes it will hold an Extraordinary General Meeting (EGM) to which all Constituent members will be invited.

TRUSTEES AND MEMBERSHIP OF THE COUNCIL

The Board's trustees are collectively known as its Council. New members are appointed by Council, primarily on the basis of the skills and experience required to carry out their responsibilities effectively in the best interest of the charity.

The Board wishes to place on record its appreciation for the contribution made by all members of the Council, in particular to the trustees who have retired during the year: Revd Ijeoma Ajibade, Mark Rawson and Deanne Thomas.

Details of Council membership during 2022 and changes to the date of this report were as follows:

Patron: The Lord Prescott
Chair: Capt. A Cassels
Vice Chair: A M Dickinson

SHIP OWNERS' & SHIP MANAGERS' REPRESENTATIVES:

Capt. A Cassels, UK Chamber of Shipping (Re-appointed 30.06.21) (Chair)
 A Hodgson, UK Chamber of Shipping (Appointed 30.06.20)
 T E Springett, UK Chamber of Shipping (Re-appointed 30.06.22)
 Capt. Louise Sara (Appointed 22.09.22)
 M Rawson, UK Chamber of Shipping (Retired 22.09.22)

TRADE UNION REPRESENTATIVES:

D Appleton, Nautilus International (Re-appointed 30.06.20)
 M Carden, RMT (Re-appointed 30.06.21)
 A M Dickinson, Nautilus International (Vice-Chair) (Re-appointed 30.06.22)
 D Procter, RMT (Appointed 30.06.20)

VOLUNTARY SECTOR REPRESENTATIVES:

Capt. J Osmond RN, Shipwrecked Mariners' Society (Re-appointed 30.06.21)
Cdr B Boxall-Hunt OBE, Royal Alfred Seafarers' Society (Appointed 30.06.21)
D Thomas, Sailors' Children's Society (Retired 03.11.22)
Revd. I Ajibade, Mission to Seafarers (Retired 08.11.22)

PERSONS ABLE TO MAKE A PARTICULAR CONTRIBUTION OF VALUE TO THE CHARITY BECAUSE OF THEIR SPECIALIST EXPERTISE:

A Godfrey, The Fishermen's Mission (Re-Appointed 30.06.22)
G Lane, Chartered Accountant (Re-appointed 30.06.22)
R Ballantyne OBE, British Ports Association (Appointed 30.06.21)

OBSERVER STATUS

J Carlton, Maritime & Coastguard Agency

INDUCTION AND TRAINING OF TRUSTEES

Trustees are either appointed or elected. The UK Chamber of Shipping is responsible for appointing the Ship Owners' & Ship Managers' Representatives, currently four in number. Nautilus International and the Rail and Maritime Transport Union (RMT) are responsible for appointing the Trade Union Representatives, currently two each. The Constituent Maritime Charities elect the Voluntary Sector Representatives. The Council appoints those persons able to make a particular contribution, currently three. Each appointment, or election, for all backgrounds, is for a three-year term of office.

All newly appointed trustees are provided with an induction pack that includes the governing documents, latest annual report, recent minutes of Council and other relevant meetings, publicity literature and the Charity Commission's relevant publications and information leaflets. Within the first few months of their election, Council members are invited to attend an induction at the Board's offices where they are introduced to the staff, given a comprehensive insight into the daily operation and a briefing covering the Board's current strategy and projects. The 'Trustee Role Description', outlining the general duties of the Board, is reviewed annually.

PAYMENTS TO TRUSTEES

No member of Council receives any payment for acting as a trustee, other than, on occasion, out of pocket expenses.

CONFLICTS OF INTEREST

The Board maintains a register of interests of all trustees and senior staff. Additionally, at each meeting of the Council, all those present are asked to declare any potential conflicts of interest when appropriate.

COMPANY SECRETARY

Stuart Rivers, Chief Executive

PROFESSIONAL ADVISERS

Auditors:

James Cowper Kreston, The White Building, Southampton, Hampshire, SO15 2NP

Bankers:

CAF Bank Ltd, 25 Kings Hill Avenue, West Malling, Kent, ME19 4JQ

Solicitors:

Blake Morgan LLP, Tollgate, Chandlers Ford, Eastleigh, SO53 3LG

Investment Manager:

Bordier & Cie (UK) PLC, 23 King Street, St James's, London, SW1Y 6QY

Pension Advisers:

Chadney Bulgin LLP, 89 Fleet Road, Fleet, Hampshire, GU51 3PJ

Accounts Administration:

Winchester Bourne Ltd, Sullivan Court, Wessex Business Park, Colden Common, Winchester, SO21 1WP

STAFF

Mr Stuart Rivers, Chief Executive Officer

Miss Sharon Coveney, Deputy Chief Executive

Miss Sarah Edward, Port Welfare Committee Manager

Mrs Katherine Lockwood, Port Welfare Committee Manager (resigned May 2022)

Mr Tom Holmer, Port Welfare Committee Manager (resigned May 2022)

Mrs Susan Atkinson, Port Welfare Committee Manager (from June 2022)

Mr Joel Holt, Media and Communications Manager

Ms Celia Jackson, Grants & Impact Manager

Mr Aiden Harvey, Projects & Welfare Coordinator

Mrs Helen van Gass, Welfare & Training Manager

Mrs Nicky Cantello, Executive Assistant (from October 2022)

The Council is responsible for:

- all staff employment contracts based on advice from the Board's appointed human resources advisers.
- agreeing the employer's and minimum staff contributions towards the pension scheme.
- appointing a financial adviser to advise on the appointment of a pension provider.

REMUNERATION POLICY

The Board is committed to ensuring that staff are adequately remunerated to ensure that it attracts and retains the right skills to achieve the charity's objectives.

In accordance with SORP 2019, the Board:

- discloses all payments to trustees (these are out of pocket expenses only).
- discloses staff in receipt of more than £60,000 salary including gross pay and taxable benefits.
- discloses the pension policy.
- confirms that there are no benefits in kind.

The Board has appointed a remuneration sub-committee, consisting of the Chair and two trustees,

advised by the Chief Executive Officer (with exception of their own remuneration), which meets to review and recommend the pay for all staff.

The sub-committee:

- reviews the Board's salary structure using independent market benchmarking and makes amendments, when appropriate, to ensure that salaries remain competitive.
- approves the annual cost of living increase for all staff taking into account the most recent inflation figures.
- approves any consolidated pay awards over and above the cost of living index.

VOLUNTEER HELP

During the year, the Board appointed four Volunteer Ambassadors to profile its work around the UK and Overseas Territories. Mrs Susan Newcombe was also appointed as a Volunteer Consultant. Susan's, specialist volunteer knowledge has helped ensure the success and value of our first major in-house volunteering initiative. The Volunteer Ambassadors are tasked with raising awareness of the Board's support services and promoting the work of our Constituent Members in the wider maritime community. The Ambassadors appointed during the year were:

- Neil Atkinson
- Jerry Drewitt
- Alèxe Finlay
- Martin Phipps

ORGANISATIONAL STRUCTURE AND DECISION MAKING

The Board's Council holds three or four meetings annually. These are used to review current strategy, financial matters, investments, services to Constituent Members, grant distribution and agree future policy. In addition, it holds joint biennial meetings for Constituent and Port Welfare Committee members. In the event of needing to make any amendments to the Articles of Association the Board must convene an EGM for its Constituent members.

The Council takes the view that internal controls provide adequate safeguards. All transactions are properly authorised and recorded thus ensuring that any material errors and irregularities are detected and prevented.

RISK MANAGEMENT

The Board has a formal risk management process, which identifies the role for the Council as:

- ensuring that the identification, assessment and mitigation of risks are linked to the achievement of the Board's operational objectives.
- ensuring that the process covers all areas of risk, including financial, governance, operational and reputational risk, and is focused primarily on major risks including those arising from investment issues.
- ensuring that the process seeks to produce a risk exposure profile that reflects the Board's views as to the level of acceptable risk.
- reviewing and considering the principal results of risk identification, evaluation and management.

To ensure that risk management is a continuous process and embedded in all management and operational procedures, a review of the risk profile is completed annually by the Chief Executive. This includes an evaluation of current activities and risks posed, the effectiveness of controls in place that mitigate material risks posed and an action plan to develop additional controls where necessary.

COMPLAINTS PROCEDURE

The Board has in place a policy to deal with any complaints from the public or other organisations. Details of the policy can be found at www.mnwb.org/complaints-policy.

ENVIRONMENT & CLIMATE CHANGE AWARENESS

The Board is aware of the need to act in an environmentally responsible manner and meet the challenges of climate change. Our normal practice is to have face-to-face meetings, which we modified to video conference calls due to the pandemic. These meetings gained good attendance, especially from those who would normally have to travel a distance. We feel that in-person meetings are essential, but the benefit of virtual meetings in reducing our carbon footprint and increasing meeting attendance has been evidenced over the last two years. We therefore intend to offer hybrid meetings in future where practicable.

As stated in the report on the Vehicle Replacement Programme, reducing carbon emissions through the use of electric or hybrid vehicles is encouraged. As vehicles become due for replacement, we will ensure that consideration is given to the environmental options before releasing funding for new vehicles.

EQUITY, EQUALITY, DIVERSITY AND INCLUSION

Since 2021, the Board has been a member of the Maritime Charities Group EED&I Working Group. The working group is looking at options for training among MCG members and the development of a diversity pledge. The overall aims of this group are to:

- Engage senior leadership to commit to improving EED&I within their organisation.
- Examine the state of EED&I in the Maritime Welfare Charity sector using The Seafarers' Charity research shared in February 2020 as a baseline with regard to Trustee diversity.
- Build on work that has already been done by the maritime and wider sector.

In 2022, the Board invested £552,969 in projects that support skills and diversity, of which £402,500 was directly to support diversity in the maritime sector. The projects supported were as follows:

- RADAR Employment Apprenticeship Programme (£120,000): providing opportunities to 30 individuals from Black, Asian and Minority Ethnic, and low socio-economic backgrounds.
- Marine Engineering Pathway Project (£182,500): encouraging young people, particularly those from deprived and underprivileged areas, to pursue a career in Marine Engineering using practical STEM classroom sessions.
- Roadshow for Girls (£100,000): promoting gender balance in the sector and educating girls about STEM subjects relating to the Maritime sector.

FINANCIAL CONTROLS

The Board believes that the system of internal control provides adequate assurance that assets are safeguarded, transactions are properly authorised and recorded, and that material errors and irregularities are either prevented or detected at an early stage. The financial controls are reviewed annually.

FINANCIAL REVIEW

After a strong year of post-pandemic recovery in 2021, financial markets faced new challenges in 2022. The outbreak of war in Ukraine led to a sharp rise in global inflation, energy shortages and a significant shift in central bank policy, all of which had negative connotations for economic growth and investments generally. Making headway during 2022 was therefore extremely difficult, with all major asset classes seeing sharp falls. However, our investment manager's active management and their early preparations for a period of more persistent post-pandemic inflation did help limit the investment portfolio's decline to 6.0% in 2022. The net loss on investments during 2022 was £1,128,842 (2021: gains £1,669,133). Stock market allocations to more economically-resilient regions proved beneficial, as did a reduction in the portfolio's sensitivity to higher inflation and rising interest rates within fixed interest market exposures. Alternative investments also played an important, protective role.

At the year-end, investments were valued at £13,647,613 (2021: 15,180,802) and total funds amounted to £14,798,854 (2021: £15,456,907).

Income was considerably higher than in previous years due to a grant from the Department for Transport in the sum of £2,100,000. The funding was to support the welfare of seafarers and fishers, as well as providing investment in skills and diversity.

Vodafone UK, through its charities.connected scheme, donated a total of 13,000 SIM cards for distribution among Ukrainian seafarers visiting UK ports. This further increased income in the sum of £1,560,000 as a gift in kind.

RESERVES POLICY

The Council annually reviews the level of the Board's reserves available to meet the ongoing ability to finance administrative costs, services to Constituent members and grants. To determine and monitor the appropriate level of reserves, the Board assesses likely future demand for grants and services against income expectation. Council, when determining the financial forecasts, considers the appropriate level of reserves. The Board takes the view that the investments held are adequate to generate funds to sustain the current levels of demand for the foreseeable future. The Board is not a fundraising charity and does not employ fundraisers. It therefore relies on investment income to fund operational costs and support grants to Constituent members. As a minimum, therefore, the target level of reserves should support an investment return that meets the Board's operational costs. Any surplus income is made available for grant making.

INCOME

DONATIONS AND LEGACIES

Whilst the Board does not actively fundraise amongst the public, it is always extremely grateful for any donations and legacies received, which are fully utilised in support of its objects. During 2022, donations in the sum of £4,942 (2021: £4,554) were received. No legacy income was received in

2022 (2021: £27,392). The only support from commercial organisations was the gift in kind donation from Vodafone UK, valued at £1,560,000.

GOVERNMENT CONTRACTS & GRANTS

In March 2022, the Board signed a contract with the Department for Transport and was in receipt of £2,100,000 to support projects relating to people, skills and diversity. The grant is allocated according to the Government's financial year from April 2022 to March 2023. This funding came as the Maritime Minister launched the new recovery route map, setting out the actions to help the sector recover from the effects of the pandemic. It is also in support of the Government's Maritime 2050 strategy.

INVESTMENT INCOME AND POLICY

The Board annually provides its investment managers, Bordier & Cie (UK) PLC, with an investment policy. Their costs are based on the number of transactions each quarter together with fees charged for the management of the investment portfolio. Total costs amounted to £41,574 (2021: £48,889). The Board utilises benchmarks to monitor investment performance and reviews investment returns on a quarterly basis.

The primary source of income is from investments and a targeted 6% total return is a key part of the policy. The Board accepts this is a risk strategy intended to provide greater return. Whilst this continues to be maintained, it is reviewed annually and can be revised at any time in light of needs and changing circumstances. The most recent industry review indicates that the number of older seafarers and their dependants is expected to decline slower than last researched but will still accelerate over the next 15 years or so. As a counterbalance there is evidence that the needs of those receiving support are increasing and beneficiaries are living longer. At the same time there remains an ongoing need to support port-based welfare services for working seafarers. The long-term negative impact of the Covid-19 pandemic will be assessed on an ongoing basis.

SOCIAL INVESTMENT POLICY

The Board's investment policy is implemented through the use of collective investment funds rather than, for example, individual company shares. Given the diversified nature of underlying investments the Board has not imposed any specific ethical or geographical restrictions with regard to investment but expects the spirit and objectives of the United Nations-backed Principles for Responsible Investment (PRI) guidelines to be observed by the underlying investment fund managers. These Principles look to encompass environmental, social and corporate governance matters into firms' investment and decision-making processes. During 2020, the Board instructed its Investment Manager that it expects underlying managers to not only adopt the Principles for Responsible Investment as supported by the United Nations (UNPRI), but also to be signatories to it. The Board's Investment Policy has been strengthened to include a commitment to be provided with an ESG (Environmental, Social, and Corporate Governance) report on an annual basis.

GRANTS ADDED BACK

Some grants were not fully expended and in 2022 a total of £9,340 was added back into the Board's funds (2021: £2,500).

RESTRICTED FUNDS

The Board maintained restricted funds for support programmes and projects, as follows:

- Vehicle Replacement Programme Fund

- MN Medal Fund
- MiFi Project
- Department for Transport Fund
- Vodafone UK – SIM cards for Ukrainian Seafarers
- Seafarer Support (now a 'service to Constituents')
- Port Visitor (formerly the IPWP Programme)

EXPENDITURE

Staff

The Board usually employs eight full time members of staff directly in its work. This increased to nine staff during the year in order to fulfil the requirements of the formal agreement with the Department of Transport for the disbursement of grant monies.

Pensions

In line with legislation set down by the Pensions Regulator all members of staff are entitled to enter a contributory group personal pension plan provided by the Board after 3 months' service, and all those currently employed are included (staff aged between 21 and 65 are automatically enrolled as required under pensions legislation). Following a satisfactory probationary period, normally 6 months, all new full-time staff members are offered a contract which allows them to receive an enhanced employer's contribution, conditional upon them also making an agreed increased minimum contribution.

Offices

The Board has a 10-year repairing lease for its offices at 8 Cumberland Place, Southampton SO15 2BH which commenced in December 2020. A full-term review took place in early 2020 and a new rental amount was agreed for the next five years. In 2022 general maintenance of the building was undertaken, fulfilling our obligations under the terms of the lease. The premises adequately meet the Board's needs for now and the short term. The current lease is due to terminate on 30th November 2030 with a break point in 2025.

Professional fees

The Board incurred professional fees in 2022 for audit and accountancy purposes.

Auditors and the Appointment of Auditors

The Board is required to have its accounts audited annually. Under the Articles of Association, the Council is responsible for appointing the auditor. The Board appointed James Cowper Kreston as auditors.

Accountancy fees

The Board's accounts administration is undertaken by Winchester Bourne Ltd, for which it pays a fee.

Membership of Organisations

The Board is a subscribing member of the following charitable organisations:

- Maritime Charities Group (MCG)
- International Seafarers' Welfare and Assistance Network (ISWAN)
- National Council for Voluntary Organisations (NCVO)
- The Association of Charitable Organisations (ACO)
- Confederation of Service Charities (COBSEO)

STRATEGY

During the year, trustees and staff reviewed the Board's strategy and set in place a new vision for the next three years from 2023 to 2025. This plan will be reviewed and updated annually to ensure that it is relevant and responsive to the changing needs of seafarers, fishers and their families.

Vision

To be the representative voice and driving force for the welfare of merchant navy and fishing communities in the UK.

Mission

To improve the lives of seafarers and fishers by raising welfare standards in collaboration with our stakeholders.

Values

Our core values are non-negotiable and fuel our vision for the welfare of seafarers, fishers and their families. While there are many other values we hold, these have been selected as the dominant ones that will really shape our culture, what we represent and how we deliver for our stakeholders.

- **Leadership:** We will lead with integrity and professionalism, representing Constituent organisations at the highest levels of government and industry.
- **Communication:** We will support our key relationships through authentic communications, treating people with respect and dignity at all times.
- **Innovation:** We will pursue innovative solutions that create economic and social value, adopting an evidence-based approach to everything we do.
- **Collaboration:** We will celebrate the full spectrum of diversity within and outside of our organisation, building strong collaborative networks that create new opportunities and possibilities.

COMPLETED OBJECTIVES

- Help review the role and objectives of Maritime Charities Group from a Merchant Navy and Fishing Fleet perspective
- Evidence and promote the benefits of port levies to support sustainable port welfare services via social media, Port Welfare Committees, Working Groups and conferences
- Create a new and updated Ship Welfare Visitors Course
- Create an Awareness Course & Guide for the International Labour Organisation's Work in Fishing Convention C188
- Establish formal operating model for the National Seafarers' Welfare Board
- Complete strategic review and define vision, mission and strategic priorities for the next period
- Raise the profile of MNWB and its Constituents through media and public advocacy
- Create and implement a measurable welfare case client feedback procedure

ONGOING MAJOR OBJECTIVES

- Review the needs of Constituent organisations following the pandemic
- Produce a regular Seafarer Support newsletter promoting the work of Constituent members and seafarers' welfare in ports

- Form a working group to create a draft voluntary, best 'Code of Practice' for seafarers' welfare in ports
- Identify, define and communicate core values internally and externally
- Review the extent and success of port levies schemes in the UK
- Establish a mechanism for port welfare accreditation in support of the International Labour Organisation's Maritime Labour Convention (MLC), 2006

FUTURE MAJOR OBJECTIVES

Leadership:

- Clearly define the role of the National Seafarers' Welfare Board and how it interacts with Port Welfare Committees, Department for Transport, Maritime & Coastguard Agency and Maritime Labour Convention member states
- Drive the agenda for the establishment of port levies across all UK ports
- Produce biennial 'State of the Nation' report

Communication:

- Strengthen relationships within government through active, regular and transparent engagement
- Expand the range and reach of Constituent and non-Constituent charities and agencies available through
- Expand the range and reach of charities and agencies available through Seafarer Support
- Increase the profile of MNWB and its members through print and broadcast media
- Grow social media presence and following across all active platforms

Innovation:

- Adopt a 'research led' approach to drive MNWB projects
- Ensure all MNWB projects (Vehicle Replacement Programme, MiFi Project, etc.) add value to Constituent organisations and deliver economies of scale
- Develop training platform to host Ship Welfare Visitor, ISPS and other MNWB developed training courses
- Develop plan for National Seafarers' Welfare Board training and support package for MLC member states

Collaboration:

- Grow MNWB's membership by defining clear criteria, benefits, and a memorandum of understanding
- Develop a self-assessment tool for ports that establishes welfare standards across the UK and identifies gaps in provision
- Establish MNWB as the 'go to' place for welfare guides, sector statistics and reports
- Establish a biannual forum for National Seafarers' Welfare Boards to share experiences and information

IMPACT DURING 2022

MNWB Services

During the year, MNWB continued to provide essential services to its Constituent members and directly to beneficiaries. In 2022, the following services were provided:

- Training: portfolio of free courses for Constituent members and Port Welfare Committees.
- Seafarer Support: signposting service for serving and retired seafarers and fishers.
- Case Working: supporting seafarers and fishers with access to support services and financial support.
- Port Visitor: support platform for Port Welfare Committees and welfare directory for seafarers.
- Whistleblowing Service: pilot project to establish whether this service could add value to Constituent members.

MNWB Grants

MNWB's main priority is to provide support services to its Constituents, PWCs and working groups, and its secondary priority is to provide capital grants. The amount made available for grants annually is based on the overall return from the investment portfolio after deducting revenue costs and services to Constituents. Under the Small Grants Programme, the Chair and Chief Executive are authorised to allocate individual grants of up to £5,000 throughout the year, up to a total annual limit of £50,000. In 2022, an overall sum of £160,795 was awarded in capital grants and £103,100 to jointly funded projects.

Department for Transport Grants

In 2022 MNWB was awarded £2.1 million by the Department for Transport to be made available to maritime charities and organisations to support the maritime sector, specifically around seafarers' welfare and skills. 12 UK charities and organisations have been funded through the Department for Transport grant programme in 2022, some have received more than one grant. By the end of the year a total of £1,014,574 was awarded to support 18 UK projects across two workstreams:

- **Skills & Diversity:** Plugging skill gaps, broadening the pool of talent, providing an equal opportunity for all and fostering creativity.
- **People:** Research into, and support for UK programmes to alleviate seafarer and fishers' mental health and wellbeing.

TRUSTEES' RESPONSIBILITIES STATEMENT

The Trustees (who are also directors of Merchant Navy Welfare Board for the purposes of company law) are responsible for preparing the Report of the Trustees 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. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently.
- observe the methods and principles in the Charities SORP.

- make judgements and accounting estimates that are reasonable and prudent.
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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

DISCLOSURE OF INFORMATION TO AUDITORS

The Trustees at the time when this Report of the Trustees is approved have confirmed that:

- so far as the Trustees are aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- the Trustees have taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

AUDITORS

As noted previously, the Board has dispensed with the requirement to hold an Annual General Meeting. In 2018, the Board appointed James Cowper Kreston as their auditors. The re-appointment of auditors will be decided annually at a Council meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD:



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A K Cassels
Chair

Dated: 27 March 2023

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MERCHANT NAVY WELFARE BOARD

Opinion

We have audited the financial statements of Merchant Navy Welfare Board (the 'charity') for the year ended 31 December 2022 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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 Auditors' 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 United Kingdom, including the Financial Reporting Council'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 the charitable company'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.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MERCHANT NAVY WELFARE BOARD
(CONTINUED)

Other information

The other information comprises the information included in the Annual report other than the financial statements and our Auditors' 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.

Opinion 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' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our 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' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require 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 Trustees 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' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, 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.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MERCHANT NAVY WELFARE BOARD
(CONTINUED)

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 Auditors' 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 is detailed below:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management and those charged with governance to identify any material instances of non compliance with laws and regulations;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work to address the risk of irregularities due to management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for evidence of bias.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MERCHANT NAVY WELFARE BOARD
(CONTINUED)

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, and to the charitable company's trustees, as a body, in accordance with regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and Trustees those matters we are required to state to them in an Auditors' 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Michael Bath BSc FCA DChA (Senior statutory auditor)
for and on behalf of
James Cowper Kreston Audit
Chartered Accountants and Statutory Auditor
2 Communications Road
Greenham Business Park
Greenham
Newbury
RG19 6AB

Date:

28 March 2023

James Cowper Kreston Audit are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2022**

	Note	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Income from:					
Donations, legacies and grants	3	5,554	3,855,410	3,860,964	190,037
Investments	4	247,894	-	247,894	220,516
Other income	5	7,048	-	7,048	6,171
Total income		260,496	3,855,410	4,115,906	416,724
Expenditure on:					
Raising funds	6	41,574	-	41,574	48,889
Charitable activities:					
Support services to Constituent Members		101,986	2,719,848	2,821,834	432,467
Grants to support the work of Constituent Members		189,282	-	189,282	87,452
Grants unspent		-	-	-	(2,500)
Support to promote welfare activities		592,427	-	592,427	579,292
Total expenditure		925,269	2,719,848	3,645,117	1,145,600
Net (expenditure)/income before net (losses)/gains on investments		(664,773)	1,135,562	470,789	(728,876)
Net gains / (losses) on investments		(1,128,842)	-	(1,128,842)	1,669,133
Transfers between funds	17	(92,600)	92,600	-	-
Net movement in funds		(1,886,215)	1,228,162	(658,053)	940,257
Reconciliation of funds:					
Total funds brought forward		15,277,871	179,036	15,456,907	14,516,650
Net movement in funds		(1,886,215)	1,228,162	(658,053)	940,257
Total funds carried forward		13,391,656	1,407,198	14,798,854	15,456,907

The notes on pages 24 to 40 form part of these financial statements.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)
REGISTERED NUMBER: 00453053

BALANCE SHEET
AS AT 31 DECEMBER 2022

	Note	2022 £	2021 £
Fixed assets			
Tangible assets	12	6,847	5,067
Investments	13	13,647,613	15,180,802
		<u>13,654,460</u>	<u>15,185,869</u>
Current assets			
Stocks	14	182,640	-
Debtors	15	46,091	47,776
Cash at bank and in hand		1,077,493	358,915
		<u>1,306,224</u>	<u>406,691</u>
Creditors: amounts falling due within one year	16	(161,830)	(135,653)
Net current assets		<u>1,144,394</u>	<u>271,038</u>
Total assets less current liabilities		<u>14,798,854</u>	<u>15,456,907</u>
Total net assets		<u>14,798,854</u>	<u>15,456,907</u>
Charity funds			
Restricted funds	17	1,407,198	179,036
Unrestricted funds	17	13,391,656	15,277,871
Total funds		<u>14,798,854</u>	<u>15,456,907</u>

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

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

The financial statements were approved and authorised for issue by the Trustees on 27 March 2023 and signed on their behalf by:



Captain A K Cassels
Chairman of the Council



Mr G Lane
Member of the Council

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2022

	2022 £	2021 £
Cash flows from operating activities		
Net cash used in operating activities (note 20)	71,894	(1,008,690)
Cash flows from investing activities		
Dividends and interest from investments	247,894	220,516
Purchase of tangible fixed assets	(5,558)	(7,601)
Proceeds from the sale of investments	3,379,693	2,484,349
Purchase of investments	(2,975,345)	(2,039,539)
Net cash provided by investing activities	646,684	657,725
Change in cash and cash equivalents in the year	718,578	(350,965)
Cash and cash equivalents at the beginning of the year	358,915	709,880
Cash and cash equivalents at the end of the year	1,077,493	358,915

The notes on pages 24 to 40 form part of these financial statements

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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) (effective 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Merchant Navy Welfare Board meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost with the exception of investments which are included at fair value.

