



ITF SEAFARERS' TRUST
Trustees' Report and
Financial Statements

FOR THE YEAR ENDED 31 DECEMBER 2021

Charity Number: 281936



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Reference and Administrative Details of the Charity, its Trustees and Advisers for the Year Ended 31 December 2021

Principal Office

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SE1 1DR

Trustees

S Cotton
P Crumlin
D Heindel
B Orrell
A Serang
J Smith

Charity Registered Number: 281936

Bankers

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28 Borough High Street
London
SE1 1YB

Investment Managers

The Progeny Group Ltd (to 28 Feb 2021)
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W1J 9EJ

Sparrows Capital (from 01 Mar 2021)
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Independent Auditor

BDO LLP
55 Baker Street
London
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Trustees' Report for the Year Ended 31 December 2021

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 2021. The financial statements have been prepared in accordance with applicable United Kingdom accounting standards including Financial Reporting Standard 102 (FRS 102).

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.

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.

Trust management and staff are employed according to the wage scales of the ITF. Grades are determined by a Salary Grading Committee and annual step increases are automatic within the scale. Annual pay awards and benefits are negotiated between ITF management and the ITF staff committee and are equally applicable to Trust staff.

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

Whilst 2020 was very much focused on responding to the Covid-19 pandemic with emergency funding, in 2021 we sought to consolidate new connections made during the previous year, including with ITF affiliated maritime unions undertaking frontline welfare support, and to pursue the programme of telling seafarers' stories in support of the international campaigns around the crew change crisis.

In the earlier part of the year a number of specific Covid-19 Welfare Fund grants were made, similar to those made in 2020, supporting organisations providing direct assistance, essential supplies and access to medical care, but as conditions eased this fund was discontinued and applications accepted in the usual grant application channels.

Working remotely and online enabled us to maintain existing and create different networks and made us more connected with, and accessible to, our grantees and beneficiaries. We also undertook a number of structured interviews with frontline seafarers to better understand the new and existing challenges they are experiencing as a result of the effects of the pandemic on the maritime sector as a whole. The collated information was presented to the Board of Trustees and will assist in effective targeting of grants to meet the real needs of seafarers.

In total 71 grants were awarded to organisations amounting to net institutional grants expenditure of £4,888,602. In addition, 31 individual/emergency grants were approved and paid under the Seafarers' Trust Emergency Fund, amounting to a total of £157,657.

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 2021 was £70,716, as the funds were no longer required. An analysis of the grants made during 2021 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 but expanded to include the new priority of publicising seafarers' stories and highlighting the human faces behind global supply chains.

Addressing our overarching objectives

- **Improve welfare and wellbeing of seafarers and their families**

2021 saw a very diverse range of grants aimed at supporting seafarers and their families as the impact and easing of the pandemic varied significantly across the globe. Grants made supported projects as diverse as support to seafarers unable to return home due to travel restrictions, providing essential food and hygiene packs for seafarers' families unable to work, funding a mobile shop so seafarers could purchase essential personal goods and provided access to vaccinations and PPE.

- **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**

The Trust continued to fund research giving solid evidence on manning and fatigue to the maritime sector with a 3 year grant to the WMU to fund the research "Determination of the minimum safety manning levels". Building on the outcomes of the research project on hours of work/rest reporting 'A Culture of Adjustment' funded by the Trust in 2019, this research aims to identify with maritime stakeholders the effective strategies to regulate manning in order to strengthen Occupational Safety and Health, wellbeing and ship safety.

A key aim in 2021 was of showing the human side of seafaring and maritime to complement the policy work of the ITF and highlighting seafarers as essential key workers. After the success of the Still At Sea photography competition in 2020, in 2021 the Trust continued our focus on telling seafarers' stories with the "Out of Sight, Not Out of Mind" portrait photography competition, showing the human face of this very diverse and largely hidden workforce.

