



ITF SEAFARERS' TRUST
Trustees' Report and
Financial Statements

FOR THE YEAR ENDED 31 DECEMBER 2020

Charity Number: 281936



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Reference and Administrative Details of the Charity, its Trustees and Advisers for the Year Ended 31 December 2020

Principal Office

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Trustees

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P Crumlin
D Heindel
B Orrell
A Serang
J Smith

Charity Registered Number: 281936

Bankers

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SE1 1YB

Investment Managers

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Independent Auditor

BDO LLP
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London
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Trustees' Report for the Year Ended 31 December 2020

The Trustees present their annual report together with the audited financial statements of the ITF Seafarers' Trust (the Trust) for the year ended 31 December 2020. The financial statements have been prepared in accordance with applicable United Kingdom accounting standards including Financial Reporting Standard 102 (FRS 102).

Twenty-twenty was an extraordinary year. The Trust Secretariat began to work from home from 18 March 2020 and all meetings of the Board were conducted by videoconference. On 25 March 2020 an emergency board meeting was convened to reassess priorities and establish a new procedure for responding to the Covid-19 pandemic. Trustees agreed to allocate £1,000,000 to the ITFST Covid-19 Emergency Fund. These funds were exhausted within two months and on 20 May 2020 the Board agreed to add a further £500,000 to the fund. Under the circumstances, it was also agreed to defer or delay large grant applications for infrastructure projects that would be difficult to pursue at that time due to the uncertain situation.

In March, Trust investments had plummeted by some £8 million over two months, but the position stabilised over the course of the year in line with the value of investments globally.

Structure, governance and management

The ITF Seafarers' Trust is a charity constituted under England and Wales Law and governed by its Deed of Trust dated 15 January 1981 and amended by amending deeds dated 4 June 2010 and 26 November 2018.

There are up to nine Trustees including four ex officio Trustees, one Trustee nominated by the Seafarers' Section of the International Transport Workers' Federation (ITF), one Trustee nominated by the Dockers' Section of the ITF plus up to a further three Trustees who are appointed by the existing Trustees. The four ex officio Trustees are the President and General Secretary of the International Transport Workers' Federation (ITF) and the Chairs of the ITF Seafarers' Section and ITF Dockers' Section. New Trustees are briefed on UK Charity law and regulation on appointment.

In addition, there are three sub committees covering Small Grants, Investments and Audit & Risk Management which report to the full Board of Trustees on a regular basis. In 2020 the Small Grants Committee was expanded to comprise two trustees and the Head of the ITFST to review the Covid-19 emergency applications operating under an expedited procedure approved by the Board.

The Head of the Trust and administrative staff are employed by the ITF which in addition charges a proportionate share of the cost of employing staff who work directly on the Trust's activities.

Objectives and activities for the public benefit

The Trust's principal objects are promoting the health and wellbeing of maritime workers and their dependents. The Trustees have considered the Charity Commission's general guidance on public benefit when reviewing the Trust's objectives and activities. The beneficiaries of the Trust are not subject to any geographical restrictions and eligibility for assistance is not restricted by any membership, religious or political considerations. The charitable objects for the public benefit are fulfilled by providing grants to organisations

throughout the world catering for the general welfare of seafarers and other maritime workers. Grantees include seafarers' welfare organisations, and port welfare committees, maritime unions, international organisations and charities. In addition to grant making, the Trust runs a number of projects in line with our charitable objectives. The Trustees have adopted a more proactive approach to funding which has been informed by research into beneficiary needs.

Grant making policy

Given the unusual circumstances that unfolded in 2020, the ITFST re-evaluated its grant-making priorities to respond to the challenges created by the Covid-19 pandemic.

ITFST Covid-19 Emergency Grants

From March throughout the year a focus was placed on promoting and administering the Covid-19 emergency fund which had two main purposes:

- to facilitate fast grant payments for specific projects to alleviate hardship, stress and isolation of seafarers and their families
- to provide bridging funds for the maintenance of 'at risk' welfare infrastructure and services during this period of instability caused by Covid-19 and the measures taken to combat the virus

Grants of £5,000-£50,000 were awarded following approval of the expanded Small Grants Committee and email endorsement by the Board.

Over the course of the year some 84 Covid-19 emergency applications were considered resulting in 61 approved requests from a range of welfare organisations, unions and service providers in 34 countries.

In total 99 grants were awarded to organisations amounting to an overall grants expenditure of £8,345,709, which includes the delayed large grant of £4.2 million for a new seafarers' facility in Manila, facilitated through a joint venture between AMOSUP and All Japan Seamen's union. In addition, 23 individual grants were approved and paid, amounting to a total of £109,482, under the new Seafarers' Trust Emergency Fund.

Thanks to the quick decision making to focus on the Covid-19 emergency and facilitate direct support, the Trust was able to assist many more seafarers and their families than in previous years. Reports indicate that this initiative was greatly appreciated by beneficiaries.

In order to qualify for grants an applicant needed to have a proven record of dealing with seafarers' welfare. Given the travel restrictions established by governments to limit the spread of the virus, the Trust was unable to monitor the expenditure of grants through site visits. Instead, grantees were requested to provide photographs and/or videos alongside their reports to evidence that funds had been spent in accordance with the intended purpose. Where a grant has been approved, but not yet paid, it is recognised, in full, as a liability in the year awarded, as the Trust has a constructive obligation to make the payments.

The Trust Secretariat have the authority to request the return of funds from organisations where the grants have not been spent or where the grantee has been unable to fulfil the associated terms and conditions of the grant agreement. The total amount returned in 2020 was £74,944, as the funds were no longer required.

An analysis of the grants made during 2020 is shown in Note 4 to the accounts.

In spite of the adaptations made to address the Covid-19 emergency, the Trust outline strategy for the period 2018-2023 that was approved in November 2018 has remained valid.