1.2 Company status

The charity is a company limited by guarantee. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.3 Fund accounting

Unrestricted funds are available for use at the discretion of the Trustee in furtherance of the general objectives of the charity and have not been designated for other purposes. Unrestricted funds represent funds retained to provide the working capital to enable the Trustees to carry out activities as a provider of services to Seafarers.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.4 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate.

Receipt of a legacy is recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the charity, can be reliably measured.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

1. Accounting policies (continued)

1.5 Expenditure

Expenditure which does not directly relate to grant making is analysed between charitable support costs, governance costs and costs of generating funds. Items which involve more than one cost category are apportioned as appropriate to the cost categories involved.

Support costs are those costs incurred in support of expenditure on the objects of the charity. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Expenditure on raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes.

Expenditure on charitable activities is incurred on directly undertaking the activities which further the charity's objectives, as well as any associated support costs.

1.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £250 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives, using the straight-line method

Depreciation is provided on the following bases:

Fixtures and fittings	- 10% on cost
Computer equipment	- 33% on cost

1.7 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Net gains/(losses) on investments' in the Statement of financial activities.

1.8 Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities incorporating income and expenditure account on a straight line basis over the lease term.

1.9 Stocks

Stocks are valued at the lower of cost and net realisable value after making due allowance for obsolete and slow-moving stocks. Cost includes all direct costs and an appropriate proportion of fixed and variable overheads.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022

1. Accounting policies (continued)

1.10 Debtors

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

1.11 Cash at bank and in hand

Cash at bank and 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.

1.12 Liabilities and provisions

Liabilities are recognised when there is an obligation at the Balance sheet date as a result of a past event, it is probable that a transfer of economic benefit will be required in settlement, and the amount of the settlement can be estimated reliably.

Liabilities are recognised at the amount that the charity anticipates it will pay to settle the debt or the amount it has received as advanced payments for the goods or services it must provide.

Provisions are measured at the best estimate of the amounts required to settle the obligation. Where the effect of the time value of money is material, the provision is based on the present value of those amounts, discounted at the pre-tax discount rate that reflects the risks specific to the liability. The unwinding of the discount is recognised in the Statement of financial activities as a finance cost.

1.13 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.14 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

MNWB has a Group Pension Plan & Group Stakeholder Pension Plan with Royal London.

1.15 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

Investment income, gains and losses are allocated to the appropriate fund.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

2. Critical accounting estimates and areas of judgment

Estimates and judgments 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.

Critical accounting estimates and assumptions:

Donated gifts require a level of estimation to be applied when there is no monetary value associated with the gift that has been provided.

The charity makes estimates and assumptions concerning the future. The resulting accounting estimates and assumptions will, by definition, seldom equal the related actual results. The estimates and assumptions that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next financial year are discussed below.

Critical areas of judgment:

Legacy income entitlement requires a level of judgement in the financial statements by determining the point at which to recognise the income after notification has been received.

3. Income from donations, legacies and grants

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Donations	5,554	1,560,000	1,565,554	4,554
Legacies	-	-	-	27,392
Grants	-	2,295,410	2,295,410	158,091
	<u>5,554</u>	<u>3,855,410</u>	<u>3,860,964</u>	<u>190,037</u>
Total 2021	<u>31,946</u>	<u>158,091</u>	<u>190,037</u>	

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

4. Investment income

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Quoted UK and Non-UK investments	245,371	245,371	220,516
UK Portfolio cash interest	2,523	2,523	-
	<u>247,894</u>	<u>247,894</u>	<u>220,516</u>
Total 2021	<u>220,516</u>	<u>220,516</u>	

5. Other income

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Rental of car park spaces	3,211	3,211	3,312
Courses	2,618	2,618	2,863
Sundry income	1,219	1,219	(4)
	<u>7,048</u>	<u>7,048</u>	<u>6,171</u>
Total 2021	<u>6,171</u>	<u>6,171</u>	

6. Raising Funds

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Portfolio management fees	41,574	41,574	48,889
Total 2021	<u>48,889</u>	<u>48,889</u>	

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

7. Support services to constituent members

	Unrestricted expenditure 2022 £	Restricted expenditure 2022 £	Total 2022 £	Total 2021 £
Vehicle Replacement Fund	-	128,088	128,088	152,460
MN Medal Fund	-	1,342	1,342	2,667
IPWP Programme	-	78,166	78,166	146,148
Ukrainian Seafarers Emergency Comms	-	1,382,920	1,382,920	-
Recognition of Carers	-	8,284	8,284	-
ABP Humber Levy	-	87,164	87,164	48,744
MNA Emergency Support Fund	-	60	60	2,129
MiFi Project	-	19,250	19,250	20,844
DfT Seafarer Wellbeing	-	1,014,574	1,014,574	-
Caseworker costs	14,067	-	14,067	18,023
Training courses	25,151	-	25,151	24,657
Evaluation studies	2,117	-	2,117	1,000
Port welfare promotion	4,529	-	4,529	2,013
Merchant Navy Fund promotion contribution	3,700	-	3,700	-
Seafarer Support	9,133	-	9,133	6,764
MNWB PR & Marketing	13,342	-	13,342	-
Annual Seafarers Welfare Conferences	29,020	-	29,020	-
Ambassadors	927	-	927	7,018
	<u>101,986</u>	<u>2,719,848</u>	<u>2,821,834</u>	<u>432,467</u>
Grants to support the work of Constituent Members	189,282	-	189,282	87,452
Grants unspent	-	-	-	(2,500)
	<u>291,268</u>	<u>2,719,848</u>	<u>3,011,116</u>	<u>517,419</u>
Total 2021	<u>144,427</u>	<u>372,992</u>	<u>517,419</u>	

MERCHANT NAVY WELFARE BOARD
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

8. Support to promote welfare activities

	Management 2022 £	Governance 2022 £	Total 2022 £	Total 2021 £
Office running costs	27,569	-	27,569	15,947
Staff life assurance and training	3,637	-	3,637	12,260
Subscriptions and publications	2,839	-	2,839	4,524
Other costs	90,004	-	90,004	132,392
Head office costs	-	21,025	21,025	27,153
Trustees' expenses	-	4,173	4,173	546
Legal and Professional Fees	-	2,193	2,193	4,194
Accountancy	-	18,795	18,795	19,425
Auditors' remuneration	-	10,120	10,120	9,860
Wages and salaries	307,232	22,776	330,008	288,302
National insurance	38,635	-	38,635	32,430
Pension cost	42,651	-	42,651	40,511
Depreciation	3,778	-	3,778	4,603
	<u>516,345</u>	<u>79,082</u>	<u>595,427</u>	<u>592,147</u>
	-	-	-	-
IPWP Support - Administration costs	-	-	-	(10,001)
Mi-Fi Support - Administration costs	(2,000)	-	-	(2,000)
MN Medal Fund Support - Administration costs	(1,000)	-	-	(1,400)
	<u>513,345</u>	<u>79,082</u>	<u>592,427</u>	<u>578,746</u>
	<u>494,940</u>	<u>83,806</u>	<u>578,746</u>	
Total 2021				

9. Governance Costs

	Unrestricted funds 2022 £	Total funds 2022 £	Total funds 2021 £
Support Costs	56,306	56,306	61,178
Wages and salaries	22,776	22,776	22,628
	<u>79,082</u>	<u>79,082</u>	<u>83,806</u>

MERCHANT NAVY WELFARE BOARD
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

10. Operating expenditure

	2022 £	2021 £
Depreciation of tangible fixed assets: owned by the charity	3,778	4,603
Auditors' remuneration - audit	9,020	7,680
Auditors' remuneration - other services	2,500	2,180

During the year, no Trustees received any remuneration (2020 - £NIL)

During the year, no Trustees received any benefits in kind (2020 - £NIL).

During the year, Trustee expenses were paid to five (2021 - one) Trustee amounting to £573 (2021: £546).

11. Staff costs

	2022 £	2021 £
Wages and salaries	330,008	288,302
Social security costs	38,635	32,430
Contribution to defined contribution pension schemes	42,651	40,511
	<u>411,294</u>	<u>361,243</u>

The average number of persons employed by the charity during the year was as follows:

2022 No.	2021 No.
<u>9</u>	<u>9</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2022 No.	2021 No.
In the band £70,001 - £80,000	1	1

The key management personnel of the charity received aggregate remuneration of £169,134 (2021: £163,574).

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

12. Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation			
At 1 January 2022	14,952	49,006	63,958
Additions	-	5,558	5,558
At 31 December 2022	<u>14,952</u>	<u>54,564</u>	<u>69,516</u>
Depreciation			
At 1 January 2022	14,952	43,939	58,891
Charge for the year	-	3,778	3,778
At 31 December 2022	<u>14,952</u>	<u>47,717</u>	<u>62,669</u>
Net book value			
At 31 December 2022	<u>-</u>	<u>6,847</u>	<u>6,847</u>
At 31 December 2021	<u>-</u>	<u>5,067</u>	<u>5,067</u>

13. Fixed asset investments

	Listed securities £	UK Portfolio cash investments £	Total £
Cost or valuation			
At 1 January 2022	14,913,632	267,171	15,180,803
Additions	2,975,345	-	2,975,345
Disposals	(3,220,487)	(159,206)	(3,379,693)
Revaluations	(1,128,842)	-	(1,128,842)
At 31 December 2022	<u>13,539,648</u>	<u>107,965</u>	<u>13,647,613</u>
Net book value			
At 31 December 2022	<u>13,539,648</u>	<u>107,965</u>	<u>13,647,613</u>
At 31 December 2021	<u>14,913,632</u>	<u>267,171</u>	<u>15,180,803</u>

MERCHANT NAVY WELFARE BOARD
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

Investments at market value comprise:

	2022 £	2021 £
Listed securities	13,539,648	14,913,631
Cash and settlements pending	107,965	267,171
Total Market value	<u>13,647,613</u>	<u>15,180,802</u>

Historical cost of listed securities held

	2022 £	2021 £
Historical cost	<u>11,852,202</u>	<u>11,875,450</u>

14. Stocks

	2022 £	2021 £
SIM cards	<u>182,640</u>	<u>-</u>

15. Debtors

	2022 £	2021 £
Other debtors	16,240	26,978
Prepayments and accrued income	29,851	20,798
	<u>46,091</u>	<u>47,776</u>

MERCHANT NAVY WELFARE BOARD
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

16. Creditors: Amounts falling due within one year

	2022 £	2021 £
Trade creditors	30,601	9,122
Grants payable	65,220	83,207
Other taxation and social security	11,978	7,714
Other creditors	780	564
Accruals and deferred income	53,251	35,046
	<u>161,830</u>	<u>135,653</u>

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

17. Statement of funds

Statement of funds - current year

	Balance at 1 January 2022 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2022 £
Unrestricted funds						
Unrestricted funds	15,277,871	260,496	(925,269)	(92,600)	(1,128,842)	13,391,656
Restricted funds						
Vehicle Replacement Programme	79,775	93,053	(128,089)	39,000	-	83,739
MN Medal Fund	1,142	1,693	(1,342)	100	-	1,593
IPWP Programme	69,117	-	(78,166)	40,000	-	30,951
MiFi Project	28,942	4,500	(19,250)	9,000	-	23,192
ABP Humber Levy	-	87,164	(87,164)	-	-	-
MNA Emergency Support Fund	60	-	(60)	-	-	-
Ukrainian Seafarers Emergency Comms	-	5,000	(5,559)	-	-	(559)
Ukrainian SIM Cards	-	1,560,000	(1,377,360)	-	-	182,640
DfT Seafarer Wellbeing	-	2,100,000	(1,014,574)	-	-	1,085,426
Recognition of Carers	-	4,000	(8,284)	4,500	-	216
Total Restricted funds	179,036	3,855,410	(2,719,848)	92,600	-	1,407,198
Total of funds	15,456,907	4,115,906	(3,645,117)	-	(1,128,842)	14,798,854

MERCHANT NAVY WELFARE BOARD

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

17. Statement of funds (continued)

Vehicle Replacement Programme (VRP)

A partnership programme to provide grants to replace vehicles that provide welfare services covering UK ports, Gibraltar and the Falkland Islands. The VRP is funded equally between Seafarers' UK, ITF Seafarers' Trust, Trinity House and MNWB.

MN Medal Fund

The MN Medal Fund receives donations from the UK maritime sector to support the promotion and award of the Merchant Navy Medal for Meritorious Service, associated website and the annual meetings of the Merchant Navy Honours Consultative Committee that advises the Govt. Department for Transport.

IPWP Programme

Under the auspices of ILO Maritime Labour Convention 2006, the International Port Welfare Partnership Programme (IPWP) is funded equally by the ITF Seafarers' Trust, TK Foundation, Seafarers' UK and MNWB to promote and assist the establishment of welfare boards to enhance seafarers' welfare in ports, worldwide.

MiFi Project

A project managed by MNWB to provide Ship Welfare Visitors with mobile internet hubs (MiFi units) to improve communications and seafarers' welfare in ports. This project is funded by MNWB, The Seafarers' Charity and the Department for Transport.

ABP Humber Levy

The Humber Port Levy is a scheme introduced by port owner, ABP Humber. The Board provides administrative support for the scheme and acts as a clearing house for the distribution of funds to welfare providers in accordance with the agreed distribution formula.

Ukrainian SIM cards

In April, an application was made to Vodafone UK's charities.connected scheme for the provision of 8,000 free SIM cards for Ukrainian seafarers visiting UK ports. The application was successful, and the SIM cards were distributed through the Board's constituent organisations that employ ship visitors in UK ports. A further application for 5,000 SIM cards was made in July, which was again successful. These were Pay as You Go SIMs that each came with 20GB data each month plus unlimited calls and texts for a period of six months (activated on use). The total gift in kind value of these SIM cards is £1,560,000.

DfT Seafarer Wellbeing

In March, the Department for Transport approached MNWB and requested that it manage a £2,100,000 grant fund. The grant scheme is in support the maritime sector, specifically seafarers' welfare and skills & diversity, and was formerly launched in May. The Covid pandemic, conflict in Ukraine and other crises have taken their toll on seafarers; welfare charities working on the front line have been under pressure to respond to these crises. The scheme has provided an opportunity for maritime charities to help support the recovery of the sector and contribute towards the Government's 'Maritime 2050' strategy.

MERCHANT NAVY WELFARE BOARD
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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

17. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 January 2021 £	Income £	Expenditure £	Transfers in/(out) £	Gains/ (Losses) £	Balance at 31 December 2021 £
Unrestricted funds						
Unrestricted funds	14,158,313	258,633	(772,608)	(35,600)	1,669,133	15,277,871
Restricted funds						
Vehicle Replacement Programme	232,235	-	(152,460)	-	-	79,775
MN Medal Fund	3,809	1,400	(2,667)	(1,400)	-	1,142
IPWP Programme	100,507	84,758	(146,148)	30,000	-	69,117
MiFi Project	21,786	21,000	(20,844)	7,000	-	28,942
ABP Humber Levy	-	48,744	(48,744)	-	-	-
MNA Emergency Support Fund	-	2,189	(2,129)	-	-	60
Total Restricted funds	358,337	158,091	(372,992)	35,600	-	179,036
Total of funds	14,516,650	416,724	(1,145,600)	-	1,669,133	15,456,907

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

18. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £	Restricted funds 2022 £	Total funds 2022 £
Tangible fixed assets	6,847	-	6,847
Fixed asset investments	13,647,613	-	13,647,613
Current assets	(100,974)	1,407,198	1,306,224
Creditors due within one year	(161,830)	-	(161,830)
Total	13,391,656	1,407,198	14,798,854

Analysis of net assets between funds - prior year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	5,067	-	5,067
Fixed asset investments	15,180,802	-	15,180,802
Current assets	227,655	179,036	406,691
Creditors due within one year	(135,653)	-	(135,653)
Total	15,277,871	179,036	15,456,907

19. Pension commitments

The charity provides a defined contributions pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund.

MNWB has a Group Personal Pension Plan & Group Stakeholder Pension Plan with Royal London. Contributions made to the scheme amounted to £42,651 (2021 - £40,511). At the Balance Sheet date contributions of £780 (2021 - £Nil) were outstanding.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

20. Reconciliation of net movement in funds to net cash flow from operating activities

	2022 £	2021 £
Net income/expenditure for the year (as per Statement of Financial Activities)	(658,053)	940,257
Adjustments for:		
Depreciation charges	3,778	4,603
Gain/loss on investments	1,128,842	(1,669,133)
Dividends and interest from investments	(247,894)	(220,516)
Decrease/(increase) in stocks	(182,640)	-
Decrease in debtors	1,685	12,997
Increase/(decrease) in creditors	26,176	(76,898)
Net cash provided by/(used in) operating activities	71,894	(1,008,690)

21. Analysis of cash and cash equivalents

	2022 £	2021 £
Cash in hand	1,077,493	358,915
Total cash and cash equivalents	1,077,493	358,915

	At 1 January 2022 £	Cash flows £	At 31 December 2022 £
Cash at bank and in hand	358,915	718,578	1,077,493
	358,915	718,578	1,077,493

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2022**

22. Operating lease commitments

At 31 December 2022 the charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2022 £	2021 £
Not later than 1 year	31,665	31,665
Later than 1 year and not later than 5 years	113,081	116,746
Later than 5 years	81,667	109,667
	<u>226,413</u>	<u>258,078</u>

23. Related party transactions

There are a number of Constituent Members where there are common trustees with the Board and transactions take place during the year on an arm's length basis. Details of these transactions are disclosed in the Report of the Trustees.

24. Controlling party

The charity is limited by guarantee and is controlled by its members.

MERCHANT NAVY WELFARE BOARD

England & Wales - Charity number 212799

Accounts

Merchant Navy Welfare Board



Annual Report 2021

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Patron: The Lord Prescott

Chairman's Foreword



On behalf of my fellow trustees and our maritime charity Constituent members, I am pleased to report that the Merchant Navy Welfare Board has had a very successful 2021. Projects have been progressed, requests for help to find welfare have been satisfied, Port Welfare Committee meetings have been held, online training provided, and we are proud to have been appointed the UK's National Seafarers' Welfare Board by the MCA.

Aristotle said that the 'whole is greater than the sum of its parts' which is still accepted by businesses globally as accurate. When we work together, we are more effective which has been proven once again in 2021. The Board's staff is a small team of just 8 people, but between us, and with the help of our Constituent members and the support of government, we have achieved a lot.

The maritime charity sector is reported to number 140 charities but the most significant Merchant Navy and fishers' charities are the Board's Constituent member organisations, of which five are also MNWB trustees. In 2021, we welcomed Alabaré and the Defence Medical Welfare Service as Constituent members. We now have 44 maritime charities as Constituent members.

Throughout the year these charities have networked closely with each other through the Covid-19 Seafarers' Welfare Working Group which has enabled clear communications across the sector, connecting the beneficiary facing charities to the MCA and the UK Department for Transport. This group has ensured accurate and current information has reached Government to enable action and the provision of welfare where it has most been needed. Together we, as a sector, have been very effective and enhanced our reputation with the UK Government.

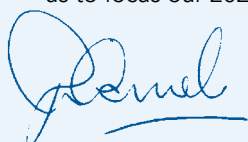
The Port Welfare Committees have continued to meet throughout the year whether remotely or face-to-face. The pandemic has improved our use of technology and has demonstrated that remote meetings are manageable and productive. One noticeable benefit has been the virtual attendance of those people traditionally unable to justify travel to every PWC meeting. Going forward, hybrid meetings, whether PWC or the Board, will be the norm.

2021 saw progress on strengthening the Board's governance. Our long-standing trustee, Ali Godfrey, assumed the role of our Safeguarding champion which will ensure that this important issue has a Board level champion. The Board does not actively fundraise but gains income from its endowed investments. I am pleased to report that the Board is invested in funds where the underlying managers have embedded strong Environmental, Social and Governance (ESG) disciplines as measured by the UN Principles for Responsible Investment. Throughout 2021, all underlying investment managers were signatories to these six principles. The Board's financial resilience remains strong with its endowed investments returning to pre-pandemic levels by the end of the year, net of operating funds received.

In 2021 we said farewell to Roxanne Le Voguer with her replacement, Joel Holt, a senior communications specialist, joining in early 2022. His task will be to broaden awareness of the vital role the MNWB plays within the maritime charity sector. At the end of 2021, our Chief Executive, Peter Tomlin, retired after 20 years at the Board, the last four as Chief Executive. I would like to thank them both for their contributions to the significant advances the Board has made in the last few years. The trustees would like to wish Roxanne every success in her new role at Horse & Rider and Pony magazines, and Peter a long, happy and well-earned retirement. Our new CEO, Stuart Rivers, joined in December and, after a structured and comprehensive handover, will take the reins at the beginning of 2022.

The MNWB's Council is structured to be representative of the sector with four trustees from our social partners, four from the UK Chamber of Shipping (shipowners), four from the charities and three people who are able to make a particular contribution due to their specialist knowledge. This latter category has fishers and accountancy expertise plus, in 2021 we welcomed Richard Ballantyne OBE from the British Ports Association. In addition to our trustees, the MCA attend Board meetings as an official Observer which ensures we work closely together.

As you will no doubt agree, I hope and pray that the peak of the pandemic is now behind us which will allow us to focus our 2022 efforts on improving welfare to seafarers and their dependants.

A stylized blue ink signature of Captain A K Cassels.

Captain A K Cassels
Chair

Chief Executive's Introduction



2021 has been another extraordinary year. The pandemic has once again dominated our lives and the impact of new Covid-19 variants has continued to cause major concerns for seafarers, fishers and their dependants.

Although stopping a pandemic is something that ultimately falls on systems and governments, the last two years have shown us that, when organisations decide to work together and pool their resources, they can make a real difference. Indeed, maritime charities that work collaboratively with Government, Shipowners and Unions have proven they can make a much greater impact on the welfare of seafarers and their families. As an umbrella charity, 'collaboration' between our Constituent organisations remains a constant theme. Therefore, the Board continues to organise regular meetings that link key elements of the UK maritime sector with its Port Welfare Committees (PWCs), covering all ports around the country and Gibraltar. These meetings continue to help improve communications, share important information and encourage partnership working. This has culminated in the UK Maritime Minister addressing the maritime charity sector and Government formally recognising MNWB as the

'National Seafarers' Welfare Board'. Legislation and policy take on even more importance during a crisis and this recognition will assist the UK to fulfil its many obligations as a signatory of ILO Maritime Labour Convention 2006. Indeed, Maritime and Coastguard Agency personnel are now playing an even more significant role in UK PWCs, proactively raising seafarers and fishers' safety and welfare standards.

Throughout the peaks and troughs of 2021 our combination of remote and 'in person' PWC meetings have been very well attended. This would not be possible without the leadership of our PWC Chairs and the attendance of members representing over 170 maritime organisations. The Board thanks all those who give so freely of their time to enhance the well-being of their port communities and the seafarers visiting our shores.

I am extremely proud of the way the MNWB staff has tackled the unforeseen problems posed by the ongoing pandemic. PWC Managers, Sarah Edward and Tom Holmer have guided and administered productive meetings, with Tom providing excellent maternity cover for Katherine Lockwood. Helen van Gass and Aiden Harvey have co-ordinated welfare issues, projects and improved our training offer with enthusiastic professionalism and Executive Assistant, Celia Jackson has consistently provided first rate administrative support. This year's achievements would not have been possible without the invaluable support of Deputy Chief Executive, Sharon Coveney who has managed staff and projects superbly throughout a most challenging period. I have also greatly appreciated and benefitted from the proactive support of MNWB Chair, Capt. Andrew Cassels, Vice Chair Mark Dickinson and our experienced trustees.

On a personal level it has been a great privilege to be a part of, and ultimately lead, the MNWB over many years culminating in the challenges the Board has faced since Covid-19 struck. I feel it is the right time to step aside and make way for someone with a fresh approach and the energy to take us forward into the changing world of 2022.

The new MNWB CEO, Stuart Rivers is a highly experienced and knowledgeable maritime charity executive with a technical background who, ably supported by our excellent staff, will take the Board forward. Stuart and I have been heavily involved in the development of the soon to be launched Port Visitor platform, which supports the new and existing PWCs/welfare boards around the world. This ambitious project has the potential to bring the sector together and take collaboration to the next level, promoting and supporting the provision of seafarers' welfare in ports when it is needed most.

Finally, I would like to thank all the MNWB Constituent organisations for their collaboration during my 20 years with MNWB and wish all my trustees, staff, colleagues and friends the very best for the future.

A handwritten signature in blue ink, which appears to read 'P D Tomlin'.

P D Tomlin MBE
Chief Executive

Trustees' Report

STRUCTURE, GOVERNANCE AND MANAGEMENT

The trustees present their 74th Annual Report and the audited Financial Statements for the year ended 31 December 2021. They have adopted the provisions of the Charities SORP (FRS 102) '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) ('SORP 2019').