Delivering our priority areas of work

Strategic Area 1. Build union capacity to deliver member services

Grant-making

After our increased efforts in 2020, it was pleasing to see that many unions continued or increased the welfare support they were providing to seafarers during 2021. The Trust undertook four virtual 'Regional Roadshows' with union leaders to support and encourage the development of seafarer welfare services and to explain where it was possible for the Trust to provide assistance.

29 grants were made to unions, largely in response to the impact of the pandemic, as well as a large grant for the expansion of the extremely busy Mariners' Home seafarers' accommodation in Manila used by seafarers transiting to or from contracts onboard.

OSH Ports

The OSH Ports Occupational Safety and Health in Ports app-based training launched across the Arab World region with a virtual event in August. The app was well received by local unions and engagement work continues.

The app received a high level of international interest and plans are in place for an updated Spanish and Portuguese language version of the app to be launched in Latin America, and consideration of a further version to meet the needs of ports in Francophone Africa.

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

Seafarers' access to shore leave and port-based services continued to be prevented or heavily restricted during 2021 by the control measures in place to prevent the pandemic, though welfare organisations continued to provide services 'at the gangway'. With the end of the pandemic in sight but premises still unable to open, several organisations took the opportunity to repair or improve facilities while the buildings were out of use with grant funding from the Trust.

Having received positive feedback from our seafarer interviews about the impact of this programme on seafarers' emotional wellbeing the previous year during a very difficult period, the Trust supported the 'Seafarers delivering Christmas' initiative once again with a grant to seafarers' centres to purchase small gifts to deliver to vessels calling in their port during the holiday season.

The provision of internet access continued as a key strand of this work, supporting projects that provided seafarers with free access to internet in ports in various countries across the globe, through portable WiFi devices or local hotspots.

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

With the continued impact of Covid-19, the Trust's support for medical initiatives was largely responding to the pandemic, covering access to vaccination, specific medical equipment such as oxygen concentrators and PPE.

Vaccinations

Essential for seafarers to sign on to new contracts or travel and embark, as well as preventing serious illness, access to Covid-19 vaccinations was a key area of work for port welfare providers and maritime unions in 2021. Grants from the Trust enabled unions to set up vaccination centres to provide official vaccinations to seafarers, funded port welfare organisations to transport seafarers to access free vaccinations when in port overseas and supported vaccine promotion programmes to increase take up of vaccines.

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

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

Despite the continued difficulties with travel and work, WMU and IMLI continued to provide a full programme of education for their students despite the complexities imposed by the ongoing pandemic. ITFST WMU scholarship students hailed from Cameroon, Ghana, India, Philippines and Vietnam whilst IMLI graduates came from Cameroon, China, Liberia, Senegal and Somalia.

We heard in early 2022 from an alumnus in Kenya, who is now Advisor for Maritime Policy to the Kenya State Department for Shipping and Maritime of the ratification of the Work in Fishing Convention, Seafarers Information Document Convention and Amendments to the MLC 2006, an example of the positive impact for capacity building in relation to maritime regulation.

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

During 2021 the 'Seafarers' Trust Emergency Fund' made 31 grants supporting seafarers or their families from 15 countries with emergency grants of between £500-£5000 GBP. Funds are not available for beneficiaries to apply directly, applications are made by trusted contacts working with seafarers and their families. In excess of 180 beneficiaries were supported, however this does not factor in the support to seafarers' families impacted by Hurricane Iota in Colombia and the Xpress Pearl environmental disaster in Sri Lanka.

Our general grants programme also provided support in the case of emergency situations. Typhoon Odette was a major disaster across a large part of the Philippines, and we were pleased to be able to assist the APSU union in the Philippines with a grant to support their Typhoon Odette emergency work in the Port of Cebu.