ITF Seafarers' Trust 5 year plan

A Improve welfare & wellbeing of seafarers (maritime workers) and their families

B Encourage cooperation and coordination amongst organisations working for the welfare of seafarers

C Complement ITF Maritime sectional and regional priorities

1. Build union capacity to deliver member services including:

- Medical services
- Counselling
- Family support
- Upskilling maritime reps
- Occupational safety & health
- Port based services

3. Support initiatives around medical services for seafarers including:

- Telemedicine
- Awareness raising projects for seafarers
- Research funding

2. Resource welfare organisations to provide port based services:

- Transportation for seafarers & ship visiting
- Communication/shopping/banking facilities
- Support for centres in strategic ports

4. Support changes in regulation and practice and improve capacity to effectively implement maritime regulation:

- Fund scholarships for students from developing/strategic countries
- Fund relevant research
- Seafarers Rights International

5. Provide support to crews or individuals in emergency situations

- Establish emergency support fund

Addressing our overarching objectives

- Improve welfare and wellbeing of seafarers and their families

Over the last 12 months the Trust significantly increased grant making activities to support efforts to mitigate the impact of the Covid-19 pandemic on seafarers. This included helping unions to provide support packs for seafarers' families as well as enhancing sanitary facilities in ports and mi-fi equipment to help maintain connectivity.

- **Encourage cooperation amongst organisations working for the wellbeing of seafarers**

The Trust worked closely with ICMA/NAMMA, ITF regional offices and other funding organisations (TK and Seafarers' UK) to maintain the services of welfare providers internationally in a coordinated and equitable manner.

- **Complement ITF sectional and regional priorities**

As the ITF focused on lobbying to address the crew change crisis, the Trust launched the **Still at Sea** photography competition to engage with seafarers and tell their story through photographs as a complementary project. The Trust-funded WMU research, '**A culture of adjustment**' was released in November, it has been the subject of two well-attended webinars and will be presented at the Special Tripartite Committee of the International Labour Organisation.

Delivering our priority areas of work

Strategic Area 1. Build union capacity to deliver member services

Grant-making

Although the initial demand for Covid-19 emergency funding came from welfare service providers fearing loss of fundraising income, we also promoted the fund to unions encouraging them to develop covid-related welfare projects for members and non-members. The Trust worked proactively with unions to develop proposals to meet the needs of seafarers and their families during these particularly challenging times.

OSH Ports – Arab World project

After some Covid-19 – related delays, the Level 1 Occupational Safety and Health in Ports app-based training is expected to launch under the brand name '**OSH Ports**' in 2021. The five modules plus additional Covid-19 material based on the Dockers' Section protocols have been thoroughly reviewed and signed off with a view to launching with the Arabic version in Spring 2021. As the situation with the pandemic changes, there will be a need to review the project plan which envisaged a level two face to face training in a number of locations in the Arab World.

Strategic Area 2: Resource welfare organisations to provide port based services:

Whilst Covid-19 effectively put an end to shore leave and the ability of seafarers' to access port based welfare facilities, the Trust supported the needs of the welfare community maintaining their operations during this difficult time, helping them to adapt their services to stay relevant for seafarers dealing with the current restrictions. ICMA/NAMMA monitored the situation of their membership many of whom adapted their work to gangway visits and shopping services for seafarers.

The Trust also supported the 'Seafarers' delivering Christmas' initiative with a significant grant to seafarers' centres to purchase small gifts to deliver to vessels calling in their port during the holiday season.

Strategic Area 3. Support initiatives around medical services for seafarers:

TMAS (Telemedical Maritime Assistance Services)

The Trust continues to work with the group of national TMAS providers with a view to collating and publishing consolidated data on seafarers' health complaints and actions taken to address them. There is considerable enthusiasm for the project but differences in national procedures and legislation make it difficult to make fast progress. The CIRM (Centro Internazionale Radio Medico) project to develop an artificial intelligence system to support accurate diagnostics in a multi-national, non-medical environment on board ship is also close to completion and under the Covid emergency fund we have funded an additional doctor in Rome to respond to increased contacts and supported several research and education initiatives.

AMOSUP (Associated Marine Officers' and Seamen's Union of the Philippines) testing centre

In response to the pressing need to facilitate the movement of Filipino seafarers joining ships and returning home, AMOSUP took the initiative to establish a Covid-19 testing centre for seafarers in its Manila medical facility part funded by the Trust. The centre went live for PCR testing in September with a capacity to process 300 tests per day.

Strategic Area 4. Support changes in regulation and practice and improve capacity to effectively implement maritime regulation: A culture of adjustment

The report of the WMU research on the failings of the implementation of the international regulation for reporting hours of work/rest was launched at a webinar on 09 November. The final document and executive summary are available for download from the WMU and ITFST websites. The research unpacked the widespread falsification of records and identified a culture where 'adjustment' for compliance is routine and largely expected. The Trust will be working together with WMU to ensure that the recommendations are followed up in the relevant fora. This research complements the work of the ITF Maritime Safety Committee and will undoubtedly be cited in the Human Element Industry Working Group at the IMO – where it may lead in to the broader discussion on implementation of IMO instruments.

WMU (World Maritime University) & IMLI (International Maritime Law Institute) scholarships

WMU and IMLI were forced to dramatically adapt their teaching models and administration in 2020 but managed admirably under the circumstances. ITFST WMU scholarship students hailed from Tunisia, Indonesia, Liberia, Cameroon and India whilst IMLI graduates came from Myanmar, China, Kenya, Tunisia, Yemen and Togo.

Strategic Area 5: Provide support for crews or individuals in emergency situations

In early 2020 the Trust launched a pilot project to make funds available for emergency grants to individual seafarers and their families. An initial sum of £50,000 was allocated for a pilot project which was reviewed by

the Board of Trustees in July 2020. It was subsequently agreed to integrate the 'Seafarers' Trust Emergency Fund' into the work programme with a quarterly allocation of up to £50,000. Funds are not available for beneficiaries to apply directly, applications are made by trusted contacts working with seafarers and their families.