OBJECTIVES

The Key Objectives of the Merchant Navy Welfare Board are to:

- Help improve the effectiveness of all those charities caring for merchant seafarers, fishers and their dependants and this is done irrespective of nationality, religion or ethnic background.
- Strive to ensure that all welfare needs are met through the most effective deployment of resources.
- Facilitate the work of Constituent organisations through the provision of grants and specialist support services.
- Provide a dedicated welfare support and referral service for UK seafarers and their dependants.
- Manage and support Port Welfare Committees to develop local welfare services.
- Encourage and enable closer collaboration amongst both Constituent organisations and Port Welfare Committees.
- Represent and raise awareness of seafarers' welfare issues at national level.

N.B. The wording shown above summarises the formal Charitable Objects, a copy of which may be obtained upon request.

STATEMENT OF PUBLIC BENEFIT

The objectives, activities, achievements and performance of the Board, which the charity undertakes for the public benefit, are clearly set out in this report. The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Board's aims and objectives and in planning future activities and setting out the grant making policy.

In the interests of transparency, the trustees make the following statements regarding public benefit:

- The clear benefits provided by the Board are delivered through the key objectives set out above and reflected in the disclosure of charitable expenditure in the Statement of Financial Activities.
- The primary objective of the Board is to help improve the effectiveness of all those charities caring for merchant seafarers, fishers and their dependants and this is done irrespective of nationality, religion or ethnic background.
- No detriment or harm arising from the work of the Board has been identified.
- The beneficiaries are those charities caring for merchant seafarers, fishers and their dependants. This is directly in accordance with the terms of the Board's constitution.
- The Board is active within the United Kingdom, Gibraltar and the Falkland Islands, and has worldwide connections.
- People in poverty are at the heart of what the Board does and it is not aware of any Constituent member excluding benefits from anybody in poverty.
- There are no private benefits of which the Board is aware.

MISSION STATEMENT

"Supporting the provision of quality welfare services for seafarers and their dependants"



NATURE OF THE GOVERNING DOCUMENT

The Board is governed by Articles of Association adopted by a Special Resolution on 20 May 2010 and amended on 24 July 2015. These comply with the provisions of the Companies Act 2006 and the Charities Act 2011.

TAXATION STATUS

The Board, as a registered charity in England and Wales, is exempt from taxation on its charitable activities. This has been confirmed by HM Revenue & Customs.

REGISTRATION DETAILS

The Board is registered in England & Wales, under company number 453053, as a Company limited by guarantee and as such it does not have share capital. The Board is also registered under number 212799 with the Charity Commission for England & Wales and in Scotland with the Office of the Scottish Charity Regulator (OSCR) under number SC039669.

REGISTERED OFFICE

The registered office of the Board is
8 Cumberland Place, Southampton SO15 2BH
Telephone: 023 8033 7799
E-mail: enquiries@mnwb.org.uk
Website: www.mnwb.org

WELFARE ORGANISATIONS SUBSCRIBING TO THE CONSTITUTION OF THE BOARD

(CONSTITUENT MEMBERS)

- Aberdeen Seafarers' Centre
- Aged Merchant Seamen's and Sunderland Distressed Mariners' Fund
- Alabaré
- Broughton House
- Care Ashore
- DMWS (Defence Medical Welfare Service)
- Erskine Hospital
- Grimsby Sailors & Fishing Charity
- Guild of Benevolence of the IMarEST
- Honourable Company of Master Mariners Charities
- Humber Seafarers' Service
- Lighthouse Seafarers Mission (Falklands WB)
- Liverpool Seafarers' Centre
- Lowestoft Fishermen's and Seafarers' Benevolent Society
- Manx Marine Society
- Marine Society & Sea Cadet Association
- Merchant Navy Association
- Nautilus Welfare Fund
- Queen Victoria Seamen's Rest
- Royal Alfred Seafarers' Society
- Royal Liverpool Seamen's Orphan Institution
- Royal Merchant Navy Education Foundation
- Sailors' Children's Society
- Sailors' Orphan Society of Scotland
- Sailors' Society
- Scottish Nautical Welfare Society
- Scottish Veterans' Residences
- Seafarers' Advice & Information Line
- Seafarers Hospital Society
- Seamen's Christian Friend Society
- Seamen's Welfare Fund (Gibraltar)
- Shipwrecked Mariners' Society
- SSAFA
- Stella Maris, Great Britain
- The Fishermen's Mission
- The Mission to Seafarers
- The Seafarers' Charity
- Trinity House
- Trinity House, Hull
- Tyne Mariners' Benevolent Institution
- Veterans' Aid
- Whitby Merchant Seamen's Hospital Houses
- Willie Seager Memorial Trust
- Wilson's Mariners' Homes

N.B. These are not connected charities within the meaning of the SORP 2019.

Under its Articles of Association, the Board is no longer required to hold a formal Annual General Meeting. For any constitutional changes it will hold an Extraordinary General Meeting (EGM) to which all Constituent members will be invited.

TRUSTEES AND MEMBERSHIP OF THE COUNCIL

The Board's trustees are collectively known as its Council. New members are appointed by Council, primarily on the basis of the skills and experience required to carry out their responsibilities effectively in the best interest of the charity. Details of Council membership during 2021 and changes to the date of this report were as follows:

Patron: **The Lord Prescott**

Chair: **Capt. A Cassels**

Vice Chair: **A M Dickinson**

SHIP OWNERS' & SHIP MANAGERS' REPRESENTATIVES:

Capt. A Cassels, UK Chamber of Shipping
(Re-appointed 30.06.21) (Chair)

A Hodgson, UK Chamber of Shipping
(Appointed 30.06.20)

T E Springett, UK Chamber of Shipping
(Re-appointed 30.06.19)

M Rawson, UK Chamber of Shipping
(Appointed 18.12.19)

TRADE UNION REPRESENTATIVES:

D Appleton, Nautilus International
(Re-appointed 30.06.20)

M Carden, RMT (Re-appointed 30.06.21)

A M Dickinson, Nautilus International (Vice-Chair)
(Re-appointed 30.06.19)

D Procter, RMT (Appointed 30.06.20)

VOLUNTARY SECTOR REPRESENTATIVES:

D Thomas, Sailors' Children's Society
(Re-appointed 30.06.19)

Capt. J Osmond RN, Shipwrecked Mariners' Society
(Re-appointed 30.06.21)

Rev. I Ajibade, The Mission to Seafarers
(Appointed 30.06.19)

Cdr B Boxall-Hunt OBE, Royal Alfred Seafarers' Society
(Appointed 30.06.21)

A Campbell OBE, Queen Victoria Seamen's Rest
(Retired 30.06.21)

THE PERSONS ABLE TO MAKE A PARTICULAR CONTRIBUTION OF VALUE TO THE CHARITY BECAUSE OF THEIR SPECIALIST EXPERTISE:

A Godfrey, The Fishermen's Mission
(Re-Appointed 02.11.19)

G Lane, Chartered Accountant (Re-appointed 30.06.19)

R Ballantyne OBE, British Ports Association
(Appointed 30.06.21)

C Spencer, The Seafarers' Charity (Retired 30.06.21)

OBSERVER STATUS

J Carlton, Maritime & Coastguard Agency

The Board wishes to place on record its appreciation for the contribution made by all members of the Council, in particular trustees who have retired during the year: Alexander Campbell and Catherine Spencer.

INDUCTION AND TRAINING OF TRUSTEES

Trustees are either appointed or elected. The UK Chamber of Shipping is responsible for appointing the Ship Owners' & Ship Managers' Representatives, currently four in number. Nautilus International and the Rail and Maritime Transport Union (RMT) are responsible for appointing the Trade Union Representatives, currently two each. The Constituent Maritime Charities elect the Voluntary Sector Representatives, currently four. The Council appoints those persons able to make a particular contribution, currently three. Each appointment, or election, for all backgrounds, is for a three-year term of office.

All newly appointed trustees are provided with an induction pack that includes the governing documents, latest annual report, recent minutes of Council and other relevant meetings, publicity literature and the Charity Commission's relevant publications and information leaflets. Within the first few months of their election, Council members are invited to attend an induction at the Board's offices where they are introduced to the staff, given a comprehensive insight into the daily operation and a briefing covering the Board's current strategy and projects. The 'Trustee Role Description', outlining the general duties of the Board, is reviewed annually.

PAYMENTS TO TRUSTEES

No member of Council receives any payment for acting as a trustee, other than, on occasion, out of pocket expenses.

CONFLICTS OF INTEREST

The Board maintains a register of interests of all trustees and senior staff. Additionally, at each meeting of the Council, all those present are asked to declare any potential conflicts of interest when appropriate.

COMPANY SECRETARY

Mr P. D. Tomlin MBE, Chief Executive

STAFF

The Board usually employs eight full time members of staff directly in its work. Details of staff members employed during 2021 were as follows:



Mr Peter Tomlin MBE
Chief Executive
(Retired 31.12.21)



Mr Stuart Rivers
Chief Executive Officer
Designate (From 01.12.21)



Miss Sharon Coveney
Deputy Chief Executive



Miss Sarah Edward
Port Welfare Committee
Manager



Mrs Katherine Lockwood
Port Welfare Committee
Manager (Maternity leave)



Mrs Helen van Gass
Welfare & Training Manager



Mr Aiden Harvey
Projects & Welfare
Coordinator



Mr Tom Holmer
Port Welfare Committee
Manager (Maternity Cover for
Katherine Lockwood)



Ms Celia Jackson
Executive Assistant & Office
Manager



Miss Roxanne Le Voguer
Communications Administrator
(Resigned 09.07.21)

PROFESSIONAL ADVISERS

Auditors:

James Cowper Kreston,
The White Building, Southampton,
Hampshire, SO15 2NP

Bankers:

CAF Bank Ltd, 25 Kings Hill Avenue, West Malling,
Kent, ME19 4JQ

Solicitors:

Blake Morgan LLP, Tollgate, Chandlers Ford,
Eastleigh, SO53 3LG

Investment Manager:

Bordier & Cie (UK) PLC, 23 King Street, St James's,
London, SW1Y 6QY

Pension Advisers:

Chadney Bulgin LLP, 89 Fleet Road, Fleet, Hampshire,
GU51 3PJ

Accounts Administration:

Winchester Bourne Ltd, Sullivan Court, Wessex Business
Park, Colden Common, Winchester, SO21 1WP

The Council is responsible for:

- all staff employment contracts based on advice from the Board's appointed human resources advisers.
- agreeing the employer's and minimum staff contributions towards the pension scheme.
- appointing a financial adviser to advise on the appointment of a pension provider.

Remuneration Policy

The Board is committed to ensuring that staff are adequately remunerated to ensure that it attracts and retains the right skills to achieve the charity's objectives.

In accordance with SORP 2019, the Board:

- discloses all payments to trustees (these are out of pocket expenses only).
- discloses staff in receipt of more than £60,000 salary including gross pay and taxable benefits.
- discloses the pension policy.
- confirms that there are no benefits in kind.

The Board has appointed a remuneration sub-committee, consisting of the Chair and two trustees, advised by the Chief Executive (with exception of his own remuneration), which meets to review and recommend the pay for all staff.

The sub-committee:

- reviews the Board's salary structure using independent market benchmarking and makes amendments, when appropriate, to ensure that salaries remain competitive.
- approves the annual cost of living increase for all staff taking into account the most recent inflation figures.
- approves any consolidated pay awards over and above the cost of living index.

VOLUNTEER HELP

During the year, the Board appointed four Volunteer Ambassadors to profile its work around the UK and Overseas Territories. The Volunteer Ambassadors are tasked with raising awareness of the Board's support services and promoting the work of our Constituent Members in the wider maritime community.

The Ambassadors appointed during the year were:

- Neil Atkinson
- Jerry Drewitt
- Alène Finlay
- Martin Phipps

ORGANISATIONAL STRUCTURE AND DECISION MAKING

The Board's Council holds three or four meetings annually. These are used to review current strategy, financial matters, investments, services to Constituent members, grant distribution and agree future policy. In addition, it holds joint biennial meetings for Constituent and Port Welfare Committee members. In the event of needing to make any amendments to the Articles of Association the Board must convene an EGM for its Constituent members.

The Council takes the view that internal controls provide adequate safeguards. All transactions are properly authorised and recorded thus ensuring that any material errors and irregularities are detected and prevented.

RISK ASSESSMENT

The Board has a formal risk management process, which identifies the role for the Council as:

- ensuring that the identification, assessment and mitigation of risks are linked to the achievement of the Board's operational objectives.
- ensuring that the process covers all areas of risk, including financial, governance, operational and reputational risk, and is focused primarily on major risks including those arising from investment issues.
- ensuring that the process seeks to produce a risk exposure profile that reflects the Board's views as to the level of acceptable risk.
- reviewing and considering the principal results of risk identification, evaluation and management.

To ensure that risk management is a continuous process and embedded in all management and operational procedures, a review of the risk profile is completed annually by the Chief Executive. This includes an evaluation of current activities and risks posed, the effectiveness of controls in place that mitigate material risks posed and an action plan to develop additional controls where necessary.

COMPLAINTS PROCEDURE

The Board has in place a policy to deal with any complaints from the public or other organisations. Details of the policy can be found at www.mnwb.org/complaints-policy



FINANCIAL CONTROLS

The Board believes that the system of internal control provides adequate assurance that assets are safeguarded, transactions are properly authorised and recorded and that material errors and irregularities are either prevented or detected at an early stage. The financial controls are reviewed annually.

FINANCIAL REVIEW

Following the impact of the Covid-19 pandemic on investment performance in 2020, the portfolio performed well in 2021 with returns of 13.5% for the calendar year. The origins of the good performance could be traced back to the steps taken in November 2020. The vaccine had been announced in early November and it had then felt appropriate to increase the equity exposure within the portfolio having previously been quite cautiously positioned. This proved to be a successful strategy by our investment managers and the portfolio made overall gains of £1,669,133 in 2021 (2020 -£188,983)

At the year-end, investments were valued at £15,180,802 (2020: £13,956,479) and total funds amounted to £15,456,907 (2020: £14,516,650).

RESERVES POLICY

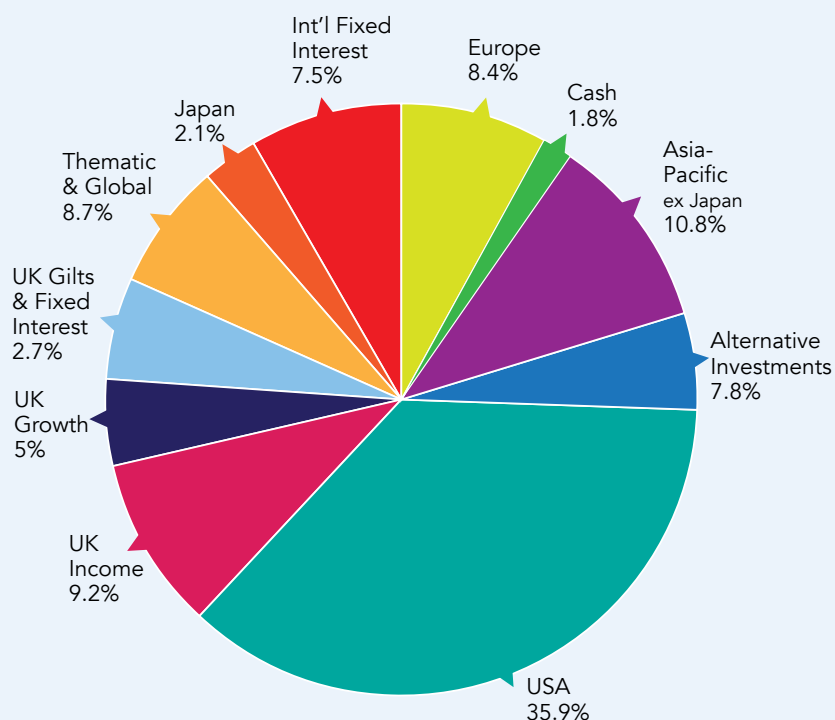
The Council annually reviews the level of the Board's reserves available to meet the ongoing ability to finance administrative costs, services to Constituent members and grants. In order to determine and monitor the appropriate level of reserves, the Board assesses likely future demand for grants and services against income expectation. Council, when determining the financial forecasts, considers the appropriate level of reserves. The Board takes the view that the investments held are adequate to generate funds to sustain the current levels of demand for the foreseeable future.

INCOME

Donations and Legacies

Whilst the Board does not actively fundraise amongst the public, it is always extremely grateful for any donations and legacies received, which are fully utilised in support of its objects.

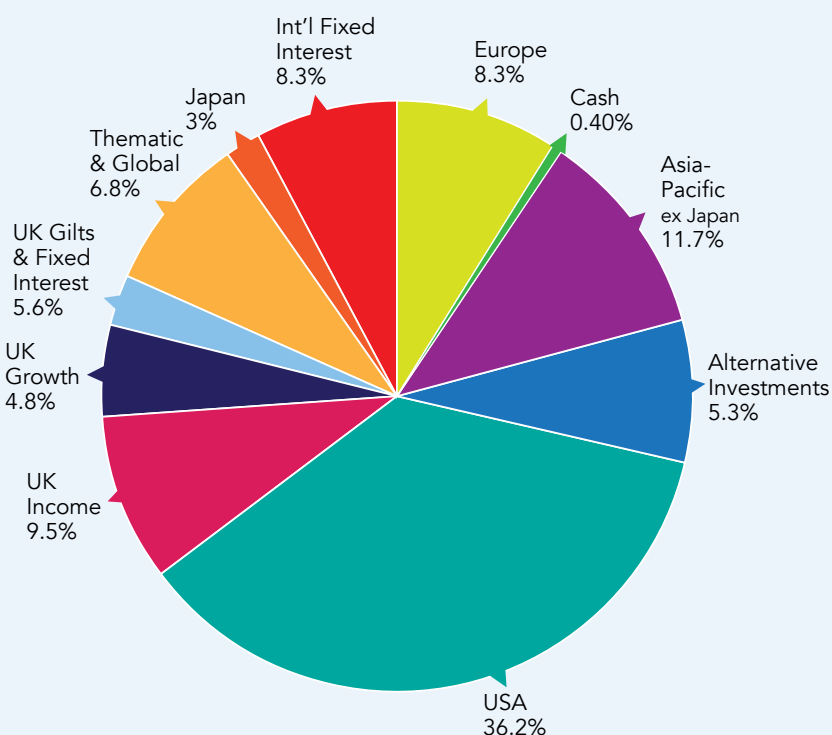
Asset Allocation as at 31st December 2021



Investments £14,913,631.61 (Market Value) - 98.10% (Sector%)

Cash £267,170.99 (Market Value) - 1.80% (Sector%)

Asset Allocation as at 31st December 2020



Investments £13,895,849.25 (Market Value) - 99.50% (Sector%)

Cash £60,629.51 (Market Value) - 0.40% (Sector%)

During 2021 a total of £ 4,554 (2020: £1,913) was received in donations and legacy income of £27,392 was received (2020: £7,000). The Board does not work with any commercial participants.

Government Contracts & Grants

The Board does not normally seek grants or contracts from central or local government. However, central government approached MNWB during the pandemic to participate in an ongoing seafarers' communications partnership project. The MiFi project entailed equal £7,000 grants from MNWB, The Seafarers' Charity and Department for Transport, who paid their contribution in early 2021.

Investment Income and Policy

The Board annually provides its investment managers, Bordier & Cie (UK) PLC, with an investment policy. Their costs are based on the number of transactions each quarter together with fees charged for the management of the investment portfolio. Total costs amounted to £48,889 (2020: £45,619). The Board utilises benchmarks to monitor investment performance and reviews investment returns on a quarterly basis.

The primary source of income is from investments and a targeted 6% total return is a key part of the policy. The Board accepts this is a risk strategy intended to provide greater return. Whilst this continues to be maintained, it is reviewed annually and can be revised at any time considering needs and changing circumstances. The most recent industry review indicates that the number of older seafarers and their dependants is expected to decline more slowly than

when last researched but will still accelerate over the next 15 years or so. As a counterbalance there is evidence that the needs of those receiving support are increasing and beneficiaries are living longer. At the same time there remains an ongoing need to support port-based welfare services for working seafarers. The long-term negative impact of the Covid-19 pandemic will be assessed on an ongoing basis.

Social Investment Policy

The Board's investment policy is implemented through the use of collective investment funds rather than, for example, individual company shares. Given the diversified nature of underlying investments the Board has not imposed any specific ethical or geographical restrictions with regard to investment but expects the spirit and objectives of the United Nations-backed Principles for Responsible Investment (PRI) guidelines to be observed by the underlying investment fund managers. These Principles look to encompass environmental, social and corporate governance matters into firms' investment and decision-making processes. During 2020, the Board instructed its Investment Manager that it expects underlying managers to not only adopt the Principles for Responsible Investment as supported by the United Nations (UNPRI), but also to be signatories to it. The Board's Investment Policy has been strengthened to include a commitment to be provided with an ESG (Environmental, Social, and Corporate Governance) report on an annual basis.



Grants Added Back

Some grants were not fully expended and a total of £2,500 was added back into the Board's funds (2020: £111,956).

Restricted Funds

The Board maintained restricted funds for support programmes and projects, which are covered elsewhere in the report. These are as follows:

- Vehicle Replacement Programme Fund
- MN Medal Fund
- MiFi Project
- Seafarer Support (now a 'service to Constituents')
- International Port Welfare Partnership Programme

EXPENDITURE

Staff

The Board usually employs eight full time members of staff directly and utilises consultants where specialist knowledge or expertise is required. The Board remained under contract during the year to the International Seafarers' Welfare Assistance Network (ISWAN) for the IPWP programme, which was funded by grants from partners. Further funding will be required in 2022 to support the continuation of the programme.

Pensions

In line with legislation set down by the Pensions Regulator all members of staff are entitled to enter a contributory group personal pension plan provided by the Board after 3 months' service, and all those currently employed are included (staff aged between 21 and 65 are automatically enrolled as required under pensions legislation). Following a satisfactory probationary period, normally 6 months, all new full-time staff members are offered a contract which allows them to receive an enhanced employer's contribution, conditional upon them also making an agreed increased minimum contribution.

Offices

The Board has a 10-year repairing lease for its offices at 8 Cumberland Place, Southampton SO15 2BH which commenced in December 2020. A full-term review took place in early 2020 and a new rental amount was agreed for the next five years. In 2021 internal and external refurbishment of the building was undertaken, which fulfils our obligations under the terms of the lease. The premises adequately meet the Board's needs for now and the short term. The current lease is due to terminate on 30th November 2030 with a break point in 2025.

Professional fees

The Board incurred professional fees in 2021 for audit and accountancy purposes.

Auditors and the Appointment of Auditors

The Board is required to have its accounts audited annually. Under the Articles of Association, the Council is responsible for appointing the auditor. The Board appointed James Cowper Kreston as auditors.

Accountancy fees

The Board's accounts administration is undertaken by Winchester Bourne Ltd, for which it pays a fee.

Membership of Organisations

The Board is a subscribing member of the following charitable organisations:

- Maritime Charities Group (MCG)
- International Seafarers' Welfare and Assistance Network (ISWAN)
- National Council for Voluntary Organisations (NCVO)
- The Association of Charitable Organisations (formerly Association of Charity Officers) (ACO)
- Confederation of Service Charities (COBSEO)



Achievements, Performance & Impact

GRANTS

Whilst the Board's main priority is that of providing support services to its Constituents, PWCs and working groups, its secondary priority is to provide capital grants. The amount available for this purpose is based on the overall return from the investment portfolio after deducting revenue costs and services to Constituents. In 2021 an overall sum of £83,552 was awarded in capital grants (2020 - £190,866). Before allocating grants, Council reviews the quality of each application and the impact that this would have on the maritime welfare community. In some cases, it will endeavour to share a grant with other organisations. Under its Small Grants Programme, the Board has authorised the Chair and Chief Executive to allocate individual grants of up to £5,000 throughout the year, up to a total annual limit of £50,000.

Grants Awarded

■ Lighthouse Seafarers Mission – Pool table replacement	£1,050
■ Marine Society & Sea Cadets – Covid-19 Redundancy/Retraining Programme	£10,000
■ Nautilus Welfare Fund – Four extra beds at Mariners' Park Care Home	£30,000
■ Mediterranean Mission to Seafarers – Internal and external repairs to the Flying Angel Club	£1,259
■ Mission to Seafarers, Newport – Roof repairs to Newport Seafarers' Centre	£5,000
■ Mission to Seafarers, North Tees – Covid-19 safeguards	£3,676
■ Sailors' Children's Society - Extension of MN/FF home computers project	£20,000
■ Sailors' Society – Repairs to Montrose Seafarers' Centre	£2,101
■ Stella Maris – Renovation of Teignmouth and Plymouth Seafarers' Centres	£4,435
■ Stella Maris – Teignmouth Emergency Recreational Fund	£81
■ Fawley Seafarers' Centre - Replacement doors	£950
■ Partnership NI Solent Unit Research on Covid-19 Impact	£5,000

Grants to Joint Projects Managed by MNWB

Transfers from unrestricted to restricted funds were also made in the year in respect of the following:

- MNWB Vehicle Replacement Programme: annual contribution - £Nil (2020 - £47,000)
- MNWB IPWP Partner Programme: annual contribution - £30,000 (2020 - £20,000)
- Department for Transport, MNWB & The Seafarers' Charity MiFi project - £7,000 (2020 - £10,000)

Total of grants awarded to jointly funded projects in 2021 was £37,000 (2020 - £77,000)



The interior and exterior of the Flying Angel Club were repaired after damage from water ingress and years of exposure to the elements

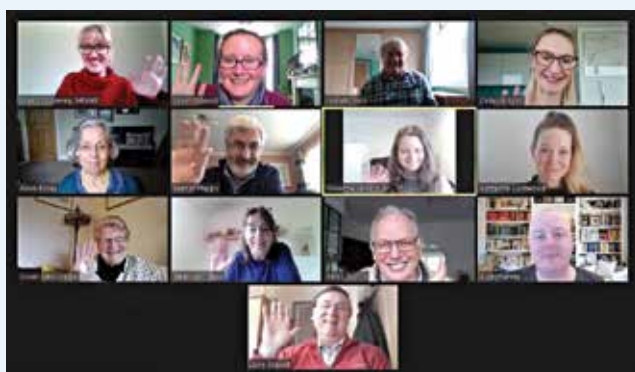


The refurbished Montrose Seafarers' Centre



The new pool table at the Lighthouse Seafarers Mission

Projects



The Board's specialist Volunteer Ambassadors are introduced to MNWB staff via Zoom

MNWB Volunteer Ambassadors Pilot Programme

Neil Atkinson, Jerry Drewitt, Alèxe Finlay and Martin Phipps, all outstanding maritime professionals and well known for their work in support of seafarers' welfare, have agreed to become the Board's first cohort of Ambassadors. Working in collaboration with our Constituent organisations, the maritime industry, government, and wider public audiences around the UK and Overseas Territories, the Ambassadors will undertake an initial 12-month promotional outreach programme of visits and presentations, all designed to promote and profile the work of the Board. A promotional film is currently being produced by MNWB to help launch the project in early 2022.