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

Following the success of the seafarers' photography competition, '**Still at Sea**' in 2020, we followed up with a further photography project - '**Out of Sight, Not Out of Mind**' – designed to capture portraits by seafarers of seafarers. The 40 winning portraits featured in a limited-edition book, celebrating the Trust's 40th Anniversary and showing seafarers how they see themselves to the wider world. ITF affiliated unions were invited to pre-order hard copies to present to influential individuals in their national maritime communities on World Maritime Day. One thousand copies of the book were printed and distributed for presentation in more than 30 countries.

In December, images and stories from this project formed the basis for an exhibition in the International Maritime Organisation (IMO) during the IMO Assembly and Council – the meetings attended by the most senior political delegations to the IMO. The project enjoyed the support of the IMO Secretary General and was intended to keep the idea of the 'human element' of the industry visible in the minds of government officials. The project had the added benefit of directly connecting us with serving seafarers, giving us further insights into current concerns and giving them a boost in recognising their creativity and agency.

We also continued to work with a number of organisations in the maritime sector and in the media to share the images alongside articles and projects supporting and highlighting the importance and essential role of seafarers and the challenges they face.

Looking Ahead

As the world emerges from the pandemic, a significant area of interest will be supporting the return of seafarers' access to shore leave and shore-based welfare services, whilst still maintaining a safe and healthy environment. We will be working with partners across the maritime and welfare sector, capitalising on the current sectoral dialogue on seafarers' wellbeing and crew change issues.

Seafarers access to adequate internet and other communications will remain a top priority, promoting seafarers access to connectivity both in port and onboard.

Recruitment for the Project Manager role, deferred due to the pandemic, will commence in Spring 2022 allowing increased capacity to develop the streams of work in the strategic plan.

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. A total of £1M in gift aid donations was received from the ITF in 2021 (2020: Nil). For the year ended 31 December 2021 total income amounted to £1,263,859 (2020: £490,986) excluding gains or losses on disposal of investments.

During the year 2021 total grant expenditure, net of funds returned and grants expired, was £5,046,259 (2020: £8,380,247). These grants are summarised in note 4. The net write back of expired grants and grant refunds received during 2021 totalled £70,716 (2020: £74,944). Support costs were £467,805 (2020: £487,390). Net losses before investment gains were £4,366,039 (2020: £8,657,902). Net investment gains of £6,692,955 (2020: £2,585,656) are included in the net movement in funds for the year, resulting in a gain of £2,326,916 (2020: £6,072,246 loss). The Trust's total funds increased from £42,005,421 at 31 December 2020 to £44,332,337 as at 31 December 2021. The increase in the overall reserves can be attributed to strong investment performance in 2021. Total funds include the expendable endowment of £25,171,605 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 2021, the total unrestricted reserves were £19,160,732 (2020: £20,575,477). Free reserves are calculated as unrestricted reserves less fixed assets and designated funds. Free reserves at 31 December 2021 were £19,022,361 (2020: £20,157,337).

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 2021 and the updated document was presented to and approved by the Board of Trustees at their meeting in December 2021. 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 2021 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. Subsequent to the tendering process held in 2020 for investment advisors for the Trust, Sparrows Capital Investments commenced as the Trust's new investment advisors on 01 March 2021.

The value of the Trust's total investments increased from £44,829,807 as at 31 December 2020 to £46,436,264 as at 31 December 2021. 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 second half of 2021. The strong performance of the portfolio, despite highly volatile market conditions, reflects the Trust's diversified approach and strong global bias in the target allocations.

Staffing, communications and infrastructure

There were no changes in staffing in 2021.

Over the course of the year, the Trust continued efforts to ensure potential grantees were aware of the opportunities to apply for grants, through regular online coordination, meetings and "roadshows". 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 19/10/2022

Signature:  Print Name: Dave Heindel

Signature:  Print Name: Brian Orrell



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 2021 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 2021 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 and Financial Statements, 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 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.

