CARE INTERNATIONAL UK

England & Wales · Charity number 292506

Details

Other names	CARE BRITAIN
Status	Registered
Legal form	Charitable company
Company number	01911651
Registered	1985-08-23
Register	View on the Charity Commission register

Contact

Address	CARE International UK 1 St. John's Lane London EC1M 4AR
Phone	02070916000
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Website	www.careinternational.org.uk

Activities

Objects: TO RELIEVE POVERTY AND SICKNESS, TO PROMOTE THE PRESERVATION AND PROTECTION OF HEALTH AND TO ADVANCE EDUCATION AMONG THE WORLD'S POOR.

Activities: CARE International is a global Charity dedicated to ending poverty. We work in 87 of the poorest countries worldwide. We aim for long-term impact through our humanitarian and development work.

Classification

- **How:** Makes Grants To Organisations, Provides Other Finance, Provides Human Resources, Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research
- **What:** The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief, Human Rights/religious Or Racial Harmony/equality Or Diversity
- **Who:** The General Public/mankind

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Geography

- Afghanistan
- Angola
- Bangladesh
- Belgium
- Bolivia
- Brazil
- Burma
- Burundi
- Cambodia
- Congo (Democratic Republic)
- East Timor
- Ecuador
- Egypt
- Ethiopia
- Ghana
- Haiti
- India
- Indonesia
- Ivory Coast
- Jordan
- Kenya
- Laos
- Liberia
- Malawi
- Mali
- Nepal
- Niger
- Occupied Palestinian Territories
- Pakistan
- Peru
- Philippines
- Rwanda
- Sierra Leone
- Somalia

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- Sri Lanka
- Sudan
- Tanzania
- Turkey
- Uganda
- Vanuatu
- Yemen
- Zambia
- Zimbabwe

Finances

Period end	Income	Expenditure	Assets	Employees
2025-06-30	£64,066,000	£65,820,000	£12,974,000	119
2024-06-30	£48,968,000	£55,703,000	£14,721,000	103
2023-06-30	£40,670,000	£38,406,000	£21,463,000	99
2022-06-30	£38,566,000	£31,385,000	£19,199,000	98
2021-06-30	£62,719,000	£67,729,000	£12,018,000	120
2020-06-30	£73,877,000	£71,117,000	£17,028,000	116

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Trustees

Name	Role	Appointed
Lyndall Norma Stein	Chair	2022-08-01
Desiree D'Souza		2021-03-02
Dr Amadu Wurie Khan		2024-03-27
James Robert Levy		2025-10-22
Khalid El Ansari		2020-03-25
Laura Kelly		2024-03-27
Matthew Sherrington		2025-03-19
Sribavan SRISATHKURUNATHAN		2023-03-29
Stefanie Jennifer Tetenberg		2025-03-19
Susanna Mary Ndaruhutse		2024-03-27
Ziad Issa		2025-03-19

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CARE INTERNATIONAL UK

England & Wales - Charity number 292506

Accounts

CARE International UK



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ANNUAL REPORT AND ACCOUNTS 2024-2025



CARE project participants in Sierra Leone at a special International Women's Day Project in early 2024.

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Cover photo:
Nguyen Thi Huong, a woman entrepreneur from Vietnam.

CEO and Chair welcome

Women around the world are in crisis.

In FY25, CARE International UK's (CIUK) life-changing work reached more than two million people. While our income grew to over £65 million, underwritten by renewed leadership and investments in fundraising, communications, processes, and the impressive work of our staff, this result precedes a challenging period as we enter our 80th year. We know that income from official development assistance will decline sharply in future years while today, the world faces more difficulties than it has since CARE's birth, when compassionate people first sent CARE packages to Europe after the Second World War.

During the reporting year (July 1, 2024 – June 30, 2025), global crises intensified. The Gaza war escalated to unprecedented levels of devastation, resulting in over 70,000 deaths from the conflict by the end of the year. A UN Women report in May 2025 estimated one woman or girl was killed on average every hour. With a ceasefire now in effect and desperately-needed aid beginning to flow again at the time of writing, the reconstruction and recovery efforts will be immense and CARE will be there.

Sudan now faces the largest humanitarian crisis in the world. Over two years into a brutal civil war, 26 million people confront severe hunger, and 12 million people have been forced to flee their homes. More than 28,000 people have been killed, putting women and girls in unimaginable danger.

The impact of these conflicts – alongside others in Yemen, Syria, Ukraine and elsewhere – are exacerbated by the destructive impact of climate change. In 2024 alone, 155 extreme weather events displaced more than 800,000 people globally, from deadly heatwaves in Iran and Mali to catastrophic floods in Pakistan and Brazil.

In these situations, CARE is there. We support women, their families and communities to rebuild their homes, lives, and livelihoods, because women and girls bear the brunt of these crises. They are the first to pick up the pieces, yet are least likely to be decision makers or listened to. That is why CIUK remains committed to our three-year (2023–2026) strategy, 'Women leading change in times of crisis'.

This commitment became even more critical following the devastating UK aid cuts announced in February 2025. The UK government's decision to cut the aid budget from 0.5% to 0.3% of Gross National Income was a blow that left those of us working to overcome poverty and injustice reeling. Evidence shows this decision will cost lives and reduce Britain's influence in the world. Whether it is austerity or aid cuts, we know women and girls are hit first and worst when spending is cut.

The announcement changed the rest of our year. CIUK responded quickly, mobilising the humanitarian sector around our rallying cry: 'Reverse the cuts, protect women & girls'. This message was shared throughout our annual International Women's Day event, in a Parliamentary briefing, and in an open letter to the Foreign Secretary signed by more than 90 influential figures. We then continued to convene and mobilise people and organisations to speak out against the cuts.



Helen McEachern, CEO

Since UK governmental aid contributes more than 70% of our income, the forecasted impact of the cuts, compounded by recent USAID reductions, created severe financial pressures that directly impacted our income. We took the difficult decision to initiate an organisational restructure towards the end of FY25, resulting in 19 colleagues being made redundant in summer 2025. The reduction in capacity is significant and challenging, but we are incredibly grateful to our colleagues for their constructiveness and adaptation during this process.

Crucially, even before the cuts, we had been developing a new fundraising strategy to increase income diversity and sustainability. The aid cuts brought this into acute focus, resulting in the finalisation of our new five-year Fundraising Strategy (FY26–30) to increase resilience, sustainability, and flexibility. We are proud that this is already showing signs of success as indicators are up in many areas.


Lyndall Stein, Chair of Trustees

Our impact relies heavily on the generosity of our supporters. Thank you to everyone who supported our work in FY25. Because of you, we stood with women to lead and make change for their communities in more places and had greater impact than last year. In particular, thank you to the players of the People's Postcode Lottery, whose generosity increased, contributing £1.5 million to our unrestricted income.

Delivering against our strategy is only possible thanks to our people. This year, we made progress towards becoming an anti-racist, diverse, inclusive, and equitable organisation by adopting updated core values and new feminist leadership principles. We also welcomed two new permanent directors and appointed three new Trustees, bringing valuable lived experience and counsel to our governance and leadership.

This report most importantly details many of the incredible impacts our work has had on the lives of people around the world – from Nigeria and Syria where women were better able to support their communities in the wake of civil war to Zimbabwe, where our innovative Early Action Fund is helping communities prepare for crises before they happen.

As we look towards the final year of our 2023–2026 strategy, and CARE's 80th anniversary, our current strategic objectives remain as relevant and important as ever. Building on our achievements this year and adapting to the financial and political realities, we have identified seven annual objectives for FY25/26 (page 24).

The Government may have stepped back from directly supporting women and girls around the world, but we will not. We look forward to working with women leaders and organisations across the world to face crises with energy, courage, and skill, because we CARE.



Helen McEachern
CEO



Lyndall Stein
Chair of Trustees



▶ Petronella da Cruz, member of the Suco Disaster Management Committee in Timor Leste, stands with her group members.

About CARE International UK

OUR VISION:
We seek a world of hope, inclusion, and social justice, where poverty has been overcome and all people live in dignity and security.

OUR MISSION:
We work around the globe to save lives, defeat poverty, and achieve social justice.

OUR FOCUS:
We put women and girls at the centre of our work, because we know that we cannot overcome poverty until all people have equal rights and opportunities.

OUR VALUES:
- Women-centred
- Inclusive
- Collaborative
- Quality in our work

Who we are

Founded in 1945, CARE is a leading humanitarian organisation that works in over 120 countries, fighting global poverty. CARE places special focus on working alongside women and girls, because we cannot overcome poverty until all people have equal rights and opportunities. We listen to and support women, so they have the power to make change where it's needed most, and we work at a local level to support global change.

CARE International UK (CIUK) is a full member of the CARE International confederation (referenced throughout this report as 'CARE International'). Together, we work towards delivering on CARE International's Vision 2030, contributing to lasting large-scale impact in support of the Sustainable Development Goals. CARE International's **six impact areas** concentrate our expertise and drive progress towards our mission.

CIUK raises funds to support work across all impact areas, with a particular focus on women's voice and leadership in climate action and humanitarian crises. In addition, CIUK engages in advocacy to increase impact by influencing the policy and practice of others, including the UK government's aid spending. We also provide invaluable technical expertise to other CARE International members and offices.

In FY25, CARE International UK reached

2,029,650 people across:
47 countries **106** programmes

Breakdown of numbers by impact areas

Gender equality programming:
1,060,987

Humanitarian crisis:
820,366

Health:
127,853

Food, water, and nutrition:
400,280

Women's economic justice:
198,913

Climate justice:
378,596

58% of the people reached by CARE International UK programmes were women and girls.



◀ Saima Khawaja, a woman entrepreneur working with CARE in Pakistan.

2023 - 2026 Strategy

This was the second implementation year of CIUK's 2023 – 2026 strategy, 'Women leading change in times of crisis'.

The 2023 – 2026 strategy prioritises working with women and girls who are most impacted by humanitarian and climate issues and have historically had the least say in decision-making. We enable women to become the driving force for change in their communities and countries. We also focus on intentionally moving power back where it belongs – into the hands of communities affected by crisis.

From 2023 to 2026, we are:

- Contributing to CARE's work in over 120 countries to save lives, defeat poverty and achieve social justice
- Raising our profile and influence for change in the UK
- Supporting women to lead on the frontlines of crisis
- Building equitable, sustainable partnerships with local organisations to deliver more impact for people facing poverty and crisis
- Increasing the diversity and sustainability of our income
- Becoming an anti-racist, feminist, diverse and inclusive organisation

Progress made in FY25 towards each of these six strategic goals is outlined in the following section of this report.

Contribute to CARE's work in over 120 countries to save lives, defeat poverty, and achieve social justice

STRATEGIC GOAL

In FY25, we supported CARE's work across more than 120 countries, which reached more than 58.7 million people. This work ranges from providing vital, ongoing support for the humanitarian emergencies in Sudan and Gaza, to helping women in Ukraine rebuild their lives. Examples of some of these projects are outlined here.



A Palestinian woman reacts after seeing her house destroyed by an Israeli airstrike in Khan Yunis in the southern Gaza Strip.

© Grayscale Media



A mother and child at CARE's primary healthcare center in Deir Al-Balah.

© Ahmed Younis /CARE

Gaza Humanitarian Crisis

CARE International UK and local partners continued to respond to the catastrophic humanitarian crisis in Gaza, providing water trucking, sanitation and hygiene distributions to communities in North and South Gaza, though operations remained incredibly difficult due Israel's blockade of aid. We also provided healthcare and nutrition services through our primary healthcare centre in Deir al-Balah and mobile health teams across northern Gaza.

Our teams see the extensive needs firsthand:

> "We treat at least 50 pregnant women daily, providing blood pressure and weight checks, foetal monitoring, and consultations. Cases of anaemia and underweight mothers are widespread. Ongoing bombings affect both our operations and women's mental health".
>
> *Midwife in Community Health Centre in Gaza*

In October 2024, we were devastated by the deaths of two valued members of our partner organisation, Juzoor for Health and Social Development - Dr. Ahmad Al-Najar and midwife Ms. Laila Jneid, in airstrikes in Gaza. We extend our deepest condolences to their families, the team at Juzoor, and all those impacted by the conflict.

In the UK, we persistently called for a permanent ceasefire, the end of UK arms sales to Israel and unrestricted humanitarian access to the Gaza Strip - bringing global attention to the deepening crisis faced by Palestinians and highlighting the particular needs of women and girls.

In FY25, our supporters gave over **£339,000** to the humanitarian crisis in Gaza and surrounding region, bringing the total raised by CIUK supporters to over **£600,000**. These funds contribute to the Disasters Emergency Committee (DEC)'s Middle East Humanitarian Appeal, which has raised over **£47 million**.

> The funding provided by the UK public is the backbone of our response in Gaza. It allows us to move quickly, even when we only have very short windows of opportunity to get aid in. It is quite literally a lifeline for so many Palestinians. Thank you so much for the ongoing support.'
>
> *Jolien Veldwijk, CARE Palestine Country Director*

Sudan in crisis

"My six-year-old still has nightmares every night. She yells 'Mommy, they are coming to kill us. We have to run."

Nima, 34, forced to flee Sudan with her four young children.

The conflict in western Sudan has killed thousands and left millions in dire need of humanitarian assistance, with women and girls bearing the worst of the war including increased sexual violence. This year, our supporters have donated almost £84,000 to the Sudan Emergency Appeal, enabling our expert teams to provide 159,000 people in Sudan with vital food, water, hygiene kits and access to essential medical and mental health support. Along with our local partners, we're working with women so they can protect themselves, their families and their communities.



© Mohammed Abdulmajid/CARE

▲ CARE International in Sudan is supporting the most vulnerable families, including malnourished children and lactating and pregnant women, to buy nutrient rich foods.

Women standing in solidarity in Ukraine

"I began to look at women differently, saw all the difficulties they overcame and which they helped me to overcome. I realised how important women's solidarity is and began to feel this sisterhood at every step."

Olha

After the outbreak of war in Ukraine in 2022, Olha and her family were driven from their hometown in Chernihiv to Lviv. Like more than 3.6 million people in the country, she has had to rebuild her life from scratch in a new city.

Olha is part of CARE International's Women Lead in Emergencies (WLiE) project in Ukraine, a ground-breaking model designed to shift power and resources directly to women in crisis-affected communities, supporting their participation in humanitarian decision-making.

As part of the project, Olha and other members of the group studied the history of the women's movement in Ukraine and worldwide, reflected on the impact of gender norms and developed leadership skills. They gained self-confidence and the knowledge that they can overcome the challenges in their path. The solidarity and support Olha gained helped her develop the confidence to secure an internship at the Lviv Regional Department of Culture, organising events. She has now been working there for over a year and dreams of sharing her newly discovered confidence and the importance of self-care with other women.



© CARE

▲ The Women Lead in Emergencies group exploring the history of the women's movement in Ukraine and worldwide.

Our impact towards the Sustainable Development Goals

At CARE International UK, we measure our progress against our Vision 2030 targets and track our contribution to the UN's Sustainable Development Goals. Evaluations done across CARE International UK programmes over the period July 2020 – June 2025 show the number of people supported against the following Goals:

1. No Poverty:
2,525,549

2. Zero Hunger:
267,645

3. Good Health and Well-being:
125,847

4. Quality Education:
171,796

5. Gender Equality:
425,532

6. Clean Water and Sanitation:
1,759,152

8. Decent Work and Economic Growth:
430,629

10. Reduced Inequalities:
1,305,809

11. Sustainable Cities and Communities:
30,880

13. Climate Action:
37,525

16. Peace, Justice and Strong Institutions:
68,036

17. Partnerships for the Goals:
109,731

STRATEGIC GOAL

Raise our profile and influence for change in the UK

The UK government's decision to cut the foreign aid budget from 0.5% to 0.3% (approximately £6billion per year in real terms) of Gross National Income by 2027 struck a devastating blow to the world's poorest and most vulnerable people. The scale of these cuts is short-sighted and we are strongly advocating that the UK doesn't turn its back on those most in need of support. Research we had undertaken in 2022 demonstrated how previous cuts had adversely impacted women and girls disproportionately, giving us extra cause for concern. We immediately adapted our influencing and advocacy work in the UK to respond.

Responding to the aid cuts

The announcement by the UK government to make cuts to crucial aid, gender, and education programming just before International Women's Day was felt bitterly.

> "At a time when women's rights are under attack around the world, it is indefensible for the UK to end its dedicated support for women and girls. Trading long-term commitments for a short-term reaction to UK party politics is political expediency – not strategy. This step back from our commitments will make UK aid less effective with deadly consequences for women and girls worldwide."
>
> *Helen McEachern, CARE International UK CEO*

CARE International UK quickly pivoted our annual International Women's Day event in Parliament to elevate our key message. This event brought powerful advocates together, including women's rights defenders from Afghanistan and Sudan alongside Sarah Champion MP. CIUK also rallied sector partners to create the Parliamentary briefing – "Reverse the Cuts, Protect Women & Girls" – which several MPs quoted directly during the International Women's Day Westminster Hall debate.

The mobilisation gathered influential steam. CIUK launched a high-profile open letter to the Foreign Secretary that garnered the support of over 90 influential figures, including **Ban Ki-moon**, **Emma Thompson**, and **Gary Lineker**, securing a full-page spread in The Times. Following International Women's Day, we continued our advocacy, issuing a joint statement with over 60 organisations that was covered by The Independent, and undertook an enormous amount of influencing across Whitehall and Westminster, securing high-level meetings to discuss our concerns.



© CARE

▶ CARE UK's IWD event brought together women's rights defenders and advocates from Afghanistan, Sudan and the UK.

BEFORE THE AID CUTS: laying the foundations for progress

First steps for a feminist future

As the new Labour Government took power in July 2024, we launched the 'First Steps for a Feminist Future' report - combining persuasive arguments and ideas for concrete action the new Government could take to pave the way to a feminist future. The report was a key engagement tool and helped our advocacy team build crucial relationships with new ministers and MPs, like the then International Development Minister Anneliese Dodds, at party conferences. These relationships were later crucial for influencing the government following the slashing of the UK aid budget.



Tracking spend on gender equality

Building on previous work, we commissioned analysis to track the UK's spend on gender equality. The quantitative research laid bare the reality that UK aid spending to support women and girls has almost halved since before the pandemic. Launched ahead of the Spring Statement in February 2025, the research was covered by Politico Playbook, one of the UK's most read political outlets, cited in Parliament by several MPs and supported by the wider sector.

Commission on the Status of Women (CSW)

CIUK engaged Foreign, Commonwealth & Development Office (FCDO) officials at the Commission on the Status of Women (CSW) in New York in March, meeting the new Special Envoy for Women and Girls, Harriet Harman and co-hosting an event with the UN Humanitarian Fund. We were also invited to help shape the new 'First Response Fund' for women-led organisations - a new initiative led by FCDO and the Equality Fund.



A new brand, a stronger voice

This year we introduced a refreshed brand for CARE International UK, to raise our overall brand awareness and the voices of the women we work with. The updated brand is clearer, bolder, and built around the communities we serve. From an updated website design and fundraising materials to a new Lendwithcare identity and advocacy campaign, the new identity is already boosting engagement with our work. It's enabling us to share the powerful voices and stories of the women we work with, creating greater impact.

Support women to lead on the frontlines of crisis

STRATEGIC GOAL

Across all our work, CARE International UK ensures women can decide and drive change in their communities. Funding from corporate partners and the UK Government has supported the scaling of our unique Women Lead in Emergencies (WLiE) model, which, in FY25, has supported 3,761 women across 10 different countries to advocate for change in their communities. We also used our profile to amplify the voices of women in our advocacy work – for example ensuring women can share directly the devastating impact of climate change with decision makers.

Tackling violence against women and girls in Nigeria

The 2015 insurgency in northeast Nigeria forced millions of people to be displaced and escalated violence against women and girls, subjecting them to physical, mental, and sexual assault, as well as forced and early marriage.

CIUK's STEPSERN project, delivered by local partners, provides women with essential support. The project offers protection against gender-based violence (GBV) and vital health services, including sexual reproductive health, mental health, and psychosocial support. This year, the project reached 37,500 women and girls.

The programme also engages women in the WLiE model to ensure their needs and expertise inform decision-making. Recognising that in Nigeria, only 51% of girls complete primary school education, which contributes to poor health, poverty, early marriage, and GBV, one WLiE group in Northeast Nigeria focuses on education and skills development to raise the voice and leadership of women and girls. They provide a safe learning environment for girls aged 12-15 who dropped out due to financial constraints, offering education, literacy, and vocational training.

> "I found it difficult to express myself or speak in front of a large group of people. I would shy away from challenging situations and isolate myself from public speaking. But since I joined the group, it has expanded my horizons, exposed me to amazing and challenging events, and connected me and other women to important community spaces."
>
> *Hannatu Mam Joushua, WLiE group leader'*



© Johnpeters/CARE

◀ A Women Lead in Emergencies group meeting in Jere, Nigeria.



▲ Shelter construction in Mozambique.

Supporting women in shelter design and construction in Mozambique

CIUK supports the recovery of communities who have been forced to leave their homes by providing expert guidance on housing design and construction (known as 'shelter') and undertaking research to explore the wider impacts of shelter assistance.

In Northern Mozambique's conflict-affected Cabo Delgado Province, women traditionally do not take part in construction or have their voices heard in humanitarian shelter design. With our support CARE Mozambique humanitarian responders innovated their practices, empowering women to participate in shelter construction. This ensures shelter solutions offer safety, privacy, and dignity for women and girls.

In a project funded by partner Buro Happold we visited Cabo Delgado this year to hold discussions with women involved in these construction committees. Many shared how they gained new skills, supported their families and communities and now feel confident maintaining shelters against seasonal cyclones. The research shows the incredible power of shelter work to increase women's independence and resilience.

Gender and climate action advocacy

At the Bonn climate talks at the end of June 2024, CIUK coordinated women's rights organisations and activists to lobby negotiations on climate finance and the European Union's commitment to promoting gender equality. We also developed recommendations for the Foreign, Commonwealth and Development Office's investment on gender and climate change, based on in-depth research undertaken by CIUK.

A major win followed at COP29 in November 2024, where we organised a meeting between Minister Annaliese Dodds and gender and climate activists, including Titi Akosa and Ndivile Mokoena, which led to Minister Dodds quoting their perspectives on better financing and representation for women's rights organisations in her own speeches. Minister Dodds also announced £350,000 for the Global Alliance for Green and Gender Action, a feminist fund for climate change. This funding commitment was a direct win for CIUK's advocacy, establishing a foundation for increasing gender and climate initiatives and pursuing a dedicated UK flagship programme.



ARE/Francesca Rhodes

▲ L-R: Ndivile Mokoena, Titi Akosa, Anneliese Dodds MP, youth advocates at COP29.

Build equitable, sustainable partnerships with local organisations to deliver more impact for people facing poverty and crisis

STRATEGIC GOAL

In the face of funding reductions we protected the proportion of funding for local partners and women-led organisations in CARE International UK projects. This year we have also undertaken a deep listening exercise with local delivery partners on two of our largest projects in Yemen and Bangladesh, gaining insights to ensure the projects contribute to locally-led action. This was made possible as we have local partners as full and equal consortium members on both projects. Our work is most impactful when we centre the needs of local communities and work of local organisations in programme design and delivery.



Women Lead in Emergencies group members meet through the GENRE+ project.

© CARE Mali

GENRE+ in Mali

In Mali's Segou region, communities are grappling with increasingly extreme weather events that degrade natural resources, intensifying tension between communities. In turn, pressures on resources like land and water can exacerbate pre-existing, negative gender norms such as violence against women or women's lack of access to education, health and land ownership. The GENRE+ Phase II project, delivered with CARE Mali and local partner AMAPROS, addresses these challenges by strengthening women's voices and leadership in climate-affected areas and supporting women to participate in decisions about how natural resources are sustainably used and protected.

Through this work, women have significantly shifted assumptions regarding their roles in decision-making, creating opportunities for their voices to be heard and for community decisions to be more inclusive and responsive to everyone's needs. This effort has led to more women taking on decision-making roles, exemplified by Fanta Sylla.

In the village of Marobougou, Fanta was elected to a previously exclusively male council after women successfully petitioned for a dedicated female seat. Her role involves promoting women's interests and ensuring their concerns are integrated into community decisions - enhancing women's participation and representation in local governance.

The project also raises awareness about climate change impacts and promotes local mitigation solutions. For example, in Tingoni village, 130 young people formed an association to counter the impact of climate change, purchasing and planting 230 trees for reforestation in August 2024.



© CARE

▲ Kamla, one of the farmers supported through CARE's project in Syria.

Preventing drought and hunger in Syria

In Syria, the devastating impact of the ongoing conflict has been compounded by climate change, which has created severe water shortages. For Syria's farmers, this means less water to run their farms and keep food on the table for families across the country.