Evaluation Studies

Over the years the Board has conducted evaluations and/or feasibility studies of ports and various seafarers' welfare facilities on behalf of the maritime sector. This helps promote the most effective and highest standards of welfare services for both serving and retired seafarers within the UK and Gibraltar.

ISWAN's International Port Welfare Partnership Programme (IPWP)

The success of the UK welfare board (PWC) system influenced ILO MLC, 2006, regulation 4.4 encouraging the establishment of similar welfare boards at local, regional and national level in order to review, support and promote seafarers' welfare in ports worldwide. As such, it provides an excellent example for other countries and ports around the world to follow, which is the primary aim of the IPWP project.

The ongoing restrictions on international travel during the year continued to affect seafarers due to repatriation difficulties at the end of contracts. This resulted in seafarers being at sea for much longer, affecting their wellbeing and that of their families. From a peak in 2020 of 400,000 seafarers affected, this number reduced to 200,000 in March 2021

and to around 60,000 in December 2021. This crew change crisis has highlighted the need for even more collaborative working and co-ordinated planning of shore-based welfare support to ensure that seafarers have access to good welfare facilities in port and, during the current pandemic, facilitate access to vaccines.

To facilitate collaborative working, the Port Visitor platform brings together key stakeholders from the maritime community to directly co-ordinate port welfare services and facilities. In 2021, with the support of an external consultant, the first release of the Port Visitor software was completed and went live to a small group of users so that essential data relating to ports, seafarers' centres and welfare boards could be populated. Additional functionality was developed during the year to provide information about the availability of Covid vaccinations on a port-by-port basis, making access to vaccines easier for visiting seafarers. The platform is unique in that, when fully launched, it will provide the most comprehensive source of port welfare information for seafarers and offer a set of tools to welfare boards that enable port based welfare services and facilities to review and report at local, regional and national level.

Several key stakeholders already support the IPWP project, but greater numbers of welfare boards around the world and wider adoption of the Port Visitor platform will drive collaboration between welfare providers, unions, shipowners, port owners/authorities and governments. This will be the priority for 2022 subject to funding being secured for investment in the project.

Sea Shed Digital Project

The original 'Sea-Shed Digital' pilot project formally concluded in 2019 but proved so successful that it has continued and is still in operation today. It was recently constituted as a charity in its own right under the name "Grampian Sea Shed". The group offers much needed support to retired seafarers to help to reduce isolation and loneliness.

Port Levies

MNWB continues to encourage ports around the UK to adopt port levy schemes to support the delivery of vital port welfare services and facilities. The partnership approach implemented in the Tyne and Humber ports is an excellent example of collaboration between the MNWB, the port owner and the local PWC. Port levy schemes are in place in more than 10 ports around the UK, although not all schemes follow the same format. For those ports that do not currently have a port levy scheme in place, MNWB can assist in the development and implementation in line with the proven model

used on the Tyne. As we emerge from the pandemic, and welfare providers recover from its effects, we intend to further promote the adoption of port levies as a means of securing the future of seafarers' welfare in ports.

On 1st July 2021, the New Zealand Government amended its Maritime Transport Act to support seafarers' wellbeing from levies collected in its ports. Estimates suggest that this legislative change will affect 10 ports in the country and benefit up to 130,000 seafarers each year. In 2022, MNWB will initiate dialogue with the UK Government to ascertain whether such a scheme could be implemented to improve seafarers' welfare nationally.

Port Based Welfare: Vehicle Replacement Programme (VRP)

The VRP is one of our most popular and successful programmes. It is managed by MNWB and jointly funded by MNWB, The Seafarers' Charity, ITF Seafarers' Trust and Trinity House. Although electric vehicles are not permitted on some port terminals, the Board encourages the adoption of electric or hybrid vehicles as part of the jointly funded Port Welfare Vehicle Replacement Programme and the first electric vehicle has been purchased for the Port of Aberdeen. More information about our environmental and climate change awareness can be found in the section below.

Due to the impact of the pandemic on participating welfare societies' ability to fundraise, and after consulting with our co-funders, a decision was made at the end of 2020 to hold the programme for 1 year. This would allow the societies with vehicles still to be replaced an extra year in which to do so. As we already had the money in place for these vehicles, no further funding for 2021 was needed. The vehicles that hadn't been replaced in 2020 became the new list for 2021, with the original list for 2021 being moved back to 2022 and so on. This, in effect, changed the programme from a 6-year to a 7-year renewal cycle. Although there were drawbacks to this change, they were far out-weighed by the benefits and the long-term sustainability of the programme as a whole.

As 2021 progressed and the effects of the pandemic were still being felt, a further review of the programme was undertaken. To counter-act the financial burden of replacing vehicles when the welfare societies' income was still stagnant, the programme funders agreed to use the operating surplus to provide enhanced grants for the vehicles due to be replaced this year. The grant level offered for each vehicle category was increased on the understanding that they would revert to their original levels for the following years. This additional support meant that societies had less to pay out themselves for replacing the vehicles and this was warmly welcomed by the societies involved. Out of the 13 vehicles on the new 2021 list, grants totalling

just over £151,000 were paid out to help purchase 8 new vehicles, with 3 vehicles either being sold or not replaced as they were no longer needed, and the remaining 2 vehicles allowed to be carried forward to be replaced in 2022.

Environment & Climate Change Awareness

The Board is aware of the need to act in an environmentally responsible manner and meet the challenges of climate change. Our normal practice is to have face-to-face meetings, which we modified to video conference calls due to the pandemic. These meetings gained good attendance, especially from those who would normally have to travel a distance. We feel that in-person meetings are essential, but the benefit of virtual meetings in reducing our carbon footprint and increasing meeting attendance has been evidenced over the last two years. We therefore intend to offer hybrid meetings in future where practicable.

As stated in the report on the Vehicle Replacement Programme, reducing carbon emissions through the use of electric or hybrid vehicles is encouraged. As vehicles become due for replacement, we will ensure that consideration is given to the environmental options before releasing funding for new vehicles.

Equality, Diversity and Inclusion

Since 2021, the Board has been a member of the Maritime Charities Group EDI Working Group. The working group is looking at options for training among MCG members and the development of a diversity pledge. The overall aims of this group are to:

- Engage senior leadership to commit to improving ED&I within their organisation.
- Examine the state of ED&I in the Maritime Welfare Charity sector using The Seafarers' Charity research shared in February 2020 as a baseline with regard to Trustee diversity.
- Build on work that has already been done by the maritime and wider sector.

MiFi Partnership Programme

The Board was delighted that the Department for Transport, The Seafarers' Charity and MNWB agreed to fund another year of this valuable collaborative initiative, which has continued to provide a lifeline for seafarers and fishers, particularly during the pandemic. The project, which started in 2019 as a pilot project funded by ITF Seafarers' Trust, is managed by the MNWB and supports the work of front-line welfare societies, providing seafarers and fishers in ports around the UK with access to free internet to connect with their families and friends. There are 40 MiFi units deployed throughout the UK to the following Maritime Welfare Charities (MWCs) who provide welfare visits to ships arriving in UK ports: Aberdeen Seafarers' Centre, The Fishermen's Mission, Liverpool Seafarers' Centre,



The crew of the Isidor were delighted to receive a MiFi unit from Peter Donald, Port Chaplain, Sailors' Society Dundee & Montrose

The Mission to Seafarers, Queen Victoria Seamen's Rest, Stella Maris and Sailors' Society.

Unlike the first year of the project where a monthly data allowance of either 50 or 60GB was assigned to the units, the data allowance of all the connections has been increased to unlimited, meaning crew can download and stream to their heart's content, without exceeding the monthly allowance. In December this year, MNWB announced the launch of a photo competition to help showcase the MWCs' valuable work and the positive impact connectivity has on seafarers' well-being, particularly at Christmas. Entries will be judged by the project funders and the winner will be announced in early 2022.

PUBLICATIONS

The Board, on behalf of its Constituents, publishes, distributes and regularly reviews the following publications, which are also included on the Board's website:

Port Information Leaflets: The Board now has a catalogue of 45 Port Information Leaflets covering ports across the UK and Gibraltar. In 2021, 5 leaflets were published (including 2 new additions to the catalogue), with a total of 10,000 copies delivered to the ports in question for distribution to visiting seafarers. The leaflets are also available to view and download from our website and from the portvisitor.com platform.

The leaflets are reviewed each year by the local Port Welfare Committee (PWC) to ensure that the information is accurate. With the pandemic affecting businesses across all sectors, the leaflets will be updated to reflect the changes the pandemic has had on

local ports and the services available to seafarers.

Remembering Those Left Behind: This booklet continues to provide advice for both those seeking to make funeral plans before their death and for people who are faced with making the funeral arrangements for a friend or loved one. The booklet has been updated and subject to approval the new edition will be published in 2022.



Trainer Tony D'Agostino delivering a Supporting Seafarers' Mental Health & Wellbeing course via Zoom to Constituent members

TRAINING COURSES

As a result of lockdown travel restrictions and working from home, the Board had to postpone all its instructor led training courses during 2021. As a result, MNWB signed up to iHASCO, a market-leading provider of Health & Safety and HR Compliance eLearning. The courses have proved extremely popular with MNWB Constituent organisations, several of which have been granted administrator access to the platform so that they can manage their own training schedule. Since March 2021, 1,360 training certificates have been issued.



The Covid-19 Seafarers' Welfare Working Group attending an online Zoom meeting

The following courses are also offered to our Constituent organisations:

International Ship and Port Facility Security Code Awareness Course

The training provides an understanding of the ISPS Code, why it came into force and what it intended to achieve. Other objectives include knowing the rights of the seafarer to shore leave and welfare facilities and the rights and responsibilities of port facilities and seafarers' welfare organisations. The Board developed this online ISPS course in conjunction with Maretraining.com and is available at no cost to our Constituent organisations.

Supporting Seafarers' Mental Health & Wellbeing

This course used the Merchant Navy Training Board/ Maritime Charities Group Standard as a best practice guide. The course was facilitated via Zoom and 5 sessions were held in 2021.

Ship Welfare Visitor

The Board's Ship Welfare Visitor online course continues to be an excellent opportunity for new ship visitors to learn the fundamentals and those who undertook the 'face to face' course some years ago to refresh their knowledge. During 2021 there were 152 local and international registrations for this popular course, which is an increase on previous years. A new updated version of the course will be launched in 2022.

WORKING GROUPS

Working groups provide Constituent members with an opportunity to work together on issues affecting seafarers and the maritime welfare providers. These collaborative groups share information of common interest; monitor the impact of changes; make

recommendations based on best practice; consider priorities, particularly in relation to funding arrangements and act as a co-ordinating lobbying force to make representation to maritime funding charities and other appropriate organisations.



We were delighted to welcome Robert Courts MP, Minister for Aviation, Maritime & Security, to the Covid-19 Seafarers' Welfare Working Group in January 2021

Established in 2020, the Covid-19 Seafarers' Welfare Working Group brought together the Merchant Navy & Fishing Fleets (MN/FF) welfare sector with monthly Zoom meetings involving the UK Government (Department for Transport), MCA, Chamber of Shipping, maritime Unions, British Port Authority, major maritime charity funders and 'front line' welfare providers. Meeting information and feedback is disseminated to the Board's 17 UK Port Welfare Committees covering all UK ports, Gibraltar and the Falkland Islands. The forum continues to create a positive connection between the Government and the maritime charity sector. On average, 30 participants attend the monthly meetings to ensure welfare concerns are understood across the sector.

Robert Courts MP, Minister for Aviation, Maritime & Security attended the Working Group twice during the year. He thanked members for their ongoing hard work supporting seafarers, fishers and their dependants throughout the ongoing pandemic. The Older Seafarers & Families Working Group (OSFWG) and Serving Seafarers Working Group (SSWG) were reintroduced in 2021 and each met twice via Zoom.



Members of the Humber PWC



Members of the Bristol PWC

COMMITTEE CHAIRS

<i>Committee</i>	<i>Chair</i>
Bristol	Mr G Strickland
Central & West Scotland	Mr J Hood
East Anglia	S Supt T Jenkins
Falkland Islands PWB	Ms C Roberts
Gibraltar SWB	Capt. J Ferro MBE
Haven	Capt. A Parker
Humber	Mr G Cudbertson
London & South East	Mr A Campbell OBE
Milford Haven	Capt. M Andrews
North & East Scotland	Mr D Kenwright
Northern Ireland	Mr P Hayes
North West	Ms S Henney
South Wales	Mr E Watts MBE DL
Southern	Capt. M Phipps MBE
South West	Mr D Paul
Tees	Capt. J Drewitt MBE
Tyne	Mr A Feast

PORT WELFARE COMMITTEES (PWCs)

One of the many ways that the Board is able to “support the provision of quality welfare services for seafarers and their dependants” is through its welfare boards, otherwise known as PWCs. These extremely important committees cover ports throughout the United Kingdom and Gibraltar. The Board also supports the Falkland Islands’ Port Welfare Board. Committees represent the local maritime community and consist of members with a vested interest in seafarers’ welfare. PWCs are strategic partnerships whose role is to review the provision of seafarers’ welfare locally, share expertise and make recommendations for changes and improvements. Each committee usually meets three times a year, with one meeting including an AGM.

The Board ensures that membership of its 15 UK PWCs and Gibraltar Seafarers’ Welfare Board (GSWB) has, wherever possible, representatives of Government, ship owners, unions, port owners/authorities and voluntary societies so that seafarers’ welfare services can be deployed, reviewed and supported in the most effective manner.

PWC meetings held in the spring and summer continued to be hosted online but it was a welcome relief to return to in person meetings in September and all meetings in the Autumn term managed to be held face to face. Several meetings were able to offer a hybrid option and members and our PWC managers again adapted well to the new setup. In total 48 meetings were held in 2021; 48 are planned for 2022

and it is hoped that meetings can continue to be held in person. The Board would like to record its thanks again to all PWC members for their continued support during the challenges of 2021.

Where appropriate, welfare programmes, projects and issues are communicated between PWCs, Working Groups and the Board. In 2021 the main issues dominating PWC meetings were again related to the pandemic, with seafarers’ access to vaccinations and lack of certification dominating meetings. These issues were reported all the way to Government via the Covid-19 Working Group. Membership has remained consistent throughout the year with 361 representatives from organisations that include the MCA, Border Force, local authorities, police, port authorities, port health, ship owners, the maritime training colleges, seafarers’ unions and the voluntary societies.

The Board awarded 22 Certificates of Commendation or Appreciation in 2021. These certificates are awarded to PWC members and volunteers who have demonstrated a notable contribution to the provision and improvement of seafarers’ welfare.

PWC PROMOTIONAL GRANTS & EMERGENCY RECREATIONAL FUND FOR ABANDONED SEAFARERS & FISHERMEN

The Board sets aside an annual grant of up to £500 per PWC to promote seafarers’ welfare and raise the profile of each committee locally. Whilst most committees have been unable to hold any events due to the pandemic, the Gibraltar Seafarers’ Welfare Board were able to make use of the fund to support their Annual Seafarers’ Thanksgiving Service that was held at the King’s Chapel in October. The Board’s emergency recreational fund was used to purchase meals out and take away food for two Indonesian fishermen who were rescued from a vessel in Brixham, whilst they waited to be repatriated.

WEBSITES & SOCIAL MEDIA

MNWB operates 4 websites: www.mnwb.org, www.merchantnavymedal.org, www.portvisitor.com and www.seafarerssupport.org. The Board’s social media presence has continued to grow throughout the year. From the onset of the pandemic the Board focused on raising awareness of the help seafarers could seek from our Constituent members as well as the Seafarer Support referral service. MNWB’s social media audience has continued to grow, the Seafarer Support Facebook page reached over 1,300 likes/followers and the MNWB Twitter page has gone from 1,485 (December 2020) to 2,028 (December 2021). The aim of the Board’s social media channels is to improve outreach and proactively promote the work of its Constituent members along with the Seafarer Support and the IPWP programmes. All three

audiences have their own pages on Facebook and Twitter with MNWB also on Instagram. To support its social presence, the MNWB has also created numerous videos in-house for use on these channels.

CASEWORKER HOME VISITS & SEA SEARCHES

The Board is contacted directly by seafarers and their families in need of support or by external agencies that work on their behalf. Contact is made through either the Seafarer Support service or directly to the Board. The Board acts as the 'clearing house' for those Merchant Navy/Fishing Fleet personnel seeking welfare support and/or financial assistance from other maritime charities. Other than in an emergency, the Board does not directly provide grants to individuals, however, the Board does arrange caseworking assistance by trained caseworkers to review all applications before directing them on to the most appropriate sources of help. Cases continue to be processed via phone and email. This year saw 137 requests for SSAFA caseworkers and referrals being acted on in a fast and efficient manner. The Shipwrecked Mariners' Society also work in collaboration with the Board and arranges their caseworker visits directly with SSAFA. The Board's welfare team helped individuals in need secure grants, in addition to state benefits, from our maritime charity partners.

To qualify for grants from the maritime charities sector it is necessary for seafarers to prove their sea service. Seafarers are issued a Seaman's Discharge Book which has a record of all the ships and dates they sailed on. As proof of service is required to apply for funding from the maritime funding charities, the Board can assist by financing a search of the National Archives so that caseworkers can be provided with a duplicated copy of the seafarer's original discharge book. After 1972, when a new Merchant Shipping Act came into force, replacement Discharge Books were provided, however, duplicates are no longer produced. The Board arranges Sea Searches on behalf of SSAFA, Royal British Legion and Blind Veterans UK, amongst others. The National Archives was closed for most of 2020 but reopened in 2021 with restrictions put in place. The Board was able to organise and fund 37 sea searches that helped secure assistance for seafarers and their dependants.

WELFARE AND EMERGENCY FUND

An MNWB emergency fund has been established for small grants, normally up to £150. This grant can be awarded in cases where an eligible vulnerable client has been identified as having no visible means of support. This enables them, normally through a voucher, to purchase essential items whilst their application for assistance is being processed.

In 2021 the number of grants awarded for emergency assistance increased to 45 (7 in 2020). 19 of these were funded by a generous gift from the Merchant Navy Association.



SEAFARER SUPPORT

The Board continues to provide a valuable signposting service for serving and former seafarers, fishers and their dependants through the online Seafarer Support platform. The platform acts as a unique 'central source of information' for the entire UK maritime charity sector at www.seafarersupport.org. Using artificial intelligence search facilities, it signposts users to the most up-to-date information on 150 maritime charities that offer support to UK seafarers and their dependants. The system has a live 'chatbot' facility to enable users to communicate directly with the welfare team in real time.

Over the course of the year the Seafarer Support team helped generate 'grants to individuals' for clients from our maritime grant funding partners: The Shipwrecked Mariners' Society, Seafarers Hospital Society, Nautilus Welfare Fund, Guild of Benevolence, The Honourable Company of Master Mariners, Tyne Mariners' Benevolent Institution, Sailors' Children's Society and The Royal Merchant Navy Education Foundation.

The Board continues to actively promote the service on social media and via online adverts. Towards the end of 2021 our welfare team began an outreach campaign targeting a plethora of external welfare organisations within the southern region. The number of unique visitors to the website totalled 8,168 during the period.

The Board fully funds this service currently but in 2022 it will seek sponsorship from the maritime industry, to ensure Seafarer Support is financially sustainable.

RED ENSIGN FOR FUNERALS

MNWB provides Red Ensign flags on loan for funerals of MN personnel. Although only a very small element of what the Board does, they do provide solace and comfort to families in honouring their loved one's service. During 2021, flags were loaned out for 17 funerals and the Board is extremely grateful for the voluntary donations it received as a result.



External Partnerships & Collaborations

FESTIVAL OF REMEMBRANCE

Once again, the Board worked with the Royal British Legion to organise and fund Merchant Navy representation at the high profile, annual Festival of Remembrance event at the Royal Albert Hall. Working with the support of Warsash Maritime School and Princess Cruises, the Board arranged for five cadets from Warsash Maritime School and five British serving personnel from Princess Cruises to represent the Merchant Navy in 'the muster' at the Festival of Remembrance. The prestigious event was covered by the BBC and attended by the Board's Chief Executive.



Serving personnel from Princess Cruises and Cadets from Warsash Maritime School representing the Merchant Navy at the Royal British Legion's Festival of Remembrance at the Royal Albert Hall, pictured from l-r Engineer Cadet Alexander MacKenzie, Second Officer Amy Templeton, Ship Security Officer Rebecca Davies, Deck Cadet Kieran Dunstan, Engineer Cadet Victoria Alderwick, Chief Engineer Neil Graham, Deck Cadet Grace Haskins, Cdre Nicholas Nash MNM, Deck Cadet Jasmine Johnston and Chief Engineer Simon Jewell

MARITIME CHARITIES GROUP

Formerly a working group of the MNWB, the group went through several iterations after 2007 to become the Maritime Charities Group (MCG) that exists today. The MCG fosters collaboration across the maritime charity sector. It does this by sharing information, commissioning research, supporting the education and welfare of seafarers and their families and by the promotion of best practice within the maritime charity sector. Its vision is for a maritime charity sector that works collaboratively to achieve the greatest impact for seafarers, fishers and their families.

MERCHANT NAVY FUND

The Board is not an active fundraiser but works in close partnership with The Seafarers' Charity to promote the 'Merchant Navy Fund' (MNF). The Board provides its unique knowledge and understanding of the Merchant Navy and The Seafarers' Charity utilises its fundraising expertise and retains any funds raised. The Fund is administered by The Seafarers' Charity with the Board contributing £10,000 toward administration and marketing costs. This initiative is intended to raise money from MN associated personnel and their families specifically to support those with a MN background. In 2021, the MNF was linked to the successful 'Fly the Red Ensign' campaign and £36,983 was added to the fund during the year.



MERCHANT NAVY HONOURS CONSULTATIVE COMMITTEE

The Board administers the Merchant Navy Honours Consultative Committee (MNHCC) on behalf of the UK maritime industry. The committee, formally known as the Merchant Navy Medal Committee, meets by agreement with the Department for Transport and acts in an advisory capacity. The MNHCC can recommend awards to persons from the maritime industry that include higher Honours and medals for acts of courage. The Board operates the Merchant Navy Medal website www.merchantnavymedal.org and will continue to provide the Committee secretary and administer the MNM restricted fund. Recipients of the 2021 awards were as follows:

- **Dr Phillip Belcher**, for services to seafarer welfare during the Covid-19 pandemic
- **Captain Susan Emma Cloggie-Holden**, for services to maritime diversity and inclusion
- **Captain Brian Cushing**, for services to the maritime voluntary sector and mentoring
- **Captain John L. David FNI SCR**, for services to the Merchant Navy, maritime careers and education
- **Mr Gordon Foot MA MSc FNI FIMarEST FCMI FILM FIIRSM**, for services to maritime career promotion
- **Mr Roy Leslie Glencross**, for services to the Merchant Navy and maritime charities
- **Captain Stephen M. Gobbi JP FNI FIMarEST**, for services to the maritime sector and charities
- **Captain Bryan Jennings**, for services to the maritime industry including during the Covid-19 pandemic
- **Mr Ian Kelly**, for services to fishing safety
- **Mr Simon Jeremy (Jebb) Kitchen**, for services to the maritime sector
- **Captain Vishal Kumar**, for services to seafarer welfare during the Covid-19 pandemic
- **Mr Paul Owen**, for services to equality and maritime diversity
- **Chief Mate Christopher Scothern**, for services to the Merchant Navy and maritime sector
- **Captain Eric Smith**, for services to maritime safety and education
- **Captain Susan Thomson**, for services to women in maritime and diversity
- **Ms Claire Womersley**, for services to women in maritime and diversity

ANNUAL AWARD FOR SERVICES TO SEAFARERS' WELFARE 2021



Jake Pass, Mission to Seafarers Port Chaplain is pictured with the 2021 Annual Award for Services to Seafarers

The 2021 award was presented to Jake Pass, Mission to Seafarers (MtS) Chaplain for the Humber ports.

Jake has been described as a truly incredible and visionary young man with a deep passion for improving the lives of the current and next generation of seafarers. The award acknowledges his outstanding performance over the past year and his dedication to not only seafarers' welfare but also the well-being of the wider maritime community in numerous UK ports. During his relatively short career with MtS, Jake has worked in Belfast, Tilbury, Seattle, Dunkerque and the Humber region. Over the past four years he has led the work of MtS in all the Humber ports, bringing support, compassion and care to local and visiting seafarers and their families.

In 2019 Jake was elected as Chair of the Humber Port Welfare Committee (PWC), which represents the maritime welfare community and supports the provision of port welfare services. He successfully steered the PWC through the difficulties of the pandemic whilst also playing a key role in the modernisation and equitable distribution of the Humber Port Levy that helps fund welfare support.

Jake assisted the port of Seaham following the loss of their beloved local Port Chaplain and cares for the next generation of potential seafarers in his role as Chaplain to the Humber Sea Cadets. Throughout this period, he has been studying for ordination in the Church of England. He has worked tirelessly to personally support seafarers during the ongoing pandemic whilst encouraging all maritime welfare organisations to work collaboratively to improve all aspects of seafarers' welfare.

Well respected by the entire maritime community, Jake has proved himself an invaluable asset to the maritime welfare sector and is a worthy winner of the 2021 award.