Looking Ahead

New priority area 6: Educating the wider public about seafarers and their work

Still at Sea

The crew change crisis highlighted the importance of promoting awareness of the existence of seafarers and their vital role in the global economy. In August the Trust launched the '**Still at Sea**' photography competition with a great response both in terms of numbers and quality. Almost 3,000 images were submitted by seafarers providing a unique archive of images of life at sea during the pandemic. A diverse panel of judges comprising two professional photographers (one British, one Swedish), Cleopatra Doumbia Henry, President of WMU and Jenn-Hui Tan, Global Head of Stewardship and Sustainable Investment at Fidelity International selected the award winning entries. The competition attracted considerable attention on social media and numerous press requests were received.

Many changes are needed to secure and enhance the protection of seafarers' human rights. Without visibility and an effective lobby, seafarers are out of sight and out of mind when it comes to facilitating a safe and decent working environment. It is therefore our intention to increase this area of work using the '**Still at Sea**' project as a launch pad for telling stories about seafarers' lives and experience with a view to connecting with a wider audience. It is intended that this area of work should also be badged with the ITFST 40 Years anniversary combining promotion of the Trust and our beneficiaries.

2021: Celebrating 40 years of the ITF Seafarers' Trust

Whilst 40 years is a milestone the Trust plans to look ahead and use the occasion to focus on seafarers and their current predicament rather than look backwards. The theme of telling seafarers' stories and looking for new ways to reach a wider audience from a variety of angles will be pursued.

Financial Review

The Trust generally derives its income from two main sources. Firstly, it receives income by way of donation from the International Transport Workers' Federation (ITF) and, secondly, it generates its own income from a portfolio of listed investments. In 2019, the Executive board of the ITF decided not to make a donation to the Trust in 2020 (2019: £1,600,000). For the year ended 31 December 2020 total income amounted to £490,986 (2019: £2,201,670) excluding gains or losses on disposal of investments.

During the year 2020 total grant expenditure, net of funds returned and grants expired, was £8,380,247 (2019: £3,864,941). These grants are summarised in note 4. The net write back of expired grants and grant refunds received during 2020 totalled £74,944 (2019: £218,055). Support costs were £487,390 (2019: £647,843). Net losses before investment gains were £8,657,902 (2019: £ 2,616,112). Net investment gains

of £2,585,656 (2019: £5,254,443) are included in the net movement in funds for the year, resulting in a loss of £6,072,246 (2019: £2,638,331 gain). The Trust's total funds decreased from £48,077,667 at 31 December 2019 to £42,005,421 as at 31 December 2020. The decrease in the overall reserves can be attributed to increased expenditure in relation to grant funding and no donation being received during the year from the ITF. Total funds include the expendable endowment of £21,429,944 which can be made available to expend at the Trustees' discretion.

Reserves Policy

The Trust's policy with respect to its reserves is to maintain them at such a level that enables the organisation to fulfil its objects and ensure sustainability. In general, the Trust aims to expend its income to meet its medium to long term plans. This means that in some years expenditure will exceed income where suitable grant applications are received. This policy is continually reviewed by the Trustees, and when appropriate, can be changed and adapted to meet the objectives of the Trust. As at 31 December 2020, the total unrestricted reserves were £20,575,477 (2019: £27,614,389). Free reserves are calculated as unrestricted reserves less fixed assets and designated funds. Free reserves at 31 December 2020 were £20,359,395 (2019: £27,370,143).

Internal Control and Risk Management

The Trustees are responsible for the identification and mitigation of strategic and operational risk in the Trust. The Secretariat reviewed the Trust's Risk Register during 2020 and the updated document was presented to and approved by the Board of Trustees at their meeting in April 2020. The Trust's exposure to risk is under constant review and the register is updated on an annual basis.

In particular, the Trustees have reviewed the risks in response to the Covid-19 pandemic and its impact on the operations and finances of the Trust. This includes the potential impact on income and its ability to continue its charitable activities, i.e. grant-making. As noted within the Reserves Policy, it is expected that expenditure will exceed income in some years in line with the medium to long term plans of the Trust. The careful stewardship of finances and the regular review of the reserves policy by the Trustees, as well as a significant asset base in the form of investments, means there are sufficient reserves to meet expenditure requirements during the period.

Fundraising Activities:

The Trust does not currently undertake any fundraising activities. No fundraising activities were undertaken in 2020 by either Trust staff or Trustees, and no third party commercial participators or professional fundraisers were employed.

Investment Powers, Policy and Performance

The Trust Deed provides the Trustees with the scope to invest capital which is surplus to immediate requirements without investment restriction. The capital is not permanently endowed and therefore the Trustees' investment allocation policy reflects a balanced long-term growth oriented investment strategy, linked to Trust objectives and the budget. There is an Investment Sub Committee (ISC), which has responsibility for monitoring fund performance and ensuring that the investment allocation strategy reflects

the Trustees' objectives. In 2020 the ISC decided to review the performance of the investment advisors and invite other companies to submit tenders for the service. The successful candidate, Sparrows Capital Investments will take over the role from Progeny in March 2021.

The value of the Trust's total investments increased from £43,880,666 as at 31 December 2019 to £44,829,807 as at 31 December 2020. All holdings are held within the index/passively managed Transact portfolio, in line with the recommendation of the Investment Sub-committee.

The Trustees reviewed and retained the existing Investment Policy which maintains a 70/30 Growth/Defensive strategy but tilted the global equity exposure towards Small, Value and Emerging markets and with a preference of moving towards ESG funds. A rebalancing exercise was completed in the third quarter of 2020. The strong performance of the portfolio, despite highly volatile markets following the UK's vote to leave the European Union, reflects the Trust's diversified approach and strong global bias in the target allocations.