The Syria Resilience Initiative is a project led by CIUK, other sector partners and Syrian NGOs that assists farmers in adapting to and becoming more resilient to these climate changes. As part of this work, farmers implemented new water management methods, such as treating wastewater for agriculture and rehabilitating irrigation canals, to protect against declining water supply.

Jamile's story

One of these farmers is Jamile, a 50-year-old mother of seven. After losing her husband, she has dedicated her life to cultivating crops to support her family. However, in addition to ongoing drought, Jamile and millions of farmers across the country face skyrocketing prices for essential agricultural supplies. Through this programme, Jamile received $300 for seeds, fuel, and other supplies, along with guidance on farming techniques and pest control.

> "Thank God, we benefited from this support. It allowed me to expand the area of land I cultivated, and I successfully sold my vegetables in the market for a good profit. I hope that support for farmers increases so that a larger segment of the population benefits from the project. It's not only important for the farmers but also for the entire community."
>
> *Jamile*

Increase the diversity and sustainability of our income

STRATEGIC GOAL

The aid cuts this year highlighted the importance of our existing efforts to diversify our funding base. In FY25 we developed a new five-year Fundraising Strategy (FY26–30) to grow income and in particular flexible (unrestricted) income. The strategy prioritises high-return activities and unified ways of working, while maintaining and developing vital restricted income streams. We also continued to foster relationships with our individual and private sector donors and invested in new roles to support our partnerships and philanthropy fundraising, as well as investing in legacies and improving our data and insights capabilities.

We are deeply grateful to all who have supported us, helping us empower women and tackle poverty worldwide. A full list of donors and supporters can be found on pages 88 and 89.

Early Action Fund

Thanks to the support and shared vision of some of our valued donors, this year CIUK's innovative new Early Action Fund (EAF) has supported communities to prepare for emergencies before they happen. By investing in early action – such as establishing trigger systems that activate when cholera cases are detected or drilling and restoring boreholes to secure safe and clean water supplies – the fund aims to reduce the number of people losing their lives and the scale of crises. This proactive investment is highly efficient, saving up to £7 for every £1 invested.

A key example of the fund's impact is in Zimbabwe, where the 2024 El Niño climate pattern has caused crop failures, livestock death and water shortages, leaving an estimated 7.7 million people in urgent need of emergency food support. The EAF funded the Matare village piped water scheme, established by CIUK in partnership with the Government of Zimbabwe. This scheme has transformed life for the community, serving 36 households, providing easy access to clean and safe drinking water for families and their livestock.

For 47-year-old Mercy, a mother of four, the new scheme meant an end to lifelong water scarcity challenges.



Mercy uses a waterpoint set up through the Early Action Fund.

"I am overwhelmed with joy! Is this really me, travelling the shortest distance to the water source? We can even fetch water during sunset, and my children won't have to fetch water in the morning before going to school!"

Mercy

The EAF has been successfully piloted in Somalia and Syria and currently supports anticipatory action against flooding and drought risks in Nepal and Kenya. Next year, CIUK will incorporate learning from this first phase to increase the scale and sustainability of the Early Action Fund.



▲ The launch of the Fyffes partnership.

Fyffes: Partnership for Good

This year, CARE International UK kicked off a long-term partnership with fruit wholesaler Fyffes and its new banana brand, Trudi's, to provide rural development initiatives in their banana sourcing regions of Latin America. The project will be supporting communities to improve gender equality, nutrition education and access to healthy food for families. It will also help women to set up small businesses in the communities surrounding Fyffes farms.

Donations in wills

In FY25, there was a significant increase in the number of pledges from supporters who wish to leave a donation to CIUK in their will. This has been driven by additional investment in refreshed materials and a more holistic relationship-driven approach across teams, supporters, staff and volunteers.

Kenny tells us why he's chosen to leave a gift:

"Seeing the changes my regular donations have made to individual lives through updates lets me know that my donations are able to make a difference. I recently made a will for the first time and wanted to be able to give CARE one last gift."

People's Postcode Lottery

CIUK has been supported by players of People's Postcode Lottery since 2019. Postcode Lottery players have raised an incredible £5.5 million to support us to meet some of the world's greatest challenges and help women create change in their communities.

Our experience delivering humanitarian support and development programmes shows that unrestricted flexible funding is one of the most impactful ways that partners can support women, girls and communities around the world. This is vital for responding rapidly to the emergency contexts and chronically underfunded, underreported situations that CIUK operates in.

"We are proud of to receive funding raised by players of People's Postcode Lottery. At a time where women are at the forefront of responding to climate change, humanitarian crises and when hard-won rights are at risk, the funding we receive thanks to players of the People's Postcode Lottery is more important than ever.

"Flexible funding enables CARE International UK to respond rapidly to critical needs when emergencies strike. To innovate by shifting resources and power to local women so communities are more resilient to future shocks, delivering long-term change. With the support of our amazing community of donors, women can lead change, from Sudan to Palestine, and from Ethiopia to Ukraine."

Thank you to the Players of the People's Postcode Lottery who make all of this possible."

Helen McEachern, CEO, CARE International UK

PEOPLE'S POSTCODE LOTTERY

POSTCODE INTERNATIONAL TRUST

LENDWITHCARE

Whilst funding is vital to support immediate humanitarian needs and women's leadership projects around the world, sometimes what people need most is the capital to start or grow their own businesses. Lendwithcare, CIUK's microfinance platform, continued to go from strength to strength in FY25. Lendwithcare works exclusively with local partners to defeat poverty through life-changing loan funding, provided by a growing community of more than 55,000 dedicated lenders. This has meant more funding placed in the hands of small-scale business owners than ever before, providing the opportunity for talented and capable people to grow their income.



© Gary Nicol/CARE/2022

Helping small business owners to harness their potential

Lendwithcare loans provide small-scale business owners with the capital they need to make smart investments in their businesses. For example, in rural Thailand, loan funding can help a traditional silk weaver to harness the skills passed down to them to procure quality thread and vibrant colour dyes. The Lendwithcare crowdfunding platform has been facilitating microloans to low-income businesses since 2010 and focuses on the provision of loans to women and women's groups.

◀ Lendwithcare entrepreneur Wendy Njamba.

In 2024/25, microloans made through Lendwithcare totalled over £5.5m and we welcomed more than 9,000 new Lendwithcare supporters.

Nearly 1,000 of these new supporters came through Lendwithcare's new referral feature, giving existing supporters the opportunity to bring their friends and family to Lendwithcare.

Lendwithcare supporters generously donated more than £100,000 to CARE emergency appeals in Gaza and the surrounding region.

▲ Sokeat Kea and his wife.



© Elowins Pictures/CARE/2025

Case study: Enyonam takes the next step towards building her family home

Helping business owners like Enyonam to fulfil their dreams is at the heart of Lendwithcare.

Like many small-scale farmers, Enyonam, who lives in Togo, did not have the funds to purchase the right tools and supplies for her business. When challenges arose, daily life could become difficult for Enyonam and her children, but she needed to continue earning. Access to finance through Lendwithcare helped Enyonam to grow her income from farming and achieve her goal of buying a plot of land for her family.

> "My greatest pride is having been able to buy a plot of land thanks to my business. My new dream is to build a small house to live in with my children."
>
> *Enyonam*



© FCCT/2024

Case study: Jenelyn grows her farming business

Lendwithcare has partnered with FCCT in the Philippines to support farmers through sustainable Takakura composting, offering an alternative to costly chemical fertilisers. This simple method uses locally available materials such as fruit peels, coconut wine, sugar, and livestock waste to create high-quality compost. The approach tackles three key challenges: managing biodegradable waste, supporting climate action, and improving farmers' incomes.

Takakura composting is simple, efficient, and self-sustaining. It improves soil health, conserves water, reduces CO_2 emissions, and provides farmers with accessible fertiliser. For farmers facing high input costs, scarce compost supply, and low incomes, this method presents a practical and environmentally friendly solution.

Jenelyn received a loan in 2024, that she used to buy piglets, and receive training in Takakura composting. In turn, she has used the composting to enrich her banana trees. By transforming pig and household waste into organic fertiliser, she has improved soil quality and boosted her banana harvests.

Become an anti-racist, diverse, inclusive and equitable organisation

STRATEGIC GOAL

Our ability to deliver on all our strategic goals relies on our people and culture. Having a strategic focus on promoting gender equality in all that we do requires a commitment to equality, diversity and inclusion within our own workplace. This commitment is needed more than ever as we see progress on women's rights and diversity being tested and challenged. This year we built on strong foundations laid in the first year of the strategy, listening to and reflecting on feedback from staff, adopting a new set of guiding values and feminist leadership principles and using our values to help navigate us through a restructure process.

Values and feminist leadership principles

In FY25, we were pleased to adopt a revised set of organisational values. **CARE International UK's new core values are:**

- **Women-centred**
- **Collaborative**
- **Inclusive**
- **Quality in our work**

These values are supported by new feminist leadership principles which set out how we will work together internally at CIUK.

We care
We prioritise caring for the people we work with, for ourselves and each other. We value wellbeing and promote an equitable, social and healthy workplace.

We work to be anti-racist, diverse and inclusive
We build diverse and inclusive teams, creating ways for everyone to be heard, respected and to thrive. We take account of intersectionality. We will address racism, discrimination and abuse of power.

We earn trust and are accountable to one another
We acknowledge that trust is the foundation of accountability and respect. We hold each other to account at all levels to deliver on CARE's strategy, mission and vision. We give and receive feedback respectfully and learn from our mistakes.

We create supportive spaces for collaboration
We work to ensure everyone is empowered to share ideas, challenge accepted wisdom and collaborate creatively to achieve a better future.

We use and share power responsibly and transparently
We make decisions in ways that are informed by the people they affect. We are transparent in explaining how we have reached decisions and where possible we create space for others to lead.


© CARE/Anouk Stricher

▲ CARE International UK staff on a winter wellness walk.

Listening to our colleagues

Our staff survey in May 2025 revealed areas of progress and development around inclusion. The percentage of staff that reported facing barriers in their work relating to their identity has more than halved since 2024, dropping to 10%. Additionally, 73% agree that CIUK's organisational culture promotes diversity and inclusion (6.5% increase), and 82% feel valued and included in the workplace (4% increase).

However, overall staff engagement is lower among staff from minoritised ethnicities than among staff from white ethnicities. To help us make further progress next year, we commissioned Social Justice Collective, an Equality, Diversity and Inclusion (EDI) consultancy, to develop new EDI action plans aligned with our strategic goals.

Navigating the impact of aid cuts

The cuts to the UK governments' aid spending had significant repercussions for CIUK, yet we have also been successful in growing funding from the government, so over 70% of our income still comes from projects we deliver with UK aid, including in Syria, Yemen and Bangladesh.

However, following the announcement of the cuts, like many of our sector peers, at the end of FY25 we had to initiate a restructuring and redundancy process. This process concluded in the new financial year (FY25/26) and sadly resulted in us making 19 valued colleagues redundant as we reduced the number of roles by 20%. We were guided throughout by an Equality Impact Assessment to ensure EDI was considered at all stages of the process and mitigating the risk of bias. These processes are always challenging but we were committed to an approach in line with our values and feminist leadership principles.

We were able to make the necessary changes while seeing minimal change in the composition of our staff by gender, disability, ethnicity and sexual orientation, although we had a slight decrease in the proportion of staff from older age groups (50-66). We will conduct an independent after action review to make sure we learn any lessons from this difficult experience.


© CARE

▲ CARE International UK staff at the March 2025 away day.

LOOKING FORWARD TO 2025-2026

FY26 will be the final year of CIUK's three-year strategy 'Women leading change in times of crisis'. The impact of the cuts in UK aid, context of worsening crises and roll back of women's rights means our current strategic objectives remain as relevant and even more important. Building on achievements this year and adapting to the financial and political realities we face, we have identified seven annual objectives for FY26.

Some of the planned outcomes of these FY26 objectives are detailed here as 'In action examples'.

1. Design and deliver quality programmes, maximising strategically aligned opportunities for restricted income

> In action: Build the capacity of CIUK staff and partners to ensure continued and quality roll out of our 'Women Lead in Emergencies' approach

2. Engage effectively with CARE International members to enable continued delivery of our strategy and vision for 2030 in the changed aid context

> In action: Use our 'Early Action Fund' to support CARE International's work to reduce the effects of crises through faster and better value anticipatory action

3. Fully utilise our new brand narrative and develop a new and powerful influencing and public engagement strategy for our changed context

> In action: Build a coalition of like-minded organisations to protect the progress made on gender equality in the face of reversals on women's rights in many countries

▼ Adama Kamara is a driver in Sierra Leone who hands out condoms to customers.



© Nigel Barker/CARE



A group of women entrepreneurs who work with CARE International in Pakistan.

© Muhammad Qadeer/CARE

4. Grow and diversify voluntary income through beginning to deliver against the four strategic initiatives of the new fundraising strategy

> In action: Continue to scale selected, data-led fundraising approaches to bring more supporters to CIUK and Lendwithcare

5. Strengthen inclusion and engagement among our people as an anti-racist organisation with feminist leadership principles

> In action: Clarify and promote the behaviours and ways of working we expect from staff to increase inclusion and engagement

6. Adapt and refocus to make us fit for 2027-30 through development of a new three-year strategy

> In action: Develop a new strategy for 2027-30 that builds on the great progress in the current strategy but reorients us to a changed context with reduced aid funding

7. Strengthen organisational effectiveness through improvements in key systems and processes

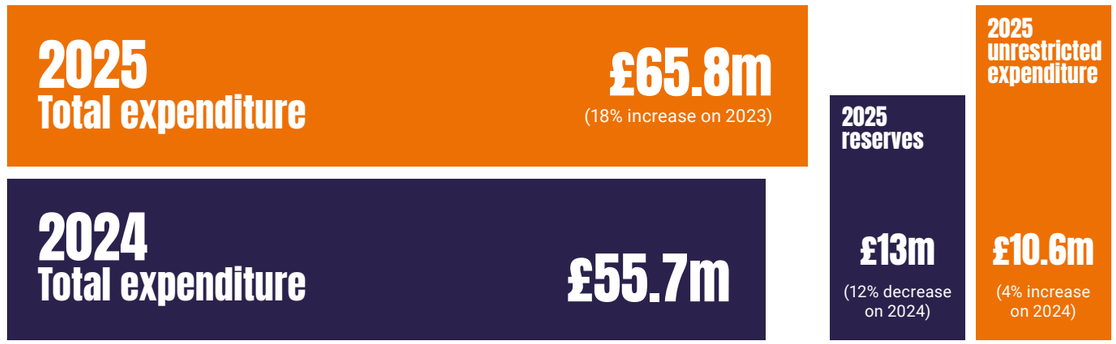
> In action: Update our IT and document management systems to make tasks like proposal development, learning and reporting faster and more efficient

FINANCIAL REVIEW

Income



Expenditure



Income

The year commenced with sustained growth, as our total income increased by 31% to £64.1m (up from £48.9m in FY24). This positive trend was largely attributable to successful project implementation at our field offices and substantial institutional funding for multi-year initiatives. Most of this growth stemmed from restricted funds income, which rose by 38% to £53.1m (£38.6m in FY24). Enhanced support from institutional donors primarily drove this increase, notably through three significant ongoing projects in Bangladesh, Syria, and Yemen, alongside the launch of a new programme in Sudan. These large and impactful programmes comprised 66% of our restricted income for the year, while diverse medium and smaller-scale programmes also made considerable contributions.

Unrestricted funds income demonstrated solid performance, growing by 6% to £10.9m compared to the previous year. This improvement mostly reflected higher charitable income from programmes and corporate partnerships. Fundraising activities—including individual giving, legacies, appeals, corporate partnerships, trusts, and foundations—also saw a modest increase of 5% from prior year.

In addition, lower bank interest rates and diminished cash flows resulted in a slight decline in investment income during the year. Foreign exchange rate fluctuations led to a £53k decrease in unrestricted funds, compared to a £330k increase recorded in the prior financial year.

Programme income from institutions and partnerships continues to be an important source of funding for CARE International UK (CIUK). However, following the US Government decision on foreign aid reduction in January 2025 and the UKA Official Development Assistant (ODA) cut in February 2025, we assessed the impact of this to our current and future programmes and financial projections. The five-year forecast indicates that these funding cuts are expected to have a significant effect on future revenue, particularly as many of our large programmes are set to expire in the next two years. In response, strategic decisions have been made to decrease our cost base and invest in sustainable income-generating initiatives, including the rollout of a voluntary income strategy.

Our investment in fundraising and communications is part of our strategic commitment to strengthen our voice and diversify our income. This included investment in new legacy, trusts and foundation, major giving and data and insight roles, as well as a reorganisation of our communications function. We expect these investments to be crucial in growing future income, with our aim to grow this by 27% by June 2027.

Expenditure

In accordance with our income trend above, total expenditure for the year increased by 18% to £65.8m, reflecting an expanded response to ongoing humanitarian and development initiatives. The majority of this rise is attributable to programme implementation, which grew by 21% to £55.2m.

Expenditure from unrestricted funds rose by 4% to £10.6m, with the most significant increase observed in advocacy, as the team continues to advance its work and expand gender and climate initiatives. This includes coordinating efforts to influence negotiations on climate finance and European commitments to gender promotion, as well as using our platform to advocate for vulnerable populations. CIUK remains dedicated to enhancing internal efficiencies through improved processes and optimal use of system capabilities, leading to a reduction in resource costs.

Reserves movements

Total reserves this year decreased by 12% from £14.7m to £13m. Despite the challenges faced this year due to reductions in ODA and our prompt review of financial projections to rebalance our cost base, we successfully protected and even increased our unrestricted reserves by 5% to £5.0 million. We decided

to undertake transformative technological upgrades to our systems and infrastructure, guided by the development of a two-year IT Roadmap. For this initiative, we have allocated £200k, which leaves our free unrestricted reserves at £4.8 million—at the top end of our targeted reserve range. This provides an additional safeguard and supports investment in both current and future initiatives.

On the other hand, the restricted reserves decreased from £9.9m to £7.9m (a reduction of 20%), mainly due to an increased rate of programme implementation and delivery during the year, as funds were allocated to support country offices and partners in meeting project objectives.

Donor funding

Donor funding increased in the financial year ending June 2025 by 47% with 73% of this increase from the main donor The Foreign, Commonwealth and Development Office. Note 29 details the funding received from donors where grant conditions require disclosure of the cash received by CIUK.

Financial position

The overall balance sheet remains strong with net assets remaining at £12.9m, though cash and short-term deposits decreasing by 26% to £11.9m as of 30 June 2025. This decrease was mainly due to increased programme expenditure, which resulted in a £2.0m reduction in restricted funds. The reduction in restricted funds reflects the utilisation of resources for ongoing and new programmes undertaken by CIUK.

Going concern

CIUK concluded the financial year in a strong financial position. However, while this year saw an increase in government-funded income, it was attributed to multi-year grants previously secured for large programmes scheduled through 2027. Government funding is projected to decline in future years, which will place pressure on the charity's business model and capacity. The charity is developing a new strategy and has a timeline to adapt to this context. Financial projections through 30 June 2027 and various stress tests indicate that the organisation is expected to remain robust in terms of income, expenditure, and cash flow. Following comprehensive analysis and testing of worst-case scenarios, management is confident in CIUK's ability to continue operating and delivering our objectives. During this time, the organisation remains committed to its mission to address poverty and social injustice while adapting to evolving circumstances and financial constraints.

Trading subsidiary

CI Enterprises Ltd, the trading subsidiary of CARE International UK and provider of IT services to other CARE International members reported an operating loss of £4k. Due to IT infrastructure changes of other CARE International members, there has been a reduction of members purchasing IT services, resulting in a 27% decrease of income. CI Enterprises Ltd is expected to return to profitability in the forthcoming financial year with increased income generation from other activities include the use of the CARE logo and Royalty Income.



Ly Thi Ba, a woman entrepreneur in Vietnam.

© CARE Nigeria/Johnpeters

DIRECTORS' REPORT

STRUCTURE, GOVERNANCE AND MANAGEMENT

Legal structure

CARE International UK is a registered charity (Number 292506) and a private company (Number 1911651) limited by guarantee. The objects of the company, as set out in the Memorandum and Articles of Association, are to relieve poverty and sickness, to promote the preservation and protection of health and to advance education among the world's poor.

Related organisations

CARE International UK (CIUK) has a wholly owned subsidiary CI Enterprises Ltd, a company registered in England and Wales (Company No. 02306212). CI Enterprises is used for trading activities to provide income for the Charity.

Our charity is independently run by our Board of Trustees, who set our own policies and procedures. As part of the CARE International Confederation (referenced as CARE International throughout this document), we are not managed by any Confederation member. However, we may occasionally adopt federation policies that we formally approve to align with shared objectives.

Board of Trustees, Governing Committees and Senior Leadership Team

The governing body of the Charity is the Board of Trustees (as listed on page 50). The Board meets formally four times a year and more often if needed. Trustees delegate responsibilities to the Committees, CEO and Senior Leadership Team in line with the approved Delegated Authorities Policy. In addition, there are three standing committees:

- Finance and Audit Committee
- Ethics and People Committee
- Impact and Transformation Committee

The Committees are made up of members of the Board and other independent individuals with relevant experience under specific terms of reference approved by the Board.

CIUK held six Board and fourteen Committee meetings during FY25. Attendance at Board meetings was 81% and attendance by individual Trustees at Committee meetings was 60/74 (81%).

Potential candidates for both the Board and Committees are recruited through an external, open and transparent process, including by advertisement in relevant accessible recruitment channels online such as LinkedIn, as well as on the CARE International UK website. The Ethics and People Committee selects potential new members of the Board following a review of applications and interviews against a skills audit and trustee role profile. Potential new members are then approved by the Board before appointment.

In March 2025 three new Trustees were appointed to the Board of Trustees supporting the rotation of existing Trustees off the board throughout the year and providing a healthy balance between long standing Trustees and fresh perspectives and skills relevant to our priorities.

Statement of engagement with employees

We engage with our employees through regular communication and feedback mechanisms, fostering an inclusive and collaborative workplace. We have several staff groups, run monthly staff meetings and a staff newsletter, as well as two all staff in person days annually. These activities keep staff informed and connected to CIUK and allow us to understand their perspectives. We are also a trade union recognised organisation.

Statement of company's business relationships with suppliers and other stakeholders

We maintain strong relationships with suppliers, partners, and stakeholders who share our international development and humanitarian goals. Ethical and transparent engagement enhances our programmes and helps achieve our charitable objectives.

Statement of compliance with Section 172

As a registered company, CIUK is also bound by the reporting requirements of company law and, as part of this, the Trustees are required to state how they have complied with their duties under Section 172(1) of the Companies Act 2006.

Trustees must act in a way they consider, in good faith, would be most likely to promote the success of CIUK to achieve its charitable purposes in compliance with section 172 Companies Act 2006.

The Board of Trustees delegate day-to-day management and decision-making to the CEO and other members of the Senior Leadership Team whose responsibility it is to ensure that the Charity's activities are carried out in compliance with agreed plans and policies.

Details of the structure and activities of the Board and its standing committees are provided above, and under the Legal and Administrative section at the end of this report.

The Trustees set the remuneration of key management personnel based on the scope of their roles and individual experience, benchmarking against comparable positions in similar charities using industry standards. This ensures fair and competitive pay.

The table on the next page sets out some the key decisions taken by the Board during the year and how the interests of our stakeholders and the wider factors set out in Section 172 of the Companies Act 2006 were taken into account.

Decision	Details	Key considerations
Adapt to announced UK aid budget cuts	The cuts in the UK aid budget announced in February 2025 will have significant impact on CIUK's income, particularly in future years. In consultation with the Senior Leadership Team, the Board agreed to some short-term savings in the FY25 budget and to a more substantial change proposal involving redundancies to reduce the cost base and ensure financial viability going forward. The change proposal went through formal consultation with the Union, Staff Representatives and wider staff, with final agreement in August 2025.	• External funding and political context • Financial sustainability based on five-year forecasts • Current (FY23-26) strategic objectives and priorities • Return on investment of different income channels • Staff and union feedback
Approval of the proposed FY26 operating plan	The operating plan has been developed by the Senior Leadership Team in conjunction with the Extended Leadership Group. The plan includes seven annual priorities and strategy key results for the next 12 months.	• External context – economic, political • Current CIUK strategy objectives and priorities • Five-year forecasts of income and expenditure
Approval of FY26 Budget	The FY26 budget and five-year forecast to FY30, led by Finance in collaboration with directors and their teams, was developed with reference to the pipeline and potential scenarios, incorporating the new voluntary fundraising strategy and anticipated reductions in Official Development Assistance (ODA) following the government's February 2025 announcement, thereby ensuring the efficient alignment of resources in advance of the forthcoming organisational strategy for FY27–2030.	• External context – economic, political • CIUK five-year forecasting model • Voluntary Fundraising Strategy • Internal financial constraints and senior staff and board's assessment on important areas for organisational strengthening in relation to systems, EDI, financial processes and income diversification
Approval of new Voluntary Fundraising Strategy	Supports the strategic objective to increase the diversity and sustainability of the organisation's income. Developed by the Director and Heads of Team in Fundraising and Communications.	• External funding market • CIUK vs peer fundraising performance • Growth opportunities • Strategic alignment • Internal resources
Key policies were updated to support the effective delivery of the charity	• Major Bids Policy • Risk Management Policy • Reserves Policy • Key HR Policies: - Hybrid Working Policy - Grievance Policy & Procedure - Capability & Performance Policy & Procedure - Sickness Absence Policy	• Current law in the relevant area • Organisational controls and risk management • Updated relevant to staff current needs and working practices

In carrying out their duties the Trustees have regard, amongst other matters, to:

- **The achievement of the Charity's objects and its strategic goals**
  Highest among our consideration is whether and how a decision or action increases our impact against our objectives. Optimising our support to marginalised people, and communities, especially women and girls, to defeat poverty and achieve social justice is the desired outcome of our operations. External circumstances sometimes change and, if necessary, we adapt our plans to respond to changing needs.