On Merchant Navy Day, 3rd September 2021, MNWB joined the Mayor of Southampton, Councillors and members of the local maritime community to honour and remember the sacrifice made by Merchant Navy seafarers during times of conflict.



2021 Merchant Navy Medal recipients.

Inset: MNWB Chair Capt. Andrew Cassels, Robert Courts MP, Minister for Aviation, Maritime & Security and incoming MNWB CEO, Stuart Rivers attend the 2021 MN Medal Ceremony at Trinity House. Photos courtesy of Mark Dalton.



Future Strategy

Whilst much information about ongoing efforts is contained within the main body of the report, the Board reviews its future strategy annually whilst also reviewing the progress and achievements from the previous year. The list of key objectives set down in the 2020/21 review is as follows:

Completed objectives

- Seek UK Government & Tripartite Committee recognition as National Seafarers' Welfare Board
- Establish NSWB MoU and reporting system with MCA
- Re-establish Serving Seafarers and Older Seafarers & Families Working Groups
- Increase online presence and impact using social media and video channels
- Assess use of Onboard digital trustee software and evaluate the effectiveness of the new grants system
- Evaluate the effectiveness of the VRP programme and plan for new vehicles for 2022
- Investigate and implement third party online courses in collaboration with Constituent organisations
- Create a new online ISPS Course
- Provide staff with GDPR & Cybersecurity training via KnowBe4 to ensure adequate level of knowledge
- Manage and review the MiFi project in 2021
- Recruit, induct and support a small team of Volunteer Ambassadors
- Improve connection with MNA branches to increase outreach and invite appropriate membership on all UK PWCs
- Where appropriate, assist the MNHCC/DfT with updates to the MNMSM Royal Warrant
- Conduct an annual liaison visit to the MN Arboretum and promote the facility on a biannual basis
- Update 'Remembering those left behind' publication

Ongoing objectives

- Contact & populate Port Visitor platform with existing data on seafarers' centres and welfare boards worldwide
- Help review the role and objectives of MCG from a MN/FF perspective
- Evidence and promote the benefits of port levies to support sustainable port welfare services via social media, PWCs, Working Groups and conferences
- Produce a regular Seafarer Support newsletter promoting the work of Constituent members and seafarers' welfare in ports
- Create a new and updated Ship Welfare Visitors Course
- Create C188 Awareness Course & Guide
- Create and implement a measurable welfare case client feedback procedure
- Working with MCA, investigate the establishment and support of new welfare boards in the Red Ensign group in conjunction with the IPWP programme
- Form a working group to create a draft voluntary, best 'Code of Practice' for seafarers' welfare in ports

Future major objectives

- Review the needs of Constituent organisations following the pandemic
- Identify, define and communicate core values internally and externally
- Complete strategic review and define vision, mission and strategic priorities for the next period
- Establish formal operating model for the National Seafarers' Welfare Board
- Review the extent and success of port levies schemes in the UK
- Establish a mechanism for port welfare accreditation in support of ILO MLC, 2006
- Raise the profile of MNWB and its Constituents through media and public advocacy



TRUSTEES' RESPONSIBILITIES STATEMENT

The Trustees (who are also directors of Merchant Navy Welfare Board for the purposes of company law) are responsible for preparing the Report of the Trustees 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. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006 and the Charities and Trustee Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended). 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.

DISCLOSURE OF INFORMATION TO AUDITORS

The Trustees at the time when this Report of the Trustees is approved have confirmed that:

- so far as the Trustees are aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- the Trustees have taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

AUDITORS

As noted previously, the Board has dispensed with the requirement to hold an Annual General Meeting. In 2018, the Board appointed James Cowper Kreston as their auditors. The re-appointment of auditors will be decided annually at a Council meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD:



A K Cassels
Chair

6th March 2022

Opinion

We have audited the financial statements of Merchant Navy Welfare Board (the 'charity') for the year ended 31 December 2021 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006, Charities Act 2011, the Charities and Trustee Investment (Scotland) Act 2005 and regulation 8 of the Charities Accounts (Scotland) Regulations 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 Auditors' 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 United Kingdom, including the Financial Reporting Council'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 the charitable company'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 Annual report other than the financial statements and our Auditors' 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.

Opinion 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' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our 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' report.

We have nothing to report in respect of the following matters in relation to which Companies Act 2006 and the Charities Accounts (Scotland) Regulations 2006 (as amended) require 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 Trustees 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' report and from the requirement to prepare a Strategic report.

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, 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.

Auditors' responsibilities for the audit of the financial statements

We have been appointed as auditor under section 44(1)(c) of the Charities and Trustee Investment (Scotland) Act 2005 and under the Companies Act 2006 and report in accordance with the Act and relevant regulations made or having effect thereunder.

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 Auditors' 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.

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.

The specific procedures for this engagement that we designed and performed to detect material

misstatements in respect of irregularities, including fraud, were as follows:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management and those charged with governance to identify any material instances of non-compliance with laws and regulations;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work to address the risk of irregularities due to management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for evidence of bias.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities
This description forms part of our Auditors' 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, and to the charitable company's trustees, as a body, in accordance with regulation 10 of the Charities Accounts (Scotland) Regulations 2006. Our audit work has been undertaken so that we might state to the charitable company's members and Trustees those matters we are required to state to them in an Auditors' 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Michael Farwell MA FCA DChA (Senior statutory auditor)

for and on behalf of

James Cowper Kreston

Chartered Accountants and Statutory Auditor
2 Communications Road
Greenham Business Park
Greenham
Newbury
RG19 6AB

30th March 2022

James Cowper Kreston are eligible to act as auditors in terms of section 1212 of the Companies Act 2006.

STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 31 DECEMBER 2021

	Note	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Income from:					
Donations, legacies and grants	2	31,946	158,091	190,037	314,921
Investments	3	220,516	-	220,516	243,273
Other income	4	6,171	-	6,171	41,530
Total income		258,633	158,091	416,724	599,724
Expenditure on:					
Raising funds	5	48,889	-	48,889	45,619
Charitable activities:					
Support services to Constituent Members	6	59,475	372,992	432,467	370,508
Grants to support the work of Constituent Members	6	87,452	-	87,452	182,566
Grants unspent		(2,500)	-	(2,500)	(111,958)
Support to promote welfare activities	7	579,292	-	579,292	546,064
Total expenditure		772,608	372,992	1,145,600	1,032,799
Net expenditure before net gains/(losses) on investments		(513,975)	(214,901)	(728,876)	(433,075)
Net gains/(losses) on investments		1,669,133	-	1,669,133	(188,983)
Transfers between funds	15	(35,600)	35,600	-	-
Net movement in funds		1,119,558	(179,301)	940,257	(622,058)
Reconciliation of funds:					
Total funds brought forward as previously stated		14,158,313	358,337	14,516,650	15,092,888
Prior year adjustment		-	-	-	45,820
Total funds brought forward as restated		14,158,313	358,337	14,516,650	15,138,708
Net movement in funds		1,119,558	(179,301)	940,257	(622,058)
Total funds carried forward		15,277,871	179,036	15,456,907	14,516,650

The notes on pages 35 to 46 form part of these financial statements.

BALANCE SHEET AS AT 31 DECEMBER 2021

	Note	2021 £	2020 £
Fixed assets			
Tangible assets	11	5,067	2,069
Investments	12	15,180,802	13,956,479
		15,185,869	13,958,548
Current assets			
Debtors	13	47,776	60,773
Cash at bank and in hand		358,915	709,880
		406,691	770,653
Creditors: amounts falling due within one year	14	(135,653)	(212,551)
Net current assets		271,038	558,102
Total assets less current liabilities		15,456,907	14,516,650
Total net assets		15,456,907	14,516,650
Charity funds			
Restricted funds	15	179,036	358,337
Unrestricted funds	15	15,277,871	14,158,313
Total funds		15,456,907	14,516,650

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

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

The financial statements were approved and authorised for issue by the Trustees and signed on their behalf by:



Captain A K Cassels
Chair of the Council



Mr G Lane
Member of the Council

The notes on pages 35 to 46 form part of these financial statements.

STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 31 DECEMBER 2021

	2021 £	2020 £
Cash flows from operating activities		
Net cash used in operating activities (note 18)	(1,008,690)	(792,505)
Cash flows from investing activities		
Dividends and interest from investments	220,516	243,276
Purchase of tangible fixed assets	(7,601)	-
Proceeds from the sale of investments	2,484,349	6,836,109
Purchase of investments	(2,039,539)	(6,022,205)
Net cash provided by investing activities	657,725	1,057,180
Change in cash and cash equivalents in the year	(350,965)	264,675
Cash and cash equivalents at the beginning of the year	709,880	445,205
Cash and cash equivalents at the end of the year	358,915	709,880

The notes on pages 35 to 46 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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) (effective 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Merchant Navy Welfare Board meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost with the exception of investments which are included at fair value.

1.2 Company status

The charity is a company limited by guarantee. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.3 Fund accounting

Unrestricted funds are available for use at the discretion of the Trustee in furtherance of the general objectives of the charity and have not been designated for other purposes. Unrestricted funds represent funds retained to provide the working capital to enable the Trustees to carry out activities as a provider of services to Seafarers.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.4 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate.

Receipt of a legacy is recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the charity, can be reliably measured.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

1.5 Expenditure

Expenditure which does not directly relate to grant making is analysed between charitable support costs, governance costs and costs of generating funds. Items which involve more than one cost category are apportioned as appropriate to the cost categories involved.

Support costs are those costs incurred in support of expenditure on the objects of the charity. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

Expenditure on raising funds includes all expenditure incurred by the charity to raise funds for its charitable purposes.

1.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £250 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives using the straight-line method.

Depreciation is provided on the following bases:

Fixtures and fittings - 10% on cost

Computer equipment - 33% on cost

1.7 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Net gains/(losses) on investments' in the Statement of financial activities.

1.8 Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities incorporating income and expenditure account on a straight line basis over the lease term.

1.9 Cash at bank and in hand

Cash at bank and 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.

1.10 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.11 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

MNWB has a Group Pension Plan & Group Stakeholder Pension Plan with Royal London.

2. Income from donations, legacies and grants

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Donations	4,554	-	4,554	1,913
Legacies	27,392	-	27,392	7,000
Grants	-	158,091	158,091	306,008
	31,946	158,091	190,037	314,921
Total 2020	8,913	306,008	314,921	

3. Investment income

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Quoted UK and Non-UK investments	220,516	220,516	243,207
UK Portfolio cash interest	-	-	66
	220,516	220,516	243,273
Total 2020	243,273	243,273	

4. Other income

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Rental of Car Park Spaces	3,312	3,312	3,312
Courses	2,863	2,863	1,707
Sundry income	(4)	(4)	36,511
	6,171	6,171	41,530
Total 2020	41,530	41,530	

5. Raising Funds

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Portfolio management fees	48,889	48,889	45,619
Total 2020	45,619	45,619	

6. Support services to Constituent members

	Unrestricted expenditure 2021 £	Restricted expenditure 2021 £	Total 2021 £	Total 2020 £
Vehicle Replacement Fund	-	152,460	152,460	104,346
MN Medal Fund	-	2,667	2,667	2,658
IPWP Programme	-	146,148	146,148	150,921
Seafarer Support	-	-	-	25,720
ABP Humber Levy	-	48,744	48,744	-
MNA Emergency Support Fund	-	2,129	2,129	-
MiFi Project	-	20,844	20,844	24,645
Caseworker costs	18,023	-	18,023	17,538
Training courses	24,657	-	24,657	5,444
Evaluation studies	1,000	-	1,000	1,000
Port welfare promotion	2,013	-	2,013	1,815
Merchant Navy Fund promotion contribution	-	-	-	5,823
Seafarer Support	6,764	-	6,764	8,669
COVID-19	-	-	-	18,480
Ambassadors	7,018	-	7,018	3,449
	59,475	372,992	432,467	370,508
Grants to support the work of Constituent members	87,452	-	87,452	182,566
Grants unspent	(2,500)	-	(2,500)	(111,958)
	144,427	372,992	517,419	441,116
Total 2020	132,826	308,290	441,116	

7. Support to promote welfare activities

	Management 2021 £	Governance 2021 £	Total 2021 £	Total 2020 £
Office running costs	15,947	-	15,947	16,202
Staff life assurance and training	12,260	-	12,260	13,855
Subscriptions and publications	4,524	-	4,524	3,278
Other costs	132,392	-	132,392	78,853
Head office costs	-	27,153	27,153	15,097
Trustees' expenses	-	546	546	675
Trustees' meeting costs	-	-	-	675
Legal and Professional Fees	-	4,194	4,194	4,581
Accountancy	-	19,425	19,425	20,400
Auditors' remuneration	-	9,860	9,860	7,200
Wages and salaries	265,674	22,628	288,302	333,274
National insurance	32,430	-	32,430	26,131
Pension cost	40,511	-	40,511	38,966
Depreciation	4,603	-	4,603	3,229
	508,341	83,806	592,147	562,416
	-	-	-	-
IPWP Support - Administration costs	(10,001)	-	(10,001)	(12,902)
Mi-Fi Support - Administration costs	(2,000)	-	(2,000)	(1,650)
MN Medal Fund Support - Administration costs	(1,400)	-	(1,400)	(1,800)
	494,940	83,806	578,746	546,064
Total 2020	474,808	71,256	546,064	

8. Governance Costs

	Unrestricted funds 2021 £	Total funds 2021 £	Total funds 2020 £
Support Costs	61,178	61,178	48,628
Wages and salaries	22,628	22,628	22,628
	83,806	83,806	71,256

9. Operating expenditure

	2021 £	2020 £
Depreciation of tangible fixed assets: owned by the charity	4,603	3,229
Auditors' remuneration - audit	7,680	6,000
Auditors' remuneration - other services	2,180	1,200

During the year, no Trustees received any remuneration (2020 - £NIL)

During the year, no Trustees received any benefits in kind (2020 - £NIL)

During the year, Trustees' expenses were paid to one (2020 - four) Trustees amounting to £546 (2020: £675).

10. Staff costs

	2021 £	2020 £
Wages and salaries	293,502	333,274
Social security costs	27,230	26,131
Contribution to defined contribution pension schemes	40,511	38,966
	361,243	398,371

The average number of persons employed by the charity during the year was as follows:

	2021 No.	2020 No.
	9	9

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2021 No.	2020 No.
In the band £70,001 - £80,000	1	1

The key management personnel of the charity received aggregate remuneration of £163,574 (2020: £150,501).

11. Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation			
At 1 January 2021	14,952	41,405	56,357
Additions	-	7,601	7,601
At 31 December 2021	14,952	49,006	63,958
Depreciation			
At 1 January 2021	12,982	41,306	54,288
Charge for the year	1,970	2,633	4,603
At 31 December 2021	14,952	43,939	58,891
Net book value			
At 31 December 2021	-	5,067	5,067
At 31 December 2020	1,970	99	2,069

12. Fixed asset investments

	Listed securities £	UK Portfolio cash investments £	Total £
Cost or valuation			
At 1 January 2021	13,895,849	60,630	13,956,479
Additions	1,832,998	206,541	2,039,539
Disposals	(2,484,349)	-	(2,484,349)
Revaluations	1,669,133	-	1,669,133
At 31 December 2021	14,913,631	267,171	15,180,802
Net book value			
At 31 December 2021	14,913,631	267,171	15,180,802
At 31 December 2020	13,895,849	60,630	13,956,479

Investments at market value comprise:

	2021 £	2020 £
Listed securities	14,913,631	13,895,849
Cash and settlements pending	267,171	60,360
Total Market value	15,180,802	13,956,209

Historical cost of listed securities held

	2021 £	2020 £
Historical cost	11,875,450	12,186,990

13. Debtors

	2021 £	2020 £
Other debtors	26,978	26,978
Prepayments and accrued income	20,798	33,795
	47,776	60,773

14. Creditors: Amounts falling due within one year

	2021 £	2020 £
Trade creditors	9,122	16,656
Grants payable	83,207	132,506
Other taxation and social security	7,714	7,950
Other creditors	564	420
Accruals and deferred income	35,046	55,019
	135,653	212,551

15. Statement of funds

Statement of funds - current year

	Balance at 1 January 2021 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2021 £
Unrestricted funds						
Unrestricted funds	14,158,313	258,633	(772,608)	(35,600)	1,669,133	15,277,871
Restricted funds						
Vehicle Replacement Programme	232,235	-	(152,460)	-	-	79,775
MN Medal Fund	3,809	1,400	(2,667)	(1,400)	-	1,142
IPWP Programme	100,507	84,758	(146,148)	30,000	-	69,117
MiFi Project	21,786	21,000	(20,844)	7,000	-	28,942
ABP Humber Levy	-	48,744	(48,744)	-	-	-
MNA Emergency Support Fund	-	2,189	(2,129)	-	-	60
Total Restricted funds	358,337	158,091	(372,992)	35,600	-	179,036
Total of funds	14,516,650	416,724	(1,145,600)	-	(1,669,133)	15,456,907

Vehicle Replacement Programme (VRP)

A partnership programme to provide grants to replace vehicles that provide welfare services covering UK ports, Gibraltar and the Falkland Islands. The VRP is funded equally between The Seafarers' Charity, ITF Seafarers' Trust, Trinity House and MNWB.

MN Medal Fund

The MN Medal Fund receives donations from the UK maritime sector to support the promotion and award of the Merchant Navy Medal for Meritorious Service, associated website and the annual meetings of the Merchant Navy Honours Consultative Committee that advises the Govt. Department for Transport.

IPWP Programme

Under the auspices of ILO Maritime Labour Convention 2006, the International Port Welfare Partnership Programme (IPWP) is funded equally by the ITF Seafarers' Trust, TK Foundation, The Seafarers' Charity and MNWB to promote and assist the establishment of welfare boards to enhance seafarers' welfare in ports, worldwide.

MiFi Project

A project managed by MNWB to provide Ship Welfare Visitors with mobile internet hubs (MiFi units) to improve communications and seafarers' welfare in ports. This project is funded by MNWB, The Seafarers' Charity and the Department for Transport.

ABP Humber Levy

The Humber Port Levy is a scheme introduced by port owner, ABP Humber. The Board provides administrative support for the scheme and acts as a clearing house for the distribution of funds to welfare providers in accordance with the agreed distribution formula.

MNA Emergency Support Fund

In 2021 the Merchant Navy Association kindly donated £2,189 to be used for grants awarded to seafarers in the form of an Emergency Welfare Grant. This donation enabled us to assist 19 seafarers and was used mainly for food vouchers.

15. Statement of funds (continued)

Statement of funds - prior year

	As restated Balance at 1 January 2020 £	Income £	Expenditure £	Transfers in/(out) £	Gains/ (Losses) £	Balance at 31 December 2020 £
Unrestricted funds						
Unrestricted funds	14,786,389	293,716	(724,509)	(8,300)	(188,983)	14,158,313
Restricted funds						
Vehicle Replacement Programme	195,581	141,000	(104,346)	-	-	232,235
MN Medal Fund	6,742	1,425	(2,658)	(1,700)	-	3,809
IPWP Programme	107,845	143,583	(150,921)	-	-	100,507
Seafarer Support	25,720	-	(25,720)	-	-	-
MiFi Project	16,431	20,000	(24,645)	10,000	-	21,786
Total Restricted funds	352,319	306,008	(308,290)	8,300	-	358,337
Total of funds	15,138,708	599,724	(1,032,799)	-	(188,983)	14,516,650

16. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2021 £	Restricted funds 2021 £	Total funds 2021 £
Tangible fixed assets	5,067	-	5,067
Fixed asset investments	15,180,802	-	15,180,802
Current assets	227,655	179,036	406,691
Creditors due within one year	(135,653)	-	(135,653)
Total	15,277,871	179,036	15,456,907

Analysis of net assets between funds - prior year

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	2,069	-	2,069
Fixed asset investments	13,956,479	-	13,956,479
Current assets	412,316	358,337	770,653
Creditors due within one year	(212,551)	-	(212,551)
Total	14,158,313	358,337	14,516,650

17. Pension commitments

The charity provides a defined contributions pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund.

MNWB has a Group Personal Pension Plan & Group Stakeholder Pension Plan with Royal London. Contributions made to the scheme amounted to £40,511 (2020 - £38,966). At the Balance Sheet date contributions of £Nil (2020 - £Nil) were outstanding.

18. Operating lease commitments

At 31 December 2021 the charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2021 £	2020 £
Not later than 1 year	31,665	31,665
Later than 1 year and not later than 5 years	116,746	121,765
Later than 5 years	109,667	105,000
	258,078	258,430

19. Related party transactions

There are a number of Constituent members where there are common trustees with the Board and transactions take place during the year on an arm's length basis. Details of these transactions are disclosed in the Report of the Trustees.

20. Controlling party

The charity is limited by guarantee and is controlled by its members.



Members of the Central & West Scotland PWC



Members of the North West PWC



MNWB's incoming CEO Stuart Rivers and Chair Capt. Andrew Cassels



Maritime &
Coastguard
Agency



MERCHANT NAVY WELFARE BOARD

The Board signs an MoU with the MCA formally recognising MNWB as the National Seafarers' Welfare Board



MERCHANT NAVY WELFARE BOARD (A company limited by guarantee)
8 Cumberland Place, Southampton SO15 2BH
023 8033 7799 • enquiries@mnwb.org.uk • www.mnwb.org

MERCHANT NAVY WELFARE BOARD

England & Wales - Charity number 212799

Accounts

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**8 Cumberland Place
Southampton
SO15 2BH**

**73rd
ANNUAL REPORT
&
AUDITED FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

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MERCHANT NAVY WELFARE BOARD

(A company limited by guarantee)

CHAIRMAN'S FOREWORD FOR THE YEAR ENDED 31 DECEMBER 2020

2020 has been a unique year by any measure and certainly one that could not have been anticipated. However, 2020 will be remembered for a long, long time in different ways by different generations across the UK.

Our particular focus is the welfare of UK based serving and retired MN seafarers and fishers, and those seafarers serving on ships that visit our ports. The Covid pandemic has had a profound effect on beneficiaries in so many different ways. I was hugely proud of the speed in which our front-line constituent organisations reacted to ameliorate the ways this impacted the maritime sector, whether that was the imminent closure of schools and the need for home education, the need to protect the elderly in our care homes with additional PPE or the impact on shore-leave and crew changes, to name but a few. The funding organisations also stepped forward to create Covid emergency funds which dug deep into their reserves as the time of greatest need had arrived. The best intentions of the front-line charities would be frustrated without the funds to enable them; together we have worked well in 2020.

The Board also recognised the need to create a communications network connecting the front-line right through to our regulator, the Maritime and Coastguard Agency and into the heart of Government, the Department for Transport. This group met weekly for most of the year which ensured that the government and maritime charities sector understood each other's needs and concerns through challenging times.

Our core mission continues to be to help improve the effectiveness of all those charities caring for merchant seafarers, fishers and their dependants. What no-one suspected was that we would have to do this with staff working entirely from home and Port Welfare Committees (PWCs) being managed through the now familiar program called Zoom. The MNWB team and the wider PWCs and Working Groups should be rightly proud of how quickly they adapted to remote working, and indeed have powered forward with much of our work. This success was achieved in part by the strong and agile management of the Chief Executive, Peter, and his deputy, Sharon, whose leadership ensured the team were as cohesive and productive as if they were office based.

The pandemic will rage on into 2021 but, with multiple vaccines being delivered and vaccine roll-out programme ramping up, I hope that the end is in sight. However, our work will not diminish as the after-effects of the pandemic will create their own unique demands upon the Board, its constituent organisations and our seafaring beneficiaries.

The Board will continue its support to its constituent organisations whilst adapting to the changing environment always focused on helping to improve the effectiveness of all those charities caring for merchant seafarers, fishers and their dependants, irrespective of nationality, religion or ethnic background.



.....
Captain A K Cassels
Chairman
Date: 18.05.2021

MERCHANT NAVY WELFARE BOARD

(A company limited by guarantee)

CHIEF EXECUTIVE'S INTRODUCTION AS AT 31 DECEMBER 2020

What a year that was! Each of the 19 years I have worked for the Board has been busier than the last and 2020 started no differently. Then the pandemic became a reality and our world saw profound changes to the way we live and work.

To say I am proud of the way the Board and its staff responded to the crisis would be a huge understatement. From the very start we brought the Merchant Navy and fishing maritime charity sector together like never before. This involved merging our existing working groups into one Covid-19 Seafarers' Welfare Working Group and joining them together with the UK Chamber of Shipping, Trade Unions and the Government Department for Transport. This unique gathering of autonomous organisations met throughout 2020 providing important updates and a sector wide understanding of the ongoing crisis. Within a week our staff were working from home and our nationwide network of Port Welfare Committees were meeting via videoconferencing, disseminating information, and providing valuable local feedback. Staff also set about the major task of rebuilding the Seafarer Support IT platform and website to provide the central source of information and a state-of-the-art online search facility for anyone looking for help from the entire UK maritime charity sector. There was no chance of furloughing staff as the need to work differently and more closely together increased exponentially.

In my humble opinion, the way MNWB and its staff have supported seafarers' welfare, our constituent organisations and each other during the ongoing pandemic has been outstanding. This would not have been possible without the steadfast support of the Chairman and trustees, many of whom have been extremely busy coping with Covid-19 issues themselves. As we all know an organisation is only as good as its staff and we are relatively few. I would therefore like to take this opportunity to personally thank Deputy Chief Executive, Sharon Coveney for her tireless support. Sharon has managed the staff and projects achieving creditable results in very difficult circumstances. The MiFi project helping serving seafarers communicate with family and friends is just one example of how the Board can work with front line welfare providers and make a real difference. I would also like to thank Helen van Gass and Aiden Harvey for their work dealing with a record number of welfare support cases and grants to individuals in need; Sarah Edward and Katherine Lockwood for their excellent management of our Port Welfare Committees around the country; Roxanne Le Voguer for her enthusiastic work expanding our social media presence and last but not least Celia Jackson for the professional manner she has provided executive administrative support.

Finally, I would like to thank all our constituent organisations and PWC members for working in partnership with MNWB. Their support and proactive collaboration enabled us to play our part in ensuring an unprecedented level of welfare support has been provided to seafarers, fishers and their dependants throughout 2020.