Staffing, communications and infrastructure

Over the course of 2020, the Trust significantly increased in communications output to make sure potential trustees were aware of the availability of Covid-19 emergency funds. We also increased engagement with seafarers and the maritime welfare community to share stories and raise awareness of the particular challenges faced by seafarers during the pandemic. We redesigned and simplified the Trust website, the new version of which went live in early 2021.

Statement of Trustees' responsibilities

The Trustees are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and regulations.


Charity law requires the Trustees to prepare financial statements for each financial year in accordance with United Kingdom Generally Accepted Accounting Practice (United Kingdom Accounting Standards and applicable law). Under charity 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 charity and of the incoming resources and application of resources, including the income and expenditure, of the charity for that period.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- make judgements and accounting estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in business.

The Trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charity's transactions and disclose, with reasonable accuracy at any time, the financial position of the charity and enable them to ensure that the financial statements comply with the Charities Act 2011. They are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Signed on behalf of the Trustees on 20 October 2021

Signature:  Print Name: Brian Orrell

Signature:  Print Name: David Heindel

Independent Auditor's Report to Trustees of the ITF Seafarers' Trust

Opinion on the financial statements

In our opinion, the financial statements:

- give a true and fair view of the state of the Charity's affairs as at 31 December 2020 and of its incoming resources and application of resources 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 Charities Act 2011.

We have audited the financial statements of The ITF Seafarers' Trust ("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 notes to the financial statements, 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).

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Independence

We remain independent of the Charity in accordance with the ethical requirements relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Conclusions related 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 Charity'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 Trustees are responsible for the other information. The other information comprises the information included in the Trustees' Report, other than the financial statements and our auditor's 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. 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.

Matters on which we are required to report by exception

We have nothing to report in respect of the following matters in relation to which the Charities Act 2011 requires us to report to you if, in our opinion;

- the information contained in the financial statements is inconsistent in any material respect with the Trustees' Report; or
- adequate accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Statement of Trustees' responsibilities, the Trustees 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 determines 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 Charity'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 Charity or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under section 144 of the Charities Act 2011 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 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.

Extent to which the audit was capable of detecting irregularities, including fraud

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:

- As part of designing our audit, based on our understanding of the Charity and the industry in which it operates, we assessed the risks of material misstatement in the financial statements, including how fraud may occur. We considered the Charity's own assessment of the risks that irregularities may occur either as a result of fraud or error and held discussions to consider whether there was any knowledge of actual, suspected or alleged fraud. We considered the extent to which non-compliance might have a material effect on the Charity's financial statements. As part of our discussions, we identified the internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations and how management monitor these processes. Where possible, we obtained and reviewed corroborating documentation;
- We obtained an understanding of the legal and regulatory frameworks that are applicable to the Charity. These include, but are not limited to, compliance with the Charities Act 2011, United Kingdom Generally Accepted Accounting Practice and tax legislation.

We completed the following procedures:

- Reviewed the Charity's documentation of risks and associated mitigating actions and reviewed Trustee Board meeting minutes for any indication of fraud or non-compliance with laws and regulations;
- Made enquiries regarding any matters identified as a Serious Incident reportable to the Charity Commission. Note that auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of Those Charged with Governance and other management, and inspection of regulatory and legal correspondence if any;
- Performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud;
- In addressing the risk of fraud through management override of controls, we tested journal entries and other adjustments for inappropriate or unusual journals outside of our expectations, as well as for any significant transactions outside the normal course of business, taking into consideration the scope for management to manipulate financial results through the timing of the recognition of income or grant commitments.

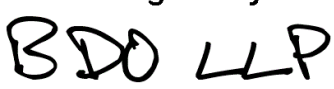
Our audit procedures were designed to respond to risks of material misstatement in the financial statements, recognising that the risk of not detecting a material misstatement due to fraud is higher than the risk of not detecting one resulting from error, as fraud may involve deliberate concealment by, for example, forgery, misrepresentations or through collusion. There are inherent limitations in the audit procedures performed

and the further removed non-compliance with laws and regulations is from the events and transactions reflected in the financial statements, the less likely we are to become aware of it.

A further description of our responsibilities for the audit of the financial statements is located at the Financial Reporting Council's ("FRC's") website at: <https://www.frc.org.uk/auditorsresponsibilities>. This description forms part of our auditor's report.

Use of our report

This report is made solely to the Charity's trustees, as a body, in accordance with the Charities Act 2011. Our audit work has been undertaken so that we might state to the Charity's trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the Charity and the Charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

DocuSigned by:

DA15AED75D45453...

BDO LLP, statutory auditor
London, UK
Date: 20 October 2021

BDO LLP is eligible for appointment as auditor of the charity by virtue of its eligibility for appointment as auditor of a company under section 1212 of the Companies Act 2006.

BDO LLP is a limited liability partnership registered in England and Wales (with registered number OC305127).

Statement of Financial Activities for the year ended 31 December 2020

	Notes	Expendable Endowment £	Designated Funds £	Unrestricted Funds £	2020 Total funds £	2019 Total funds £
Income and endowments from:						
Donations:						
Gift aid donations		-	-	-	-	1,600,000
Other donations		-	-	-	-	1,000
Investment Income:						
Dividends and interest		-	-	489,313	489,313	597,817
Bank deposits and other interest		-	-	1,673	1,673	2,853
Total		-	-	490,986	490,986	2,201,670
Expenditure						
Raising funds						
Investment manager's fee		-	-	56,728	56,728	67,915
Net income available for charitable application		-	-	434,258	434,258	2,133,755
Charitable Activities:						
Grants - Provision of assistance to seafarers	4	-	-	8,380,247	8,380,247	3,864,941
Projects	5	-	19,427	205,096	224,523	237,083
Support costs	6	-	11,726	475,664	487,390	647,843
Total charitable expenditure		-	31,153	9,061,007	9,092,160	4,749,867
Net (expenditure) before gains		-	(31,153)	(8,626,749)	(8,657,902)	(2,616,112)
Net gains on investment assets	9	966,666	-	1,618,990	2,585,656	5,254,443
Net movement in funds for the year		966,666	(31,153)	(7,007,759)	(6,072,246)	2,638,331
Transfer between funds		-	-	-	-	-
Funds brought forward at 1 January		20,463,278	233,211	27,381,178	48,077,667	45,439,336
Balance carried forward at 31 December		21,429,944	202,058	20,373,419	42,005,421	48,077,667

The notes on pages 20 to 30 form part of these financial statements

Continuing operations

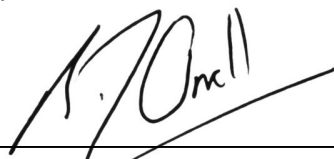
All of the trust's activities were derived from continuing operations for the above two financial years.