- **The likely consequences of any decision in the long-term**
  Consideration of sustainability and the long-term consequences of strategic proposals is part of the Board's decision-making process. External circumstances sometimes change and, if necessary, we adapt our plans to respond to changing needs.

- **The interests of the Charity's employees**
  Our board of Trustees maintains an active interest in our EDI initiatives and in staff wellbeing. During our change and redundancy process, one Trustee participated in each all-staff meeting and the Board's Ethics and People Committee reviewed and supported how equality and wellbeing were addressed throughout.

- **The need to foster the Charity's business relationships with suppliers, customers and others**
  We identify the following as the key stakeholders with whom we foster ongoing relationships:

  - Foreign, Commonwealth and Development Office
  - The Disasters Emergency Committee
  - Other institutional donors and trusts and foundations, for example the Postcode Lottery Trust
  - Private sector potential and existing partners (not whole private sector)
  - British public potential and existing supporters (not whole British public)

- **The desirability of the Charity in maintaining a reputation for high standards of conduct**
  We espouse the values we wish to influence, support and sustain in our programmes in our engagement with our own donors, suppliers, partners and other stakeholders. Our reputation and credibility are vital to the successful delivery both of our strategic goals and our day-to-day activities.

FUNDRAISING COMPLIANCE STATEMENT

CARE International UK seeks to maintain the highest possible standards in our fundraising and engagement activities, and we will never take the kindness and generosity of the British public for granted.

Individual supporters who have chosen to support our work – either through single or regular donations, participating in fundraising events, responding to an emergency appeal, or making a loan to an entrepreneur through our Lendwithcare scheme – all make it possible for us to continue to stand with women across the world who are leading the fight to end poverty. We are grateful to them every day and strive to keep earning their trust and support by providing the highest standards of service and supporter experience.

CIUK aims to raise funds from organisations that share a commitment to our mission to save lives, defeat poverty and achieve social justice.

We continue to be registered with the Fundraising Regulator and are an Organisational Member of the Chartered Institute of Fundraising. We adhere to the Code of Fundraising Practice across all public engagement and fundraising activities and continue to engage with both regulatory bodies to ensure all our fundraising activities are both compliant and following best practice, CIUK is committed to ensuring that all fundraising activities respect and protect individuals in vulnerable circumstances. We follow the Fundraising Regulator's Code of Fundraising Practice and have robust policies and procedures in place to identify and support people who may be in vulnerable situations.

We have continued to review and update our consent and privacy policies to stay compliant with the General Data Protection Regulations (GDPR). It is important that our supporters are happy with how we communicate with them, that they understand when there is a legitimate interest for us to do so and that they are clear on what we do and don't do with their personal information. We have continued to work closely with professional fundraising and marketing agencies over the last year, who have supported and helped deliver our fundraising activities. We undertake a rigorous due diligence and tender process before starting to work with any suppliers and have strict contracts in place with existing suppliers, which include clauses on GDPR, recognising and managing vulnerable circumstances, human trafficking laws, and the Modern Slavery Act. Close monitoring of all fundraising and marketing campaigns is essential, including regular spot checks and mystery shopping, as it is very important to us that the agencies we work with meet the high standards we set for ourselves, not being an unreasonable intrusion on a person's privacy, not being unreasonably persistent, and not placing undue pressure on anyone.

Over the year, we received 10 complaints (FY24: 30 complaints). Of these, 50% related to differences of opinion with the content of our marketing emails, representing just 0.006% of people contacted. All complaints were responded to within the required timeframe, with Director-approved responses where required. None required escalation. We continue to take every complaint seriously, ensuring each is investigated thoroughly and addressed with care, while learning from feedback to strengthen our supporter experience.

PUBLIC BENEFIT STATEMENT

The Trustees confirm that they have complied with the duty in the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'. That guidance addresses the need for all charities' aims to be, demonstrably, for the public benefit. The objects of the Company, as set out in the Memorandum of Association, are to relieve poverty and sickness, to promote the preservation and protection of health, and to advance education among the world's poor.

CIUK's approach to fighting poverty is addressed by CARE International's Vision 2030. We work across six impact areas (humanitarian response, women's economic justice, health, food nutrition and water security, gender equality, and climate justice) and, by advocating on behalf of the poorest and most vulnerable people, we meet the following criteria for public benefit as defined by the Charity Commission guidance:

- The prevention or relief of poverty;
- The advancement of human rights, conflict resolution or reconciliation, or the promotion of religious or racial harmony or equality and diversity;
- The relief of those in need, by reason of gender, age, ill-health, disability, financial hardship or other disadvantage;
- The advancement of health and the saving of lives;
- The advancement of education;
- The advancement of environmental protection or improvement.

We are clear in our aims and objectives and adhere to codes of governance that reach across the wider humanitarian sector, including the Sphere Handbook (a set of principles and standards agreed by the major humanitarian organisations, including CARE International), the Red Cross Code of Conduct, and the Core Humanitarian Standard on Quality and Accountability. CARE International is externally verified against the Core Humanitarian Standard, following an external audit by the Humanitarian Quality Assurance Initiative in early 2023, and will be re-verified against this standard in 2026.

Our approach is to listen to the people we work for and take great care to 'do no harm'. We aim to stand with women leading the fight to end poverty, and no person is excluded on the grounds of race, religion, gender, sexual orientation, or social position.

INTERNAL CONTROL ENVIRONMENT

Internal control

The Trustees have overall responsibility for ensuring that CIUK has an appropriate system of control, financial and otherwise. They are responsible for keeping proper accounting records which 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 Companies Act 2006.

The systems of internal control are designed to provide assurance against material misstatement or loss. They include:

1. An organisational strategy to prioritise actions with the greatest impact towards achieving our Mission and objectives;
2. Annual plans and budgets approved by the Board;
3. Regular monitoring of Key Performance Indicators (KPIs) to measure progress against the strategy and plan;
4. Quarterly consideration by the Board of financial performance, budget variance, and scenario planning in response to external drivers of uncertainty;
5. The use of Committees to support the Board in meeting its duties and discharging delegated responsibilities;
6. Appropriate identification, management and monitoring of risks;
7. Implementation of key policies and procedures;
8. Structured, delegated and financial authorities signed off by the Board;
9. Internal audit activity carried out in accordance with the Internal Audit Charter.

Trustees continue to review the adequacy of the Charity's internal control systems with the Senior Leadership Team as part of the Risk Management Framework. Each risk area has a designated risk owner. Trustees review how the Charity has responded to previously identified incidents, weaknesses, or risks, and how it addresses new or emerging risks. In doing so, Trustees consider whether appropriate measures have been taken and whether controls in place remain sufficient for organisational purposes.

During the year, the Charity transitioned programme audit work in-house. The internal audit function has built capacity and refreshed its methodology and planning to deliver programme audits internally, under the Internal Audit Charter. In parallel, the Charity continued to improve controls and processes across Finance, HR and risk management, including documentation, monitoring and follow-up of control actions.

In addition, the Charity has taken steps to strengthen its control environment by:

- Resetting and modernising the organisational risk management practice to align with contemporary internal audit standards and revised Risk Management Framework;
- Clarifying roles and accountabilities between risk owners and independent internal audit oversight;
- Enhancing consistency and accountability for control responses across departments.

The Board believes that the Charity's internal controls are adequate and in line with Charity Commission guidance. Trustees recognise that continuing to develop and strengthen CIUK's internal controls and risk management remains a key priority and have ensured that resources and expertise are in place to achieve this.

INTERNAL CONTROL ENVIRONMENT

Risk management and principal risks

CIUK recognises the risks we face due to the nature and context of our work. The Board, as the ultimate risk owner, has an established risk management process that ensures the identification, assessment, and monitoring of strategic and operational risks across the organisation. Strategic risks are reviewed and discussed quarterly by the Senior Leadership Team (SLT), the Finance and Audit Committee and the Board. The SLT is responsible for managing key risks and ensuring effective mitigation is in place, supported by clear oversight from the Committee and the Board.

CIUK's risk framework enables timely identification of emerging issues and ensures that appropriate controls, governance mechanisms, and accountability processes are maintained. Below are the significant risks identified for CIUK, as well as those affecting the wider charity and development sector, together with the measures and plans in place to manage and mitigate them.

	Risk identified	Mitigation action
Financial and funding	The external funding environment remains highly competitive and uncertain. CIUK receives 70% of its funding through UK government grants to fund programmes. Reductions in UK government aid and recent USAID cuts have created financial pressures that directly impact CIUK's income streams and capacity to fund programme delivery. This dependency on a limited number of institutional donors, combined with wider economic uncertainty, increases risk to financial stability, sustainability, and our ability to invest in long-term organisational priorities.	CIUK is diversifying income sources through strengthened relationships with institutional donors, trusts, foundations, corporates, and philanthropic partners. We are expanding digital fundraising and legacy giving, supported by a five-year fundraising strategy to grow unrestricted income. Financial forecasting and scenario planning inform decision-making, while strong cost management ensures resource efficiency. Strategic engagement and advocacy with government and institutional donors, including FCDO and USAID, continue to influence funding priorities and maintain collaborative relationships.
Systems, controls, and compliance	Failure to maintain robust systems and internal controls could expose CIUK to risks including fraud, cyber-attacks, data breaches, or non-compliance with regulatory and donor requirements. Weaknesses in financial systems or IT infrastructure could undermine operational efficiency and erode donor confidence.	CIUK operates a risk-based internal audit programme and regular compliance reviews. An external IT assurance assessment has been completed, with recommendations being implemented. Cybersecurity improvements and system upgrades are ongoing, supported by staff training and awareness campaigns. The Finance Improvement Plan continues to strengthen financial management and reporting processes. Data protection and GDPR compliance remain central to all digital and information systems. The IT Roadmap is paving a continued improvement to the infrastructure and business systems.

INTERNAL CONTROL ENVIRONMENT

Operational in fragile and high-risk contexts	CIUK works in fragile and conflict-affected environments where political instability, conflict, and sanctioned regimes continue to disrupt programming. Access restrictions, safety concerns, and administrative barriers can delay the delivery of humanitarian assistance, while financial sanctions and regulatory changes can hinder local operations. These conditions heighten safeguarding and fiduciary risks and increase the cost and complexity of programme delivery.	Due diligence and anti-terrorism checks are carried out for all suppliers and implementing partners. Comprehensive risk assessments, context analyses, and security frameworks are in place to protect staff and ensure compliance with international sanctions. Staff receive tailored training for high-risk deployments. Regular situation monitoring and coordination with country offices support timely adjustments to financial forecasts, programme delivery, and advocacy with donors to mitigate operational impacts.
Impact of USAID reductions on country office capacity	The reduction in USAID funding has directly and indirectly affected several country offices' financial and operational capacity. This has led to challenges in maintaining staffing levels, sustaining delivery, and investing in key programme infrastructure. Reduced capacity affects CIUK's ability to maintain consistent humanitarian and development programming through partnership-based models.	CIUK is working closely with country offices to prioritise core capacities and ensure the continuation of essential functions. Joint fundraising and diversification strategies are being implemented to reduce reliance on single donors. Engagement with USAID and other institutional funders continues to identify alternative funding mechanisms and preserve collaboration in priority thematic areas.
Staff wellbeing and organisational resilience	Funding constraints and reduced government support have limited staff engagement with programmes overseas, affecting morale and connection to CIUK's mission. Sustained financial pressures also pose risks to wellbeing, retention, and organisational culture. High turnover could reduce institutional knowledge and impact performance.	CIUK's three-year strategy is focused on strengthening the understanding of the Charity's mission and priorities, as well as making CIUK a great place to work. This has resulted in the implementation of targeted approaches to strengthening staff wellbeing, engagement and retention as part of the ongoing development of organisational culture. This includes updating people policies, agreeing and embedding new organisational values and Feminist Leadership Principles, delivering an EDI action plan and regular staff surveys and engagement. We are reviewing our pay and grading framework to ensure our pay is aligned to the sector, is able to competitively compensate staff, and comprehensively reflects the skills and experience required to deliver on our priorities and support a positive working environment, where people have the skills and experience for the roles they are in.

INTERNAL CONTROL ENVIRONMENT

Reputational and safeguarding	Safeguarding incidents, ethical breaches, or failures in programme delivery could damage CARE International UK's reputation, reduce donor confidence, and undermine trust among stakeholders and communities. Maintaining high standards of integrity and accountability is critical to sustaining the confidence of partners and funders.	CIUK maintains comprehensive safeguarding and ethical conduct frameworks supported by mandatory training for all staff, partners, and suppliers. Due diligence procedures are applied across all partnerships. Clear whistleblowing and incident reporting mechanisms ensure timely and transparent investigations, with oversight by the SLT and the Board. Ongoing communication, learning reviews, and internal audits strengthen a culture of integrity and accountability across the organisation.

FRAUD AND CORRUPTION, ANTI-BRIBERY POLICIES AND FRAUD REPORTING

Policies and reporting

CARE International has global policies on Fraud and Corruption, Anti-Bribery, and related compliance matters, which apply to all CARE International members and operations. CIUK also maintains a Serious Incident Reporting protocol agreed with the Board of Trustees.

The Fraud and Corruption Policy requires all incidents or allegations of fraud, loss, and bribery to be reported to donors and the Finance and Audit Committee, regardless of financial materiality. This ensures a consistent approach to fraud awareness, prevention, reporting, and investigations across CARE International. In addition to preventative measures, anti-fraud, corruption, and bribery controls are subject to periodic internal and external audit review. All UK staff are required to complete mandatory online anti-fraud training, and a refresher training is scheduled for Fraud Awareness Week, 16–22 November 2025.

Fraud reporting

During the fiscal year 2025, CIUK received 17 reports of suspected fraud. Of these, 12 cases have been closed, while five remain under investigation by CARE Country Offices.

Of the 12 closed cases, three were substantiated, resulting in confirmed financial loss of £5,988.04, which was fully recovered by the relevant Country Offices.

The remaining nine cases were not substantiated following investigation. All fraud cases were reported to the relevant donors. In instances where cases met the Charity Commission's reporting thresholds, these were duly reported to the Commission. During the reporting period, no cases met the Commission's threshold for mandatory reporting.

However, two other serious incidents unrelated to fraud were reported to the Charity Commission during the reporting period.

OTHER POLICIES AND STATEMENTS

Safeguarding

CIUK continues to enhance safeguarding standards in all the work we do. CIUK has a dedicated Senior Safeguarding Advisor, who works with our staff, and partner and country office staff, to ensure safeguarding compliance is met in all overseas programmes.

Our Board of Trustees has the regulatory responsibility to make sure protecting people from harm is central to our culture, in accordance with the requirements of the Charity Commission for England and Wales. They monitor this standard every quarter through the Ethics and People Committee that reports directly to the Board. In addition, the full Board of Trustees receives a comprehensive update and review of its statutory and regulatory obligations on a biennial cycle to ensure continued compliance and good governance. During their induction, all new Trustees attend a 30-minute safeguarding regulatory briefing.

In FY25, to support the implementation of the CARE International Safeguarding Policy, CARE International introduced a safer programming toolkit. The toolkit is designed to embed best practice safeguarding into all projects and programmes. The toolkit strengthens and builds protective environments in which programmes take place through comprehensive risk management and mitigation planning. It includes mechanisms to build positive relationships with communities through establishing trust and responding to feedback appropriately to build people's confidence to report sensitive issues and feel safe when engaging with CARE International.

Implementing the safer programming toolkit has resulted in each new and existing project benefitting from careful risk management planning, enhancing the overall safety for people and communities who receive support from CIUK's programmes.

Everyone in CIUK is instrumental in making safeguarding core to everything we do. In FY25 all new staff attended a one-day safeguarding foundation training course and 43 out of 45 (93%) existing staff who were eligible attended safeguarding refresher training.

Modern Slavery

We continue to monitor compliance with the Modern Slavery Act and so far, management hasn't received any concerns or reports. We consider the broader issue of modern slavery across the following areas:

- Procurement, both UK-based and international;
- Selection of programme partners;
- HR policies and procedures;
- Fundraising and communications.

We have supported changes to policies and procedures, incorporating the risks relating to modern slavery.

ENVIRONMENTAL IMPACT

Statement on Streamlined Energy and Carbon Reporting (SECR) 2024/25

CIUK leased an office at The Foundry, Vauxhall, London until March 2025. From March 2025 onwards we have been leasing an office from Save the Children UK in Farringdon. In both cases our rental charge is inclusive of energy usage. The landlord is unable to provide energy reports for each unit. Electricity and gas usage at our office is based on information provided for the entire building by the landlord, and we have calculated the proportion attributable to CIUK based on our office size.

The table below summarises our legally-obligated emissions reporting as required by SECR for 2024/25 and includes a comparison to the previous years. The figures for FY25 are provisional as not all data is available yet but we believe it will be similar to FY24 with a slight increase as we were in the same office space with the same number of desks for the majority of the year, moving to a bigger office space in the Save the Children UK building for the last 4 months of FY25

UK Energy Source	FY25	FY24
Electricity kWh (Scope 2)	11,105.40	9,126.16 (100% renewable)
Gas consumption kWh	12,565.89	9,778.24 (biogas)
Total emissions (tCO2e)	4.8 tonnes	4.1
Staff	119	103
Intensity ratio: staff (tCO2e/staff member	0.04	0.04
Methodology: CO_2 associated gas and electricity emissions have been calculated using UK government greenhouse gas conversion factors		

Flight emissions

CIUK's emissions, including RF (Radiative Forcing) and WTT (well-to-tank) are presented below. This equates to 129.7 tonnes of CO_2e in total for 192 flights taken, and 1.09 tonnes of CO_2e per full-time equivalent employee. We reduced our carbon footprint on flights from the previous year. This is as a result of efforts to reduce our travel emissions and the impact of the US and UK aid cuts which have had a direct result on the size of our operations and headcount.

	FY25	FY24	FY23
Flights tCO_2 inc RF	129.7 tonnes CO_2e	160.3 tonnes CO_2e	103.69 tonnes CO_2e
Flights tCO_2 per full-time equivalent employee	1.09 tonnes CO_2e	1.56 tonnes CO_2e	1.05 tonnes CO_2e

Note: FY24/25 flight emission figures are based on a combination of data sets from two different sources

CARE International Climate and Environment Policy

CARE International has been reporting on our carbon emissions across the breadth of our operations since 2019 and has reduction plans in place. In 2023 we approved a new Climate and Environment Policy for CARE International which was piloted through FY25 and will come into force in FY26. In this we commit to:

1. **Prevent, reduce, and mitigate our negative impacts on our climate and environment** in the spirit of international standards and agreements;

2. Support, where feasible and appropriate, the **protection, management, and restoration of the environment**; and

3. **Promote good environmental practices, raising awareness** on the importance of minimising greenhouse gas emissions, and **being accountable**.

During FY25, CIUK developed a draft action plan and targets in line with the CARE International policy.

As part of this, CIUK is committed to reducing absolute GHG emissions from flights and office energy by 50% by FY31 from a baseline calculated from averaging FY19 and FY24 emissions (our pre- and post-COVID emissions profile). We have followed the principles of the Science Based Targets Initiative (SBTi), which state that organisations can deviate from the recommended 2023 base year when FY23 emissions are not considered representative of the general emissions profile. When no single year from FY19-23 is considered representative, a calculation of a multi-year average (excluding COVID impact years) is permitted.

We will begin to screen new programmes on their environmental impact and undertake environmental impact assessments when necessary. Our programmes are informed by a risk analysis of potential environmental and climate related shocks and stresses and we take reasonable steps to consider and address these as appropriate.

Energy efficiency measures

In FY25 we continued to apply our travel policy which includes a more rigorous assessment of alternatives to travel, and measures to reduce emissions from travel on shorter journeys, for example mandating train use for travel in the UK and to near Europe. We continue to limit our travel overseas and encourage virtual working where feasible.

Anyone representing CIUK signs a Code of Conduct confirming they will demonstrate commitment to reducing our environmental impact. We contribute to the CARE International Global Climate Smart Report in terms of the action taken to reduce emissions, and to further CARE International's global efforts to become a climate smart organisation.

We have committed to offset our emissions where we cannot reduce them through credible carbon offset projects that have high social impact and environmental integrity. In FY25, we contributed to CARE International's carbon offsetting scheme with the Fair Climate Fund. We are very proud of our CARE International joint offsetting programme and the steps being taking to balance out unavoidable emissions from the work we do. The programme will provide women in rural communities in India with cookstoves, improving health and safety conditions for families, and contributing to climate resilience, all while reducing emissions.

STATEMENT OF TRUSTEES' RESPONSIBILITIES IN RESPECT OF THE TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

The Trustees are responsible for preparing the Annual Report, including the Strategic Report and the financial statements, in accordance with applicable law and regulations.

Company 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 company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and 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 Companies Act 2006.

They are also responsible for safeguarding the assets of the group, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Financial statements are published on the Charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the Charity's website is the responsibility of the Trustees. The Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

Disclosure of information to auditors

In the case of each of the persons who are Trustee Directors of the company at the date when this report was approved:

- So far as each of the Trustee Directors is aware, there is no relevant audit information (as defined in the Companies Act 2006) of which the company's auditors are unaware; and
- Each of the Trustee Directors has taken all the steps that they ought to have taken as a Director to make themselves aware of any relevant audit information (as defined) and to establish that the company's auditors are aware of that information. This confirmation is given and should be interpreted in accordance with the provisions of S418 of the Companies Act 2006.

The Trustees' Annual Report and the strategic report contained within was approved by the Trustees of CARE International UK on 04 December 2025 and signed on its behalf by:



Lyndall Stein
Chair of Trustees



Sribavan Srisathkurunathan
Chair, Finance and Audit Committee

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CARE INTERNATIONAL UK

Opinion

We have audited the financial statements of CARE International UK (the "charitable company") and its subsidiaries (the "group") for the year ended 30 June 2025 which comprise the consolidated statement of financial activities, the consolidated balance sheet, the charity balance sheet, the consolidated statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 30 June 2025 and of the group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- the parent company has not kept adequate accounting records; or
- the parent company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 43, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements, including financial reporting legislation and the Charities SORP (FRS 102), and tax regulations. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be necessary to the charitable group's ability to operate or to avoid a material penalty. Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

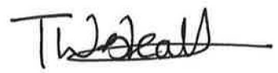
We also considered the opportunities and incentives that may exist within the charitable group for fraud. We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of grant income and management override of controls. Our audit procedures to respond to these risks included enquiries of management and the Finance and Audit Committee about their own identification and assessment of the risks of irregularities, designing audit procedures over income, sample testing on the posting of journals, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it.