P D Tomlin MBE
Chief Executive

MERCHANT NAVY WELFARE BOARD

(A company limited by guarantee)

TRUSTEES' REPORT FOR THE YEAR ENDED 31 DECEMBER 2020

STRUCTURE, GOVERNANCE AND MANAGEMENT

The trustees present their 73rd Annual Report and the audited Financial Statements for the year ended 31 December 2020. They have adopted the provisions of the Charities SORP (FRS 102) '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) (effective 1 January 2015) ('SORP 2015').

MISSION STATEMENT

"Supporting the provision of quality welfare services for seafarers and their dependants"

OBJECTIVES

The Key Objectives of the Merchant Navy Welfare Board are to:

- Help improve the effectiveness of all those charities caring for merchant seafarers, fishers and their dependants and this is done irrespective of nationality, religion or ethnic background.
- Strive to ensure that all welfare needs are met through the most effective deployment of resources.
- Facilitate the work of Constituent organisations through the provision of grants and specialist support services.
- Provide a dedicated welfare support and referral service for UK seafarers and their dependants.
- Manage and support Port Welfare Committees to develop local welfare services.
- Encourage and enable closer collaboration amongst both Constituent organisations and Port Welfare Committees.
- Represent and raise awareness of seafarers' welfare issues at national level.

N.B. The wording shown above summarises the formal Objects, a copy of which may be obtained from the Chief Executive.

STATEMENT OF PUBLIC BENEFIT

The objectives, activities, achievements and performance of the Board, which the charity undertakes for the public benefit, are clearly set out in this report. The trustees confirm that they have referred to the guidance contained in the Charity Commission's general guidance on public benefit when reviewing the Board's aims and objectives and in planning future activities and setting out the grant making policy.

In the interests of transparency, the trustees make the following statements regarding public benefit:

- The clear benefits provided by the Board are delivered through the key objectives set out above and reflected in the disclosure of charitable expenditure in the Statement of Financial Activities.
- The primary objective of the Board is to help improve the effectiveness of all those charities caring for merchant seafarers, fishers and their dependants and this is done irrespective of nationality, religion or ethnic background.
- No detriment or harm arising from the work of the Board has been identified.
- The beneficiaries are those charities caring for merchant seafarers, fishers and their dependants. This is directly in accordance with the terms of the Board's constitution.
- The Board is active within the United Kingdom, Gibraltar and the Falkland Islands, and has worldwide connections.
- People in poverty are at the heart of what the Board does and it is not aware of any Constituent member excluding benefits from anybody in poverty.
- There are no private benefits of which the Board is aware.

NATURE OF THE GOVERNING DOCUMENT

The Board is governed by Articles of Association adopted by a Special Resolution on 20 May 2010 and amended on 24 July 2015. These comply with the provisions of the Companies Act 2006 and the Charities Act 2011.

MERCHANT NAVY WELFARE BOARD

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

TAXATION STATUS

The Board, as a registered charity in England and Wales, is exempt from taxation on its charitable activities. This has been confirmed by H M Revenue & Customs.

REGISTRATION DETAILS

The Board is registered in England & Wales, under company number 453053, as a Company limited by guarantee and as such it does not have share capital. The Board is also registered under number 212799 with the Charity Commission for England & Wales and in Scotland with the Office of the Scottish Charity Regulator (OSCR) under number SC039669.

REGISTERED OFFICE

The registered office of the Board is 8 Cumberland Place, Southampton SO15 2BH
Telephone: 023 8033 7799 E mail: enquiries@mnwb.org.uk
Website: www.mnwb.org

WELFARE ORGANISATIONS SUBSCRIBING TO THE CONSTITUTION OF THE BOARD (CONSTITUENT MEMBERS)

Aberdeen Seafarers' Centre	Royal Merchant Navy Education Foundation
Aged Merchant Seamen's and Sunderland Distressed Mariners' Fund	Sailors' Children's Society
Broughton House	Sailors' Orphan Society of Scotland
Care Ashore	Sailors' Society
Erskine Hospital	Scottish Nautical Welfare Society
Grimsby Sailors & Fishing Charity	Scottish Veterans' Residences
Guild of Benevolence of the IMarEST	Seafarers' Advice & Information Line
Humber Seafarers' Service	Seafarers UK (King George's Fund for Sailors)
Honourable Company of Master Mariners Charities	Seamen's Christian Friend Society
Lighthouse Seafarers Mission (Falklands WB)	Seafarers Hospital Society
Lowestoft Fishermen's and Seafarers' Benevolent Society	Seamen's Welfare Fund (Gibraltar)
Manx Marine Society	Shipwrecked Mariners' Society
Marine Society & Sea Cadet Association	SSAFA
Merchant Navy Association	Stella Maris, Great Britain
Merchant Navy Association of Northern Ireland	The Fishermen's Mission
Mersey Mission to Seafarers	Trinity House
Mission to Seafarers	Trinity House, Hull
Nautilus Welfare Fund	Tyne Mariners' Benevolent Institution
Queen Victoria Seamen's Rest	Veterans' Aid
Royal Alfred Seafarers' Society	Whitby Merchant Seamen's Hospital Houses
Royal Liverpool Seamen's Orphan Institution	Willie Seager Memorial Trust
	Wilson's Mariners' Homes

N.B. These are not connected Charities within the meaning of the SORP 2015

MERCHANT NAVY WELFARE BOARD

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

Under its Articles of Association, the Board is no longer required to hold a formal Annual General Meeting. For any constitutional changes it will hold an Extraordinary General Meeting (EGM) to which all Constituent members will be invited.

TRUSTEES AND MEMBERSHIP OF THE COUNCIL

The Board's trustees are collectively known as its Council. New members are appointed by Council, primarily on the basis of the skills and experience required to carry out their responsibilities effectively in the best interest of the charity. Details of Council membership during 2020 and changes to the date of this report were as follows:

Patron: The Lord Prescott
Chairman: Capt. A Cassels
Vice: A M Dickinson

Ship Owners' & Ship Managers' Representatives:

Capt. A Cassels, UK Chamber of Shipping (Re appointed 30.06.18) (Chairman)
A Hodgson, UK Chamber of Shipping (Appointed 30.06.20)
T E Springett, UK Chamber of Shipping (Re appointed 30.06.19)
M Rawson, UK Chamber of Shipping (Appointed 18.12.19)
D Colclough, UK Chamber of Shipping (Retired 30.06.20)

Trade Union Representatives:

D Appleton, Nautilus International (Re-appointed 30.06.20)
M Carden, RMT (Re appointed 30.06.18)
A M Dickinson, Nautilus International (Vice Chairman) (Re appointed 30.06.19)
D Procter, RMT (Appointed 30.06.20)
S Todd, RMT (Resigned 30.06.20)

Voluntary Sector Representatives:

A Campbell, Queen Victoria Seamen's Rest (Re appointed 30.06.18)
D Thomas, Sailors' Children's Society (Re appointed 30.06.19)
Capt. J Osmond RN, Shipwrecked Mariners' Society (Appointed 19.03.18)
Revd. I Ajibade, Mission to Seafarers (Appointed 30.06.19)

Persons able to make a particular contribution of value to the Charity because of their specialist expertise:

A Godfrey, Fishermen's Mission (Re-Appointed 02.11.19)
G Lane, Chartered Accountant (Re appointed 30.06.19)
C Spencer, Seafarers UK (Appointed 30.06.19)

Observer Status

J Carlton, Maritime & Coastguard Agency
N Atkinson MNM, Maritime & Coastguard Agency (retired from MCA 31.10.2020)

The Board wishes to place on record its appreciation for the contribution made by all members of the Council, in particular long standing trustees; David Colclough and Steve Todd, representing Ship owners and Trade Unions respectively. The Board would also like to record its thanks to former MCA observer Neil Atkinson.

INDUCTION AND TRAINING OF TRUSTEES

Trustees are either appointed or elected. The UK Chamber of Shipping is responsible for appointing the Ship Owners' & Ship Managers' Representatives, currently four in number. Nautilus International and the Rail and Maritime Transport Union (RMT) are responsible for appointing the Trade Union Representatives, currently two each. The Constituent Maritime Charities elect the Voluntary Sector Representatives, currently four. The Council appoints those persons able to make a particular contribution, currently three. Each appointment, or election, for all backgrounds, is for a three year term of office.

MERCHANT NAVY WELFARE BOARD

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

All newly appointed trustees are provided with an induction pack that includes the governing documents, latest annual report, recent minutes of Council and other relevant meetings, publicity literature and the Charity Commission's relevant publications and information leaflets. Within the first few months of their election, Council members are invited to attend an induction at the Board's offices where they are introduced to the staff, given a comprehensive insight into the daily operation and a briefing covering the Board's current strategy and projects. The 'Trustee Role Description', outlining the general duties of the Board, is reviewed annually.

PAYMENTS TO TRUSTEES

No member of Council receives any payment for acting as a trustee, other than, on occasion, out of pocket expenses.

CONFLICTS OF INTEREST

The Board maintains a register of interests of all trustees and senior staff. Additionally, at each meeting of the Council, all those present are asked to declare any potential conflicts of interest when appropriate.

COMPANY SECRETARY

Mr P. D. Tomlin MBE, Chief Executive

PROFESSIONAL ADVISERS

Auditors:

James Cowper Kreston, The White Building, Southampton, Hampshire, SO15 2NP

Bankers:

CAF Bank Ltd, 25 Kings Hill Avenue, West Malling, Kent, ME19 4JQ

Solicitors:

Blake Morgan LLP, Tollgate, Chandlers Ford, Eastleigh, SO53 3LG

Investment Manager:

Bordier & Cie (UK) PLC, 23 King Street, St James's, London, SW1Y 6QY

Pension Advisers:

Chadney Bulgin LLP, 89 Fleet Road, Fleet, Hampshire, GU51 3PJ

Accounts Administration:

Winchester Bourne Ltd, Sullivan Court, Wessex Business Park, Colden Common, Winchester, SO21 1WP

MERCHANT NAVY WELFARE BOARD

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

STAFF

The Board employs eight full time members of staff directly in its work. Details of staff members employed during 2020 were as follows:

Mr Peter Tomlin MBE	Chief Executive
Miss Sharon Coveney	Deputy Chief Executive
Miss Sarah Edward	Port Welfare Committee Manager
Mrs Katherine Lockwood	Port Welfare Committee Manager
Mrs Helen van Gass	Welfare & Training Manager
Mr Aiden Harvey	Projects & Welfare Coordinator
Ms Celia Jackson	Executive Assistant & Office Manager
Miss Roxanne Le Voguer	Communications Administrator

Long standing Welfare Support Manager, Sally Oliver, retired at the end of 2020. The Board wishes to record its thanks for her outstanding support of seafarers' welfare and wishes her a long and happy retirement.

The Council is responsible for:

- all staff employment contracts based on advice from the Board's appointed human resources advisers.
- agreeing the employer's and minimum staff contributions towards the pension scheme.
- appointing a financial adviser to advise on the appointment of a pension provider.

Remuneration Policy

The Board is committed to ensuring that staff are adequately remunerated to ensure that it attracts and retains the right skills to achieve the charity's objectives.

In accordance with SORP 2015, the Board:

- discloses all payments to trustees (these are out of pocket expenses only).
- discloses staff in receipt of more than £60,000 salary including gross pay and taxable benefits.
- discloses the pension policy.
- confirms that there are no benefits in kind.

The Board has appointed a remuneration sub committee, consisting of the Chairman and two trustees, advised by the Chief Executive (with exception of his own remuneration), which meets to review and recommend the pay for all staff.

The sub-committee:

- reviews the Board's salary structure using independent market benchmarking and makes amendments, when appropriate, to ensure that salaries remain competitive.
- approves the annual cost of living increase for all staff taking into account the most recent inflation figures.
- approves any consolidated pay awards over and above the cost of living index.

VOLUNTEER HELP

The Board does not utilise volunteers for its day to day activities

ORGANISATIONAL STRUCTURE AND DECISION MAKING

The Board's Council holds three or four meetings annually. These are used to review current strategy, financial matters, investments, services to Constituent charities, grant distribution and agree future policy. In addition, it holds joint biennial meetings for Constituent and Port Welfare Committee members. In the event of needing to make any amendments to the Articles of Association the Board must convene an EGM for its Constituent members.

MERCHANT NAVY WELFARE BOARD

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

The Council takes the view that internal controls provide adequate safeguards. All transactions are properly authorised and recorded thus ensuring that any material errors and irregularities are detected and prevented.

RISK ASSESSMENT

The Board has a formal risk management process, which identifies the role for the Council as:

- ensuring that the identification, assessment and mitigation of risks are linked to the achievement of the Board's operational objectives.
- ensuring that the process covers all areas of risk e.g. financial, governance, operational and reputational and is focused primarily on major risks including those arising from investment issues.
- ensuring that the process seeks to produce a risk exposure profile that reflects the Board's views as to the level of acceptable risk.
- reviewing and considering the principal results of risk identification, evaluation and management.

To ensure that risk management is a continuous process and embedded in all management and operational procedures, a review of the risk profile is completed annually by the Chief Executive. This includes an evaluation of current activities and risks posed, the effectiveness of controls in place that mitigate material risks posed and an action plan to develop additional controls where necessary.

COMPLAINTS PROCEDURE

The Board has in place a policy to deal with any complaints from the public or other organisations.

FINANCIAL CONTROLS

The Board believes that the system of internal control provides adequate assurance that assets are safeguarded, transactions are properly authorised and recorded and that material errors and irregularities are either prevented or detected at an early stage. The financial controls are reviewed annually.

FINANCIAL REVIEW

The Covid-19 pandemic had a significant impact on the financial aspect of the Board during 2020, Investment income reduced as a result of restrictions on Companies' ability to pay dividends. A number of planned activities were unable to occur resulting in reduced expenditure in most areas. The effect of this was the deficit of £433,075 was lower than budgeted. The Investment portfolio incurred overall losses of £188,983 (2019 - gains £1,689,203).

At the year-end investments were valued at £13,956,479 (2019 - £14,959,369) and total Funds amounted to £14,516,650 (2019 - £15,138,708 - restated).

RESERVES POLICY

The Council annually reviews the level of the Board's reserves available to meet the ongoing ability to finance administrative costs, services to Constituent members and grants. In order to determine and monitor the appropriate level of reserves, the Board assesses likely future demand for grants and services against income expectation. Council, when determining the financial forecasts, considers the appropriate level of reserves. The Board takes the view that the investments held are adequate to generate funds to sustain the current levels of demand for the foreseeable future.

MERCHANT NAVY WELFARE BOARD

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

INCOME

Donations and Legacies

Whilst the Board does not actively fundraise amongst the public, it is always extremely grateful for any donations and legacies, which are fully utilised in support of its objects. During 2020 a total £1,913 (2019: £2,282) was received in donations and legacy income of £7,000 was received (2019: £137,697). The Board does not work with any commercial participators.

Government Contracts & Grants

The Board does not normally seek grants or contracts from central or local government. However, central government approached MNWB during the pandemic to participate in an ongoing partnership seafarers' communications project. The MiFi project (more is detailed below) entailed equal £10,000 grants from MNWB, Seafarers UK and Department for Transport, who paid their contribution in early 2021.

Investment Income and Policy

The Board annually provides its investment managers, Bordier & Cie (UK) PLC, with an investment policy. Their costs are based on the number of transactions each quarter together with fees charged for the management of the investment portfolio. Total costs amounted to £45,619 (2019: £49,327).

The Board utilises benchmarks to monitor investment performance and reviews investment returns on a quarterly basis.

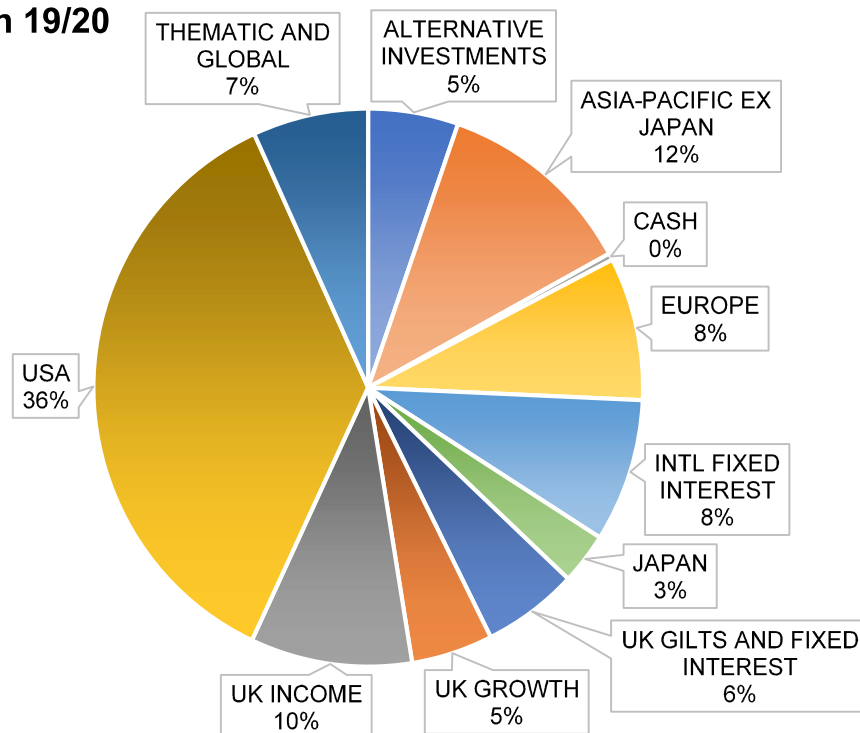
The primary source of income is from investments and a targeted 6% total return is a key part of the policy. The Board accepts this is a risk strategy intended to provide greater return. Whilst this continues to be maintained, it is reviewed annually and can be revised at any time in light of needs and changing circumstances. The most recent industry review indicates that the number of older seafarers and their dependants is expected to decline slower than last researched but will still accelerate over the next 15 years or so. As a counter balance there is evidence that the needs of those receiving support are increasing and beneficiaries are living longer. At the same time there remains an ongoing need to support port based welfare services for working seafarers. The long term negative impact of the Covid-19 pandemic will be assessed on an ongoing basis.

MERCHANT NAVY WELFARE BOARD
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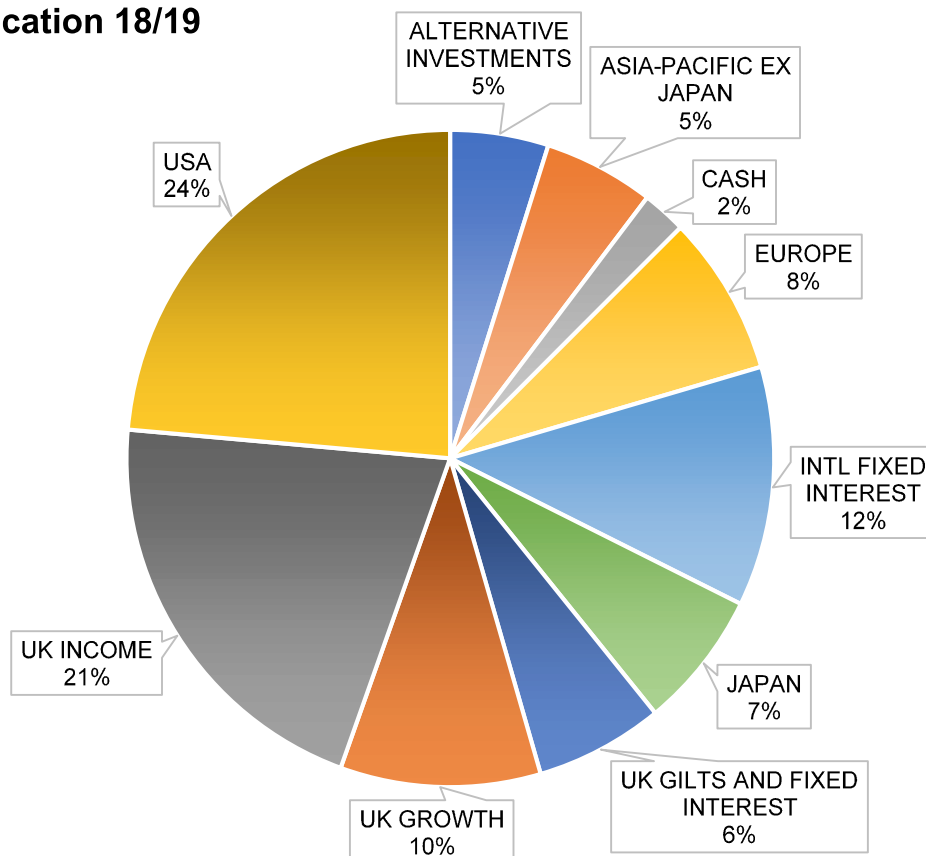
TRUSTEES' REPORT (CONTINUED)
FOR THE YEAR ENDED 31 DECEMBER 2020

The Asset Allocation as at 31st December was as follows:

Asset Allocation 19/20



Asset Allocation 18/19



MERCHANT NAVY WELFARE BOARD

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TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

Social Investment Policy

The Board's investment policy is implemented through the use of collective investment funds rather than, for example, individual company shares. Given the diversified nature of underlying investments the Board has not imposed any specific ethical or geographical restrictions with regard to investment but expects the spirit and objectives of the United Nations backed Principles for Responsible Investment (PRI) guidelines to be observed by the underlying investment fund managers. These Principles look to encompass environmental, social and corporate governance matters into firms' investment and decision making processes. During 2020, the Board instructed its Investment Managers that it expects underlying managers to not only adopt the Principles for Responsible Investment as supported by the United Nations (UNPRI) but also to be signatories and its policy has been strengthened to include a commitment to be provided with an ESG (Environmental, Social, and Corporate Governance) report on an annual basis.

Grants Added Back

Some grants were not fully expended and a total of £111,958 was added back into the Board's funds (2019 £5,493).

Restricted Funds

The Board maintained restricted funds for support programmes and projects, which are covered elsewhere in the report. These are as follows:

- Vehicle Replacement Programme Fund
- MN Medal Fund
- MiFi Project
- Seafarer Support (now a 'service to constituents')
- International Port Welfare Partnership Programme

EXPENDITURE

Staff

The Board employs eight full time members of staff directly as Sally Oliver, Welfare Support Manager resigned at the end of the year. The Board remains under contract to the International Seafarers' Welfare Assistance Network (ISWAN) for the IPWP programme for a period of 3 years which, subject to receipt of grants from funding partners and satisfactory annual reviews, is scheduled to terminate in 2022.

Pensions

In line with legislation set down by the Pensions Regulator all members of staff are entitled to enter a contributory group personal pension plan provided by the Board after 3 months' service, and all those currently employed are included (staff aged between 21 and 65 are automatically enrolled as required under pensions legislation). Following a satisfactory probationary period, normally 6 months, all new full time staff members are offered a contract which allows them to receive an enhanced employer's contribution, conditional upon them also making an agreed increased minimum contribution.

Offices

The Board has a 10 year repairing lease for its offices at 8 Cumberland Place, Southampton SO15 2BH which commenced in December 2020. A full term review took place in early 2020 and a new rental amount was agreed for the next five years. These premises adequately meet the Board's needs for now and the short term. The current lease is due to terminate on 30th November 2030 with a break point in 2025.

Professional fees

The Board incurred professional fees in 2020 for audit and accountancy purposes.

Auditors and the Appointment of Auditors

The Board is required to have its accounts audited annually. Under the Articles of Association, the Council is responsible for appointing the auditor. The Board appointed James Cowper Kreston as auditors.

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Accountancy fees

The Board's accounts administration is undertaken by Winchester Bourne Ltd, for which it pays a fee. The Board would, once more, like to place on record its gratitude to the long standing Accounts Manager, Mrs Jane Roberts, for all her efforts and assistance.

Membership of Organisations

The Board is a subscribing member of the following charitable organisations:

- Maritime Charities Group (MCG)
- International Seafarers' Welfare and Assistance Network (ISWAN)
- National Council for Voluntary Organisations (NCVO)
- The Association of Charitable Organisations (formerly – Association of Charity Officers) (ACO)
- Confederation of Service Charities (COBSEO)

ACHIEVEMENTS, PERFORMANCE AND IMPACT

GRANTS

Whilst the Board's main priority is that of providing support services to its Constituents, PWCs and working groups, its secondary priority is to provide capital grants. The amount available for this purpose is based on the overall return from the investment portfolio after deducting revenue costs and services to Constituents. In 2020 an overall sum of £190,866 was awarded in capital grants (2019 - £330,999). Before allocating grants Council reviews the quality of each application and the impact that this would have on the maritime community. In some cases, it will endeavour to share a grant with other organisations. Under its Small Grants Programme, the Board has authorised the Chairman and Chief Executive to allocate individual grants of up to £5,000 throughout the year, up to a total annual limit of £50,000.

Grants Awarded

- Care Ashore, financial audit - £5,000
- Department for Transport, MNWB & Seafarers UK MiFi project - £10,000
- DMWS, Hospital support of vulnerable MN personnel - £5,000
- Humber Seafarers' Service Ltd, Immingham Seafarers' Centre kitchen/dining re-decoration - £3,930
- Lighthouse Seafarers' Mission, kitchen/laundry refurbishment - £3,000
- Maritime Charities Group, annual contribution - £10,000
- Mediterranean Mission to Seafarers, replacement of windows, groundfloor, Flying Angel - £4,086
- Merchant Navy Honours Consultative Committee: annual contribution - £100
- Mission to Seafarers, Falmouth, essential roof refurbishment - £4,776
- Mission to Seafarers, Humber, part-funding and refurbishment of Groveport Seafarers' Centre - £5,000
- Mission to Seafarers, Scotland, Grangemouth Seafarers' Centre Major Refurb - £40,000
- Mission to Seafarers, South Tees, website - £1,100
- MSSC, Redundancy/Retraining Project - £10,000
- Nautilus Welfare Fund, specialist bath - £11,994
- QVSR, roof repairs - £25,000
- QVSR, mobility scooter parking extension - £7,500
- Sailors' Children's Society, children's education home computer scheme - £25,000
- Stella Maris, new centre Shoreham - £17,640
- The Fishermen's Mission, Helston Welfare Hub - £1,740

Grants to Joint Projects Managed by MNWB

Transfers from unrestricted to restricted funds were also made in the year in respect of the following:

- MNWB Vehicle Replacement Programme: annual contribution - £Nil (2019 £47,000)
- MNWB IPWP Partner Programme: annual contribution - £Nil (2019 £50,000)
- Department for Transport, MNWB & Seafarers UK MiFi project - £10,000

Total of grants awarded to jointly funded projects in 2020 was £10,000 (2019 £97,000)

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The Board decided with effect from January 2021 to change to more agile grant approval process. The new process allows grants to be issued on a regular basis as the Charity have made funds available for distribution from the beginning of the financial year. This has been evidenced by an increased bank balance at the end of December 2020.