Balance Sheet at 31 December 2020

	Notes	31 December 2020 £	31 December 2019 £
Fixed Assets			
Tangible Fixed Assets		14,024	11,035
	<u>8</u>	14,024	11,035
Investments		44,829,807	43,880,666
	<u>9</u>	44,829,807	43,880,666
Current assets			
Prepayments and Accrued Income		14,481	4,689
Cash held by brokers		321,368	4,296,101
Cash held on deposit		51,101	7,268
Money market deposits		846,270	744,214
Cash at bank		86,662	436,709
		1,319,882	5,488,981
Creditors - amounts falling due within one year			
Amounts owed to ITF	<u>10</u>	49,148	64,897
Accrued expenses and sundry creditors		124,787	473,220
Grant liabilities		2,192,069	764,898
		(2,366,004)	(1,303,015)
Net Current (Liabilities) / Assets		(1,046,122)	4,185,966
Grant liabilities falling due after one year		(1,792,288)	-
Net Assets		42,005,421	48,077,667
FUNDS			
Unrestricted Funds		20,575,477	27,614,389
Expendable Endowment		21,429,944	20,463,278
Total Funds		42,005,421	48,077,667

The notes on pages 20 to 30 form part of these financial statements

Approved by the Trustees and authorised for issue on 20 October 2021

Signature:  _____ Print Name: Brian Orrell

Signature:  _____ Print Name: David Heindel

Statement of Cash Flows for the year ended 31 December 2020

	Notes	31 December 2020 £	31 December 2019 £
Net (expenditure) / income for the reporting period (as per the Statement of Financial Activities)		(6,072,246)	2,638,331
Adjustments for:			
Depreciation charge		5,435	5,435
Dividends and interest from investments		(490,986)	(600,670)
Net (Gain) on investment assets		(2,585,656)	(5,254,443)
Increase in trade and other debtors		(9,793)	(1,759)
Increase in creditors falling due within one year		1,062,990	88,439
Increase / (Decrease) in long term grants payable after one year		1,792,288	(58,628)
Net cash used in operating activities		(6,297,968)	(3,183,295)
Cash flows from investing activities			
Dividends and interest from investments		490,986	600,670
Purchase of tangible assets		(8,424)	(16,470)
Purchase of investments		(6,603,698)	(16,484,813)
Proceeds from sales of investments		8,240,213	22,205,638
Net cash provided by investing activities		2,119,077	6,305,025
Change in cash and cash equivalents		(4,178,891)	3,121,730
Cash and cash equivalents at the beginning of the year		5,484,292	2,362,562
Cash and cash equivalents at the end of the year	12	1,305,401	5,484,292

The notes on pages 20 to 30 form part of these financial statements

Notes to the Financial Statements for the year ended 31 December 2020

1 ACCOUNTING POLICIES

a) Accounting Convention

The financial statements have been prepared under the historical cost convention as modified by the valuation of investments, and in accordance with the Charities Act 2011, 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 2019) and applicable accounting standard FRS 102.

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

The financial statements have been prepared to give a 'true and fair' view and have departed from the Charities (Accounts and Reports) Regulations 2008 only to the extent required to provide a 'true and fair' view. This departure has involved following Accounting and Reporting by Charities preparing their financial statements in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014 rather than the Accounting and Reporting by Charities: Statement of Recommended Practice effective from 1 April 2005, which has since been withdrawn.

The Trustees have reviewed the charity's investments and operations in response to the impact of the COVID-19 pandemic. The budget for charitable activities in 2020-21 is, at this time, unaffected. The charity hold reserves to supplement income requirements to meet charitable objectives as required, with free reserves at the balance sheet date of £20,359,395. The Trustees consider that there are no material uncertainties over the charity's ability to continue as a going concern for the foreseeable future, being a period of at least 12 months from the date of signing the financial statements.

b) Income

Gift Aid donation income and dividend distribution is accounted for when the charity is entitled to the income, it is probable that the income will be received and the amount can be measured reliably.

c) Cost of Raising Funds

Costs of raising funds includes investment manager fees which are recognised on a payable basis.

d) Grant Expenditure

Grants are accounted for when a liability is created, including grant applications approved by the Trustees and notified to the relevant beneficiaries but not paid at the year end, and are apportioned between amounts due within one year and after more than one year based on the expected payment profile. Cancelled grants are credited to the Statement of Financial Activities when the cancellation has been notified and approved.

e) Support Costs

Support Costs comprise salary, travel, governance costs and other general expenses including irrecoverable VAT. Costs are included on an accruals basis. Staff costs represent a share of the salary costs of staff of the ITF which are allocated in proportion to time spent on Trust administration in seeking, monitoring and approving grant payments.

The administration cost from the ITF comprises a charge for office, support and other costs to reflect the activity carried out by the ITF on behalf of the Trust.

Governance costs are included on an accruals basis and represent costs associated with constitutional and statutory requirements.

f) Investments

Investments are a form of basic financial instrument and are initially recognised at their transaction value and subsequently measured at their fair value as at the balance sheet date using their closing quoted market price. Realised and unrealised gains and losses are shown in the statement of financial activities together as net gains on revaluation and disposals of investment assets. Investments held in the cash liquidity funds are classified within current assets.