In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

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



Tara Westcott
Senior Statutory Auditor

For and on behalf of
Crowe U.K. LLP
Statutory Auditor
Cheltenham, UK
Date: 18 December 2025

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Desiree D'Souza (Chair of Ethics and People Committee) [2]

Khalid El Ansari [1,2]

Ziad Issa (appointed 19 March 2025) [3]

Laura Kelly (Acting Co-Chair of Board, appointed April 2025/Chair of Impact and Transformation Committee) [3]

Amadu Khan [2,3]

James Levy (appointed 1 October 2025) [1,2]

Susanna Ndaruhutse [1,3]

Matthew Sherrington (appointed 19 March 2025) [1]

Edward Sparrow (resigned 18 November 2025) [1,2]

Sribavan Srisathkurunathan (Acting Co-Chair of Board, appointed 15 April 2025/Chair of Finance and Audit Committee) [1]

Lyndall Stein (Chair) (temporarily stepped away as Chair on 15 April 2025) [2,3]

Stefanie Tetenburg (appointed 19 March 2025) [1]

Anita Yuen (resigned 4 December 2024) [1]

Additional committee members

Simon Starling [3]

1 Finance and Audit Committee
2 Ethics and People Committee
3 Impact and Transformation Committee

Senior Leadership Team

Bill Chidgey	Interim Finance Director (to 8 August 2024)
Senait Fassil	Director of Finance, Compliance and Governance (from 30 July 2024)
Esiri Lawrence	Director of People and Organisational Development (from 2 December 2024)
Joanna Lloyd-Jones	Interim Director of People (to 19 July 2024)
Helen McEachern	Chief Executive Officer
Ben Nolan	Director of Fundraising and Communications
Tina Sloane	Interim Director of Programmes and Policy (parental cover) (from 17 November 2024)
Helen Thompson	Director of Programmes and Policy (parental leave from 17 November 2024)

COMPANY INFORMATION

Registered Office

1 St John's Lane
London EC1M 4AR

Auditors

Crowe UK LLP
4th Floor St James House
St James Square
Cheltenham GL50 3PR

Bankers

Barclays Bank plc
Level 28 1 Churchill Place London E14 5HP

Solicitors

Ashurst LLP
London Fruit and Wool Exchange
1 Duval Square, London E1 6PW

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 30 JUNE 2025

Company number 01911651

	Note	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Total funds 2025 £000	Total funds 2024 £000
Income from:					
Donations and legacies	3	6,287	5,869	12,156	14,653
Charitable activities	4	3,959	47,261	51,220	33,158
Other trading activities	5	316	-	316	431
Investment income		374	-	374	396
Other income		-	-	-	330
Total Income		**10,936**	**53,130**	**64,066**	48,968
Expenditure on:					
Raising funds:					
Trading subsidiary costs	7	322	-	322	399
Costs of raising voluntary Income	6	3,507	85	3,592	3,702
Charitable activities	8	6,769	55,137	61,906	51,602
Total expenditure		**10,598**	**55,222**	**65,820**	55,703
Net income/(expenditure)		339	(2,093)	(1,754)	(6,735)
Transfers between funds		(91)	91	-	-
Net movement in funds		248	(2,002)	(1,754)	(6,735)
Reconciliation of funds					
Total funds brought forward		4,809	9,919	14,728	21,463
Net movement in funds		248	(2,002)	(1,754)	(6,735)
Total funds carried forward		**5,057**	**7,917**	**12,974**	14,728

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year. The notes on pages 55 to 87 form part of these financial statements.

BALANCE SHEET

FOR THE YEAR ENDED 30 JUNE 2025

Company number 01911651

	Note	Group 2025 £000	Charity 2025 £000	Group 2024 £000	Charity 2024 £000
Fixed assets					
Tangible assets	13	44	44	80	80
Investments	14	39	39	39	39
		83	**83**	119	119
Current assets					
Debtors; Amounts falling due within one year	15	9,283	9,698	13,183	13,691
Cash at bank and in hand		11,893	11,470	16,015	15,469
		21,176	**21,168**	29,198	29,160
Creditors: Amounts falling due within one year	16	(8,008)	(8,001)	(14,589)	(14,558)
Net current assets		**13,168**	**13,167**	14,609	14,602
Creditors: Amounts falling due after more than one year	17	(277)	(277)	-	-
Total net assets		**12,974**	**12,973**	14,728	14,721
Charity funds	18				
Restricted funds		7,917	7,917	9,919	9,919
Unrestricted funds:			-		
Designated Funds		200	200	-	-
General Reserves		4,857	4,856	4,809	4,802
Total funds		**12,974**	**12,973**	14,728	14,721

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

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

Chair of Trustees
Lyndall Stein
15th December 2025

Chair, Finance and Audit Compliance
Sribavan Srisathkurunathan
15th December 2025

CONSOLIDATED STATEMENT OF CASHFLOWS

FOR THE YEAR ENDED 30 JUNE 2025

Company number 01911651

	Note	Group 2025 £000	Group 2024 £000
Cash flows from operating activities			
Net cash used in operating activities	22	**(4,482)**	1,693
Cash flows from investing activities			
Investment income		**374**	396
Purchase of tangible fixed assets	13	**(14)**	(111)
Net cash provided by investing activities		**360**	285
Change in cash and cash equivalents in the year		**(4,122)**	1,978
Cash and cash equivalents at the beginning of the year	23	**16,015**	14,037
		11,893	16,015

The notes on pages 55 to 87 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2025

1. General information

CARE International UK is a registered charity (Number 292506) and a private company (Number 1911651) limited by guarantee. The objects of the company, as set out in the Memorandum and Articles of Association, are to relieve poverty and sickness, to promote the preservation and protection of health and to advance education among the world's poor.

2. Accounting policies

2.1 Basis of preparation of financial statements

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

CARE International UK meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

2.2 Going concern

The Charity has continued to manage its finances effectively throughout the financial year ending 30 June 2025, increasing unrestricted reserves for the group from £4,809k to £5,037k during the year.

In preparing the going concern assessment, income, expenditure and cashflow projections have been extended to 30 June 2027. Projections have been prepared based upon the Board approved latest forecast as well as updated information in respect of current and pipeline activity. In addition to the forecast projections, alternative scenarios have been modelled which consider the impact of further declines in income of up to 20% in programme, 10% in fundraising and 30% in other income sources. A further scenario has been also prepared – a cumulative crystallization of all scenarios to assess the impact such a scenario would have on the financial sustainability of the Group. In this scenario the Group would have sufficient unrestricted cash resources as well as reserves to continue its operations.

For this reason, the Trustees have concluded that there is no material uncertainty relating to going concern.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

2 Accounting policies (continued)

2.3 Income Recognition

Donations, including regular giving and appeals, are recognised as income once CARE International UK has the right to receive the donation, when it is probable that the economic benefits will be received and that the amount of the donation can be measured reliably.

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

Income from sponsors is recognised on a receivable basis.

Legacies are accounted for as income when the charity has entitlement to the income and the amount can be measured reliably. This is usually on the settlement of the estate or receipt of payment, whichever is earlier.

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

Income earned under contracts with donors where payments are contingent on the achievement of specified results is recognised in the SOFA in proportion to the stage of completion of the project. Where it is probable that total contract costs exceed total contract income, the expected deficit is recognised immediately. Income and expenditure in relation to these contracts are recognised within restricted funds, with any resulting surplus or deficit shown as a transfer to or from unrestricted funds.

Contributions and donations in kind are recorded at fair values during the year of contribution and recorded as restricted income and expenditure in the SOFA.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

Income from trading activities is accounted for on an accrual basis.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

2 Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. This is either headcount per activity, or direct costs per activity as a proportion of total direct costs.

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.
Expenditure on charitable activities is incurred on directly undertaking the activities which further the Group's objectives, as well as any associated support costs.

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

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

Where applicable, depreciation is provided on the following basis:

Leasehold improvements	- over the remaining life
of the lease Office and other equipment	- 7 years
IT equipment	- 3 years

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

2 Accounting policies (continued)

2.7 Investments

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

2.8 Debtors

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

2.9 Cash at bank and in hand

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

2.10 Liabilities and provisions

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

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

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

2.11 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Operating leases

Rentals paid under operating leases are charged to the Consolidated Statement of Financial Activities on a straight-line basis over the lease term.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

2 Accounting policies (continued)

2.13 Pensions

Contributions to the defined contribution pension scheme are recognised in the SOFA when they are payable. The money purchase nature of the scheme assures there will be no funding deficit or surplus accruing to the Charity in the future. The pension scheme is independently administered. The assets of the scheme are held separately from those of the Charity.

The Charity also participates in the Pensions Trust Growth Plan. This is a multi-employer pension scheme where it is not possible to separately identify the assets and liabilities of participating employers. This is a money purchase arrangement with historical guarantees. The scheme is subject to the funding legislation outlined in the Pensions Act 2004. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme. A full actuarial valuation for the scheme was carried out as of 30 September 2019, which showed a deficit. The pension trustees have asked for the participating employers to pay additional contributions to the scheme to eliminate this funding shortfall. These recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities. The liability recognised for this obligation is the net present value of the deficit reduction contributions payable under the plan and is held as a provision in the Balance Sheet. The current overall position of the fund and the assumptions made are provided in Note 25.

2.14 Taxation status

CARE International UK is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK Corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter three Part 11 Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes. The Charity's trading subsidiary will pay available profits to the Charity under the Gift Aid scheme, thereby eliminating or reducing their respective corporation tax liabilities.

The Charity is able to partially recover Value Added Tax (VAT). Expenditure subject to VAT that is not recoverable is recorded in the Accounts inclusive of VAT. The subsidiary trading company makes qualifying donations of taxable profit to the Charity to the full extent allowable. Unless material, any Corporation Tax liability arising in the subsidiary is included within the expenditure by the Group.

2.15 Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Group and which have not been designated for other purposes. Designated funds are unrestricted funds, which the trustees have identified and ringfenced to be deployed for a specific purpose. Trustees should agree the designation of funds prior to the end of the financial year in which the accounts relate.

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

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

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

2 Accounting policies (continued)

2.16 Areas of significant judgement and estimates

Significant accounting judgements and estimates

The Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. These judgements and estimates are continually evaluated, based upon experience, reasonable expectations of the outcome of future event and professional and expert advice. The significant judgements and estimates that could impact the carrying amounts of assets and liabilities are detailed below:

Income recognition

Income recognition requires judgement to appropriately apply the income accounting policies across the many complex funding streams the Charity has. Note 2.3 details the accounting principles adopted and their application across the significant funding streams. The judgements are continually reassessed and where appropriate provision is made for contingencies or deferrals are made to account for conditions yet to be fulfilled.

Pensions Trust scheme deficit

The assumptions underpinning the measurement of the Pension Trust liability depend upon significant judgements and estimates. Details of the potential liability relating to withdrawal from the Pensions Trust scheme are set out in Note 25.

Impairment of country office and partner balances

Balances held with country offices and partners are reviewed for indicators of impairment. A provision is included in the accounts when the carrying value of the asset is assessed to be higher than the recoverable amount.

Lendwithcare

Lendwithcare funds are not presented as part of CARE International UK's assets. To ensure this remains appropriate, legal advice has been obtained and is updated on a regular basis. Any updates to the terms and conditions are scrutinised to ensure that it continues to be appropriate for CARE International UK to operate and disclose that the scheme is an agency arrangement.

The Trustees do not consider there to be any other areas of significant judgement or estimates.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

3 Income from donations and legacies

	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Total funds 2025 £000
Individual and corporate donors including legacies	6,058	2,713	8,771
Disasters Emergency Committee (DEC)	229	2,922	3,151
Gifts & Contributions in Kind	-	234	234
	6,287	**5,869**	**12,156**

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total funds 2024 £000
Individual and corporate donors including legacies	5,631	3,422	9,053
Disasters Emergency Committee (DEC)	338	4,838	5,176
Gifts & Contributions in Kind	-	424	424
	5,969	8,684	14,653

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

4 Income from charitable activities

	Unrestricted funds 2025	Restricted funds 2025	Total funds 2025
	£000	**£000**	**£000**
Foreign, Commonwealth & Development Office	2,832	41,749	44,581
Other Donors and Funders	1,127	5,512	6,639
	3,959	**47,261**	**51,220**

	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024
	£000	£000	£000
Foreign, Commonwealth & Development Office	2,295	24,953	27,248
European Commission including Directorate for Humanitarian Aid and Civil Protection	11	74	85
Other Donors and Funders	931	4,894	5,825
	3,237	29,921	33,158

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

5 Income from other trading activities

Income from trading subsidiary

The trading income from the wholly owned subsidiary, CARE International Enterprises Limited, derives from:

- Providing IT support to 6 (2024:7) European CARE International members and their respective country offices
- Fees charged to corporate partners for use of the CARE name and logo
- Royalty income from book sales

	Unrestricted funds 2025	Total funds 2025	Total funds 2024
	£000	**£000**	£000
Trading income	316	**316**	431

6 Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2025	Restricted funds 2025	Total funds 2025
	£000	**£000**	**£000**
Individuals	1,778	-	1,778
Institutional donors	357	10	367
Media & Communications	457	-	457
Support costs	915	75	990
	3,507	**85**	**3,592**

	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024
	£000	£000	£000
Individuals	2,021	1	2,022
Institutional donors	353	-	353
Media & Communications	444	-	444
Support costs	784	99	883
	3,602	100	3,702

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

7 Expenditure on trading activities

	Unrestricted funds 2025 £000	Total funds 2025 £000	Total funds 2024 £000
Trading subsidiary costs	322	322	399

8 Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Total funds 2025 £000
Humanitarian response	2,855	33,779	36,634
Development work	3,236	21,142	24,378
Advocacy	678	216	894
	6,769	**55,137**	**61,906**

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total funds 2024 £000
Humanitarian response	2,881	23,146	26,027
Development work	2,872	22,206	25,078
Advocacy	455	42	497
	6,208	45,394	51,602

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

9 Analysis of expenditure by activities

	Activities undertaken directly 2025 £000	Grant funding of activities 2025 £000	Support costs 2025 £000	Total funds 2025 £000
Humanitarian response	2,093	33,096	1,445	36,634
Development work	2,611	20,582	1,185	24,378
Advocacy	685	17	192	894
	5,389	**53,695**	**2,822**	**61,906**

	Activities undertaken directly 2024 £000	Grant funding of activities 2024 £000	Support costs 2024 £000	Total funds 2024 £000
Humanitarian response	2,623	21,884	1,520	26,027
Development work	3,838	19,844	1,396	25,078
Advocacy	212	-	285	497
	6,673	41,728	3,201	51,602

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

10 Grant and project costs

	2025	2024
	£000	£000
Country Office		
Development Climate Justice	**7,928**	5,231
Development Other	**1,885**	6831
Development Right to Food Water & Nutrition	**-**	48
Development Right to Health	**209**	1,599
Development Women's Economic Justice	**1,626**	108
Humanitarian Gender Equality	**2,888**	3,612
Humanitarian Other	**17,333**	10,604
Humanitarian Right to Food Water and Nutrition	**-**	151
	31,869	28,184
Partners		
Development Climate Justice	**8,610**	5,687
Development Gender Equality	**-**	17
Development Other	**326**	156
Development Right to Food Water & Nutrition	**28**	59
Development Women's Economic Justice	**-**	108
Humanitarian Gender Equality	**3**	683
Humanitarian Other	**12,859**	6,787
Humanitarian Right to Food Water and Nutrition	**-**	47
	21,826	13,544
	53,695	41,728

Humanitarian Other includes any other programme focus targeted at disaster/crisis affected communities that are not covered under another classification. FY25 sees increased spending under the 'other' classification across multiple projects.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

11 Support costs

	Unrestricted funds 2025	Restricted funds 2025	Total funds 2025
	£000	**£000**	**£000**
			-
Management	402	-	**402**
Office costs	222	-	**222**
Finance	1,165	6	**1,171**
IT	479	-	**479**
Human resources	994	173	**1,167**
Governance	310	4	**314**
Internal audit	57	-	**57**
	3,629	**183**	**3,812**

	Unrestricted funds 2024	Restricted funds 2024	Total funds 2024
	£000	£000	£000
			-
Management	607	-	607
Office costs	189	9	198
Finance	1419	24	1,443
IT	315	-	315
Human resources	681	248	929
Governance	531	-	531
Internal audit	61	-	61
	3,803	281	4,084

	2025	2024
	£000	£000
Included within the unrestricted support costs are the following:		
Fees payable to the Charity's auditor for the audit of this set of accounts	75	73
Fees payable to the Charity's auditor for tax compliance work	5	7
Accounts preparation fees relating to prior year accounts	-	6
Depreciation charges	50	51

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

12 Staff costs

Group and Charity

	2025	2024
	£000	£000
Wages and salaries	5,852	5,006
Social security costs	613	506
Contribution to defined contribution pension schemes	340	257
	6,805	5,769

Included within Wages and salaries costs are termination costs of £88k *(2024 - £22k)* and other staff costs of £100k *(2024 - £100k)*. Termination costs of £8k relate to a limited number of redundancies and settlement agreements paid during the year and a further £80k in respect of termination costs that have been accrued but will be paid during the financial year ending 30 June 2026.

In addition to full-time permanent staff, CARE International UK employed temporary staff at a cost of £162k including 2 seconded staff *(2024 - £116k)*. This was due to some positions being filled on an interim basis.

The Charity participates in a multi-employer defined benefit pension scheme administered by The Pensions Trust (TPT). The Charity recognises a liability in relation to the agreed deficit funding arrangement, and the amount recognised is the net present value of the deficit reduction contributions payable.

The average number of persons employed by the Charity during the year was as follows: update with secondment)

	2025	2024
	No	No
Charitable activities	56	45
Fundraising	39	35
Support	24	23
	119	103

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

	2025	2024
	No	No
In the band £60,001 - £70,000	8	9
In the band £70,001 - £80,000	2	2
In the band £80,001 - £90,000	1	1
In the band £90,001 - £100,000	1	2
In the band £100,001 - £110,000	-	1
In the band £120,001 - £130,000	1	-

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

12 Staff costs (continued)

Employer contributions are made to a defined contribution pension scheme in respect of 13 higher paid employees *(2024 - 15)*. Total employer contributions in respect of higher paid employees during the year amounted to £62k *(2024 - £57k)*.

The Key Management Personnel of the Group are the Trustees and the senior management team. The short-term employee benefits for the senior management team for 2025 was £634k *(2024 - £509k)*.

Trustees' remuneration and expenses

None of the members of the Board received any remuneration for their work as trustees *(2024 - Nil)*.

Expenses reimbursed to 2 Trustees *(2024 - 5 Trustees)* for travel undertaken on the Group's behalf in 2024 totalled £684 *(2024 - £4.8k)*. The Group paid £25.2k *(2024 - £25.4k)* for Combined Liability insurance, which includes trustees' indemnity insurance cover. Trustees' donations were £2.8k *(2024 - £7.6k)*.

13 Tangible fixed assets

Group and Charity

	Office equipment	**Computer equipment**	**Total**
	£000	**£000**	**£000**
Cost or valuation			
At 1 July 2024	**3**	**344**	**347**
Additions	**-**	**14**	**14**
At 30 June 2025	**3**	**358**	**361**
Depreciation			
At 1 July 2024	**1**	**266**	**267**
Charge for the year	**1**	**49**	**50**
At 30 June 2025	**2**	**315**	**317**
Net Book Value			
At 30 June 2025	**1**	**43**	**44**
At 30 June 2024	2	78	80

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

14 Fixed asset investments

Group and Charity

	Unlisted investments £000
Cost or valuation	
At 1 July 2024	**39**
At 30 June 2025	**39**
Net Book Value	
At 30 June 2025	**39**
At 30 June 2024	39

The Unlisted Investment represents a cash investment in CARE International Revolving Loan Fund (see paragraph b below).

Subsidiary company investments held by the Charity include a £2 (2024 - £2) investment in the subsidiary company at cost. The Charity holds 100% of the issued share capital of CI Enterprises Limited, which is registered in England and Wales. The Company's principal activity is to undertake trading for the Charity. A summary of the subsidiary's results and its financial position as at 30 June 2025 is given in Note 19

During the year CARE International participated in the Revolving Fund established with other members of the CARE International Confederation, maintaining its investment of €45,500. The Fund, which is administered by the CARE International Secretariat in Geneva, is used to provide short-term interest- bearing loans to finance cash flow needs of members for projects across CARE International, where funds are received from donors after they are needed for implementation.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

15 Debtors

	Group 2025	Group 2024	**Charity 2025**	Charity 2024
	£000	£000	**£000**	£000
Due within one year				
Receivable from donors and funders	2,634	1,617	2,634	1,617
Due from subsidiary undertaking	-	-	423	584
Prepayments and accrued income	2,088	2,611	2,087	2,584
Programme advances to CARE country offices and partners	4,333	8,232	4,333	8,232
Other debtors	228	723	221	674
	9,283	13,183	**9,698**	13,691

Programme advances to CARE country offices and partners represent funds transferred to enable programme implementation, which have not yet been utilised.

16 Creditors: Amounts falling due within one year

	Group 2025	Group 2024	**Charity 2025**	Charity 2024
	£000	£000	**£000**	£000
Provision for pension plan recovery	21	17	21	17
Deferred income	807	1,220	807	1,220
Trade creditors	433	426	431	426
Payable to donors and funders	278	-	278	-
Funds due to CARE country offices and partners	5,105	11,622	5,105	11,622
Accruals	1,118	1,103	1,113	1,072
Other creditors	246	201	246	201
	8,008	14,589	**8,001**	14,558

Funds due to country offices and partners represent funds utilised for programme implementation for active awards, which have not yet been transferred by CARE International UK.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

16 Creditors: Amounts falling due within one year (continued)

	Group 2025	Group 2024	**Charity 2025**	Charity 2024
	£000	£000	**£000**	£000
Deferred Income				
Deferred Income at 1 July 2024	**1,220**	-	**1,220**	-
Resources deferred during the year	**1,111**	1,220	**807**	1,220
Amounts released from previous periods	**(1,524)**	-	**(1,220)**	-
Deferred income at 30 June 2025	**807**	1,220	**807**	1,220

Deferred income relates to grant income received prior to entitlement.

17 Creditors: Amounts falling due after more than one year

	Group 2025	Group 2024	**Charity 2025**	Charity 2024
	£000	£000	**£000**	£000
Provision for pension plan	**277**	**-**	**277**	-

Provision represents the costs of withdrawal from The Pension Trust scheme and the deficit contributions agreed between the company and the scheme as at 30 June 2025.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

18 Statement of funds

Statement of funds - current year

	Balance at 1 July 2024	**Income**	**Expenditure**	**Transfers in/out**	**Balance at 30 June 2025**
	£000	**£000**	**£000**	**£000**	**£000**
Unrestricted funds:					
Designated Funds: IT Investment	-	-	-	200	200
General funds	4,809	10,936	(10,598)	(290)	4,857
	4,809	10,936	(10,598)	(90)	5,057
Restricted funds:					
Donations and legacies					
Individual and corporate donors including legacies	6,527	2,947	(5,437)	77	4,114
Disaster Emergency Committee (DEC)	336	2,922	(2,790)	-	468
Charitable activities					-
Foreign, Commonwealth & Development Office	959	41,749	(40,479)	65	2,294
European Commission including Directorate for Humanitarian Aid and Civil Protection	148	-	(135)	-	13
Other donors and miscellaneous restricted funds	1,949	5,512	(6,381)	(52)	1,028
	9,919	**53,130**	**(55,222)**	**90**	**7,917**
Total of funds	**14,728**	**64,066**	**(65,820)**	**-**	**12,974**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

18 Statement of funds (continued)

The restricted funds represent unexpended balances on donations and grants given for specific purposes, for which conditions have been imposed as to their use. The funds have been grouped by donor as the project restrictions are set by the donors. Within each grouping, there are numerous restricted programmes for which the funding can only be spent in specific geographical areas and on specific activities. The material balances are further explained below:

Individual and corporate donors including legacies represent donations raised by CARE International UK and legacies left to the Charity which are for our restricted appeals. A significant proportion of this restricted funding relates to appeals for Ukraine, Turkey/Syria earthquake, Gaza and Lebanon crisis, and the Myanmar earthquake. These restricted funds are to be spent on providing aid to those impacted by these emergencies. Fund transfers include £22k approved for transfer to general purpose funds, £10k received to cover the costs of closing programmes and £89k received from other donor funds to support ongoing projects.

CARE International UK are a member of the **Disasters Emergency Committee** and we receive restricted funding to run programmes resulting from their emergency appeals. This fund grouping relates to funds received from the DEC as a result of their emergency appeals for Pakistan Floods, Turkey/Syria earthquake, Ukraine, Afghanistan, and the Myanmar earthquake, which must be spent responding to those emergencies.

The **Foreign, Commonwealth & Development Office (FCDO)** fund grouping represents the balance of funds received from FCDO & UK Government sub-awards towards a number of restricted programmes. These include the Yemen Food security Safety Net Programme, Building Local Resilience programmes in Syria, Humanitarian and Resilience programme in Nigeria, Climate resilience in Pakistan and Gender equality programming in Pakistan and Ethiopia and Somalia. During the year £65k was transferred from unrestricted funds to contribute to the costs of closed funds.

The **other donor and miscellaneous** restricted funds includes all other restricted programmes, including grants from the START network, other CARE International members, the UN and trusts and foundations, which are restricted in terms of the geographical area and purpose that they can be spent on. The restricted funds generating the most income in FY2025 are the Gender promotion initiative, Education in Afghanistan and Cocoa Life community programmes. Transfers of £89k were made to support expenditure of other restricted projects with £38k received from general purpose funds to cover the costs of closing programmes.