Covid-19 Emergency Response Fund

The Council approved funding to enable several Constituents organisations to respond quickly to the pandemic with help purchasing items such as PPE. Overall, £18,480 was awarded in support of Care Homes and accommodation providers at Royal Alfred Seafarers' Society, Sir Gabriel Wood's Mariners' Home, Mariners Park, Care Ashore, and QVSR. The latter also involved support for abandoned seafarers in the Port of Tilbury.

PROJECTS

Evaluation Studies

Over the years the Board has conducted evaluations and/or feasibility studies of ports and various seafarers' welfare facilities on behalf of the maritime sector. This helps promote the most effective and highest standards of welfare services for both serving and retired seafarers within the UK and Gibraltar.

ISWAN's International Port Welfare Partnership Programme (IPWP)

The UK boasts the most developed voluntary PWC system supporting seafarers' welfare in ports across the globe and provides an excellent example for other countries and ports around the world to follow. The success of the UK system influenced ILO MLC, 2006 4.4 encouraging the establishment of similar welfare boards at local, regional and national level in order to review, support and promote seafarers' welfare in ports worldwide. The pandemic has placed additional hardships on seafarers and their families and highlighted the need for even more collaborative working and co-ordinated planning of shore-based welfare support to forge closer relations with port owners/authorities. In 2020 Canada established a National Seafarers' Welfare Board and New Zealand approached the IPWP team to help establish national and local welfare boards. The Deputy Chief Executive attended several remote discussion meetings to offer advice and support to maritime communities requiring help with the establishment of welfare committees; including Richards Bay, Durban & Vancouver. This year extensive work was carried out preparing the first phase of the 'Port Visitor' software platform which is essential to providing scalable online support. This unique software will help ports create their own welfare boards and produce reports that enable them to review the provision of seafarers' welfare and facilities. ISWAN, ICMA, Mission to Seafarers, Stella Maris and Sailors' Society have all pledged their support for the project. Following receipt of project funding, beta testing of the software will commence in 2021 and MNWB will play a key role in testing and developing the Port Visitor IT platform, setting benchmarking standards through its UK PWCs. Once further funding has been received an additional staff member will be employed to co-ordinate the project on a short-term contract.

Sea Shed Digital Project

Although the highly successful 'Sea-Shed Digital' pilot project formally concluded in 2019, the group continued to meet throughout 2020 providing much needed support during the pandemic and have offered to share their positive experience with other centres.

Port Levy Project

The innovative Tyne port levy scheme consists of a partnership between the Port of Tyne, MNWB and the Tyne PWC. The scheme has been raising funds to support the cost of port based, multi-agency welfare services on the Tyne since January 2016. The Port of Tyne generously matches 50p for every £1 collected through the levy scheme from vessels visiting the port. The fund is distributed biannually to the three societies delivering welfare services on the Tyne. Despite a 25% drop in shipping during 2020 as a result of the pandemic, funds totaling £14,565 were raised and shared between the Mission to Seafarers, Fishermen's Mission and Apostleship of the Sea. The levy scheme also retains a contingency fund of £5,000. The Board encourages ports without levy schemes to adopt the Tyne model.

Port Based Welfare: Vehicle Replacement Programme (VRP)

The VRP is managed by the Board and is jointly funded by MNWB, ITF Seafarers' Trust, Seafarers UK and Trinity House. In 2020, the VRP paid out grants totaling just over £104,000 to help the seafarers' welfare organisations purchase 8 new port-based welfare vehicles. The impact of the Covid-19 pandemic on seafarers'

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shore leave and ship welfare visiting resulted in a smaller number of vehicles replaced in 2020. Therefore, after a review of the number of outstanding vehicles needing to be replaced and discussions with funders it was decided to restart the programme in 2021 with funds from 2020. The vehicle replacements that were not carried out in 2020 have now been carried forward to 2021. The replacements that were originally listed for 2021 have been put back to 2022, and so on. This, in effect, has changed the programme from a 6-year to a 7-year renewal cycle. It is hoped that by giving the societies a little breathing space they will be able to reassess their vehicle needs going forward and that the programme will realign by the end of 2021.

MiFi Pilot Project / MiFi Partnership Programme

The MiFi pilot project was due to finish in May 2020, however the funders, ITF Seafarers' Trust (ITFST), kindly agreed to extend the project by a further 3 months to help during the Covid-19 pandemic. In July 2020 the Department for Transport, MNWB and Seafarers UK agreed to fund a collaborative UK Port Welfare MiFi Partnership Project. Launched on 28 July 2020, the aim of the project is to provide seafarers on ships visiting UK ports with access to free internet to connect with their families and friends. This in turn, ultimately helps to improve port-based welfare services and seafarers' welfare and wellbeing, particularly during Covid-19. Some, but not all ships provide their crew members with access to good quality internet and our project will ensure that as many as possible have the opportunity to keep in contact with their loved ones during these difficult times. MNWB is proud to manage this worthwhile partnership initiative and will continue to work in partnership with all the participating Maritime Welfare Charities (MWCs) on behalf of the project funders to deliver a successful partnership project.

In total there are 60 MiFi units deployed throughout the UK to the following MWCs who provide welfare visits to ships arriving in UK ports: Aberdeen Seafarers' Centre, Fishermen's Mission, Liverpool Seafarers' Centre, Mission to Seafarers, Queen Victoria Seamen's Rest, Sailors' Society, Seamen's Christian Friend Society and Stella Maris. During 2020, the team arranged for unlimited data allowance on a number of devices to help support crew on the cruise ships stranded in Tilbury and Bristol, and fishers in Kilkeel who had to isolate as their skipper had tested positive for Covid-19.

Environment & Climate Change Awareness

The Board is aware of the need to act in an environmentally friendly manner and meet the challenges of climate change. To that end, although electric vehicles are not permitted on some port terminals, the Board encourages the adoption of electric or hybrid vehicles as part of the jointly funded Port Welfare Vehicles Replacement Programme and the first electric vehicle has been purchased for the Port of Aberdeen. Normally the Board looks to reduce its carbon footprint by holding 'face to face' PWC meetings around the country in easily accessible and central locations, encouraging meetings to use technology and be paper free. However in 2020, because of the pandemic, the vast majority of meetings were held via video conferencing. A combination of this and 'face to face' meetings may be considered in the future to further reduce our carbon footprint.

PUBLICATIONS

The Board, on behalf of its Constituents, publishes, distributes and regularly reviews the following publications, which are also included on the Board's website:

Port Information Leaflets: The Board now has a catalogue of 43 Port Information Leaflets covering ports across the UK and Gibraltar. In 2020, 6 leaflets were published (including 2 new additions to the catalogue) with a total of 12,000 paper copies delivered to the ports in question for distribution to visiting seafarers. The leaflets are also available to view and download from our website. The global pandemic has directly affected seafarers' shore leave, ship welfare visiting and printing. As a result, the Board will liaise with the local Port Welfare Committees (PWC) in order to update leaflets to reflect information on facilities and services as soon as practicable.

Remembering those left behind: this booklet continues to provide advice for both those seeking to make funeral plans before their death and for people who are faced with making the funeral arrangements for a friend or loved one.

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TRAINING COURSES

Unfortunately, due to the ongoing Covid-19 crisis the Board had to postpone its instructor led (in person) training courses in 2020. To help facilitate learning during these exceptional times, the board concentrated its resources on the creation and provision of bespoke eLearning. During 2020 the Board provided 11 trainer led Zoom (video conferencing) courses in which 86 people participated.

The following remote and online courses were offered to our Constituent organisations and PWC members:

Mental Health: Start the Conversation (E-Learning online course)

Remote Workers' Health Safety and Welfare (E-Learning online course)

International Ship and Port Facility Security Code Awareness Course (facilitated via Zoom)

Drug & Alcohol Awareness Course (facilitated via Zoom)

Seafarer Mental Health & Wellbeing Awareness (facilitated via Zoom) This popular bespoke course uses the MCG and MNTB Standard for Seafarers' Mental Health Awareness and Wellbeing Training Protocols as a benchmark to ensure the course achieves the intended learning objectives.

Ship Welfare Visitor The Board's Ship Welfare Visitor online course is an excellent opportunity for new ship visitors and those who undertook the 'face to face' course some years ago to refresh their knowledge. During 2020 there were 85 local and international registrations for this popular course. Work on updating both the online and the trainer led versions of the SWV course is underway.

WORKING GROUPS

Working groups provide Constituent members with an opportunity to work together on issues affecting seafarers and the maritime welfare providers. These collaborative groups share information of common interest; monitor the impact of changes; make recommendations based on best practice; consider priorities, particularly in relation to funding arrangements and act as a co-ordinating lobbying force to make representation to maritime funding charities and other appropriate organisations. From the outset of the pandemic, MNWB combined the Serving Seafarers Working Group and Older Seafarers & Families Working Group to form the Covid-19 Seafarers' Welfare Working Group. This brought together the Merchant Navy & Fishing Fleets (MN/FF) welfare sector with Zoom working group meetings involving the UK Government (Department for Transport), MCA, Chamber of Shipping, maritime Unions, British Port Authority, major maritime charity funders and 'front line' welfare providers. These meetings were initially held weekly and then on a monthly basis. Meeting information and feedback was disseminated to the Board's 17 UK Port Welfare Committees covering all UK ports, Gibraltar and the Falkland Islands. The forum created a positive connection between the Government and the maritime charity sector. An average of 30 participants attend the weekly meetings to ensure welfare concerns are understood across the sector.

PORT WELFARE COMMITTEES (PWCs)

One of the many ways that the Board is able to "support the provision of quality welfare services for seafarers and their dependants" is through its welfare boards, otherwise known as PWCs. These extremely important committees cover ports throughout the United Kingdom and Gibraltar. The Board also supports the Falkland Islands' Port Welfare Board. Committees represent the local maritime community and consist of members with a vested interest in seafarers' welfare. PWCs are strategic partnerships whose role is to review the provision of seafarers' welfare locally, share expertise and make recommendations for changes and improvements. Each committee usually meets three times a year, with one meeting including an AGM.

The Board ensures that membership of its 15 UK PWCs and Gibraltar Seafarers' Welfare Board (GSWB) has, wherever possible, representatives of Government, ship owners, unions, port owners/authorities and voluntary societies so that seafarers' welfare services can be deployed, reviewed and supported in the most effective manner.

PWC meetings held very early in the year managed to meet in person but as the pandemic took hold, the PWC members embraced remote meetings and the Scottish PWCs in particular with their wide geographical area, saw an increase in attendance. In total 47 meetings were held in 2020; 48 are planned for 2021 and it is hoped that meetings will be able to resume in person later in the year. The Board would like to record its thanks to all

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PWC members for their continued support during the challenges of 2020. The PWCs adapted extremely well to meeting online, and the committees' efforts to support seafarers across all regions during the pandemic was clearly evident.

Where appropriate, welfare programmes, projects and issues are communicated between PWCs, Working Groups and the Board. In 2020 the main issues dominating PWC meetings were the crew change crisis, lack of access to shore leave and welfare visits as a result of the pandemic. These issues were reported all the way to Government via the Covid-19 Working Group. Membership has remained consistent throughout the year with 354 representatives from organisations that include the MCA, Border Force, local authorities, police, port authorities, port health, ship owners, the maritime training colleges, seafarers' unions and the voluntary societies.

The Board wishes to record its thanks to Capt David Parsons (former CEO) who voluntarily carried out its biennial support visit to the Falkland islands and submitted an excellent valuation report.

COMMITTEE CHAIRMEN

Committee	Chair	Committee	Chair
Bristol	Mr G Strickland	North & East Scotland	Mr D Kenwright
Central & West Scotland	Mr J Hood	Northern Ireland	Mr P Hayes
East Anglia	Supt T Jenkins	North West	Mr J Wilson
Falkland Islands PWB	Mr S Wallace	South Wales	Mr E Watts MBE
Gibraltar SWB	Capt. J Ferro MBE	Southern	Capt. M Phipps MBE
Haven	Capt. A Parker	South West	Mr D Paul
Humber	Mr J Pass	Tees	Capt. J Drewitt MBE
London and South East	Mr A Campbell	Tyne	Mr S Clapperton
Milford Haven	Capt. M Andrews		

The Board awarded 21 Certificates of Commendation or Appreciation in 2020. These certificates are awarded to PWC members who have demonstrated a notable contribution to the provision and improvement of seafarers' welfare.

PWC PROMOTIONAL GRANTS & EMERGENCY RECREATIONAL FUND FOR ABANDONED SEAFARERS & FISHERMEN

The Board sets aside an annual grant of up to £500 per PWC to promote seafarers' welfare and raise the profile of each committee locally; sadly no events were able to be held in 2020 due to the pandemic. However the Board's emergency fund was utilised to support stranded seafarers in Tilbury during the early days of the pandemic.

WEBSITES & SOCIAL MEDIA

MNWB operates 4 websites www.mnwb.org, www.merchantnavymedal.org, www.portvisitor.com (awaiting official launch) and www.seafarersupport.org. The Board's social media presence has continued to grow throughout the year. From the onset of the pandemic the Board focused on raising awareness of the help seafarers could seek from our constituent members as well as the Seafarer Support referral service. MNWB's social media audience has continued to grow, the Seafarer Support Facebook page reached over 1,000 likes/followers and the MNWB Twitter page has gone from 733 (December 2019) to 1,485 (December 2020). The aim of the Board's social media channels is to improve outreach and proactively promote the work of its constituent members along with the Seafarer Support and the IPWP programmes. All three projects have their own pages on Facebook and Twitter with MNWB also on Instagram. The Board has also created numerous 'in house' video clips specifically for social media, which have generated over 300 views.

Caseworker Home Visits & Sea Searches

The Board is often contacted directly by seafarers and their families in need of support or by external agencies that work on their behalf. Contact is made through either the Seafarer Support service or directly to the Board. The Board acts as the 'clearing house' for those Merchant Navy/Fishing Fleet personnel seeking welfare support and/or financial assistance from other maritime charities. Other than in an emergency, the Board does not directly provide grants to individuals, however, the Board does arrange home visits by trained caseworkers

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to review all applications before directing them on to the most appropriate sources of help. Initially, the pandemic had an adverse impact on the home visit aspect of case-working, but cases are now being processed via phone and email. This year saw a steady increase in requests for SSAFA caseworkers and referrals are being acted on in a fast and efficient manner. The Board arranged a total of 182 caseworker home visits. The Shipwrecked Mariners' Society also work in collaboration with the Board and arranges their caseworker visits directly with SSAFA. The Board's welfare team helped individuals in need secure grants, in addition to state benefits, from our maritime charity partners totalling over £134,000.

To qualify for grants from the maritime charities sector it is necessary for seafarers to prove their sea service. Seafarers are issued a Seaman's Discharge Book which has a record of all the ships and dates they sailed on. As proof of service is required to apply for funding from the maritime funding charities, the Board can assist by financing a search of the National Archives so that caseworkers can be provided with a duplicated copy of the seafarer's original discharge book. After 1972, when a new Merchant Shipping Act came into force, replacement Discharge Books were provided, however, duplicates are no longer produced. The Board arranges Sea Searches on behalf of SSAFA, Royal British Legion and Blind Veterans UK, amongst others. The National Archives were closed for most of 2020 but the Board was able to organise and fund 36 sea searches that helped secure assistance for seafarers and their dependents.

Welfare and Emergency Fund

An MNWB emergency fund has been established for small grants, normally up to £150. This grant can be awarded in cases where an eligible vulnerable client has been identified, normally by a caseworker, as having no visible means of support. This enables them, normally through a voucher, to purchase some bare necessities whilst their application for assistance is being processed. In 2020, seven such grants were awarded.

Seafarer Support

Seafarer Support is a multi-channel but primarily online welfare referral service that is operated and managed by the Board on behalf of all the UK maritime charities. As part of the MNWB digitalisation programme, the Board has totally rebuilt the Seafarer Support platform, which went live on 17 August 2020. The website has artificial intelligence search facilities to signpost users with the most up-to-date information on the charities best suited to help. The system also has a live 'chatbot' facility to enable users to communicate directly with the welfare team in real time.

Seafarer Support helped generate 'grants to individuals' for clients of over £134,000 from our maritime grant funding partners: Shipwrecked Mariners' Society, Seafarers Hospital Society, Nautilus Welfare Fund, Guild of Benevolence, The Honourable Company of Master Mariners, Tyne Mariners Benevolent Fund, Sailors' Children's Society and the Royal Merchant Navy Education Foundation. Numerous other support services would also have been supplied to clients by the maritime charities via the online search engine, which enables potential clients to search the Seafarer Support website www.seafarerssupport.org

Overall, the number of unique visitors to both versions of the website totaled 7,627 during 2020.

The Board has continued to actively promote the service on social media with a focus on improving its presence on Facebook and Twitter. We launched a professional social media programme to improve the outreach of all maritime charities, particularly the MN/FF sector late in December. The current profile has highlighted the benefits of the referral service, including the total amount of grants that have been generated for beneficiaries each month along with anonymised case studies. Over the course of year, the Seafarer Support Facebook page has increased its likes and doubled its followers on the Seafarer Support Twitter account.

Red Ensigns for Funerals

A small but an important ongoing project involves the provision of Red Ensign flags that are requested for the funerals of MN personnel. 14 flags were sent out during 2020 and the Board is extremely grateful for the voluntary donations it received as a result of this free service.

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EXTERNAL PARTNERSHIPS & COLLABORATIONS

FESTIVAL OF REMEMBRANCE

In previous years, the Board has worked with the Royal British Legion to organise and fund Merchant Navy representation at the high profile, annual Festival of Remembrance event at the Royal Albert Hall. Due to the pandemic, in 2020 The Royal British Legion developed last minute plans for a limited Festival of Remembrance and, together with the BBC, created a pre-recorded programme. Working with the support of Warsash Maritime School and Princess Cruises, the Board arranged a small delegation of three officers and three cadets to represent the Merchant Navy.

MERCHANT NAVY FUND

The Board is not an active fundraiser but works in close partnership with Seafarers UK to promote the 'Merchant Navy Fund' (MNF). The Board provides its unique knowledge and understanding of the Merchant Navy and Seafarers UK utilises its fundraising expertise. Whilst the Fund is administered by Seafarers UK, the Board normally meets half the costs and contributed £9,000 in 2020. This initiative is intended to raise money from MN associated personnel and their families specifically to support those with a MN background. In 2020, the MNF was linked to the successful 'Fly the Red Ensign' campaign.

MERCHANT NAVY HONOURS CONSULTATIVE COMMITTEE

The Board administers the Merchant Navy Honours Consultative Committee (MNHCC) on behalf of the UK maritime industry. The committee, formally known as the Merchant Navy Medal Committee, meets by agreement with the Department of Transport and acts in an advisory capacity. The MNHCC can recommend awards to persons from the maritime industry that include higher Honours and medals for acts of courage. The Board operates the Merchant Navy Medal website www.merchantnavymedal.org and will continue to provide the Committee secretary and administer the MNM restricted fund.

Recipients of the 2020 awards were as follows:

- Captain Neil Atkinson, for services to maritime education
- Mr Maximillian Alan Bingle, for services to maritime safety
- Captain Colin Brown, for services to the Merchant Navy and maritime careers
- Mr Frankie Horne, for services to fishing safety
- Mr Trevor Jones, for services to fishing safety
- Captain Derrick Kemp, for services to maritime careers and training
- Ms Fazilette Khan, for services to the marine environment
- Captain Christopher Locke, for services to ports and seafarer welfare
- Captain Malcolm Mathison, FEI, MNI, for services to the Merchant Navy
- Lt Cdr Anthony D Muncer RD RNR, for services to the Merchant Navy and maritime charities
- Mrs Helene Peter-Davies, for services to women in maritime
- Mr Guy Platten, for services to the maritime sector
- Ms Joanne Rawley, for services to seafarer wellbeing and mental health
- Mr Martin Shaw, for services to maritime safety
- Captain Nicholas Spencer, for services to the Merchant Navy
- Mr Kenneth John Usher, for services to the maritime unions
- Captain Kevin Vallance, for services to maritime safety
- Dr Alan Wall, for services to maritime education and safety
- Captain Jonathan Warren, for services to maritime education
- Mr Stephen Watkins, for services to maritime apprenticeships

ANNUAL AWARD FOR SERVICES TO SEAFARERS' WELFARE 2020

This year's award was jointly presented to Jane Davies, Registered Manager of Mariners' Park Care Home and Nautilus Care and to John Attenborough, Mission to Seafarers Port Chaplain, Southampton. Robert Courts MP, Minister for Aviation and Maritime attended the Board's Covid-19 Seafarers' Welfare Working Group to present the award.

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Jane Davies was recognised for her dedication to her work as Registered Manager for both the Mariners' Park Care Home and its Home Care Service, Nautilus Care. She has demonstrated consistent and complete dedication to creating and maintaining the highest standards for retired mariners and dependants in her care as well as unparalleled support for her staff particularly when faced with the unprecedented challenges of Covid-19.

John Attenborough received the award for his outstanding work in making a difference to the lives of seafarers all over the world during the past twenty six years. John has consistently demonstrated his compassion and support for seafarers and this was clearly seen in his response to seafarers' welfare throughout the Covid-19 pandemic. During this time, John was a source of practical and emotional support for many seafarers who were unable to return home because of the delays in crew changes.

FUTURE STRATEGY

Whilst much information about ongoing efforts is contained within the main body of the report, the Board reviews its future strategy annually whilst also reviewing the progress and achievements from the previous year. The list of key objectives set down in the 2019/20 review is as follows:

Completed objectives (in addition to pandemic responses)

- Rebuilt the Seafarer Support website acting as the online Maritime Charities Welfare Guide
- Implemented more agile and responsive grant system
- Improved partnership arrangement with Seafarers UK to raise money for the Merchant Navy Fund
- Reported on the collaborative ship welfare visitor MiFi pilot project
- Initiated new MiFi project with Department for Transport and Seafarers UK
- Conducted a visit to assist the Falkland Islands' Port Welfare Board
- Conducted a MNWB strategic review (first phase)
- Made all meetings as paperless as possible
- Completed first phase of ISWAN/MNWB Port Visitor IT Platform

Ongoing objectives

- Promote awareness of the maritime charity sector
- Support the Constituent members as appropriate
- Support and maintain the 15 UK Port Welfare Committees, Gibraltar Seafarers' Welfare Board and support of the Falkland Islands' Port Welfare Board
- Review the need for additional Port Welfare Committees in the UK and overseas Dependencies
- Monitor the impact of ILO's Maritime Labour Convention (2006)
- Provide training packages
- Manage and maintain the Vehicle Replacement Programme Fund
- Publish, revise, reprint and distribute Port Information leaflets
- Act as a clearing house for applications for help and arrange caseworker home visits to clients
- Support and encourage home visits by trained caseworkers
- Publish a 'ready reference' survey of all charities making grants to individuals
- Provide evaluation and feasibility studies where appropriate
- Manage a collaborative project to endeavour to secure improved funding from port levies
- Review with appropriate Constituents the changes in seafarers' communications and IT provision
- Encourage the establishment of more port levy or contribution schemes
- Review access to welfare provision and charitable assistance to professional luxury yacht crews
- Maintain and enhance the role of the Working Groups to review existing provision and future needs
- Alternate biennial conferences for Constituent and PWC members
- Continue partnership arrangement with Seafarers UK to raise money for the Merchant Navy Fund
- Administer the Merchant Navy Honours Consultative Committee, website and restricted fund
- Manage an international partnership project in partnership with ISWAN

Future major objectives (subject to pandemic restrictions)

- Seek UK Government & Tripartite Committee recognition as National Seafarers' Welfare Board
- Establish NSWB MoU and reporting system with MCA
- Monitor and assess Constituent organisation engagement to strengthen links and, subject to pandemic, organise visit programme

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- Re-establish Serving Seafarers & Older Seafarers & Families Working Groups
- Contact & populate Port Visitor platform with existing data on seafarers' centres and welfare boards worldwide
- Help review the role and objectives of MCG from a MN/FF perspective
- Evidence and promote the benefits of port levies to support sustainable port welfare services via social media, PWCs, Working Groups and conferences
- Increase online presence and impact using social media and video channels
- Produce a regular Seafarer Support newsletter promoting the work of Constituent members and seafarers' welfare in ports
- Assess use of Onboard digital trustee software and evaluate the effectiveness of the new grants system
- Evaluate the effectiveness of the VRP programme and plan for new vehicles for 2022
- Produce an online Welfare Guidance Training module, promoting Constituent organisations via Seafarer Support
- Investigate and implement third party online courses in collaboration with Constituent organisations
- Create a new and updated Ship Welfare Visitors Course
- Create a new online ISPS Course
- Create C188 Awareness Course & Guide
- Provide staff with GDPR & Cybersecurity training via KnowB4 to ensure adequate level of knowledge
- Manage and review the MiFi project in 2021
- Complete end of project MiFi report to assess usage and expected future welfare need
- Update 'Remembering those left behind' publication
- Create and implement a measurable welfare case client feedback procedure
- Investigate the enhancement and, where appropriate, the expansion of the hospital welfare support partnership service with Defence Medical Welfare Service in tandem with its social media awareness and outreach campaign.
- Working with MCA, investigate the establishment and support of new welfare boards in the Red Ensign group in conjunction with the IPWP programme
- Recruit, induct and support a small team of Volunteer Ambassadors
- Form working group to create a draft voluntary, best 'Code of Practice' for seafarers' welfare in port
- Create a seafarers' welfare training film for cadets in College and at sea in conjunction with MCA & MNTB
- Improve connection with MNA branches to increase outreach and invite appropriate membership on all UK PWCs
- Where appropriate, assist the MNHCC/DfT with updates to the MNMSM Royal Warrant Conduct
- An annual liaison visit to the MN Arboretum and promote the facility on a biannual basis

TRUSTEES' RESPONSIBILITIES STATEMENT

The Trustees (who are also directors of Merchant Navy Welfare Board for the purposes of company law) are responsible for preparing the Report of the Trustees 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. Under company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgements and accounting estimates that are reasonable and prudent;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

MERCHANT NAVY WELFARE BOARD

(A company limited by guarantee)

TRUSTEES' REPORT (CONTINUED) FOR THE YEAR ENDED 31 DECEMBER 2020

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

DISCLOSURE OF INFORMATION TO AUDITORS

The Trustees at the time when this Report of the Trustees is approved have confirmed that:

- so far as the Trustees are aware, there is no relevant audit information of which the charitable company's auditors are unaware, and
- the Trustees have taken all the steps that ought to have been taken as a Trustee in order to be aware of any relevant audit information and to establish that the charitable company's auditors are aware of that information.