The charity does not acquire put options, derivatives or other complex financial instruments.

The main form of financial risk faced by the charity is that of volatility in the investment markets due to wider economic conditions, the attitude of investors to investment risk and changes in sentiment concerning equities and within particular sectors of sub-sectors.

g) Debtors

Debtors are recognised initially at fair value. Subsequent to initial recognition they are measured at amortised cost using the effective interest method, less any impairment losses.

h) Cash and cash equivalents

Cash and cash equivalents consist of cash on hand and balances with banks, and investments in money market instruments which are readily convertible, being those with original maturities of three months or less.

i) Creditors

Creditors are recognised initially at fair value. Subsequent to initial recognition they are measured at amortised cost using the effective interest method.

j) Foreign Currency

Foreign currency transactions are translated at the rates ruling when they occur. Foreign currency assets and liabilities are translated into sterling at the rates of exchange ruling at the balance sheet date. Any differences are taken to the Statement of Financial Activities.

k) Funds

The expendable endowment fund represents a donation of £12,700,000 received in 2003 from the International Transport Workers' Federation (and subsequent investment gains and losses) and is expendable at the Trustees' discretion. Unrestricted funds are those which the Trustees are free to use for any purpose in furtherance of the charitable objects. Designated funds are unrestricted funds of the charity which the Trustees have decided at their discretion to set aside for a specific purpose.

l) Fixed Assets and Depreciation

All assets are included in the Financial Statements at cost. Additions totalling over £10,000 are capitalised. Computer systems are fully depreciated on a straight-line basis over three years.

m) Critical estimates and significant judgements

The preparation of the financial statements requires the Trustees to make estimates and assumptions that affect the reported amounts of revenues, expenses, assets and liabilities, and the disclosure of contingent liabilities at the date of the financial statements. If in the future such estimates and assumptions, which are based on the Trustees' best judgement at the date of the financial statements, deviate from the actual circumstances, the original estimates and assumptions will be modified as appropriate in the year in which the circumstances change. The Trustees consider that there are no key sources of estimation uncertainty.

n) Financial Instruments

The trust only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are recognised at transaction value.

2 TAXATION

As a registered charity, the Trust is exempt from tax on assessable income applied within the objects of the Trust.

3 INCOME

Donations include income received under gift aid from the Seafarers' International Assistance, Welfare and Protection Fund of The International Transport Workers Federation.

4 CHARITABLE ACTIVITIES – GRANTS

Recipients of institutional grants:

	TOTAL £
ALL JAPAN SEAMEN'S UNION	3,712,000
AMOSUP	1,010,509
SEAFARERS RIGHTS INTERNATIONAL	494,292
WORLD MARITIME UNIVERSITY	246,100
IMO INTERNATIONAL MARITIME LAW INSTITUTE	154,891
HUNTER WORKERS REHABILITATION & COUNSELLING	148,785
INTERNATIONAL CHRISTIAN MARITIME ASSOCIATION	131,847
MERCHANT NAVY WELFARE BOARD (WNWB)	122,000
DEUTSCHE SEEMANNSMISSION HAMBURG-ALTONA E.V.	89,000
NATIONAL UNION OF SEAFARERS SRI LANKA	80,394
THE MISSION TO SEAFARERS - LONDON	80,211
CARE ASHORE	77,048
TAS BULL SEAFARERS FOUNDATION	77,032
UNION OF BEIRUT PORT EMPLOYEES & LEBANESE SEAMEN'S SYNDICATE	75,000
AMIGOS IRMÃOS DOS HOMENS DO MAR	72,513
MISSION TO SEAFARERS	63,852
UNION DE TRABAJADORES DEL TRANSPORTE	63,452
THE MISSIONARIES OF SAINT CHARLES SCALABRINIANS - STELLA MARIS SANTOS	55,939
FONDAZIONE C.I.R.M.	52,620
NATIONAL UNION OF SEAFARERS OF INDIA	50,943
THE CHIRP CHARITABLE TRUST	50,000
FEDERATION OF KOREAN SEAFARERS' UNIONS	50,000
THE MARINE SOCIETY AND SEA CADETS	50,000
SINGAPORE ORGANISATION OF SEAMEN	49,147
TURKIYE DENIZCILER SENDIKASI (SEAFARERS' UNION OF TURKEY)	48,819
THE MISSION TO SEAFARERS AUSTRALIA	45,597
WELFARE FUND OF MARINE TRANSPORT	45,000
THE MISSION TO SEAFARERS	43,000
BANGLADESH MERCHANT MARINE OFFICERS' ASSOCIATION	41,037
SINDICATO NACIONAL DE TRABAJADORES DE RAMA Y SERVICIOS DEL TRANSPORTE DE COLOMBIA (SNTT)	40,250
NORTH AMERICAN MARITIME MINISTRY ASSOCIATION	40,176
MARITIME WORKERS UNION OF NIGERIA	40,000
GLOBAL MARITIME MINISTRIES INC	35,309
UNITED SEAMEN'S SERVICE	33,972
UNION DE TRABAJADORES DE MAR DE ECUADOR	33,092
SINDICATO NAC PROF EST OFIC CORRELATIVOS	32,343
ROYAL BOMBAY SEAMEN'S SOCIETY	32,332
BREMER SEEMANNSMISSION E.V.	31,902
SYNDICAT DES MARINS IVOIRIENS AU COMMERCE	30,501
ISWAN	30,000
VEREINTE DIENSTLEISTUNGSGEWERKSCHAFT (UNITED SERVICES TRADE UNION)	29,928
STELLA MARIS (APOSTLESHIP OF THE SEA)	28,228
FNTT/UGTA	26,434
NATIONAL UNION OF SEAFARERS OF PENINSULA	25,778
SPACE COAST SEAFARERS MINISTRY	25,136

4 CHARITABLE ACTIVITIES – GRANTS (continued)

Recipients of institutional grants:

	TOTAL
	£
ERZBISTUM HAMBURG	23,050
FOYER DU MARIN DEUTSCHE SEEMANNSSMISSION E.V. DOUALA	21,599
UNION DE INGENIEROS MARINOS	21,545
DEUTSCHE SEEMANNSSMISSION SASSNITZ E.V.	21,107
NEW ENGLAND SEAFARERS MISSION INC	20,839
SEAFARERS HOUSE INC OPERATING ACCOUNT	20,723
AOS /CATHOLIC MARITIME CLUB OF MOBILE	20,706
SINDIKAT POMORACA HRVATSKE	20,000
SEAFARERS UNION OF RUSSIA	18,839
APOSTLESHIP OF THE SEA - MANILA	18,785
SEATTLE SEAFARERS CENTER	18,504
IRAQI NCC	18,180
SEAFARERS AND INTERNATIONAL HOUSE	16,759
STICHTING ZEEMANSWELVAREN AMSTERDAM	16,692
HOUSTON INTERNATIONAL SEAFARERS CENTER	16,284
GENERAL UNION OF PORT WORKERS JORDAN	15,799
CORPUS CHRISTI INTERNATIONAL SEAMENS CENTER	15,658
FEDERAZIONE NAZIONALE STELLA MARIS	15,631
LYTTELTON SEAFARERS CENTRE CHARITABLE TRUST	15,023
UKRAINIAN MARINE TRADE UNION	15,000
STELLA MARIS FRIENDS ONLUS	14,999
NIGERIA MERCHANT NAVY OFFICERS AND WATER	14,673
FINNISH SEAMENS MISSION	13,793
DEUTSCHE SEEMANNSSMISSION SEAFARERS' LOUNGE HAMBURG	13,361
LES AMIS DES MARINS	12,917
BALTIMORE INTERNATIONAL SEAFARERS	12,466
LATVIJAS UDENSTRANSPORTA DARBINIEKU FEDERATIVA ARODBIEDRIBA	11,901
POSITIBONG MARINO PHILIPPINES INC.	10,720
IRANIAN MERCHANT MARINERS SYNDICATE	10,000
TAMPA PORT MINISTRIES	9,901
KESATUAN PELAUT INDONESIA	9,117
MISSION TO SEAFARERS CANADA	9,052
FORWARD SEAMEN'S UNION OF INDIA	8,099
ANCHOR HOUSE INC	7,149
APOSTLESHIP OF THE SEA STELLA MARIS SEAFARERS' CENTRE INC	6,213
FORT VANCOUVER SEAFARERS	4,168
ONG AIRHOMAR	3,992
ASSOCIAZIONE PRIVATE DI FEDELI STELLA MARIS	3,541
QUEEN VICTORIA SEAMEN'S REST	2,515
Total	8,345,709

	2020	2019
	£	£
Buildings, internet, computers & telecommunications	-	10,723
Health for seafarers	-	2,743
Operational support to seafarers' welfare organisations	6,013,882	2,407,687
Raising awareness of seafarers' rights	37,114	107,353
Research into provision of welfare to seafarers	-	346,874
Training for those working with seafarers and their families	453,039	430,929
Vehicles	251,687	729,717
Covid-19 Welfare Fund	1,514,987	-
Other	75,000	46,970
Subtotal	8,345,709	4,082,996
Grants returned	(74,944)	(203,339)
Grants written back not needed	-	(14,716)
Net institutional grants awarded	8,270,765	3,864,941
Seafarers Trust Emergency Fund	109,482	-
Net grants awarded	8,380,247	3,864,941

5 PROJECTS

	2020	2019
	£	£
Consultants & researchers (projects)	162,283	94,337
External training	9,685	6,341
Research (feasibility)	442	334
Courier	18,852	81,743
Pod operational running costs	33,261	54,328
	224,523	237,083

6 SUPPORT COSTS

	2020	2019
	£	£
Staff costs	323,814	403,578
Professional advisors fees	1,410	4,681
Travel expenses	50,033	97,465
Website costs	9,960	4,392
Researchers & consultancy	28,500	7,800
Systems and IT costs	14,110	10,983
General expenses (inc. legal, publications and overheads)	39,199	28,399
Administration costs charged by ITF General Fund	79,992	80,000
Depreciation charges	5,435	5,435
Foreign exchange (gains) / losses	(85,559)	(12,624)
Bank charges and interest	7,369	4,450
Subtotal	474,263	634,559
Governance Costs:		
Auditors remuneration	13,000	12,480
Trustee travel expenses	127	804
	487,390	647,843

6 SUPPORT COSTS (continued)

Staff costs

	2020	2019
	£	£
Salaries	228,302	309,866
Social security	26,679	30,254
Pension contributions	49,371	57,630
Other staff costs	19,462	5,828
	323,814	403,578

The International Transport Workers' Federation (ITF) allocated a proportionate share of the cost of employing staff who worked directly on the Trust's activities in 2020. Staff costs equivalent to 4 full-time employees were charged to the Trust during the year (2019:4). No employee received total employee benefits, excluding pension contributions, in excess of £60,000, but less than 70,000 (2019: 1). One employee received total employee benefits, excluding pension contributions, in excess of £70,000, but less than £80,000 (2019: 1) and another employee received total employee benefits, excluding pension contributions, in excess of £80,000 but less than £90,000 (2019: 1).

The administration costs include administrative and accounting support provided by the ITF.

Owing to the global pandemic, there has been a marked decrease in travel related expenses. Website costs and consultancy cost have both increased significantly when compared with 2019. The website increase is mainly attributable to development costs associated with the 'Still at sea' project and the consultancy increases were as a result increasing organisational visibility through an enhanced communications strategy.

Significant gains were achieved on foreign exchange, £85,559 (2019: 12,264) as a result of a strong pound, which meant that a number of the Trust's non GBP commitments cost less than anticipated in GBP terms.