Unrestricted funds include general purpose funds and £200k that has been designated for IT investment.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

18 Statement of funds (continued)

Statement of funds -prior year

	Balance at 1 July 2023	Income	Expenditure	Transfers in/out	Balance at 30 June 2024
	£000	£000	£000	£000	£000
Unrestricted funds:					
General funds	4,750	10,363	(10,209)	(95)	4,809
Restricted funds:					
Donations and legacies					
Individual and corporate donors including legacies	8,785	4,755	(5,921)	(1,092)	6,527
Disaster Emergency Committee (DEC)	1,019	4,838	(5,521)	-	336
Charitable activities					
Foreign, Commonwealth & Development Office	1,043	24,953	(26,319)	1,282	959
European Commission including Directorate for Humanitarian Aid and Civil Protection	158	67	(77)	-	148
Other donors and miscellaneous restricted funds	5,708	3,992	(7,656)	(95)	1,949
	16,713	38,605	(45,494)	95	9,919
Total of funds	21,463	48,968	(55,703)	-	14,728

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

19 Analysis of net assets between funds (current period)

	Unrestricted funds 2025 £000	Restricted funds 2025 £000	Total funds 2025 £000
Tangible fixed assets	44	-	**44**
Fixed asset investments	39	-	**39**
Current assets	7,214	13,909	**21,123**
Creditors due within one year	(1,963)	(5,992)	**(7,955)**
Creditors due after one year	(277)	-	**(277)**
	5,057	**7,917**	**12,974**

Analysis of net assets between funds (prior period)

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total funds 2024 £000
Tangible fixed assets	80	-	80
Fixed asset investments	39	-	39
Current assets	11,882	17,316	29,198
Creditors due within one year	(7,192)	(7,397)	(14,589)
	4,809	9,919	14,728

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

20 Subsidiary

The Charity owns the whole of the issued ordinary share capital of CI Enterprises Ltd, a company registered in England and Wales (Company number 02306212) and whose registered address is c/o Ashurst LLP, London Fruit and Wool Exchange, 1 Duval Square, London, England, E1 6PW.

The subsidiary is used for trading activities to provide income for the Charity. The activities during the year were the provision of IT support to six European CARE International Member offices and their respective country offices, fees charged to corporate partners for use of the CARE name and logo and receiving royalty income from book sales.

	2025 £000	2024 £000
Turnover	**316**	431
Cost of sales	**(312)**	(398)
Gross profit	**4**	33
Administration expenses	**(8)**	(1)
Operating profit	**(4)**	32
Tax on (profit)	**(2)**	-
(Loss)/profit after taxation	**(6)**	32

Tax is in respect of the profits of the financial year ended 30 June 2024.

The aggregate of assets and liabilities were:

	2025 £000	2024 £000
Assets	**431**	622
Liabilities	**(430)**	(615)
Surplus	**1**	7

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

20 Subsidiary (continued)

CI Enterprises Limited has entered a binding deed of covenant to pay all its taxable profits to its parent charity, CARE International UK, as a qualifying charitable donation. Ordinarily these taxable profits transferred to the parent entity are recognised through equity rather than as an expense through the profit and loss, and therefore an operating profit exists at the balance sheet date. If the qualifying distribution is made within 9 months of the year end, no corporation tax is due on the profits.

For the year ended 30 June 2025 no qualifying distribution was made to CARE International UK, however a small corporation tax liability did arise on the taxable profits. As CI Enterprises had moved into a positive reserves position, CARE International UK opted to pay the tax of £1.8k to ensure a level of reserves was maintained within CI Enterprises.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

21 Lendwithcare

Lendwithcare is a peer-to-peer lending relationship between individuals and organisations based in the UK and people in low-income countries. It is an innovative way of raising microfinance to help entrepreneurs in developing countries to lift themselves out of poverty.

The total number of lenders, since the scheme's inception in April 2010, is 91,679 *(2024 – 84,210)* with 55,605 *(2024 - 51,663)* active lenders as at 30 June 2025. Active lenders are defined as a lender who has logged in, made a loan, or received a repayment in the last 12 months.

The total value of loans made to entrepreneurs since the inception of the scheme has been £57m. This has supported 217,295 *(2024 – 197,849)* entrepreneurs since the beginning of the scheme. In compliance with the Charities SORP (FRS102), the Charity, as agent, discloses the value of funds added to the scheme; funds loaned to entrepreneurs through microfinance partners, which includes both new funds from lenders and funds repaid to lenders and then re-loaned to another entrepreneur; together with the balances held at 30 June 2025.

Funds received

The value of new funds added to the scheme during the year, by existing and new lenders, is:

	2025	2024
	£000	£000
Added to the scheme	**1,728**	1,626
Withdrawn	**(194)**	(230)
	1,534	1,396

Funds paid

The total value of loan (from new funds re-loaned) during the year is:

	2025	2024
	£000	£000
Loans during the year	**5,493**	5,480
	5,493	5,480

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

21 Lendwithcare (continued)

Balance held as agent

The amount of lenders funds held:

	2025 £000	2024 £000
Amounts held by CARE International UK at year-end as agent	**3,061**	2,788
	3,061	2,788

Lenders' funds do not form part of the assets of CARE International UK and are therefore not consolidated within the financial statements. They are not available for use by the Charity.

The operating costs of the scheme of £1.03m *(2024 - £1.13m)* are included in expenditure charitable activities within the financial statements and in Note 8. These are the costs of managing the scheme and raising new funds for the scheme.

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

	Group 2025 £000	Group 2024 £000
Net income/(expenditure) for the period (as per Statement of Financial Activities)	**(1,754)**	(6,735)
Adjustments for:		
Depreciation charges	**50**	51
Investment income	**(374)**	(396)
(Increase)/decrease in debtors	**3,900**	(1,428)
Increase/(decrease) in creditors	**(6,304)**	10,201
Net cash provided by operating activities	**(4,482)**	**1,693**

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

23 Analysis of cash and cash equivalents

	Group 2025 £000	Group 2024 £000
Cash in hand	**11,893**	16,015
	11,893	16,015

24 Analysis of changes in net debt

	At 1 July 2024 £000	**Cashflows £000**	**At 30 June 2025 £000**
Cash at bank and in hand	16,015	**(4,122)**	11,893
Debt due within one year	(17)	(4)	(21)
Debt due after one year	-	(36)	(36)
	15,998	**(4,162)**	**11,836**

25 Pension commitments

All new employees are auto-enrolled into a Group Personal Pension Plan with Royal London (formerly Scottish Life) comprising a 5% employer contribution and 3% employee contribution.

Contributions to the scheme for the year were £310k (Restated 2024 - £205k) and at the end of June 2025 there were 110 members in the scheme (2024 – 97)

The charity also participates in a multi employer defined benefit scheme administered by The Pensions Trust. The scheme was closed to new members at the end of April 2014 and existing members continue to benefit from a 7.5% employer contribution against a 4% employee contribution.

Contributions to the scheme for the year were £30k (2024 - £52k) and at the end of June 2025 there were 8 members in the scheme (2024 - 8).

Contributions to the multi employer scheme paid into The Pensions Trust Growth Plan ("the plan") up to and including September 2001 have been converted to defined amounts of pension payable from Normal retirement date. From October 2001, contributions were invested in personal funds which have a capital guarantee, and which are converted to pension on retirement, with the Growth Plan or by purchasing an annuity.

Following a change in legislation in September 2005, there is technically a potential liability to CARE International UK, applicable to employers with pre-October 2001 liabilities in the Plan. When

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

25 Pension commitments (continued)

an employer withdraws from a pension scheme which is in deficit, the employer is required by law to pay its share of the deficit, calculated on a statutory basis (known as the buy-out basis). If Plan liabilities exceed assets, a buy-out debt will exist if CARE International UK withdraws all employees from the scheme.

The leaving employer's share of the buy-out debt is the proportion of the Plan's pre-October 2001 liability attributable to employment with the leaving employer compared with the total amount of the Plan's pre-October 2001 liabilities. Given the number of factors to be considered in determining the liabilities the debt can fluctuate over time.

The Pensions Trust's most recent estimate of the cost of withdrawal from the Plan is £245k based on the financial position of the Plan at 31 May 2024. The Pensions Trust has advised that an employer will only be deemed to have withdrawn if it has no active members remaining in the Plan and no eligible employees to whom to offer membership to the Plan. CARE International UK has agreed to trigger section 75 to commence the exit arrangements from the scheme.

Under the Pensions Trust recovery plan, deficit contributions made by CARE International UK during the year were £22k *(2024 - £29k)*. This recovery plan is intended to run to 2025. In compliance with the Charities Statement of Recommended Practice (FRS102), the provision for the net present value of the future contributions to the deficit recovery plan is held on the Balance Sheet. Details of this provision are given in Note 16, Creditors.

26 Operating lease commitments

	Group 2025 £000	Group 2024 £000
Commitments within one year	**-**	74

The following payments have been recognised as an expense in the Statement of Financial Activities:

	Group 2025 £000	Group 2024 £000
Operating lease rentals	**69**	48

Operating lease rentals in the year relate to rental of office space. Care International UK relocated offices during the financial year. There are no future lease commitments in respect of the current office space.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

27 Grants commitments

CARE International UK aims to continue to provide funding to a number of programmes and projects subject to the delivery of obligations contained in the grant awards. The amount of grants outstanding at the end of the year that did not meet the definition of an accounting accrual is detailed below. Payment of the grants is contingent on the outcome of reviews of the programmes and therefore the liability has not been recognised at the year end. The commitments will be funded through general funds or restricted funding from individual and institutional donors. The funding of these commitments falls due as detailed below.

	Group 2025 £000	Group 2024 £000
Less than one year	3,101	13,666
Later than one year and not later than five years	94,809	117,737
	97,910	131,403

28 Related party transactions

The Charity is a member of the Disasters Emergency Committee (DEC) and in the year paid a subscription of £30k *(2024 - £34.1k)*. As an automatic part of membership, CARE International UK's Chief Executive is a Trustee of the DEC. The Charity receives funds from DEC appeals and amounts received and receivable in the year were £3.2m *(2024 - £5.2m).*

One trustee of CARE International UK is also a Director of a company providing legal services and one trustee appointed after the balance sheet date is also an employee of the same company. The Charity received Pro Bono legal work for the value of £234k *(2024 - £425k)* and cash donations from 8 trustees totalling £3.9k *(2024: £0).*

One trustee received payment of £2.8k for the provision of consultancy services as a de-facto trustee prior to onboarding in March 2025.

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

29 Donor Funding

The information in the table below is provided to meet the special conditions in restricted grant agreements requiring CARE International UK to disclose cash received from those grants in the Annual Financial Accounts

Project Name	FY2025	FY2024
Foreign Commonwealth and Development Office (FCDO)		
GENRE+ Phase II (Mali) Gender-transformative and Equitable Natural Resource Management for Resilience, Social Cohesion and Peace Phase II	385	505
Steps towards Afghan girls, Educational Success Phase 2 (STAGES II) via Agha Khan Foundation	1	484
Adolescent Girls' Education Somalia - AGES via PricewaterhouseCoopers	1,943	3,169
Afghanistan Recovery, Reintegration and the Resilience Programme (R3) via Norwegian Refugee Council	-	431
Women Lead in Emergencies: Strengthening GBV Response in Tigray	-	409
Building Local Resilience in Syria (BLRS)	14,652	8,783
Food Security Safety Net Programme	17,152	9,268
Ecosystem-Based Adaptation in Ecologically Critical Areas of Bangladesh	4,207	1,757
Strengthening Protection Services and Resilience in Northeast Nigeria through a Locally led Approach (STEPSERN) 301362-108	1,999	1,396
Supporting Bangladesh's Rapid Needs Assessment (SUBARNA) Project Phase 3	77	27
Provide sustainable and comprehensive humanitarian response and prevention to protection and GBV risks for marginalized and hard to reach communities in humanitarian hotspot areas in South Central Somalia	466	239
Women Lead in Emergencies: Strengthening GBV response in Tigray/Afar response in Tigray	743	107
COSACA Lean Season Recov - Mozambique via Save the Children	-	34
Cash Consortium Sudan (CCS)	2,159	-
Puntland and Galmudug Peace Initiative	841	-
Aawaz II - Inclusion, Accountability and Preventing Modern Slavery Programme (Sindh Component)	116	-
Local Infrastructure Support Programme	21	-
Food Security Safety Net Programme	171	-
Building Resilience and addressing vulnerability to Emergencies (BRAVE)	550	-
DFID Work and Opport for Women	169	-
What Works to Prev Violence	410	-

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

29 Donor Funding (continued)

Project Name	FY2025	FY2024
Department for Environment, Food and Rural Affairs (DEFRA)		
Achieving Sustainable Forest Management through Community Managed Protected Areas in Madagascar	101	182
Disasters Emergency Committee (DEC)		
Pakistan Multi-sector Integrated Flood Emergency Early Recovery 2022 (Phase 2) 2023	-	926
Afghanistan Multi-sector Integrated Recovery Response (Phase 2)	-	84
Humanitarian Response to Ukrainian Crisis (Phase 2)	1,118	2,233
Earthquake Response in Türkiye and Northwest Syria (Phase 1)		718
DEC Turkey-Syria Earthquake Appeal	733	1,316
DEC Collective Initiative - Romania	103	-
DEC Middle East Humanitarian Appeal	302	-
DEC Myanmar Earthquake Appeal	100	-
DEC Middle East Humanitarian Appeal Phase 2	71	-
European Commission (EC)		
Wanbel Wantaim (Peace Together) in Papua New Guinea's Highlands	85	-
Education Cannot Wait		
Extended and Expanded Multi – Year Resilience Program (MYRP) 2023 to 2024	317	-
Education Cannot Wait First Emergency Response	342	
Jersey Overseas Aid Commission		
Samrakshyan: Conservation-friendly livelihoods for women and vulnerable people in Mutani Khola Watershed in Nepal	226	212
El Niño Floods response	-	200
START Network		
Alert N-11, Response-Coldwaves in Nepal	-	295
Nepal pilot: responding to humanitarian emergencies (Phase 2)	29	180
729 Madagascar (Anticipation of Food Insecurity)	-	250
Alert 679 Zambia (Flooding)– Learning Grant	-	15
754 South Sudan (Drought)	-	200
Start Network Award – SR-2023-BGD-002	-	13
761 Ethiopia (Flooding)	-	100
N-19 Nepal (Response Jajarkot Earthquake)	-	200
Start Ready Risk Pool 2: Madagascar National Reserves Top-up 2024 CARE International UK	-	19
Start Ready Risk Pool 2: National Reserve Funds for Flood Readiness Activity 2024	-	41

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

29 Donor Funding (continued)

Project Name	FY2025	FY2024
START Network		
Start Ready Risk Pool 2 Madagascar Cyclone	-	390
Start Ready Risk Pool 3: Madagascar Cyclone Gamane 2024	-	234
Supporting Start Network's Hub Connect Event in Kathmandu, Nepal	-	64
StartFund _ DRF Bangladesh Cyclone II	-	17
Start Network Award SRD_2024 PH_Cyclone Simulation Exercise	-	8
Start Network Award FL-NR-PK-2024-002	-	6
SRD_2024_PH_Cyclone Simulation Exercise	90	-
854 Philippines (Oil spill)	200	-
Alert 868 - Chad (Flooding)	69	-
DEC Middle East Humanitarian Appeal	150	-
Start Ready Risk Pool 3 National Reserves Madagascar	15	-
Start Ready Risk Pool 3: Philippines Cyclone National Reserves – Eastern Samar (Can-avid and Taft)	87	-
Alert 904 Sierra Leone (Anticipation of mpox outbreak)	40	-
SR_RP3_PK_DR_NR_007	15	-
Start Network's DRF/Forewarn programme and Hub Incubation Fund 2025 (DRF/Forewarn and Hub_2025_PHIL_001)	229	-
Pakistan Drought, Balochistan, District Ziarat	80	-
Host Agency - Start Fund Nepal, DRF and FOREW	92	-
Start Network Solidarity Fund Yemen	300	-
Start Ready Risk Pool 4 Pakistan Flood	8	-
ALERT00N-01 House construction	4	-
ALERT 790 Madagascar (Anticipation of cholera outbreak)	32	-
UK Research Institute		
Food Systems Transformation in Southern Africa for One Health (FoSTA-Health)	-	52
UNOPS		
THE STRENGTHENING HUMANITARIAN PREPAREDNESS AND RESPONSE PROGRAMME	-	8
United Nations Peace Building Fund (UNPBF)		
Filles et Femmes Engagees pour la construction de la Paix en Guinee (FIFEP-Guinee)	-	512
Participation des femmes et jeunes files à la Siguiri et Gaoual	284	-
Mondelez		
Mondelez Cocoa Life Programme CIV-2023-2024	33	753
Opportunity Fund for "Entrepreneur pathways" in cocoa communities	200	120
Cocoa Life Community Development Project 2024	664	352
Cocoa Life Project, CIV Community Development programme YEAR 2 2025	684	-

NOTES TO THE FINANCIAL STATEMENTS (CONTINUED)

FOR THE YEAR ENDED 30 JUNE 2025

29 Donor Funding (continued)

Project Name	FY2025	FY2024
Mondelez		
Mondelez OPEN Phase 2	162	-
Cookstove Program	23	99
Diageo		
Training of Trainers (TOT) for Village Based Agents (VBAs) - Kenya	185	-
Diageo Partnership Planning-GB	75	-
Fyffes		
Phase 1 Design, Women's Empowerment Programme Guatemala and Costa Rica	166	-

THANK YOU



▶ Chompa Aktar and her friends, Harinagar, Sunamgnaj.

Thank you to everyone who supported CARE International UK in FY25, including people who made one-off or regular donations, took part in fundraising events and campaigns, made a loan through Lendwithcare and provided pro bono and gift in kind support. Thanks also to our generous anonymous donors. All of your support is invaluable in helping us stand with women across the world who are leading the fight to end poverty. We couldn't do it without you.

Companies

- Accenture
- Ashurst LLP
- Buro Happold Ltd
- Diageo
- Fieldfisher LLP
- Fyffes
- Hogan Lovells
- IHG Hotels & Resorts
- Macquarie Bank Maxis GBN
- Microsoft
- Mondelez
- Marks & Spencer
- PKP and Company
- Price Waterhouse Coopers
- Third Bridge Group
- Twinings
- Unilever

We are also grateful for the continued support of other companies – Benevity, Microsoft Rewards/Give with Bing, PayPal Giving Fund and Revolut Ltd.

Trusts and Foundations

- 3C Foundation
- Gates Foundation
- Joseph Rowntree Reform Trust
- The players of the People's Postcode Lottery
- ShareGift
- St Clare and St Francis Trust
- Stephen & Catherine Nelson
- Other Trusts & Foundations who may prefer to remain anonymous

Statutory donors

- Conflict, Stability and Security Fund, now the Integrated Security Fund through the FCDO
- Department for Environment Food and Rural Affairs
- Education Cannot Wait
- European Commission
- Foreign, Commonwealth and Development Office (FCDO)
- International Organization for Migration (IOM)
- Jersey Overseas Aid Commission (JOAC)
- UK Research Initiative
- United Nations Development Programme (UNDP)
- United Nations Peacebuilding Fund (UNPBF)

Organisations, charities and implementation/ programme partners

- ACCORD
- Action Against Hunger
- Adam Smith International
- Aga Khan Foundation
- Al Manar Voluntary Organization
- Association for Water, Applied Education & Renewable Energy
- Association Malienne pour la promotion du Sahel
- Azat Foundation
- Bright Star Development Society Balochistan (BSDSB)
- Building Foundation for Development
- Centre for Climate Change and Environmental Research (C3ER), affiliate of BRAC University
- Centre for Natural Resource Studies
- Chrysalis (CARE Affiliate)
- Coalition of Girls/Women of Guinea for Dialogue, Peacebuilding and Development
- Cuban Council of Churches (CIC)
- Cordaid
- Disasters Emergency Committee
- DT Global UK
- Dushtha Shasthya Kendra
- EARTH University Costa Rica
- Ekklesiyar Yan'uwa a Nigeria
- Ethical Tea Partnership
- Federation of Community Forestry Users Nepal
- Friendship
- Hari Welfare Association Office
- Humanity & Inclusion
- Indus Resource Center
- The Nigeria INGO Forum
- International Development Enterprises (iDE)
- International Rescue Committee UK (IRC)
- JAGO NARI
- Legal Aid Society
- Mercy Corps
- Nadha Makers Organization
- National Foundation for Development and Humanitarian Response Nigeria INGO Forum
- NEEM Foundation
- Norwegian Refugee Council
- Oxfam GB
- Palestinian Agricultural Development Association (PARC)
- Pambansang Koalisyon ng Kababaihan sa Kanayunan
- Plan International UK
- Practical Action
- Rozan
- Rise
- Royal Botanical Gardens Kew
- Sami Foundation
- Save the Children
- ShelterBox UK
- Shine Women Empowerment Center
- Somali Women's Studies Centre
- START Network
- TIMRAN
- West African Network for Peacebuilding (Guinea Office)
- Women's Association of Tigray
- Working Group on Women, Youth, Peace and Security in West Africa and the Sahel
- World Vision UK
- Yemen Family Care Association



▲ Nima (34) has 4 children: Maysam (10), Baisam (6), and Maysoun (4) and Cherif (6 months old). Cherif was born in Mile refugee Camp in Eastern Chad. They fled together from their hometown Al-Fashir in Darfur, Sudan, to Chad in June 2023.



© CARE Nigeria/Johnpeters

Maimuna Kale (L) an advocate against early and forced marriage and her daughter Khadijah Usman (R), Nigeria.

Why CARE

Right now, across the world, conflict and extreme weather are on the rise.

Women are often the first to pick up the pieces. To provide for their community.

Yet women are the most likely to be in poverty and the least likely to be in power.

Women are too often abused. Ignored. Exploited.

In a crisis, they can lose their health. Their homes. Their livelihoods. We refuse to accept this.

We believe women must be listened to and supported.

We believe everyone deserves to feel safe. To build a life. To shape a better future.

Women across the world are leading the fight to end poverty.

For their families. For their communities. For the planet.

It's up to us to stand with them.

CARE International works with women in the world's most challenging situations and has changed tens of millions of lives.

In more than 100 countries we ask women what's needed, then our expert teams work with them to deliver it.

From food to housing to healthcare.

The impact is felt not just for a day, but for a lifetime.

We've seen decade after decade what happens when we listen to women.

Whole communities benefit. Our whole world benefits.

Let's start with women, and together we'll change millions of lives.



Farmer Silaumua harvests ripe koko pods from her koko trees, Samoa.

© Sincerely, Alexia Rae/WIBDI/CARE

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CARE INTERNATIONAL UK

England & Wales - Charity number 292506

Accounts

CARE International UK



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ANNUAL REPORT AND ACCOUNTS

JULY 2023 - JUNE 2024



Noted photographer and CARE Global Advisor Council member Nigel Barker photographed CARE project participants in Sierra Leone as a special International Women's Day Project in early 2024.

© Nigel Barker/CARE

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Build equitable, sustainable partnerships with local organisations to deliver more impact for people facing poverty and crisis

Strategic Goal 3: 16
Raise our profile and influence for change in the UK

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Cover photo:
Karia N'Dao from Soguè, Mali is a leader in the Benkadi Association for girls' rights.

CEO and Chair welcome

It has never been more imperative to support women to lead in times of crisis. In the 12 months this report covers (1 July 2023 – 30 June 2024), people across the world have been impacted by some of the most devastating humanitarian crises and environmental disasters in history – with women and girls bearing the burden most heavily.

Following the horrific attacks by Hamas in Israel on 7 October 2023, the atrocious escalation of the conflict in Gaza and across the region has demanded the world's focus and the humanitarian community's response. As we write, more than 40,000 people have been killed in the crisis, with Israel's systemic aid obstruction exacerbating the levels of disease and risk of starvation. We are humbled by what CARE staff in Gaza and the West Bank have achieved despite immense challenges. A huge thank you to our supporters for the more than £465,000 raised to help provide much-needed bedding kits, water, and medical support for people in need in Gaza.

The ongoing, relentless fighting in Sudan has killed thousands and left millions in dire need of humanitarian assistance. Elsewhere the people of Haiti, Ethiopia, Myanmar, Syria, Yemen and many other countries are facing soaring violence, rights restrictions, and political insecurity, and the war in Ukraine continues to cause destruction and mass displacement. In all contexts, CARE is there, with the commitment of funders and the resilience of our CARE staff and local partners.

Compounding these, and many other crises, is the devastating, growing impact of climate change. People whose lives have already been damaged by conflict, displacement and disaster are most vulnerable when climate-driven disasters, such as torrential rain and floods in Bangladesh or severe drought across Southern Africa, strike.



Helen McEachern, CEO

In all these situations, it is women who are impacted most. Women who are the first to pick up the pieces, but the least likely to be in power. It is women whose voices and leadership must be listened to and prioritised, to make positive change for the future. This year, with the weight of evidence and these urgent needs in mind, we have made concerted progress against the CARE International UK Strategy 2023-2026: 'Women leading change in times of crisis'.

In this Annual Report, we highlight progress and impact against each of the six goals of the new strategy, in line with our focus areas of Climate Justice, Humanitarian, Local Leadership and Women's Voice and Leadership. These highlights include women's community leadership in Tigray, Ethiopia and the launch of multi-million-pound programmes with local partners in Yemen and Bangladesh, funded by the UK government.