AUDITORS

As noted previously, the Board has dispensed with the requirement to hold an Annual General Meeting. In 2018, the Board appointed James Cowper Kreston as their auditors. The re appointment of auditors will be decided annually at a council meeting.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

ON BEHALF OF THE BOARD:



.....
A K Cassels
Chairman

Date: 18.05.2021

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MERCHANT NAVY WELFARE BOARD

Opinion

We have audited the financial statements of Merchant Navy Welfare Board (the 'charity') for the year ended 31 December 2020 which comprise the Statement of financial activities, the Balance sheet, the Statement of cash flows and the related notes, including a summary of significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 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 2020 and of its incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- 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 Auditors' 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 United Kingdom, including the Financial Reporting Council'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 the charitable company'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.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MERCHANT NAVY WELFARE BOARD
(CONTINUED)

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual report, other than the financial statements and our Auditors' report thereon. 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.

In connection with our audit of the financial statements, 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 audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether there is a material misstatement in the financial statements or a material misstatement of the other information. 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.

Opinion 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' report for the financial year for which the financial statements are prepared is consistent with the financial statements.
- the Trustees' report has been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In the light of our 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' report.

We have nothing to report in respect of the following matters in relation to which 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 Trustees 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' report and from the requirement to prepare a Strategic report.

MERCHANT NAVY WELFARE BOARD

(A company limited by guarantee)

INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MERCHANT NAVY WELFARE BOARD (CONTINUED)

Responsibilities of trustees

As explained more fully in the Trustees' responsibilities statement, 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.

Auditors' 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.

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.

The specific procedures for this engagement that we designed and performed to detect material misstatements in respect of irregularities, including fraud, were as follows:

- Enquiry of management and those charged with governance around actual and potential litigation and claims;
- Enquiry of management and those charged with governance to identify any material instances of non-compliance with laws and regulations;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work to address the risk of irregularities due to management override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for evidence of bias.

A further description of our responsibilities for the audit of the financial statements is located on the Financial Reporting Council's website at: www.frc.org.uk/auditorsresponsibilities. This description forms part of our Auditors' report.

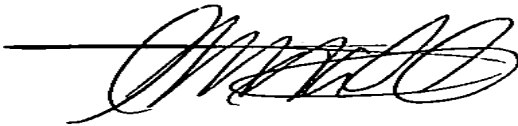
MERCHANT NAVY WELFARE BOARD

(A company limited by guarantee)

**INDEPENDENT AUDITORS' REPORT TO THE MEMBERS OF MERCHANT NAVY WELFARE BOARD
(CONTINUED)**

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 Auditors' 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 its members, as a body, for our audit work, for this report, or for the opinions we have formed.



Louise Hallsworth FCA (Senior statutory auditor)

for and on behalf of

James Cowper Kreston

Chartered Accountants and Statutory Auditor
9th Floor

The White Building
1-4 Cumberland Place
Southampton
Hampshire
SO15 2NP

Date: 20 May 2021

MERCHANT NAVY WELFARE BOARD

(A company limited by guarantee)

**STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2020**

		Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	As restated Total funds 2019 £
	Note				
Income from:					
Donations, legacies and grants	2	8,913	306,008	314,921	485,730
Investments	3	243,273	-	243,273	356,689
Other income	4	41,530	-	41,530	17,799
		<u>293,716</u>	<u>306,008</u>	<u>599,724</u>	<u>860,218</u>
Total income					
Expenditure on:					
Raising funds	5	45,619	-	45,619	49,327
Charitable activities:					
Support services to Constituent Members	6	62,218	308,290	370,508	515,422
Grants to support the work of Constituent Members	6	182,566	-	182,566	233,999
Grants unspent	6	(111,958)	-	(111,958)	(5,493)
Support to promote welfare activities	7	546,064	-	546,064	522,345
		<u>724,509</u>	<u>308,290</u>	<u>1,032,799</u>	<u>1,315,600</u>
Total expenditure					
Net gains / (losses) on investments		(188,983)	-	(188,983)	1,689,203
Transfers between funds	16	(8,300)	8,300	-	-
		<u>(628,076)</u>	<u>6,018</u>	<u>(622,058)</u>	<u>1,233,821</u>
Net movement in funds					
Reconciliation of funds:					
Total funds brought forward as previously stated		14,740,569	352,319	15,092,888	13,904,887
Prior year adjustment		45,820	-	45,820	-
		<u>14,786,389</u>	<u>352,319</u>	<u>15,138,708</u>	<u>13,904,887</u>
Total funds brought forward as restated					
Net movement in funds		(628,076)	6,018	(622,058)	1,233,821
		<u>14,158,313</u>	<u>358,337</u>	<u>14,516,650</u>	<u>15,138,708</u>
Total funds carried forward					

The notes on pages 29 to 43 form part of these financial statements.

MERCHANT NAVY WELFARE BOARD

(A company limited by guarantee)

REGISTERED NUMBER: 00453053

**BALANCE SHEET
AS AT 31 DECEMBER 2020**

	Note	2020 £	As restated 2019 £
Fixed assets			
Tangible assets	11	2,069	5,298
Investments	12	13,956,479	14,959,369
		<u>13,958,548</u>	<u>14,964,667</u>
Current assets			
Debtors	13	60,773	70,034
Cash at bank and in hand		709,880	445,205
		<u>770,653</u>	<u>515,239</u>
Creditors: amounts falling due within one year	14	(212,551)	(341,198)
Net current assets		<u>558,102</u>	<u>174,041</u>
Total assets less current liabilities		<u>14,516,650</u>	<u>15,138,708</u>
Total net assets		<u>14,516,650</u>	<u>15,138,708</u>
Charity funds			
Restricted funds	16	358,337	352,319
Unrestricted funds	16	14,158,313	14,786,389
Total funds		<u>14,516,650</u>	<u>15,138,708</u>

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

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

The financial statements were approved and authorised for issue by the Trustees on 18 May 2021 and signed on their behalf by:



Captain A K Cassels
Chairman of the Council



P D Tomlin MBE
Chief Executive



Mr G Lane
Member of the Council

The notes on pages 29 to 43 form part of these financial statements.

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2020

	2020 £	As restated 2019 £
Cash flows from operating activities		
Net cash used in operating activities (note 16)	(792,505)	(752,233)
Cash flows from investing activities		
Dividends and interest from investments	243,273	356,689
Realised (losses) / gains on the sale of investments	(717,618)	352,952
Proceeds from the sale of investments	7,553,730	4,944,355
Purchase of investments	(6,022,205)	(4,999,698)
Net cash provided by investing activities	1,057,180	654,298
Change in cash and cash equivalents in the year	264,675	(97,935)
Cash and cash equivalents at the beginning of the year	445,205	543,140
Cash and cash equivalents at the end of the year	709,880	445,205

The notes on pages 29 to 43 form part of these financial statements

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020

1. Accounting policies

1.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - 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) (effective 1 January 2015), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

Merchant Navy Welfare Board meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost with the exception of investments which are included at fair value.

1.2 Company status

The charity is a company limited by guarantee. In the event of the charity being wound up, the liability in respect of the guarantee is limited to £1 per member of the charity.

1.3 Fund accounting

Unrestricted funds are available for use at the discretion of the Trustee in furtherance of the general objectives of the charity and have not been designated for other purposes. Unrestricted funds represent funds retained to provide the working capital to enable the Trustees to carry out activities as a provider of services to Seafarers.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The costs of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

1.4 Going concern

The Trustees have considered the financial position of the Charity and believe it is currently a going concern. The COVID-19 outbreak has so far not had a material impact on this assessment and, based on their current knowledge, they do not expect it to do so going forward. Consequently, the financial statements have been prepared on a going concern basis. In forming this view the Trustees have explicitly considered the potential impact of the COVID-19 virus. The Trustees have considered their grants payable commitments in the subsequent financial period and have sufficient funds available to meet these obligations. The current total return policy of 6% will be regularly reviewed and amended as necessary. As such this will enable the Charity to continue to provide grants to their constituent members for the foreseeable future.

MERCHANT NAVY WELFARE BOARD

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

1. Accounting policies (continued)

1.5 Income

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of income receivable can be measured reliably.

The recognition of income from legacies is dependent on establishing entitlement, the probability of receipt and the ability to estimate with sufficient accuracy the amount receivable. Evidence of entitlement to a legacy exists when the charity has sufficient evidence that a gift has been left to them (through knowledge of the existence of a valid will and the death of the benefactor) and the executor is satisfied that the property in question will not be required to satisfy claims in the estate.

Receipt of a legacy is recognised when it is probable that it will be received and the fair value of the amount receivable, which will generally be the expected cash amount to be distributed to the charity, can be reliably measured.

Grants are included in the Statement of financial activities on a receivable basis. The balance of income received for specific purposes but not expended during the period is shown in the relevant funds on the Balance sheet. Where income is received in advance of entitlement of receipt, its recognition is deferred and included in creditors as deferred income. Where entitlement occurs before income is received, the income is accrued.

1.6 Expenditure

Expenditure which does not directly relate to grant making is analysed between charitable support costs, governance costs and costs of generating funds. Items which involve more than one cost category are apportioned as appropriate to the cost categories involved.

Support costs are those costs incurred in support of expenditure on the objects of the charity. Governance costs are those incurred in connection with administration of the charity and compliance with constitutional and statutory requirements.

1.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £250 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

Tangible fixed assets are initially recognised at cost. After recognition, under the cost model, tangible fixed assets are measured at cost less accumulated depreciation and any accumulated impairment losses. All costs incurred to bring a tangible fixed asset into its intended working condition should be included in the measurement of cost.

Depreciation is charged so as to allocate the cost of tangible fixed assets less their residual value over their estimated useful lives. using the straight-line method

Depreciation is provided on the following bases:

Fixtures and fittings	- 10% on cost
Computer equipment	- 33% on cost

MERCHANT NAVY WELFARE BOARD

(A company limited by guarantee)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

1. Accounting policies (continued)

1.8 Investments

Fixed asset investments are a form of financial instrument and are initially recognised at their transaction cost and subsequently measured at fair value at the Balance sheet date, unless the value cannot be measured reliably in which case it is measured at cost less impairment. Investment gains and losses, whether realised or unrealised, are combined and presented as 'Net gains/(losses) on investments' in the Statement of financial activities.

1.9 Operating leases

Rentals under operating leases are charged to the Statement of Financial Activities incorporating income and expenditure account on a straight line basis over the lease term.

1.10 Cash at bank and in hand

Cash at bank and 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.

1.11 Financial instruments

The charity only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value.

1.12 Pensions

The charity operates a defined contribution pension scheme and the pension charge represents the amounts payable by the charity to the fund in respect of the year.

MNWB has a Group Pension Plan & Group Stakeholder Pension Plan with Royal London.

2. Income from donations, legacies and grants

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Donations	1,913	-	1,913	2,282
Legacies	7,000	-	7,000	137,697
Grants	-	306,008	306,008	345,751
	<u>8,913</u>	<u>306,008</u>	<u>314,921</u>	<u>485,730</u>
Total 2019	<u>139,979</u>	<u>345,751</u>	<u>485,730</u>	

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

3. Investment income

	Unrestricted funds 2020 £	Total funds 2020 £	As restated Total funds 2019 £
Quoted UK and Non-UK investments	243,207	243,207	354,823
UK Portfolio cash interest	66	66	1,866
	<u>243,273</u>	<u>243,273</u>	<u>356,689</u>
	<u>356,689</u>	<u>356,689</u>	
Total 2019 as restated			

4. Other income

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Rental of Car Park Spaces	3,312	3,312	3,312
Courses	1,707	1,707	3,198
Sundry income	36,511	36,511	11,289
	<u>41,530</u>	<u>41,530</u>	<u>17,799</u>
	<u>17,799</u>	<u>17,799</u>	
Total 2019			

5. Raising Funds

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Portfolio management fees	45,619	45,619	49,327
	<u>49,327</u>	<u>49,327</u>	
Total 2019			

MERCHANT NAVY WELFARE BOARD

(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

6. Support services to constituent members

	Unrestricted expenditure 2020 £	Restricted expenditure 2020 £	Total 2020 £	Total 2019 £
Vehicle Replacement Fund	-	104,346	104,346	194,319
MN Medal Fund	-	2,658	2,658	3,486
IPWP Programme	-	150,921	150,921	161,896
Seafarers Support	-	25,720	25,720	40,067
Seafarers Centre Support Project	-	-	-	4,090
MiFi Project	-	24,645	24,645	18,569
Caseworker costs	17,538	-	17,538	17,823
Training courses	5,444	-	5,444	27,717
Evaluation studies	1,000	-	1,000	-
Port welfare promotion	1,815	-	1,815	3,232
Merchant Navy Fund promotion contribution	5,823	-	5,823	13,445
Seafarer Support	8,669	-	8,669	-
Annual Seafarers Welfare Conference	-	-	-	30,779
COVID-19	18,480	-	18,480	-
Ambassadors	3,449	-	3,449	-
	62,218	308,290	370,508	515,423
Grants to support the work of Constituent Members	182,566	-	182,566	233,999
Grants unspent	(111,958)	-	(111,958)	(5,493)
	132,826	308,290	441,116	743,929
Total 2019	321,502	422,427	743,929	

MERCHANT NAVY WELFARE BOARD

(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

7. Support to promote welfare activities

	Management 2020 £	Governance 2020 £	Total 2020 £	Total 2019 £
Office running costs	16,202	-	16,202	27,773
Staff recruitment	-	-	-	1,890
Staff life assurance and training	13,855	-	13,855	17,659
Subscriptions and publications	3,278	-	3,278	4,179
Other costs	78,853	-	78,853	83,086
Head office costs	-	15,097	15,097	13,570
Trustees' expenses	-	675	675	2,211
Trustees' meeting costs	-	675	675	2,320
Legal and Professional Fees	-	4,581	4,581	7,971
Accountancy	-	20,400	20,400	20,208
Auditors' remuneration	-	7,200	7,200	6,000
Wages and salaries	310,646	22,628	333,274	310,638
National insurance	26,131	-	26,131	31,613
Pension cost	38,966	-	38,966	41,100
Depreciation	3,229	-	3,229	10,010
	491,160	71,256	562,416	580,228
Seafarers Support - Salary recharge	-	-	-	(9,000)
IPWP Support - Salary recharge	(12,902)	-	(12,902)	(48,884)
Mi-Fi Support - Salary recharge	(1,650)	-	(1,650)	-
MN Medal Fund Support - Salary recharge	(1,800)	-	(1,800)	-
	474,808	71,256	546,064	522,344
Total 2019	382,629	83,195	465,824	

8. Governance Costs

	Unrestricted funds 2020 £	Total funds 2020 £	Total funds 2019 £
Support Costs	48,628	48,628	52,280
Wages and salaries	22,628	22,628	21,612
	71,256	71,256	73,892

MERCHANT NAVY WELFARE BOARD
(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

9. Operating expenditure

	2020	2019
	£	£
Depreciation of tangible fixed assets: owned by the charity	3,229	10,010
Auditors' remuneration - audit	6,000	6,000
Auditors' remuneration - other services	1,200	1,200
	<u> </u>	<u> </u>

During the year, no Trustees received any remuneration (2019 - £NIL)

During the year, no Trustees received any benefits in kind (2019 - £NIL).

During the year, Trustees' expenses were paid to four (2019 - four) Trustees amounting to £675 (2019: £2,211).

10. Staff costs

	2020	2019
	£	£
Wages and salaries	333,274	310,638
Social security costs	26,131	31,613
Contribution to defined contribution pension schemes	38,966	41,100
	<u>398,371</u>	<u>383,351</u>

The average number of persons employed by the charity during the year was as follows:

2020	2019
No.	No.
<u>9</u>	<u>9</u>

The number of employees whose employee benefits (excluding employer pension costs) exceeded £60,000 was:

	2020	2019
	No.	No.
In the band £60,001 - £70,000	-	1
In the band £70,001 - £80,000	1	-
	<u> </u>	<u> </u>

The key management personnel of the charity received aggregate remuneration of £136,459 (2019: £139,479).

MERCHANT NAVY WELFARE BOARD

(A company limited by guarantee)

**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

11. Tangible fixed assets

	Fixtures and fittings £	Computer equipment £	Total £
Cost or valuation			
At 1 January 2020	14,952	41,405	56,357
At 31 December 2020	<u>14,952</u>	<u>41,405</u>	<u>56,357</u>
Depreciation			
At 1 January 2020	11,135	39,924	51,059
Charge for the year	1,847	1,382	3,229
At 31 December 2020	<u>12,982</u>	<u>41,306</u>	<u>54,288</u>
Net book value			
At 31 December 2020	<u>1,970</u>	<u>99</u>	<u>2,069</u>
At 31 December 2019	<u>3,817</u>	<u>1,481</u>	<u>5,298</u>

12. Fixed asset investments

	Listed securities £	UK Portfolio cash investments £	Total £
Cost or valuation			
At 1 January 2020	14,626,290	333,079	14,959,369
Additions	6,022,205	-	6,022,205
Disposals	(7,281,281)	(272,449)	(7,553,730)
Revaluations	528,635	-	528,635
At 31 December 2020	<u>13,895,849</u>	<u>60,630</u>	<u>13,956,479</u>
Net book value			
At 31 December 2020	<u>13,895,849</u>	<u>60,630</u>	<u>13,956,479</u>
At 31 December 2019	<u>14,626,290</u>	<u>333,079</u>	<u>14,959,369</u>

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**NOTES TO THE FINANCIAL STATEMENTS
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Investments at market value comprise:

	2020 £	2019 £
Listed securities	13,895,849	14,626,290
Cash and settlements pending	60,630	333,079
Total Market value	13,956,479	14,959,369

Historical cost of listed securities held

	2020 £	2019 £
Historical cost	12,186,990	12,573,504

13. Debtors

	2020 £	As restated 2019 £
Other debtors	26,978	45,820
Prepayments and accrued income	33,795	24,214
	60,773	70,034

14. Creditors: Amounts falling due within one year

	2020 £	2019 £
Trade creditors	16,656	32,744
Grants payable	132,506	250,607
Other taxation and social security	7,950	7,600
Other creditors	420	9,475
Accruals and deferred income	55,019	40,772
	212,551	341,198

15. Prior year adjustments

An adjustment has been made in 2019 to account for dividends declared during the year but received post 31 December 2019. This has resulted in an increase of £45,820 to the reserves.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

16. Statement of funds

Statement of funds - current year

	As restated Balance at 1 January 2020 £	Income £	Expenditure £	Transfers in/out £	Gains/ (Losses) £	Balance at 31 December 2020 £
Unrestricted funds						
Unrestricted funds	14,786,389	293,716	(724,509)	(8,300)	(188,983)	14,158,313
Restricted funds						
Vehicle Replacement Programme	195,581	141,000	(104,346)	-	-	232,235
MN Medal Fund	6,742	1,425	(2,658)	(1,700)	-	3,809
IPWP Programme	107,845	143,583	(150,921)	-	-	100,507
Seafarers Support	25,720	-	(25,720)	-	-	-
MiFi Project	16,431	20,000	(24,645)	10,000	-	21,786
Total Restricted funds	352,319	306,008	(308,290)	8,300	-	358,337
Total of funds	15,138,708	599,724	(1,032,799)	-	(188,983)	14,516,650

MERCHANT NAVY WELFARE BOARD

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NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2020

16. Statement of funds (continued)

Vehicle Replacement Programme (VRP)

A partnership programme to provide grants to replace vehicles that provide welfare services covering UK ports, Gibraltar and the Falkland Islands. The VRP is funded equally between Seafarers' UK, ITF Seafarers' Trust, Trinity House and MNWB.

MN Medal Fund

The MN Medal Fund receives donations from the UK maritime sector to support the promotion and award of the Merchant Navy Medal for Meritorious Service, associated website and the annual meetings of the Merchant Navy Honours Consultative Committee that advises the Govt. Department for Transport.

IPWP Programme

Under the auspices of ILO Maritime Labour Convention 2006, the International Port Welfare Partnership Programme (IPWP) is funded equally by the ITF Seafarers' Trust, TK Foundation, Seafarers' UK and MNWB to promote and assist the establishment of welfare boards to enhance seafarers' welfare in ports, worldwide.

Seafarers Support

Jointly funded by Seafarers' UK, Trinity House, the Royal Navy & Royal Marines Charity and MNWB, Seafarer Support provides a central point of contact for seafarers', fishermen and their dependants seeking help from the UK maritime charity sector, providing website, helpline, search engine software and practical welfare support.

Seafarers' Centre Support Pilot Project

In partnership with the main societies, the pilot project aimed to review, promote best practice and make recommendations in support of UK seafarers centres. The project was unable to recruit a suitable manager to lead on the project and, therefore, did not proceed or request match funding from the partner societies. MNWB did however conduct operation reviews of the jointly operated centres in major ports for centre trustee consideration.

MiFi Project

A project funded by the ITF Seafarers' Trust and managed by MNWB to supply Ship Welfare Visitors with mobile internet hubs (MiFi Units) to improve communications and seafarers' welfare in UK port.

MERCHANT NAVY WELFARE BOARD

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

16. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 January 2019 £	As restated Income £	Expenditure £	Transfers in/(out) £	Gains/ (Losses) £	As restated Balance at 31 December 2019 £
Unrestricted funds						
Unrestricted funds	13,562,447	514,467	(893,173)	(86,555)	1,689,203	14,786,389
Restricted funds						
Vehicle Replacement Programme	201,900	141,000	(194,319)	47,000	-	195,581
MN Medal Fund	8,477	1,751	(3,486)	-	-	6,742
IPWP Programme	71,741	148,000	(161,896)	50,000	-	107,845
Seafarers Support	45,787	20,000	(40,067)	-	-	25,720
Seafarers' Centre Support Pilot Project	14,535	-	(4,090)	(10,445)	-	-
MiFi Project	-	35,000	(18,569)	-	-	16,431
Total Restricted funds	<u>342,440</u>	<u>345,751</u>	<u>(422,427)</u>	<u>86,555</u>	<u>-</u>	<u>352,319</u>
Total of funds	<u><u>13,904,887</u></u>	<u><u>860,218</u></u>	<u><u>(1,315,600)</u></u>	<u><u>-</u></u>	<u><u>1,689,203</u></u>	<u><u>15,138,708</u></u>

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

17. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2020 £	Restricted funds 2020 £	Total funds 2020 £
Tangible fixed assets	2,069	-	2,069
Fixed asset investments	13,956,479	-	13,956,479
Current assets	412,316	358,337	770,653
Creditors due within one year	(212,551)	-	(212,551)
Total	14,158,313	358,337	14,516,650

Analysis of net assets between funds - prior period

	As restated Unrestricted funds 2019 £	Restricted funds 2019 £	As restated Total funds 2019 £
Tangible fixed assets	5,298	-	5,298
Fixed asset investments	14,959,369	-	14,959,369
Current assets	142,920	372,319	515,239
Creditors due within one year	(321,198)	(20,000)	(341,198)
Total As restated	14,786,389	352,319	15,138,708

18. Pension commitments

The charity provides a defined contributions pension scheme. The assets of the scheme are held separately from those of the charity in an independently administered fund.

MNWB has a Group Personal Pension Plan & Group Stakeholder Pension Plan with Royal London. Contributions made to the scheme amounted to £38,966 (2019 - £41,100). At the Balance Sheet date contributions of £Nil (2019 - £9,475) were outstanding.

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**NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020**

19. Reconciliation of net movement in funds to net cash flow from operating activities

	2020 £	As restated 2019 £
Net income/expenditure for the period (as per Statement of Financial Activities)	(622,058)	1,233,821
Adjustments for:		
Depreciation charges	3,229	10,010
Gain/loss on investment	188,893	(1,689,203)
Dividends and interest from investments	(243,273)	(356,689)
Decrease/(increase) in debtors	9,261	(50,509)
Increase/(decrease) in creditors	(128,647)	100,337
Net cash used in operating activities	(792,595)	(752,233)

20. Analysis of cash and cash equivalents

	2020 £	2019 £
Cash in hand	709,880	445,205
Total cash and cash equivalents	709,880	445,205

	At 1 January 2020 £	Cash flows £	At 31 December 2020 £
Cash at bank and in hand	445,205	264,675	709,880
	445,205	264,675	709,880

MERCHANT NAVY WELFARE BOARD**(A company limited by guarantee)****NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 31 DECEMBER 2020****21. Operating lease commitments**

At 31 December 2020 the charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	2020 £	2019 £
Land and buildings		
Not later than 1 year	28,000	27,000
Between 1 and 5 years	112,000	-
After more than 5 years	105,000	-
Total	245,000	27,000
Other		
Within 1 year	3,665	3,665
Between 1 and 5 years	9,765	13,430
Total	13,430	17,095
	258,430	44,095

22. Related party transactions

There are a number of Constituent Members where there are common trustees with the Board and transactions take place during the year on an arm's length basis. Details of these transactions are disclosed in the Report of the Trustees.

23. Post balance sheet events

Post year end the Charity received their investment report which detailed dividends proposed in 2020 but not paid at the year end. This balance totalled £26,978 (2019: £45,820 - as shown in note 15) has been included within accrued income at year end.

Since the reporting date the market value of the Charity's listed securities and cash investment has increased to £14,650,315.

24. Controlling party

The charity is limited by guarantee and is controlled by its members.