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 (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion;

- the information given in the Trustees' Report for the financial year for which the financial statements are prepared is inconsistent in any material respect with the financial statements; or
- adequate accounting records have not been kept; or
- the Charity 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 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 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 noncompliance 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 noncompliance 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 noncompliance 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;
- Assessing the design and operating effectiveness of controls and procedures relevant to the preparation of the financial statements and the detection and prevention of irregularities and fraud, including changes to supplier bank details; and
- 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:

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BDO LLP, statutory auditor
London, UK
Date: 19 October 2022

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 2021

	Notes	Expendable Endowment £	Designated Funds £	General Funds £	2021 Total funds £	2020 Total funds £
Income and endowments from:						
Donations:						
Gift aid donations		-	-	1,000,000	1,000,000	-
Other donations		-	-	-	-	-
Investment Income:						
Dividends and interest		-	-	263,709	263,709	489,313
Bank deposits and other interest		-	-	150	150	1,673
Total		-	-	1,263,859	1,263,859	490,986
Expenditure						
Raising funds						
Investment manager's fee		-	-	59,371	59,371	56,728
Net income available for charitable application		-	-	1,204,488	1,204,488	434,258
Charitable Activities:						
Grants - Provision of assistance to seafarers	4	-	-	5,046,259	5,046,259	8,380,247
Projects	5	-	25,397	31,066	56,463	224,523
Support costs	6	-	55,222	412,583	467,805	487,390
Total charitable expenditure		-	80,619	5,489,908	5,570,527	9,092,160
Net (expenditure) before gains		-	(80,619)	(4,285,420)	(4,366,039)	(8,657,902)
Net gains on investment assets	9	3,473,922	-	3,219,033	6,692,955	2,585,656
Net expenditure		3,473,922	(80,619)	(1,066,387)	2,326,916	(6,072,246)
Transfer between funds		267,739	-	(267,739)	-	-
Net movement in funds		3,741,661	(80,619)	(1,334,126)	2,326,916	(6,072,246)
Funds brought forward at 1 January		21,429,944	202,058	20,373,419	42,005,421	48,077,667
Balance carried forward at 31 December		25,171,605	121,439	19,039,293	44,332,337	42,005,421

The notes on pages 19 to 29 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 2021

	Notes	31 December 2021 £	31 December 2020 £
Fixed Assets			
Tangible Fixed Assets		16,932	14,024
	8	16,932	14,024
Investments		46,436,264	44,829,807
	9	46,436,264	44,829,807
Current assets			
Prepayments and Accrued Income		5,600	14,481
Cash held by brokers		141,466	321,368
Cash held on deposit		21,838	51,101
Money market deposits		1,068,898	846,270
Cash at bank		86,615	86,662
		1,324,417	1,319,882
Creditors - amounts falling due within one year			
Amounts owed to ITF	10	28,466	49,148
Accrued expenses and sundry creditors		18,329	124,787
Grant liabilities		3,165,052	2,192,069
		(3,211,847)	(2,366,004)
Net Current (Liabilities) / Assets		(1,887,430)	(1,046,122)
Grant liabilities falling due after one year		(233,429)	(1,792,288)
Net Assets		44,332,337	42,005,421
FUNDS			
Unrestricted Funds		19,160,732	20,575,477
Expendable Endowment		25,171,605	21,429,944
Total Funds		44,332,337	42,005,421