Lyndall Stein, Chair of Trustees

As you'll read in the Report, this year we were bolder in pursuit of climate justice. We began delivery of a significant and groundbreaking programme in Bangladesh involving a consortium of local, national, and international partners delivering nature-based solutions to build climate resilience in ecologically critical areas.

This year we also advocated for feminist approaches to climate finance and championed women-led organisations and women climate justice activists. At key decision-making spaces like COP28 we launched research showing how women and women-led organisations are being left out of climate finance. And during COP28 and at the UK Parliament, we raised the voices of women and girls who are adapting and leading in the face of the climate crisis.

To help deliver against all areas of our strategy, our organisation needs strong foundations. With that in mind, we implemented a finance transformation plan and invested in our staff, acting on our commitment to Equity, Diversity and Inclusion, and implementing changes to key HR policies – this work will continue in future years. The transition to a permanent CEO and Director of Fundraising and Communications happened this year, alongside the recruitment of three new Trustees and two programme committee members, which brought additional relevant experience to our leadership team and governance.

Our supporters make everything we do possible. Thank you to everyone who has supported CARE International UK's work in 2023/24, from individuals to companies, organisations and partners. Your generosity means we can stand with women to lead, support the change they want to make in their communities and change the world.

Specific thanks to the players of People's Postcode Lottery and to the relationship we have cultivated with the People's Postcode Lottery team, whose transparent, trusted counsel and commitment to our mission we value.

We know there is more that we can and must do to help women leading the fight to end poverty. With this in mind, we developed a single cross organisational plan with clear priority areas for CARE International UK to focus on in 2025, developed to support the achievement of our 2023-2026 Strategy Goals, and Mission.

We look forward to working with you and women leaders across the world. Together, we'll change millions of lives.



Helen McEachern
CEO



Lyndall Stein
Chair of Trustees

About CARE International UK



▶ Phong, a farmer in Vietnam supported by CARE.

OUR VISION:

We seek a world of hope, inclusion, and social justice, where poverty has been overcome and all people live in dignity and security.

OUR MISSION:

We work around the globe to save lives, defeat poverty and achieve social justice.

OUR FOCUS:

We put women and girls at the centre of our work, because we know that we cannot overcome poverty until all people have equal rights and opportunities.

Who we are

Founded in 1945, CARE is a leading humanitarian organisation that works in over 120 countries, fighting global poverty. CARE places special focus on working alongside women and girls, because if they are equipped with the proper resources, women and girls have the power to lift whole families and entire communities out of poverty.

CARE International UK is a full member of the CARE confederation. Together, we work towards delivering on CARE International's Vision 2030, contributing to lasting large-scale impact in support of the Sustainable Development Goals.

CARE International's **six impact areas** concentrate our expertise and drive progress towards our mission. CARE International UK raises funds to support work across all impact areas, with a particular focus on women's voice and leadership in climate action and humanitarian crises.

In 2023/24, CARE International UK reached

1,475,167 people across:

43 countries 91 programmes

Numbers of people participating in impact area programmes:

Gender equality programming:
181,690

Humanitarian crisis:
1,116,948

Healthcare and support:
353,360

Food, water, and nutrition:
668,746

Women's economic justice:
116,816

Climate justice:
90,855

53.7% of the people reached by CARE International UK programmes were women and girls.



◀ Chompa Aktar and her friends, Harinagar, Sunamgnaj, Bangladesh.

2023 - 2026 Strategy

This was the first implementation year of CARE International UK's 2023 – 2026 strategy, 'Women leading change in times of crisis'. This strategy was designed to contribute to CARE International's Vision 2030, whilst also giving us a much clearer focus and identifying goals to increase our impact in the shorter term.

The 2023 – 2026 strategy prioritises working with women who are most impacted by humanitarian and climate issues and have historically had the least say in decision-making, to become the driving force for change in their communities and countries. We are also focusing on intentionally moving power back where it belongs – into the hands of communities affected by crisis.

From 2023 to 2026, we will:

1. Support women to lead on the frontlines of crisis
2. Build equitable, sustainable partnerships with local organisations to deliver more impact for people facing poverty and crisis
3. Raise our profile and influence for change in the UK
4. Contribute to CARE's work in over 120 countries to save lives, defeat poverty and achieve social justice
5. Increase the diversity and sustainability of our income
6. Become an anti-racist, feminist, diverse and inclusive organisation

Progress made in 2023/24 towards each of these six strategic goals is outlined in the following section of this report.

STRATEGIC GOAL 1

Support women to lead on the frontlines of crisis



© Jannatul Mawa/CARE Bangladesh

◀ Fatema Begum, leader of a shelter patrolling group created to ensure women's safety and security in a Shelter centre in Kurigram, Bangladesh.



© Nigel Barker/CARE

▼ Isatu Madu Gbla, a single mother of four, Sierra Leone. A leader determined to be a part of her community and a provider for her children.

For decades, CARE has pioneered new, sector-leading approaches to put women and girls' needs and rights at the centre of crisis response. We continue to push boundaries through our approaches to women's leadership in emergencies. This includes:

- **Scaling up our ground-breaking Women Lead in Emergencies model, ensuring women can decide and drive change in their communities.**
- **Putting women's leadership at the forefront of our sector-leading emergency shelter responses. Working with communities to uncover innovative ways to address crises through women's leadership.**
- **Advocating for the UK to adopt a feminist foreign policy that supports women's rights and leadership.**

Summary

We made significant progress towards this goal in 2023/24, supporting the growth of Women Lead in Emergencies and the Shelter team's work through funding from new corporate partnerships and the UK and French Governments. This allows us to develop, test and roll out our sector-leading approaches to women's leadership on the frontline of crisis. We also reorientated our advocacy work to more effectively influence the UK Government and develop buy-in and understanding of the benefits of a feminist foreign policy for economic development, and a more effective response to climate crisis and conflict. Highlights from this strategy goal include:

Women's community leadership in Ethiopia

The three-year conflict in Ethiopia continues to have a huge impact on women and girls in the north of the country. Since 2022, we have worked with many partners to reinforce and strengthen the gender-based violence (GBV) response in parts of Tigray, with women's participation and leadership at the centre. This year, we secured new funding from the Foreign, Commonwealth & Development Office to continue and expand this project for three more years.

Using CARE's Women Lead in Emergencies model, women's groups develop and implement their own action plans, creating awareness in their communities on GBV, rebuilding their livelihoods, engaging with decision makers and increasing their confidence.

So far, eight women's groups comprising 220 active members have been set up. In turn, these groups have engaged 4,655 community members and successfully advocated with the Ethiopian government to provide support to their small businesses.

The new funding will allow us to scale up implementation in Tigray and extend into Afar, ensuring that women and girls are active participants in recovery, peace and security processes.

KAHSA'S STORY

Community leader Kahsa is part of a Women Lead in Emergencies group that discusses gender-related topics and strengthens women's voices in the community.

In one meeting, the 25 women discussed the lack of medical transportation services available to support the high number of home births, should something go wrong. They came up with a solution together - the traditional way of two sticks and a sack for the patient to lie down on and two people to carry it. Though not a replacement for adequate access to health facilities, this working system is currently the only way for them to get mothers in labour to the nearest clinic 30 minutes' walk away.

▶ Kahsa, community leader and member of Women Lead in Emergencies group supported by CARE and our partner the SELAM project.



© CARE/Sarah Easter

"I am trying to support women in my community and to encourage the group to stand up for their rights. Before we were not represented in society. Now we are part of the decision-making. It was a taboo to speak for the community. Now we speak loudly. We finally have a voice and fight for us mothers."



© Azaria Yogendran/CARE

▶ CARE International UK at the Houses of Parliament on International Women's Day.

▼ Speaker panel at International Women's Day event at Parliament, L - R: Lucy Siegle, Titilope Gbemisola Akosa from 21st Century, Nigeria, Ndivile Mokoena from Gender CC, Southern Africa.



© Azaria Yogendran/CARE

Community microsaving for women in Mozambique

Thanks to funds from Sage, this year we were able to test and adapt the Village Saving and Loan Association (VSLA) model, a community-led microsaving model, with the Women Lead in Emergencies team in Mozambique. So far, 40 VSLA groups have been formed, with 80% of the members women. As of the end of March 2024, almost $1,000 USD (63,675 MZN) was in the savings and loans portfolio of the groups.

A gender lens on shelter work

When people have lost or abandoned their homes through disaster or conflict, our Shelter team works with communities and partners to provide emergency shelter and supports people to rebuild or repair safer and more resilient homes.

This year, the Shelter team has worked in Cuba, Morocco, Ukraine, Vanuatu and Zimbabwe, as well as offering remote support for Gaza and researching shelter needs for Cox's Bazar refugee camp in Bangladesh.

Women and girls are more vulnerable after disasters or crises due to pre-existing social norms that often limit their access to aid, resources, decision-making power, and recovery opportunities. These limitations put them at a higher risk of gender-based violence, exploitation, and abuse. Our partnerships with Buro Happold and The Volant Charitable Trust have provided funding to expand the impact of our shelter work, including addressing the specific needs of women and girls affected by disasters and emergencies.



▶ Shelter team facilitating a community focus group in Zimbabwe to co-develop emergency shelter designs, helping the community prepare for future crises.

The CARE confederation is also now co-leading on the Global Shelter Cluster's Gender, Diversity and Inclusion Community of Practice, alongside the Australian Red Cross and The UN Refugee Agency. This is a hub for Shelter and Settlements practitioners to share knowledge and access tools and guidance on issues that impact the quality and inclusiveness of shelter and settlements.

A feminist approach to the climate crisis

The impact of the climate crisis is disproportionately felt by women and girls. They make up the majority of the world's poor and are more likely to depend on land and natural resources threatened by climate change for their food and income.

To celebrate International Women's Day in March 2024, we held an event in Parliament: 'Why the UK needs a feminist and locally-led approach to the climate crisis.'

The speakers included inspirational women leaders from women's rights organisations, climate activists, poets, and prominent politicians. Together, they shone a light on why women at the frontlines of the climate crisis need more finance, access to decision making and opportunities to lead. Women leaders from the global south spoke directly to decision makers, and the then-Minister for International Development, Andrew Mitchell, responded positively to our ask to make more progress on promises made.



© Nigel Barker/CARE

Ya Yeabu Turay, an entrepreneur in Sierra Leone.

STRATEGIC GOAL 2

Build equitable, sustainable partnerships with local organisations to deliver more impact for people facing poverty and crisis

For too long, local organisations have been seen as less capable than international organisations. In reality, local organisations have deep contextual knowledge and significant skills and expertise. We seek to recognise the power we hold, and intentionally give power, resources and space to local organisations and communities, in particular to women-led organisations and women activists.

- **Making sure more than half of our active programmes put control of design, delivery, and decision-making in the hands of local partners who have the most relevant knowledge and solutions.**
- **Ensuring increasing amounts of our funding goes to local organisations.**
- **Working across the CARE confederation to provide the funding and services needed by local women's rights and women-led organisations, and civil society as a whole.**



Ranju Kumari Pasi, secretary of the Girls Right Forum in Rupandehi, Nepal, with her mother.

© Laura Noel/CARE

Summary

In 2023/24, CARE International UK made a concerted effort to centre the work of local organisations in programme design and delivery. Our recent funding proposals have significantly increased the amount of funding for local partners and women-led organisations, as well as ensuring that more projects have local partners as full and equal consortium members. We also believe it is important that local partners should be able to increase their financial sustainability by covering their core organisational costs, and now ensure this is built into budgets. Highlights include:



© Sarah Easter/CARE

◀ Seniya, a member of a CARE Youth VSLA group in Ethiopia.

Working with local partners in Yemen and Bangladesh

This year we launched two new flagship projects in Yemen and Bangladesh funded by the Foreign, Commonwealth and Development Office (FCDO). The projects are significant by their size and complexity but also by the composition of their consortia, which include local partners as full members.

Building Resilience in Yemen

The ten-year conflict in Yemen has created one of the world's most severe humanitarian crises. In this four-year project, CARE International UK is working with other international non-governmental organisations (NGOs) and local partners in Yemen to provide lifesaving humanitarian assistance around food security and long-term improvements to families' resilience and self-reliance.

Aiming to reach over 275,000 people, the project supports the most vulnerable households with cash assistance to provide support for families' immediate needs. Project activities will allow them to secure their own income, strengthening local economies.

A third of the £60 million programme funding will be channeled to local and national organisations to ensure the programme is sustainable, responsive and delivered in partnership with the communities it serves. The Yemen Family Care Association, one of the national programme organisations, is a full member of the consortium, with equal decision-making power.

This year in addition to completing the project inception phase, the consortium partners and local implementing partners successfully delivered several rounds of Unconditional and Conditional Cash Transfers, reaching 52,650 participants.



Dalia Mohamed, a doctor and activist in Taiz Governorate, Yemen, works near the front lines, providing aid and protection to rural women. Despite an eye injury from the conflict, she continues her efforts in health education and conflict mediation.

© BRIGHTLY consortium/CARE

▼ Anda Al Salahi, participating in the Training of Trainers on the management of small and start-up enterprises in Abyan, Yemen.



© CARE Yemen

▶ Sarah, a dedicated mother and aid worker in Yemen, delivering lifesaving healthcare to women and girls.



© BRIGHTLY consortium/CARE

Adaptation in Ecologically Critical Areas of Bangladesh

Bangladesh is on the frontline of the climate crisis, suffering from ever-increasing hazards like floods, droughts and cyclones with devastating impacts on food security, water availability, health and livelihoods.

It is also home to some of the world's most diverse ecosystems, many of which are designated 'Ecologically Critical Areas'. Their loss would have huge repercussions for the many communities who depend on them for their security and livelihoods.

CARE International UK is leading a consortium of four local and four international partners to work alongside these communities to strengthen climate resilience in two Ecologically Critical Areas: the Sundarbans mangrove forest and Hakaluki Haor wetland system.

Over a period of five years, the £33 million project (including £9.3m delivered by local partners) aims to increase the climate resilience of more than 210,000 vulnerable households living within the two areas, totalling around one million people.

Throughout the implementation of the project, we will learn more about the impact of having local organisations play a stronger role in project design and implementation.

This year we have been preparing for this implementation. All consortium partners contributed to the baseline study and local partner, Centre for Natural Resource Studies, delivered an Ecological Assessment and Detailed Scoping Study. These studies will enable the consortium to deliver relevant support to local communities.



© CARE Bangladesh



© CARE Bangladesh

◀ Dipali Rani, receiving agricultural supplies before monsoon season as part of the *Adaptation in Ecologically Critical Areas of Bangladesh* programme.

▲ Women in local communities receiving agricultural supplies before monsoon season as part of the *Adaptation in Ecologically Critical Areas of Bangladesh* programme.


© Nigel Barker/CARE

▲ Zainab Haja Koroma, a nurse in Sierra Leone.

Strategic funding to support local partners

Our new programme strategy provides guidance so that income from institutions, corporate partners and trusts supports our locally-led ambitions. We are prioritising larger restricted funding opportunities, which maximise our impact on climate justice, humanitarian action and women's voice and leadership. This also reduces the risk of us competing with local organisations for funding. During the year we secured FCDO funding for work in Ethiopia, Pakistan and Somalia which will be delivered in close partnership with local organisations.

This includes expansion of our Women Lead in Emergencies project in Ethiopia working with the Women's Association Tigray (see Strategy Goal 1). In Pakistan, we will work closely with Community World Service Asia and other local resource partners Legal Rights Foundation, Rozan and HARI Welfare Association, to combat child marriage, GBV and exclusion of minoritised groups in Sindh Province.

Advocating for local women's rights organisations

CARE International UK has contributed to important government consultations calling for the UK to prioritise the leadership of local women's rights organisations driving change in their communities. For example, we prepared detailed responses to a consultation for the International Development White Paper, and for a parliamentary inquiry on the relationship between FCDO and civil society.

At every opportunity we ensured policy and advocacy was represented by people who live and work in the global south and have first-hand experience of the challenges and solutions.

STRATEGIC GOAL 3

Raise our profile and influence for change in the UK

We are already recognised for our humanitarian work, expertise on women's rights and presence in some of the hardest-hit communities. However, our reputation in the UK does not yet match the scale and quality of our impact, especially in the climate crisis. We must raise our profile and increase our influence, and with our partners, respond to challenges we see people facing all over the world.

Be known for standing with women leading the fight to end poverty.

Using our influence to motivate the UK government, companies, and others to better support women's leadership, locally-led development, and humanitarian work.

Making sure that women activists are heard loudest and acted on first in decision-making spaces.

Advocating for a gender transformative approach to be at the heart of the UK's approach to international development.

Summary

This year we more boldly advocated for and shared our climate justice knowledge and experience, launching new programmes addressing ecosystem-based adaptation and using our expertise to show greater leadership on climate justice across the CARE confederation and the UK sector. Our advocacy work focused on highlighting the need for feminist approaches to climate finance that supports the work of women-led organisations, and supported women activists on climate justice to access decision-making spaces in the UK and internationally. Some highlights from our work under this goal this year are set out below.



▲ CARE at COP28, Dubai.



▲ Obed Koringo, Climate Policy Advisor, CARE Denmark, conducting a media interview.

CARE at COP28

One of CARE International UK's focus areas is our commitment to influencing the UK Government to adopt a feminist approach to the climate crisis, ensuring women leaders' voices are heard by decision makers, and building networks with climate advocates.

In the run up to COP28, the UN's yearly climate change conference, (November – December 2023), we aimed to raise the profile and voices of a new generation of women and girls who are having to adapt to a new tougher climate reality in order to survive and thrive.

This campaign used personal testimonies, a new research report, social media and media materials, as well as a side event at the conference.

Our report, 'Turning promises into progress: How the UK can realise the potential of gender-just climate action' highlighted just how far behind the UK is on meeting its own ambitions to progress women and girls' leadership in tackling climate change. Only a tiny fraction of UK climate finance reaches women's rights organisations – less than 0.2% in 2022.

We directly supported Stephanie Akrumah, founder of the Centre for Green Growth, Ghana, to attend COP28 and meet with decision makers in the UK government and be profiled in the media. Together, we called for the UK government to increase support for the women and girls being forced to adapt to climate change, arguing for more finance to reach them, and for them to be represented at all levels of decision making.

On COP's Gender Day, we brought together a range of voices – from Annie Lennox and Orlando Bloom, to humanitarian and feminist leaders – to sign an open letter calling on the Prime Minister to invest in women and girls who are providing solutions to the climate crisis.

One quarter of the 800 pieces of global print and online coverage generated by the CARE confederation during COP28 was in UK media, including The Financial Times, The Guardian,



▲ Stephanie Akrumah, founder of the Centre for Green Growth.



Diana Alhajjaj operating her nursery in Tafila, Jordan.

iNews and Euronews, as well as the Carbon Brief COP28 wrap up long read. Our team also conducted more than ten TV and radio interviews with UK outlets.

Building Caring Economies

CARE International UK is well-known for our work on women's economic justice and this year, we focused on influencing decision makers to tackle the inequity women and girls face when it comes to unpaid care work.

Care work is the backbone of our society, yet caring systems around the world are broken, leaving women and girls disproportionately impacted. No country in the world has achieved a caring economy – one that provides all the services and support required to ensure all citizens in need receive quality, accessible, free care.

Working with the Cherie Blair Foundation for Women, we created a report "Building caring economies", which presents practical solutions for how decision makers can strengthen care systems, and in turn achieve international development targets, strengthen gender equality and foster economic growth. Launched on International Day of Families, 15 May 2024, we discussed the themes of the report with panelists from the UK government, women's rights organisations, and women entrepreneurs at an event with over 50 participants.

STRATEGIC GOAL 4

Contribute to CARE's work in over 120 countries to save lives, defeat poverty, and achieve social justice



Priyanka Harijian, Vice President of the Girls Right Forum in Rupandehi, Nepal, with her mother.

CARE International UK is a full member of the CARE confederation. Together, we work towards delivering on CARE's Vision 2030, contributing to lasting large-scale impact in support of the Sustainable Development Goals. CARE's six impact areas concentrate our expertise and drive progress towards our mission. CARE International UK raises funds to support work across all impact areas, with a particular focus on women's voice and leadership in climate action and humanitarian crises.

Summary

In 2023/24, CARE International UK supported the confederation's work across 43 countries, reaching more than 1.4 million people. The diversity of this work can be seen below in the impact numbers and extends from support for the Gaza humanitarian response, help for out-of-school girls to get back into education in Somalia, increasing resilience of vulnerable people in Syria, and addressing gender-based violence in Nigeria. Examples of some of these projects are outlined here.

At CARE International UK, we look to understand the impact of our work by evaluating our programmes. This helps us measure our progress against our Vision 2030 targets and track our contribution to the UN's Sustainable Development Goals. Evaluations done across CARE International UK programmes over the period July 2020 – July 2024 show the number of people supported against the following Goals:

1. No poverty:
1,138,760

2. Zero Hunger:
293,172

3. Good Health and Well-being:
172,888

4. Quality Education:
75,342

5. Gender Equality:
437,602

6. Clean water and sanitation:
185,853

8. Decent work and economic growth:
220,841

10. Reduced Inequalities:
885,063

11. Sustainable Cities and Communities:
14,744

13. Climate action:
1,350

16. Peace, justice and strong institutions:
135,475



Gaza Humanitarian Crisis

▲ Rula, 25, a mother of four expecting her fifth child, received a babykit delivered by CARE's staff.

Since the horrific attacks on Israel on 7 October 2023, CARE has been responding to the horrendous impacts of conflict in Gaza. Working in coalition with other humanitarian organisations, we have been calling for a permanent ceasefire, release of the hostages, unrestricted humanitarian access to reach survivors across the region and for the UK government to end the sale of arms to Israel that could be used in breach of international law.

We have been consistently raising the issue of inadequate attention being given to women and girls' needs in Gaza through our media and comms work, and private briefings and meetings with Government. On International Women's Day in March, we supported a public action event on the Millenium Bridge in Central London where UK-based International NGOs came together to share stories of women and girls from Gaza in an act of global solidarity, and we invited the public to share messages of support with our teams in Gaza and West Bank.

Through our Gaza Humanitarian Crisis Appeal, **our supporters have raised over £465,000**. This funding has provided much needed bedding kits (blankets, mattresses, sleeping mats and pillows), winter clothes and support for a mobile health clinic.

Women managing community forests in Nepal

In September 2023 CARE International UK and CARE Nepal launched a new project to enhance local forest ecosystems and conservation practices and improve livelihood opportunities for local farmer groups.

As part of the The Samrakshyan Project, funded by the Jersey Overseas Aid Commission (JOAC), we are collaboratively adapting CARE's well-known Farmer Field and Business School model to include training on managing Community Forests for members of local Community Forest User Groups, with a special focus on women from Dalit communities.

The 32 Farmer Groups, including 656 women, are receiving bespoke Livelihood Improvement Plan and Business training, which includes modules on gender and social norms, agriculture, and conservation.

Protection against gender-based violence for women in Nigeria

In northeast Nigeria, incidences of gender-based violence (GBV) have skyrocketed. The insurgency which started in 2015 has led to the displacement of more than two million people, with women and girls subjected to physical and psychological abuse and exploitation. Approximately 1.4 million people are in need of GBV assistance across Nigeria.

CARE International UK is working with local partners to support survivors by strengthening the delivery of GBV protection and health

services including mental health, psychosocial support and sexual reproductive health services. This year the project reached 31,336 participants with Sexual and Reproductive Health Rights and GBV services, including women and girls from local communities, health workers and community-based organisations.

Confederation lead on Women's Economic Justice advocacy

CARE International UK leads the CARE confederation-wide advocacy on women's economic justice. In this role, we joined the World Bank/International Monetary Fund Annual Meetings, influenced Bank and government leadership on caring economies and the green transition, shaped the Bank's flagship gender strategy, and made an intervention on gender equality at the IDA Forum. As a result, there has been a stronger focus on gender equality across the Bank's work portfolio including in the response to and recovery from crises, through a stronger focus on care, and with a dedicated new gender strategy.



◀ Hadiza & Fatima, Participants at a Women Lead in Emergencies Sensitization Session at Potiskum LGA, Yobe Nigeria.

▼ CARE International UK calling for an immediate ceasefire to end the conflict in Gaza outside parliament with other humanitarian organisations - Global Day of Action, December 2023.





Beatrice Donkor, a VSLA member in Tweredua, Ghana, with two apprentices she employs at her hairdressing business.

STRATEGIC GOAL 5

Increase the diversity and sustainability of our income



A woman in a community supported by CARE and Mondelēz International's Cocoa Life Programme.

CARE has a loyal, engaged supporter base of individuals and businesses in the UK. We are proud to be an innovative partner of the UK Government and other institutional donors to achieve our mission. In the 2023-2026 strategy period, we will review the way we raise and manage funds to ensure we sustainably increase the resources available to support women leading in crisis and to scale up proven innovations. We are diversifying our voluntary income, including through multi-sectoral partnerships and new relationships with trusts and foundations, as well as testing new models to raise funds.