Key Management Personnel

Key management personnel are considered to be the Trustees and the Head of Trust. The Trustees receive no remuneration. The total employee benefits for the Head of Trust are £102,304 (2019: £96,423).

7 TRUSTEES

None of the Trustees received remuneration for their services as Trustees during the year, but some received travel expenses during the year totalling £127 (2019: £804).

8 TANGIBLE FIXED ASSETS

	2020 £	2019 £
Cost		
1 January 2020	16,470	19,170
Additions	8,424	16,470
Disposals	-	- 19,170
31 December 2020	24,894	16,470
Depreciation		
1 January 2020	5,435	19,170
Charge for the year	5,435	5,435
Disposals	-	- 19,170
31 December 2020	10,870	5,435
Net book value		
1 January 2020	11,035	-
31 December 2020	14,024	11,035

9 INVESTMENTS

	2020 £	2019 £
Market value of investments held at 1 January 2020	43,880,666	44,347,048
Purchases	6,603,698	16,484,813
Sales proceeds	(8,240,213)	(22,205,638)
Gain on investment assets	2,585,656	5,254,443
Market value of investments held at 31 December 2020	44,829,807	43,880,666

The analysis for the Investments at market value as at 31 December 2020 were:

	2020 £	2019 £
Global Bonds	13,060,466	6,432,376
UK Listed equities	4,560,185	-
Foreign Listed equities	27,209,156	37,448,290
	44,829,807	43,880,666

10 AMOUNTS OWED TO ITF

	2020 £	2019 £
Amounts owed to ITF	49,148	64,897
	49,148	64,897

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Expendable Endowment	Designated Funds	Unrestricted Funds	2020 Total Funds
	£	£	£	£
Fixed Assets	-	-	14,024	14,024
Investments	21,429,944	-	23,399,863	44,829,807
Net current assets	-	202,058	(1,248,180)	(1,046,122)
Grant liabilities falling due after one year	-	-	(1,792,288)	(1,792,288)
Total Net Assets as at 31 December 2020	21,429,944	202,058	20,373,419	42,005,421

	Expendable Endowment	Designated Funds	Unrestricted Funds	2019 Total Funds
	£	£	£	£
Fixed Assets	-	-	11,035	11,035
Investments	20,463,278	-	23,417,388	43,880,666
Net current assets	-	233,211	3,952,755	4,185,966
Grant liabilities falling due after one year	-	-	-	-
Total Net Assets as at 31 December 2019	20,463,278	233,211	27,381,178	48,077,667

The expendable endowment fund represents a donation of £12,700,000 received in 2003 from the International Transport Workers Federation (and subsequent investment gains and losses) and is expendable at the Trustees' discretion.

During 2019 the Trustees agreed to create a designated fund of £250,000 to look specifically at research into areas of work that the Trust could either develop and operate internally, or identify appropriate partners to deliver initiatives that would be beneficial to seafarers. The fund will be reviewed annually and topped up at the Trustee's discretion, to ensure that the Trust maintains a proactive outlook on areas of work which will be of benefit to seafarers.

12 ANALYSIS OF CHANGES IN CASH DURING THE PERIOD

	31 December 2019	Movement in Period	31 December 2020
	£	£	£
Cash at bank	436,709	(350,047)	86,662
Cash held by brokers	4,296,101	(3,974,733)	321,368
Cash held on deposit	7,268	43,833	51,101
Short term deposits	744,214	102,056	846,270
	5,484,292	(4,178,891)	1,305,401

13 RELATED PARTY TRANSACTIONS

None of the Trustees have undertaken any transactions with the Trust during the year. Several Trustees hold positions with organisations which have been beneficiaries of grants in the current or earlier years, or hold positions within organisations which have had financial transactions with the Trust. In the interests of transparency, the amounts which were paid or were payable as at 31 December 2020, are set out below;

	2020 Income £	2020 Expenditure £	At 31 Dec 2020 Assets £	At 31 Dec 2020 Liabilities £
a) International Transport Workers' Federation				
Gift aid donation	-	-	-	-
Administrative support	-	79,992	-	-
2020	-	79,992	-	49,148
2019	1,600,000	80,000	-	64,897
b) Seafarers Rights International				
Grants - Provision of assistance to seafarers	-	494,292	-	-
2020	-	494,292	-	-
2019	-	498,039	-	-
c) Hunterlink Recovery Services				
Grants - Provision of assistance to seafarers	-	148,785	-	-
2020	-	148,785	-	-
2019	-	-	-	-
d) Seafarers and International House				
Grants - Provision of assistance to seafarers	-	16,759	-	-
2020	-	16,759	-	-
2019	-	-	-	200,000
e) United Seamen's Service				
Grants - Provision of assistance to seafarers	-	33,972	-	-
2020	-	33,972	-	-
2019	-	197,633	-	-
f) National Union of Seafarers of India				
Grants - Provision of assistance to seafarers	-	50,943	-	-
2020	-	50,943	-	-
2019	-	-	-	-
g) TAS Bull Seafarers Foundation				
Grants - Provision of assistance to seafarers	-	77,032	-	37,500
2020	-	77,032	-	37,500
2019	-	-	-	-

a) International Transport Workers' Federation

Padraig Crumlin (President)

Stephen Cotton (General Secretary)

Dave Heindel (Chair of the ITF Seafarers' Section)

Jacqueline Smith (Maritime Co-ordinator)

Abdulgani Y. Serang (EB Member)

b) Seafarers Rights International

Brian Orrell (Member of Advisory Board)

Dave Heindel (Member of Advisory Board)

Stephen Cotton (Member of Advisory Board)

c) Hunterlink Recovery Services

Padraig Crumlin (Chair)

d) Seafarers and International House

Dave Heindel (Member of Advisory Board)

e) United Seamen's Service

Stephen Cotton (Honorary Vice President)

Dave Heindel (Director)

f) National Union of Seafarers of India

Abdulgani Y. Serang (General Secretary)

g) TAS Bull Seafarers Foundation

Padraig Crumlin (Director)