The notes on pages 19 to 29 form part of these financial statements

Approved by the Trustees and authorised for issue on 19/10/2022

Signature:  Print Name: Dave Heindel

Signature:  Print Name: Brian Orrell

Statement of Cash Flows for the year ended 31 December 2021

	Notes	31 December 2021 £	31 December 2020 £
Net (expenditure) / income for the reporting period (as per the Statement of Financial Activities)		2,326,916	(6,072,246)
Adjustments for:			
Depreciation charge		13,940	5,435
Dividends and interest from investments		(263,859)	(490,986)
Net (Gain) on investment assets		(6,692,955)	(2,585,656)
Increase in trade and other debtors		8,881	(9,793)
Increase in creditors falling due within one year		845,843	1,062,990
Increase / (Decrease) in long term grants payable after one year		(1,558,860)	1,792,288
Net cash used in operating activities		(5,320,094)	(6,297,968)
Cash flows from investing activities			
Dividends and interest from investments		263,859	490,986
Purchase of tangible assets		(16,848)	(8,424)
Purchase of investments		(42,299,391)	(6,603,698)
Proceeds from sales of investments		47,385,890	8,240,213
Net cash provided by investing activities		5,333,510	2,119,077
Change in cash and cash equivalents		13,416	(4,178,891)
Cash and cash equivalents at the beginning of the year		1,305,401	5,484,292
Cash and cash equivalents at the end of the year	13	1,318,817	1,305,401

The notes on pages 19 to 29 form part of these financial statements

Notes to the Financial Statements for the year ended 31 December 2021

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 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:

	£
ASSOCIATED PHILIPPINE SEAFARERS' UNION	1,500,526
WORLD MARITIME UNIVERSITY	531,954
SEAFARERS RIGHTS INTERNATIONAL	490,848
FONDAZIONE C.I.R.M.	259,741
NATIONAL UNION OF SEAFARERS OF INDIA	189,588
MISSION TO SEAFARERS	166,841
IMO INTERNATIONAL MARITIME LAW INSTITUTE	149,820
IFOMS	87,623
TAS BULL SEAFARERS FOUNDATION	77,492
INTERNATIONAL CHRISTIAN MARITIME ASSOC	76,275
SNTT (COLUMBIA)	72,793
ROYAL BOMBAY SEAMEN'S SOCIETY	72,347
CANAVERAL PORT MINISTRY, INC	71,901
THE MISSION TO SEAFARERS	68,482
THE CHIRP CHARITABLE TRUST	60,000
ZEEMANHUIS EEMSHAVEN STICHTING KOOPVAARD	55,926
KIRIBATI ISLANDS OVERSEAS SEAFARERS UNIO	50,966
PUBLIC ORGANIZATION 'IZMAIL INTERNATIONAL SEAMEN'S CLUB'	50,000
NORTH AMERICAN MARITIME MINISTRY ASSOCIA	49,683
THE MISSIONARIES OF SAINT CHARLES SCALAB	48,304
UNIÓN DE TRABAJADORES DEL TRANSPORTE MARÍTIMO AÉREO TERRESTRE Y AFINES	47,803
INTERNATIONAL CHRISTIAN MARITIME ASSOCIATION	47,600
NOVOROSSIYSK INTERNATIONAL SEAFARER CENTRE	44,832
KESATUAN PELAUT INDONESIA	44,338
CARE ASHORE	40,000
LES AMIS DES MARINS	39,613
NORTH AMERICAN MARITIME MINISTRY ASSOCIATION	38,323
STELLA MARIS GENOVA	37,044
CHARLESTON PORT AND SEAFARERS' SOCIETY	35,681
UNION DE TRABAJADORES DE MAR DE ECUADOR	34,708
TAMPA PORT MINISTRIES	34,375
SEAFARERS AND INTERNATIONAL HOUSE	33,448
FORWARD SEAMEN'S UNION OF INDIA	29,706
APOSTOLATUS MARIS SEAFARERS CENTRE INC.	29,134
INTERNATIONAL SEAFARERS CENTRE INC	29,122
ASSOCIAZIONE STELLA MARIS LIVORNO	25,978
FEDERATION NATIONALE DES TRANSPORT	22,506
UNION OF BEIRUT PORT EMPLOYEES & LEBANESE SEAMEN'S SYNDICATE	19,324
SEAFARERS UNION OF RUSSIA	19,108
SYNDICAT AUTONOME DES GENS DE MER DU SENEGAL/FT/UDTS	18,458
SEAFARERS HOUSE INC OPERATING ACCOUNT	16,922
DEUTSCHE SEEMANNSMISSION HAMBURG-ALTONA	16,295
FEDERAZIONE NAZIONALE STELLA MARIS	15,040