Summary

In 2023/24, CARE International UK made significant strides in increasing the diversity and sustainability of our income to fund our vital work. We appointed a permanent Fundraising and Communications Director, invested in new fundraising roles, and launched new supporter attraction activity, including our first-ever TV emergency appeals. Partnerships with the private sector continued to diversify our income, supporting key programmes in humanitarian aid, climate justice, and women's economic empowerment. We are deeply grateful to all who supported us, helping us empower women and tackle poverty worldwide. A full list of donors and supporters can be found on pages 90 and 91.

Investing in new fundraising roles

This year, we made important investments in our voluntary fundraising team to increase the long-term stability of our income. These included recruiting a new Senior Legacy and Supporter Experience Manager to develop a programme encouraging more people to consider including a gift to CARE International UK in their will.



▲ The CARE Survival Challenge: What would you need to survive in a crisis?

Attracting new supporters: the CARE Survival Challenge

In December 2023, we launched the CARE Survival Challenge with our professional fundraising agencies who fundraise in supermarkets and shopping centres across the country. The Challenge brings CARE's vital work to life by asking 'What would you need to survive a crisis?' and allows fundraisers to introduce CARE's wide-ranging work to people who may never heard of us before. Through the CARE Survival Challenge, 2,331 wonderful people have joined as new regular givers.

Powering cocoa farming enterprise

Partnerships with the private sector are key in helping us deliver impact.

For over 10 years, we have worked with Mondelēz International to help improve the lives and livelihoods of cocoa farmers and their communities in Ghana and Cote d'Ivoire, through Mondelēz International's Cocoa Life Programme. In 2023, **CARE International UK worked across 787 cocoa farming communities in these countries, supporting communities to set up or strengthen community development structures, including over 1,000 VSLAs.**

Additionally, in Ghana in 2023 we provided **more than 59,000 cocoa seedlings** to farmers and in Cote d'Ivoire **over 8,000 community members were trained** on good environmental practices, with **more than 167,000 tree saplings planted.**

CARE International UK and Mondelēz International are now incredibly proud to be partnering on a new initiative, the Opportunity Fund, to unlock new profitable business opportunities for women within VSLAs.

Reaching the right supporters

To maximise the amount of support we can provide in the crucial early days of an emergency response, CARE International UK's emergency appeals were advertised on TV for the first time. We have created an advert that is flexible enough to allow us to go on air within 48-72 hours of a rapid onset emergency, helping us to raise vital funds as well as build our base of engaged support and connection to our work.

LENDWITHCARE

Summary

Lendwithcare, CARE International UK's microloan platform, plays a key role in support of goals two, four and five of our strategy. Lendwithcare works exclusively with local partners to defeat poverty through economic empowerment. The innovative Lendwithcare investment model also helps increase the diversity and sustainability of our income.

Sustainable microfinance for small business owners

Lendwithcare loans provide small-scale business owners with the capital they need to make smart investments in their businesses. From purchasing essential farming inputs to procuring new equipment, a Lendwithcare loan can help families to increase their income and secure a brighter future for their loved ones.

The Lendwithcare crowdfunding platform has been facilitating microloans to low-income and/or marginalised small scale business owners since 2010.

The initiative now has over 50,000 individual lenders, who have supported CARE International UK to tackle poverty in more than 15 countries through the Lendwithcare programme.

This year, we reached the huge milestone of £50m loaned since this launch date, and plan to celebrate this with our supporters in FY25.

In 2023/24, microloans made through Lendwithcare totalled over £5.4m. Lenders continue to deliver significant amounts of funding to small business owners year after year, and in 2023/24, we welcomed more than 5,000 new Lendwithcare supporters.

Lendwithcare loans are repaid to lender accounts and the funds can be loaned again to another small business, ensuring a sustainable supply of support to fund entrepreneurship.



© Banung Ou/CARE

▶ Vor Sophy and her husband, owners of a small fishing business in Cambodia.



© Banung Ou/CARE

◀ Ning Thitinanta Malee, the owner of a sewing business in Thailand.

Case study:
Supporting a noodle soup entrepreneur in Cambodia

Hard-working people like Sokeat Kea were among those who received funding from thousands of lenders this year. A seasoned farmer from rural Cambodia, Sokeat Kea dreamt of diversifying his income by starting a traditional noodle soup business with his wife. The capital provided by a Lendwithcare loan has resulted in the noodle soup business generating $10 USD per day to supplement the family's farming income. They are looking forward to a prosperous future and find joy in their new shared venture.



© Banung Ou/CARE/2023

▲ Sokeat Kea and his wife.



© Timothy Aikman/CARE



© Timothy Aikman/CARE

▲ Top; Alex Nyrienda, a farmer in Malawi watering his crops and below; with his Futurepump.

Case study:
An innovative response to a crisis in Malawi

Lendwithcare's dedicated community of lenders continues to exceed expectations in their ability and willingness to raise significant capital for Lendwithcare entrepreneurs when it is needed.

In May 2024, in response to the severe droughts in Southern Africa, Lendwithcare joined with local partner Modern Farming Technologies in Malawi to launch three loans unlike any funded through the platform before. These were designed to meet the desperate irrigation needs of small-scale farmers in the country who were facing the possibility of yet another poor growing season and the subsequent impact of that on their own, and their fellow citizens', food security.

To quickly address this issue, solar irrigation pumps were procured and put into the hands of these smallholder farmers as quickly as possible. Three large loans totalling approximately £75,000 were launched on the Lendwithcare platform and were funded in a matter of days, giving 150 small scale farmers in Malawi access to these Futurepumps.

STRATEGIC GOAL 6

Become an anti-racist, diverse, inclusive and equitable organisation



The CARE International UK team.

© Azaria Yogendran/CARE

We must reflect the changes we want to see in the world. That means becoming a more diverse and inclusive organisation that is actively anti-racist, and bases its decisions, funding, and relationships on feminist leadership principles. To achieve this, we commit to a new set of feminist leadership principles, and reflect our equity, diversity, and inclusion goals in everything we do.

Summary

Our people and culture are vital to the successful delivery of our strategic goals. Equity, diversity and inclusion (EDI) is at the heart of our strategy and this year, we implemented organisational-wide training, created a new employee-led EDI group, and updated our contracts with corporate partners through an inclusive and equitable lens. However, we know there is more to be done. EDI will be a constant area of focus in the future and in FY25, we are hiring a new permanent Director of People and Organisational Development, whose role will include sponsorship of initiatives to ensure that we deliver against this important strategic goal.

Starting with our people

In 2023/24, all staff took part in Reflections on Diversity, Equity and Inclusion (REDI) training, ensuring our people were equipped with a common and critical understanding and knowledge of how to apply EDI principles and challenge respectfully in their roles.



© CARE

▲ Members of the CARE International UK team at the 2024 All Staff Away Day.

Our volunteer employee-led EDI working group was set up to support CARE International UK in our broader work on EDI. The group meets monthly and offers a supportive lens to guide the organisation forwards against this strategic goal. This year, the EDI working group supported the development of our first EDI staff survey to establish a baseline in terms of identity and diversity at CARE International UK and to better understand the experiences that people with different characteristics have working here. This survey will be conducted annually so we can monitor our ambitions with staff in this critical area.

We also seek insights from external organisations. Buro Happold's EDI Lead shared her recommendations with us on designing and championing an EDI strategy at organisational level, and an external speaker from the International Lesbian, Gay, Bisexual, Trans and Intersex Association spoke at our staff away day about LGBTI inclusion and freedom from any forms of discrimination.

To foster a sense of belonging for all staff, we introduced Quarterly Speaking up Awareness sessions. These are designed to help staff feel emotionally and physically safe at work and ensure everyone clearly understands the routes to take when they need to raise concerns. In addition, the Wellbeing and Social Group focuses on creating regular social events for all staff, which are widely enjoyed.

Inclusivity and equity in our contracts with businesses

This year we worked with our long-standing pro bono legal partner Ashurst LLP to ensure that our partnership contracts are inclusive and equitable. These contracts now ensure that CARE International UK's business context is fully represented and our rights, as well as those of our communities, are protected.



CARE International UK CEO Helen McEachern and former CARE West Bank and Gaza Country Director Hiba Tibi.

© CARE

LOOKING FORWARD TO 2024-2025

Next year will be the second year of our three-year strategy "Women Leading in Times of Crisis". We have identified nine priority areas as our focus for 2025, which have been developed to support the achievement of the CARE International UK Strategy 2023-2026 goals.

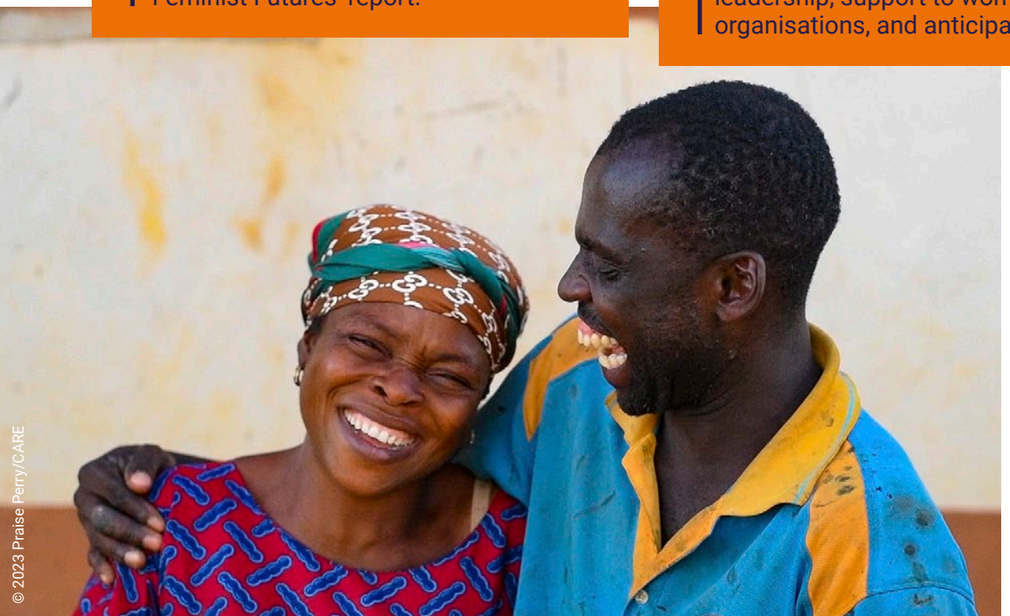
Some of the planned outcomes of these priority areas are detailed here as 'In action examples'.

Profile and Influence

1. **Build a clear compelling identity and increase engagement with UK audiences**
   > **In action example:** Develop and implement thought leadership strategy focused on strategic priorities and produce op-eds, blogs, and events for cross-sector learning.
2. **Influence the UK government to adopt feminist approaches**
   > **In action example:** Within the first 100 days of new government, soft launch 'Feminist Futures' report.

Programmes and Impact

3. **Design and deliver quality programming that aligns with our strategy**
   > **In action example:** Embed women's voice and leadership in programme design and decision-making.
4. **Engage effectively with the CARE confederation to support delivery of CARE International UK strategy and Vision 2030**
   > **In action example:** Identify priority countries and build joint programmes around strategic interests such as local leadership, support to women's rights organisations, and anticipatory action.



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◀ Susannah Owusu, a Village Savings and Loans Association (VSLA) member in Brekuline, Ghana, with her husband, Attah Nicholas, a farmer.



Yohana Gonclaves, a farmer in Timor-Leste.

© Sarah Wiles/CARE

Sustainable Fundraising

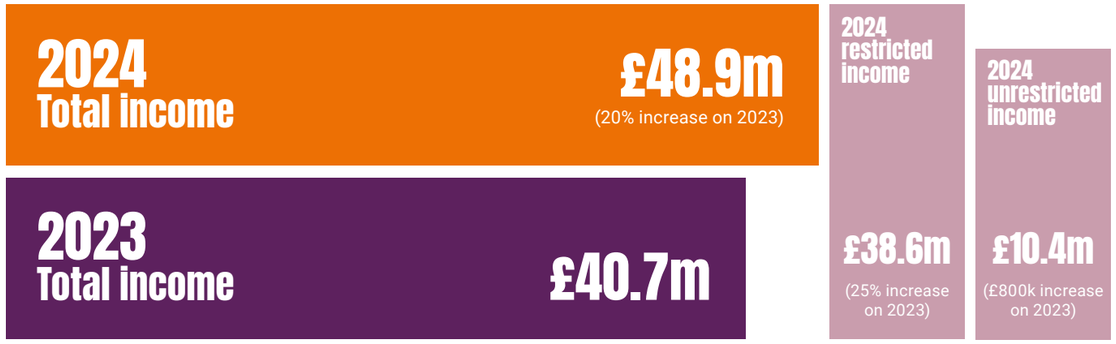
5. **Increase the sustainability of our restricted income**
   > **In action example:** Win £20m new funding from institutional donors which contributes to delivery of CARE's impact areas and prioritises CARE International UK's strategic priorities.
6. **Grow and diversify voluntary income**
   > **In action example:** Nurture new areas like philanthropy, including investing in philanthropy capacity, developing a case for support, and identifying 15-20 key prospects.

Creating an enabling environment

7. **Strengthen the foundations of the organisation**
   > **In action example:** Transition to a permanent Senior Leadership Team and strengthen our Extended Leadership Team.
8. **Harness the power of information, systems, and technology**
   > **In action example:** Develop a two-year IT strategy, which ensures our systems are efficient and enabling.
9. **Make CARE International UK a great place to work**
   > **In action example:** Continue the development and implementation of an insight-led EDI strategy and action plan.

FINANCIAL SUMMARY

Income



Income

Total income for the year ended 30 June 2024 was £48.9 million, a 20% increase (2023: £40.7 million). This growth reflects our ongoing commitment to expanding our reach and deepening our impact across multiple regions.

Restricted income increased by 25% to £38.6 million (2023: £31 million). This was driven by successful partnerships and increased funding from institutional donors, including contributions toward our flagship humanitarian and development programmes delivering resilience programming in Syria, improving food security in Yemen, and adapting to climate change in Bangladesh. The growth in restricted income highlights the trust and confidence placed in our work by major donors and partners.

Unrestricted income was £10.4 million, an 8% increase (2023: £9.6 million), due to the success of our individual giving campaigns and enhanced corporate partnerships, which have enabled us to maintain flexibility and responsiveness in our programming.

Expenditure

Total expenditure for the year increased by 45% to £55.7 million (2023: £38.4 million), reflecting our scaled-up activities in response to the growing needs of the communities we serve, particularly in areas affected by conflict and climate change.

Restricted expenditure on international programmes was £45.5 million, a 57% increase (2023: £29 million) reflective of activities linked to the increase in restricted income explained above. Our spend in these areas is critical as we address both immediate humanitarian needs and long-term development goals.

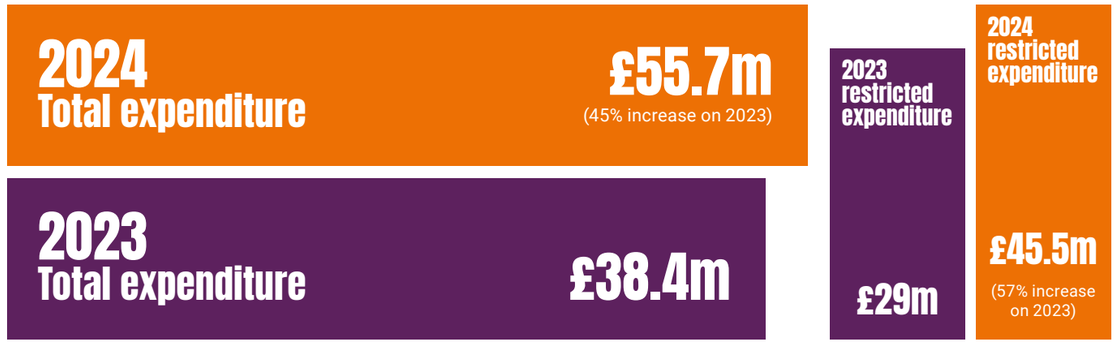
We invested £3.7 million in generating £10.8 million from fundraising activities (see page 23), demonstrating our continued commitment to expanding our donor base and ensuring the sustainability of our programmes. Our extensive efforts in optimising fund balances and refining financial processes have also contributed to this one-off increase in our return on investment this year.

Restricted deficit, unrestricted surplus, and reserves

As of 30 June 2024, our total funds were £14.7 million, a 32% decrease from £21.5 million in 2023.

We carried forward £9.9 million in restricted funds, a 41% decrease from 2023 (£16.7 million). This is consistent with our spending

Expenditure



in FY24 and planned deployment of funds to multi-year projects that are currently in progress, such as those mentioned above, ongoing humanitarian appeal projects, private donor projects, as well as our new FCDO-funded protection programme in Nigeria.

Unrestricted net surplus of £0.59 million has increased unrestricted reserves by 1% to £4.81 million (2023: £4.75 million). These reserves are crucial in ensuring that we can continue to innovate and respond quickly to emerging challenges, as well as provide a buffer against potential fluctuations in funding.

Our reserves policy requires that free reserves will be reviewed at least annually to ensure they are at an appropriate level and sufficient to protect programmatic expenditure in the short term from any sudden drop in income.

Free reserves of £4.8m are £1.5m above the calculated reserves target of £3.3m as agreed by the Board of Trustees. Some of this surplus will be used on strategic investments within the financial year 2025.

Donor funding grants

We aim to continue to provide funding to several programmes and projects subject to the delivery of obligations contained in the grant awards. Income from aid agencies is detailed in Note 28 to the accounts. As of 30 June 2024, donor funding was up by 14% to £36.4 million (2023: £32.1 million). Funding was received from The Foreign Commonwealth and Development Office, Department for Environment, Food and Rural Affairs and the Disasters Emergency Committee.

Cash and short-term deposits

Cash and short-term deposits as of 30 June 2024 increased by 14% to £16 million (2023: £14 million), ensuring we have the necessary liquidity to support ongoing and future operations. These funds are designated for donor-funded projects, reflecting our careful management of resources to meet both current obligations and future needs.

Going concern

CARE International UK continues to maintain a strong financial position, underpinned by prudent financial management and a commitment to sustainability. Our forward projections, extending to 30 June 2026, indicate that we are well-positioned to navigate potential income fluctuations and continue our mission to alleviate poverty and social injustice.

Trading subsidiary

Our trading subsidiary, CI Enterprises Limited, achieved a gross profit of £0.33 million (2023:£0.019 million). This improvement is primarily due to a thorough review of our IT services cost planning, pricing to users, and streamlining of operational processes.

DIRECTORS' REPORT

STRUCTURE, GOVERNANCE AND MANAGEMENT

Legal structure

CARE International UK is a registered charity (Number 292506) and a private company (Number 1911651) limited by guarantee. The objects of the company, as set out in the Memorandum and Articles of Association, are to relieve poverty and sickness, to promote the preservation and protection of health and to advance education among the world's poor.

Related organisations

CARE International UK has a wholly owned subsidiary CI Enterprises Ltd, a company registered in England and Wales (Company No. 02306212). CI Enterprises is used for trading activities to provide income for the Charity.

Our charity is independently run by our Board of Trustees, who set our own policies and procedures. As part of the CARE International Federation, we are not managed by any federation member. However, we may occasionally adopt federation policies that we formally approve to align with shared objectives.

Board of Trustees, Governing Committees and Senior Leadership Team

The governing body of the Charity is the Board of Trustees (as listed on page 52). The Board meets formally four times a year. Trustees delegate responsibilities to the Committees, CEO and Senior Leadership Team in line with the approved Delegated Authorities Policy. In addition, there are three standing committees:

- Finance and Audit Committee
- Ethics and People Committee (replacing the Ethics and Risk Committee and the Nominations and Remuneration Committee)
- Impact and Transformation Committee (replacing the Programmes and Policy Committee)

In June 2024, the new Impact and Transformation Committee met for the first time, following the recruitment of new Trustees with relevant expertise.

The Committees are made up of members of the Board and other independent individuals with relevant experience under specific terms of reference from the Board.

CARE International UK held five Board and eight Committee meetings during 2023/2024. Attendance at Board meetings was 87% and attendance by individual Trustees at Committee meetings was 42/47 (89%)

Potential candidates for both the Board and Committees are recruited through an open and transparent process, including by advertisement in relevant accessible recruitment channels online including LinkedIn, as well as on the CARE International UK website. The Ethics and People Committee selects potential new members of the Board following a review of applications and interviews against the Trustee role profile, who are then approved by the Board before appointment.

In March 2024 three new Trustees were appointed to the Board of Trustees supporting the rotation of existing Trustees off the board throughout the year and providing a healthy balance between long standing Trustees and fresh perspectives and skills relevant to our priorities.

Statement of engagement with employees

We engage with our employees through regular communication and feedback mechanisms, fostering an inclusive and collaborative workplace. This keeps staff informed and allows us to understand their perspectives.

Statement of company's business relationships with suppliers and other stakeholders

We maintain strong relationships with suppliers, partners, and stakeholders who share our humanitarian goals. Ethical and transparent engagement enhances our programs and helps achieve our charitable objectives.

Statement of compliance with Section 172

As a registered company, CARE International UK is also bound by the reporting requirements of company law and, as part of this, the Trustees are required to state how they have complied with their duties under Section 172(1) of the Companies Act 2006. Trustees must act in a way they consider, in good faith, would be most likely to promote the success of CARE International UK to achieve its charitable purposes in compliance with section 172 Companies Act 2006.

The Board of Trustees delegate day-to-day management and decision-making to the CEO and other members of the Senior Leadership Team whose responsibility it is to ensure that the Charity's activities are carried out in compliance with agreed plans and policies. Details of the structure and activities of the Board and its standing committees are provided above, and under the Legal and Administrative section at the end of this report.

The Trustees set the remuneration of key management personnel based on the scope of their roles and individual experience, benchmarking against comparable positions in similar charities using industry standards. This ensures fair and competitive pay.

The table below sets out some the key decisions taken by the Board during the year and how the interests of our stakeholders and the wider factors set out in Section 172 of the Companies Act 2006 were taken into account.

Decision	Details	Key considerations
Adoption of a single organisation wide annual plan for CARE International UK to support aligned delivery on our 3-year strategy.	Process involved the Extended Leadership Group, including Directors and Heads of team, working cross-organisationally to agree strategic objectives and activities against each of the nine priorities for FY25. The FY25 budget and investment decisions were made to support delivery against this plan. It supports the organisation to have more efficient use of resources and a more focused and aligned approach to delivering our strategy and impact. During this year Baselines and KPIs were agreed to measure progress against the strategy quarterly.	• External context – economic, political • The current CARE International UK Strategy objectives and priorities • Internal financial constraints and senior staff and board's assessment on important areas for organisational strengthening in relation to systems, EDI, financial processes and income diversification.
Key policies were updated to support the effective delivery of the charity.	• Reserves policy • Delegated Authority • Safeguarding policy • CI Code of Conduct • Risk Register • Key HR Policies: - Whistleblowing policy - Disciplinary policy - Vetting, Disclosure & Barring policy - Recruitment & Selection policy	• Current law in the relevant area. • Organisational controls and risk management. • Updated relevant to staff current needs and working practices.

In carrying out their duties the Trustees have regard, amongst other matters, to:

- **The achievement of the Charity's objects and its strategic goals.**
  Highest among our considerations is how or whether a decision or action increases our impact against our objects. Optimising our support to marginalised people and communities to defeat poverty and achieve social justice is the desired outcome of our operations.

- **The likely consequences of any decision in the long-term**
  Consideration of sustainability and the long-term consequences of strategic proposals is part of the Board's decision-making process. External circumstances sometimes change and, if necessary, we adapt our plans to respond to changing needs.

- **The interests of the Charity's employees**
  Our Board of Trustees maintains an active interest in our EDI initiatives and one of our Trustees participated in the foundational work of the EDI employee group. More details on this can be found in the Strategic Report under Strategic Goal 6 (page 26-27).

- **The need to foster the Charity's business relationships with suppliers, customers and others**
  We identify the following as the key stakeholders with whom we foster ongoing relationships:

  - Foreign, Commonwealth and Development Office
  - The Disasters Emergency Committee
  - Other institutional donors and trusts and foundations, for example the Postcode Lottery Trust
  - Private sector potential and existing partners (not whole private sector)
  - British public potential and existing supporters (not whole British public)

- **The desirability of the Charity in maintaining a reputation for high standards of business conduct**
  We espouse the values we wish to influence, support and sustain in our programmes in our engagement with our own donors, suppliers, partners and other stakeholders. Our reputation and credibility are vital to the successful delivery both of our strategic goals and our day-to-day activities.

FUNDRAISING COMPLIANCE STATEMENT

CARE International UK seeks to maintain the highest possible standards in our fundraising and engagement activities, and we will never take the kindness and generosity of the British public for granted.