4 CHARITABLE ACTIVITIES – GRANTS (continued)

DOCK WORKERS UNION - KENYA	14,866
NATIONAL COORDINATING COMMITTEE, ITF LIBERIA CHAPTER	14,741
KIRIBATI ISLANDS OVERSEAS SEAFARERS' UNION	13,421
SEAMENS CHRISTIAN FRIEND SOCIETY	13,169
NATIONAL UNION OF SEAFARERS OF SRI LANKA	10,052
IRAQI NCC	8,105
UNION OF BEIRUT PORT EMPLOYEES & LEBANES	7,306
UNITED MINISTRY TO THE PORT OF GALVESTON	6,088
SEAMEN'S CHURCH INSTITUTE OF NEW YORK & NEW JERSEY	4,874
BANGLADESH NOUJAN SRAMIK FEDERATION	4,813
INTERNATIONAL ZEEMANS HOUSE	4,194
AMOSUP	2,737
MARINE OFFICERS UNION	1,842
SEAFARERS UNION OF KENYA	1,758
STELLA MARIS	884
Total	4,959,318

	2021	2020
	£	£
Operational support to seafarers welfare organisations	3,121,587	6,013,882
Raising awareness of seafarers rights	-	37,114
Research into provision of welfare to seafarers	353,378	-
Training for those working with seafarers and their families	373,395	453,039
Vehicles	377,255	251,687
Covid-19 Welfare Fund	628,785	1,514,987
Other	104,918	75,000
Subtotal	4,959,318	8,345,709
Grants returned	(10,815)	(74,944)
Grants written back not needed	(59,901)	-
Net institutional grants awarded	4,888,602	8,270,765
Seafarers Trust Emergency Fund	157,657	109,482
Net grants awarded	5,046,259	8,380,247

5 PROJECTS

	2021 £	2020 £
Consultants & researchers (projects)	28,995	162,283
External training	4,856	9,685
Research (feasibility)	5,583	442
Courier	17,029	18,852
Pod operational running costs	-	33,261
	56,463	224,523

6 SUPPORT COSTS

	2021 £	2020 £
Staff costs	307,807	323,814
Professional advisors fees	23,118	1,410
Travel expenses	11,131	50,033
Website costs	9,618	9,960
Researchers & consultancy	57,683	28,500
Systems and IT costs	12,882	14,110
General expenses (inc. legal, publications and overheads)	89,253	39,199
Administration costs charged by ITF General Fund	80,000	79,992
Depreciation charges	13,940	5,435
Foreign exchange (gains) / losses	(155,564)	(85,559)
Bank charges and interest	4,327	7,369
Subtotal	454,195	474,263
Governance Costs:		
Auditors remuneration	13,610	13,000
Trustee travel expenses	-	127
	467,805	487,390

Staff costs

	2021 £	2020 £
Salaries	233,070	228,302
Social security	17,425	26,679
Pension contributions	53,712	49,371
Other staff costs	3,600	19,462
	307,807	323,814

6 SUPPORT COSTS (continued)

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 2021. Staff costs equivalent to 4 full-time employees were charged to the Trust during the year (2020:4). One employee received total employee benefits, excluding pension contributions, in excess of £60,000, but less than 70,000 (2020:Nil). No employees received total employee benefits, excluding pension contributions, in excess of £70,000, but less than £80,000 (2020: 1). No employee received benefits, excluding pension contributions, in excess of £80,000 but less than £90,000 (2020:1) and one employee received total employee benefits, excluding pension contributions, in excess of £90,000 but less than £100,000 (2020: Nil).

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

Significant gains were achieved on foreign exchange, £155,564 (2020: £85,559) 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 £117,218 (2020: £102,304).

7 TRUSTEES

None of the Trustees received remuneration for their services as Trustees during the year. No Trustees were reimbursed for travel or hotel expenses during the year £Nil (2020: £127).

8 TANGIBLE FIXED ASSETS

	2021 £	2020 £
Cost		
1 January 2021	24,894	16,470
Additions	16,848	8,424
Disposals	-	-
31 December 2021	41,742	24,894
Depreciation		
1 January 2021	10,870	5,435
Charge for the year	13,940	5,435
Disposals	-	-
31 December 2021	24,810	10,870
Net book value		
1 January 2021	14,024	11,035
31 December 2021	16,932	14,024

9 INVESTMENTS

	2021 £	2020 £
Market value of investments held at 1 January 2021	44,829,807	43,880,666
Purchases	42,299,391	6,603,698
Sales proceeds	(47,385,890)	(8,240,213)
Gain on investment assets	6,692,956	2,585,656
Market value of investments held at 31 December 2021	46,436,264	44,829,807

The analysis for the Investments at market value as at 31 December 2021 were:

	2021 £	2020 £
Global Bonds	13,248,773	13,060,466
UK Listed equities	2,790,772	4,560,185
Foreign Listed equities	30,396,719	27,209,156
	46,436,264	44,829,807

10 AMOUNTS OWED TO ITF

	2021 £	2020 £
Amounts owed to ITF	28,466	49,148
	28,466	49,148

11 ANALYSIS OF NET ASSETS BETWEEN FUNDS

	Expendable Endowment	Designated Funds	General Funds	2021 Total Funds
	£	£	£	£
Fixed Assets	-	-	16,932	16,932
Investments	25,171,605	-	21,264,659	46,436,264
Net current assets	-	121,439	(2,008,868)	(1,887,429)
Grant liabilities falling due after one year	-	-	(233,429)	(233,429)
Total Net Assets as at 31 December 2021	25,171,605	121,439	19,039,294	44,332,338

	Expendable Endowment	Designated Funds	General 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

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.

12 ANALYSIS OF CHANGES IN NET DEBT

The charity had no debt during the year.

13 ANALYSIS OF CHANGES IN CASH DURING THE PERIOD

	31 December 2020	Movement in Period	31 December 2021
	£	£	£
Cash at bank	86,662	(47)	86,615
Cash held by brokers	321,368	(179,902)	141,466
Cash held on deposit	51,101	(29,263)	21,838
Short term deposits	846,270	222,628	1,068,898
	1,305,401	13,416	1,318,817

14 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 2021, are set out below;

	2021 Income	2021 Expenditure	At 31 Dec 2021 Assets	At 31 Dec 2021 Liabilities
	£	£	£	£
a) International Transport Workers' Federation				
Gift aid donation	1,000,000	-	-	-
Administrative support	-	80,000	-	28,466
2021	1,000,000	80,000	-	28,466
2020	-	79,992	-	49,148
b) Seafarers Rights International				
Grants - Provision of assistance to seafarers	-	490,848	-	-
2021	-	490,848	-	-
2020	-	494,292	-	-
c) Hunterlink Recovery Services				
Grants - Provision of assistance to seafarers	-	-	-	-
2021	-	-	-	-
2020	-	148,785	-	-
d) Seafarers and International House				
Grants - Provision of assistance to seafarers	-	33,448	-	-
2021	-	33,448	-	-
2020	-	16,759	-	-
e) United Seamen's Service				
Grants - Provision of assistance to seafarers	-	-	-	-
2021	-	-	-	-
2020	-	33,972	-	-
f) National Union of Seafarers of India				
Grants - Provision of assistance to seafarers	-	189,588	-	-
2021	-	189,588	-	-
2020	-	50,943	-	-
g) TAS Bull Seafarers Foundation				
Grants - Provision of assistance to seafarers	-	77,492	-	-
2021	-	77,492	-	-
2020	-	77,032	-	37,500
h) World Maritime University				
Grants - Provision of assistance to seafarers	-	531,954	-	206,813
2021	-	531,954	-	206,813
2020	-	246,100	-	17,463

14 RELATED PARTY TRANSACTIONS (continued)

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)

h) World Maritime University

Jacqueline Smith (EB Member)