Individual supporters who have chosen to support our work – either through single or regular donations, participating in fundraising events, responding to an emergency appeal, or making a loan to an entrepreneur through our Lendwithcare scheme – all make it possible for us to continue to stand with women across the world who are leading the fight to end poverty. We are grateful to them every day and strive to keep earning their trust and their support by providing the highest standards of service and supporter experience.

CARE International UK aims to raise funds from organisations that share a commitment to our mission to save lives, defeat poverty and achieve social justice.

We continue to be registered with the Fundraising Regulator and are an Organisational Member of the Chartered Institute of Fundraising. We adhere to the Code of Fundraising Practice across all public engagement and fundraising activities and continue to engage with both regulatory bodies to ensure all our fundraising activities are both compliant and following best practice.

We have continued to review and update our consent and privacy policies to stay compliant with the General Data Protection Regulations (GDPR). It is important that our supporters are happy with how we communicate with them, that they understand when there is a legitimate interest for us to do so, and that they are clear on what we do and don't do with their personal information.

We have continued to work closely with professional fundraising and marketing agencies over the last year, who have supported and helped deliver our fundraising activities. We undertake a rigorous due diligence and tender process before starting to work with any suppliers and have strict contracts in place with existing suppliers, which include clauses on GDPR, recognising and managing vulnerable circumstances, human trafficking laws, and the Modern Slavery Act. Close monitoring of all fundraising and marketing campaigns is essential, including regular spot checks and mystery shopping, as it is very important to us that the agencies we work with meet the high standards we set for ourselves.

Over the year, 30 complaints were received (2022/23: 2 complaints). Of these, 80% stemmed from our Gaza Humanitarian Crisis Appeal, representing 0.03% of people contacted. All were resolved on time with Director-approved responses, and none required escalation. We continue to treat all complaints seriously and ensure thorough investigation and response.

PUBLIC BENEFIT STATEMENT

The Trustees confirm that they have complied with the duty in the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'. That guidance addresses the need for all charities' aims to be, demonstrably, for the public benefit. The objects of the Company, as set out in the Memorandum of Association, are to relieve poverty and sickness, to promote the preservation and protection of health, and to advance education among the world's poor. CARE International UK's approach to fighting poverty, addressing CARE International's Vision 2030 impact areas (humanitarian response, women's economic justice, health, food nutrition and water security, gender equality, and climate justice) and by advocating on behalf of the poorest and most vulnerable people, allows us to directly meet the following criteria for public benefit as defined by the Charity Commission guidance:

- The prevention or relief of poverty.
- The advancement of human rights, conflict resolution or reconciliation, or the promotion of religious or racial harmony or equality and diversity.
- The relief of those in need, by reason of gender, age, ill-health, disability, financial hardship or other disadvantage.
- The advancement of health and the saving of lives.
- The advancement of education.
- The advancement of environmental protection or improvement.

We are clear in our aims and objectives and adhere to codes of governance that reach across the wider humanitarian sector, including the Sphere Handbook (a set of principles and standards agreed by the major humanitarian organisations, including CARE International), the Red Cross Code of Conduct, and the Core Humanitarian Standard on Quality and Accountability. The CARE confederation is externally verified against the Core Humanitarian Standard, following an external audit by the Humanitarian Quality Assurance Initiative in early 2020, and will be re-verified against this standard in 2024.

Our approach is to listen to the people we work for and take great care to 'do no harm'. We aim to stand with women leading the fight to end poverty, and no person is excluded on the grounds of race, religion, gender, sexual orientation, or social position.

INTERNAL CONTROL ENVIRONMENT

Internal control

The Trustees have overall responsibility for ensuring that the Charity has an appropriate system of control, financial and otherwise. They are responsible for keeping proper accounting records which 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 Companies Act 2006.

The systems of internal control are designed to provide assurance against material misstatement or loss. They include:

1. Three-year strategy set to support prioritising action that could have the greatest impact towards achieving our Mission and objects.
2. Annual plan and budgets approved by the Board.
3. Regular monitoring of Key Performance Indicators (KPIs) and progress against the strategy and plan.
4. Quarterly consideration by the Board of financial performance and variance from budgets, as well as scenario planning in response to external drivers of uncertainty.
5. The use of Committees in meeting their duties and delegating certain functions of the Board.
6. Appropriate identification, management and monitoring of risks.
7. Implementation of key policies and procedures.
8. Structured delegated and financial authorities signed off by the Board.
9. Internal auditing, carried out in accordance with the Audit Charter.

Trustees continue to review the adequacy of the Charity's internal control systems with the Senior Leadership Team as part of the Risk Management Framework. Each risk area has a dedicated risk owner. The Trustees look at how the Charity has responded to previously identified incidents, weaknesses, or risks, as well as how the Charity approaches new incidents or emerging risks. As part of this, the Trustees consider whether the Charity has taken appropriate measures to respond to the issues and whether the controls in place are sufficient for the organisational purposes.

During the year, the Charity's internal audit work focused on programme audits with the support of CARE USA. In addition, the Charity also continued improving its controls and processes across finance and HR.

The Board believes that the Charity's other internal controls are adequate and meet the guidelines issued by the Charity Commission. The Board recognises that continuing to develop and strengthen CARE International UK's internal controls is a key priority moving forward and has ensured that the resources and expertise are in place to do so.

Risk management and principal risks

CARE International UK recognises the risks we face due to the nature and context of our work. The Board, as the ultimate risk owner, has an established risk management process. Strategic risks are reviewed and discussed quarterly by the Senior Leadership Team and the Finance and Audit Committee. The Senior Leadership Team is responsible for the management of the key risks, and ensuring effective mitigation is in place.

Below are the identified significant risks for CARE International UK, as well as for the broader Charity and development sector, along with the Board's plans to manage those risks:

Identified risk	Measures in place to manage the risks:
Financial stability and fundraising Despite progress in diversifying funding, the organisation continues to be heavily funded by FCDO for programme funding, as well as subject to wider UK economic trends in terms of its unrestricted fundraising streams.	• Diversification strategies are in place including with corporate donors, and increased focus on trusts and foundations, legacy, and face-to-face fundraising from individuals. • Careful monitoring of fundraising market and our financial performance. • Relationship building, advocacy and influencing FCDO priorities. • Ongoing strategic review of organisational priorities to ensure financial sustainability and appropriate investment strategy. • We are working on our five-year plan and fundraising strategy to further address this risk.
Systems and controls Failure to have appropriate systems and controls in place would leave us vulnerable to fraud, cyber-attacks, data breaches, or unable to meet the compliance requirements of our regulators and donors.	• Risk based internal audits and reviews carried out. • External IT assurance assessment performed, and we are implementing the recommendations. • Cyber security improvements continue to be implemented. • Finance Improvement Plan being implemented.
Environments where we operate Increases our financial and operational risks including disruptions in programming; loss of access; delays in activities; loss of project documentation, physical threat, and safeguarding risks. In some countries, financial sanctions apply and have intensified during the past financial year as a consequence of conflict.	• Due diligence on implementing partners. • Systematic anti-terrorist checks on all suppliers and partners. • Situation monitoring in conflict areas and for incidents. • Appropriate training for staff for high-risk deployments. • Co-operation with country offices to support donor advocacy and mitigate impact on programme delivery. • Adjustments to financial budgets and forecasts following specific incidents. • Appropriate safeguarding training and policies in place. All staff and Trustees regularly trained on safeguarding.

Impact of operating environment on staff UK government aid budget cuts have resulted in limitations on how we operate, including reduced frequency of visiting programmes and less connection to the organisation's purpose for staff. This poses a risk to the organisation as low morale may lead to higher staff turnover.	• New three-year strategy has significantly increased understanding of CARE International UK's purpose and motivation amongst staff has increased, supported by more regular staff interaction through away days, in-person meetings and social events. • Annual salary review process – recent salary increase brought most grades to the market median. • Flexible hybrid working approach implemented in response to staff feedback– further consultation. • Regular one-to-one well-being checks with staff. • Review of office space and investment in suitable working-from-home equipment for staff. • Continue exit interviews to identify and monitor causes of staff leaving the organisation and corrective action taken. • Dedicated group and investment in staff wellbeing and social needs. • Ongoing EDI and Staff surveys to monitor staff engagement and identify issues that require future attention, including workloads.

ANTI FRAUD, BRIBERY, CORRUPTION AND EXPLOITATION POLICIES AND SERIOUS INCIDENT REPORTING

Policies and reporting

CARE International has global policies on Fraud and Corruption, Protection from Sexual Exploitation and Abuse, and Child Protection, which apply to all CARE members and operations. We have a Serious Incident Reporting protocol agreed with the Board of Trustees.

The Fraud and Corruption policy requires all incidents or allegations of fraud, loss, and bribery to be reported to donors and the Finance and Audit Committee, regardless of financial materiality. This ensures a consistent approach to fraud awareness, prevention, reporting, and investigations across the confederation. In addition to these preventative measures, anti-fraud, corruption, and bribery controls are reviewed by internal and external audits. All UK staff are required to complete an online anti-fraud training, reinforced through refresher trainings including those organised during the Charity Fraud Awareness week.

Serious incidents

Despite our enhanced approach to fraud prevention, the reality is that from time-to-time we will be victims of fraud. During the year, 10 suspicions of fraud and other incidents were reported to CARE International UK (2023: 9 fraud reports). All incidents related to our global programmes and offices. One of these cases remains under investigation, but all other suspicions were fully investigated. Half of them were found substantiated, and relevant actions have been taken. We find that the majority of allegations received relate to procurement irregularities. All cases were reported to the relevant donors and the majority are now closed. Three incidents were also reported to the Charity Commission, in accordance with the CARE International UK Serious Incident Reporting protocol. Among these was a funds embezzlement case involving an implementing partner, closure of a CARE country office, and a safeguarding incident in a humanitarian project. These cases were all reviewed and subsequently closed by the authority.

OTHER POLICIES AND STATEMENTS

Safeguarding

CARE International UK continues to enhance safeguarding standards in all the work we do. In 2024, CARE's updated global safeguarding policy was issued. The new policy includes additional guidance on working with partners and embedding safeguarding in our programmes.

In 2023/24 CARE International UK introduced a new standard where each new project, regardless of size or scope, undergoes a safeguarding risk assessment. This means that each new project has a clear strategy in place for managing safeguarding risks, and each partner is fully aware of their role in keeping people and communities safe from harm. CARE International UK's highest value programmes in Bangladesh, Syria and Yemen each have a comprehensive safeguarding risk management plan, led by CARE International UK and co-produced and implemented by consortium partners.

For CARE International UK, the protection of the people we support, our staff, and the partners we work with is paramount. Everyone in CARE International UK, including each Trustee, is instrumental in making safeguarding core to everything we do. In 2023/24 a total of 52 out of 56 (93%) staff who were eligible, attended safeguarding training. This included a refresher training for Trustees on their regulatory duty for safeguarding.

Modern Slavery

We continue to monitor compliance with the Modern Slavery Act, and the broader issue of modern slavery, across the following areas:

- Procurement, both UK-based and international.
- Selection of programme partners.
- HR policies and procedures.
- Fundraising and communications.

We have supported changes to policies and procedures, incorporating the risks relating to modern slavery.

ENVIRONMENTAL IMPACT

Statement on Streamlined Energy and Carbon Reporting (SECR) 2023/24

CARE International UK leases an office at The Foundry, Vauxhall, London, and our rental charge is inclusive of energy usage. The landlord is not able to provide energy reports for each unit, however BREEAM – the world leading science-based certification system for sustainable built environments – rated The Foundry 'excellent' for its sustainability credentials, which was a key factor in our decision to lease at this location. The table below summaries our legally-obligated emissions reporting as required by SECR for 2022/23 and includes a comparison to the previous year. The figures for 2023/24 are not yet available but we believe they will be similar to 2022/23 as we are in the same office space with the same number of desks.

UK Energy Source	2022/23	2021/22
Electricity kWh (Scope 2, 100% renewable)	6,691.23 kWh	0 kWh
Associated gas emission kWh (biogas)	9,247.68 kWh	0 tonnes CO2e
Methodology: CO2 associated gas emissions have been calculated using UK government greenhouse gas conversion factors		

Flight emissions

CARE International UK's emissions, including RF (Radiative Forcing) and WTT (well-to-tank) are presented below. This equates to 160.3 tonnes of CO2e in total for 219 flights taken, and 1.56 tonnes of CO2e per full-time equivalent employee. We continued to increase our carbon footprint on flights from the previous two years as we resume visits to country offices in order to complete due diligence and provide technical support to the programmes that we fund. These activities were suspended during the pandemic.

	2023/24	2022/23	2021/22
Flights tCO2 inc RF	160.3 tonnes CO2e	103.69 tonnes CO2e	54.34 tonnes CO2e
Flights tCO2 per full-time equivalent employee	1.56 tonnes CO2e	1.05 tonnes Co2e	0.55 tonnes CO2e

Energy efficient actions

CARE recognises that to achieve our global vision we must prevent, reduce, and mitigate our own impact on climate change and environmental crises. In 2023/24, CARE International began implementing a new Climate and Environment policy that defines "CARE's commitments for reducing greenhouse gases, minimising its impact on the environment and integrating climate and environmental considerations into all levels of its work, and to provide the guiding principles and minimum targets for how CARE will fulfil its commitments." During FY25, CARE International UK will develop its own action plan and targets in line with the CI policy.

In 2023/24 CARE International UK updated its travel policy to include a more rigorous assessment of alternatives to travel, and to include measures to reduce emissions from travel on shorter journeys, for example mandating train use for travel in the UK and to near Europe. We continue to travel overseas only when necessary. Electricity and gas usage at our office is based on information provided for the entire building by the landlord, and we have calculated the proportion attributable to CARE International UK based on our office size. The Foundry has an EPC rating of A and an EPC score of 24.

Anyone representing CARE International UK signs a Code of Conduct confirming they will demonstrate commitment to reducing our environmental impact. We contribute to the CARE International Global Climate Smart Report in terms of the action taken to reduce emissions, and to further CARE International's global efforts to become a climate smart organisation.

We have committed to offset our emissions where we cannot reduce them through credible carbon offset projects that have high social impact and environmental integrity. In 2024, we contributed to CARE International's carbon offsetting scheme with the Fair Climate Fund. We are very proud of our CARE joint offsetting programme and the steps the CARE confederation is taking to balance out unavoidable emissions from the work we do. The programme will empower women in rural communities, improve health and safety conditions for families, and contribute to climate resilience, all while reducing emissions.

STATEMENT OF TRUSTEES' RESPONSIBILITIES IN RESPECT OF THE TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

The Trustees are responsible for preparing the Annual Report, including the Strategic Report and the financial statements, in accordance with applicable law and regulations.

Company 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 company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and 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 Companies Act 2006.

They are also responsible for safeguarding the assets of the group, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

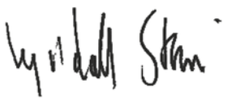
Financial statements are published on the Charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the Charity's website is the responsibility of the Trustees. The Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

Disclosure of information to auditors

In the case of each of the persons who are Trustee Directors of the company at the date when this report was approved:

- So far as each of the Trustee Directors is aware, there is no relevant audit information (as defined in the Companies Act 2006) of which the company's auditors are unaware, and
- Each of the Trustee Directors has taken all the steps that they ought to have taken as a Director to make themselves aware of any relevant audit information (as defined) and to establish that the company's auditors are aware of that information. This confirmation is given and should be interpreted in accordance with the provisions of S418 of the Companies Act 2006.

The Trustees' Annual Report and the strategic report contained within was approved by the Trustees of CARE International UK on 19th December 2024 and signed on its behalf by:



Lyndall Stein
Chair of Trustees



Sribavan Srisathkurunathan
Chair, Finance and Audit Committee

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CARE INTERNATIONAL UK

Opinion

We have audited the financial statements of CARE International UK (the "charitable company") and its subsidiaries (the "group") for the year ended 30 June 2024 which comprise the consolidated statement of financial activities, the consolidated balance sheet, the charity balance sheet, the consolidated statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 30 June 2024 and of the group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the Trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- the parent company has not kept adequate accounting records; or
- the parent company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of Trustees

As explained more fully in the Trustees' responsibilities statement set out on page 45, the Trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charity operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 together with the Charities SORP (FRS102) 2019. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charity's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charity for fraud. The laws and regulations we considered in this context for the UK operations were General Data Protection Regulation and health and safety legislation.

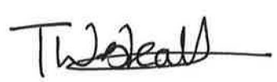
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of grant and legacy income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Audit and Risk Committee about their own identification and assessment of the risks of irregularities, designing audit procedures over income, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

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



Tara Westcott
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
Cheltenham, UK
Date: 20 December 2024

LEGAL AND ADMINISTRATIVE INFORMATION

Trustees

Nigel Chapman [1] [resigned 6 December 2023]
Desiree D'Souza [1, 2]
Khalid El Ansari [1, 2]
Laura Kelly [3] (Chair of Impact and Transformation Committee) [appointed 27 March 2024]
Amadu Khan [2, 3] [appointed 27 March 2024]
Esther Kwaku [2] [resigned 6 December 2023]
Susanna Ndaruhutse [1, 3] [appointed 27 March 2024]
Nadine Nohr [2] (Chair of Ethics and People Committee) [resigned 27 June 2024]
Stephen Oxley [1] [resigned 4 July 2023]
Edward Sparrow [1, 2]
Sribavan Srisathkurunathan [1] (Vice-Chair/Chair of Finance and Audit Committee) [appointed Vice-Chair of Board of Trustees, 6 December 2023)
Lyndall Stein (Chair) [2, 3]
Anita Yuen [1] [resigned 4 December 2024]

Additional committee members

Simon Starling [3] [appointed 27 March 2024]
Ziad Issa [3] [appointed 27 March 2024]

1 Finance and Audit Committee
2 Ethics and People Committee
3 Impact and Transformation Committee [established June 2024]

Senior Leadership Team

Eamon Cassidy	Interim Chief Executive Officer [to 6 July 2023]
Bill Chidgey	Interim Finance Director [from 30 September 2023 to 8 August 2024]
Senait Fassil	Director of Finance, Compliance and Governance [from 30 July 2024]
Laura Griffin	Interim Director, Fundraising, Partnerships & Comms [to 29 February 2024]
Esiri Lawrence	Director of People and Organisational Development [from 2 December 2024]
Joanna Lloyd-Jones	Interim Director of People [to 19 July 2024]
Helen McEachern	Chief Executive Officer [from 21 August 2023]
Ben Nolan	Director, Fundraising and Communications [from 8 April 2024]
Leo Skyner	Finance Director [to 30 September 2023]
Tina Sloane	Interim Director of Programme and Policy (maternity cover) [from 17 November 2024]
Helen Thompson	Director of Programme and Policy Interim Chief Executive Officer [from 7 July 2023 to 20 August 2023]

COMPANY INFORMATION

Registered Office

C/o Ashurst LLP
London Fruit and Wool Exchange
1 Duval Square, London E1 6PW

Auditors

Crowe UK LLP
4th Floor St James House
St James Square
Cheltenham GL50 3PR

Bankers

Barclays Bank plc
Level 28 1 Churchill Place London E14 5HP

Solicitors

Ashurst LLP
London Fruit and Wool Exchange
1 Duval Square, London E1 6PW

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)

FOR THE YEAR ENDED 30 JUNE 2024

	Note	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total funds 2024 £000	*Total funds 2023 £000*
Income from:					
Donations and legacies	3	**5,969**	**8,684**	**14,653**	*15,071*
Charitable activities	4	**3,237**	**29,921**	**33,158**	*25,038*
Other trading activities	5	**431**	**-**	**431**	*313*
Investment income		**396**	**-**	**396**	*138*
Other income		**330**	**-**	**330**	*110*
Total income		**10,363**	**38,605**	**48,968**	*40,670*
Expenditure on:					
Raising funds:	6				
Trading subsidiary costs		**399**	**-**	**399**	*309*
Costs of raising voluntary income		**3,602**	**100**	**3,702**	*4,136*
Charitable activities	7	**6,208**	**45,394**	**51,602**	*33,961*
Total expenditure		**10,209**	**45,494**	**55,703**	*38,406*
Net income/(expenditure)		**154**	**(6,889)**	**(6,735)**	*2,264*
Transfers between funds	17	**(95)**	**95**	**-**	*-*
Net movement in funds		**59**	**(6,794)**	**(6,735)**	*2,264*
Reconciliation of funds:					
Total funds brought forward		**4,750**	**16,713**	**21,463**	*19,199*
Net movement in funds		**59**	**(6,794)**	**(6,735)**	*2,264*
Total funds carried forward		**4,809**	**9,919**	**14,728**	*21,463*

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 58 to 90 form part of these financial statements.

CONSOLIDATED BALANCE SHEET

AS AT 30 JUNE 2024

Company number 01911651

	Note	2024 £000	2024 £000	*2023 £000*	*2023 £000*
Fixed assets					
Tangible assets	12		**80**		*20*
Investments	13		**39**		*39*
			119		*59*
Current assets					
Debtors: Amounts falling due within one year	14	**13,183**		*11,755*	
Cash at bank and in hand		**16,015**		*14,037*	
		29,198		*25,792*	
Creditors: Amounts falling due within one year	15	**(14,589)**		*(4,373)*	
Net current assets			**14,609**		*21,419*
Total assets less current liabilities			**14,728**		*21,478*
Creditors: Amounts falling due after more than one year	16		**-**		*(15)*
Total net assets			**14,728**		*21,463*
Charity funds					
Restricted funds	17		**9,919**		*16,713*
Unrestricted funds	17		**4,809**		*4,750*
Total funds			**14,728**		*21,463*

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

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

Lyndall Stein
Chair of Trustees

Date: 19th December 2024

Sribavan Srisathkurunathan
Chair, Finance and Audit Committee

Date: 19th December 2024

CHARITY BALANCE SHEET

AS AT 30 JUNE 2024

Company number 01911651

	Note	2024 £000	2024 £000	2023 £000	2023 £000
Fixed assets					
Tangible assets	12		**80**		*20*
Investments	13		**39**		*39*
			119		*59*
Current assets					
Debtors: Amounts falling due within one year	14	**13,691**		*11,935*	
Cash at bank and in hand		**15,469**		*13,866*	
		29,160		*25,801*	
Creditors: Amounts falling due within one year	15	**(14,558)**		*(4,357)*	
Net current assets			**14,602**		*21,444*
Total assets less current liabilities			**14,721**		*21,503*
Creditors: amounts falling due after more than one year	16		**-**		*(15)*
Total net assets			**14,721**		*21,488*
Charity funds					
Restricted funds	17		**9,919**		*16,713*
Unrestricted funds	17		**4,802**		*4,775*
Total funds			**14,721**		*21,488*

The Group has taken advantage of the exemption under s408 of the Companies Act 2006 and has not prepared a separate Statement of Financial Activities for the Charity.

The Charity's net movement in funds for the year was £(6,767k) (2023 - £2,260k).

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

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

Lyndall Stein
Chair of Trustees

Date: 19th December 2024

Sribavan Srisathkurunathan
Chair, Finance and Audit Committee

Date: 19th December 2024

CONSOLIDATED STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 30 JUNE 2024

	Note	2024 £000	2023 £000
Cash flows from operating activities			
Net cash used in operating activities	21	**1,693**	*993*
Cash flows from investing activities			
Investment income		**396**	*138*
Purchase of tangible fixed assets	12	**(111)**	*(6)*
Net cash provided by investing activities		**285**	**132**
Change in cash and cash equivalents in the year		**1,978**	**1,125**
Cash and cash equivalents at the beginning of the year		**14,037**	*12,912*
Cash and cash equivalents at the end of the year	22	**16,015**	*14,037*

The notes on pages 58 to 90 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

1. General information

CARE International UK is a registered charity (Number 292506) and a private company (Number 1911651) limited by guarantee. The objects of the company, as set out in the Memorandum and Articles of Association, are to relieve poverty and sickness, to promote the preservation and protection of health and to advance education among the world's poor.

2. Accounting policies

2.1 Basis of preparation of financial statements

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

CARE International UK meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

2.2 Going concern

The Charity has continued to manage its finances effectively throughout the financial year ending 30 June 2024, increasing unrestricted reserves from £4.7m to £4.8m during the year.

In preparing the going concern assessment, income and expenditure projections have been extended to 30 June 2026 and cashflow projections to 30 June 2025. A baseline projection has been prepared based upon the Board approved latest forecast. In addition to the baseline projection, alternative scenarios have been modelled which consider the impact of potential declines in income of up to 20% in both programme and fundraising. A further scenario has been also prepared – a cumulative crystallization of both scenarios at the same time – to assess the impact such a scenario would have on the financial sustainability of the Group. In this scenario the Group would have sufficient unrestricted cash resources as well as reserves to continue its operations.

For this reason, the Trustees have concluded that there is no material uncertainty relating to going concern.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

2. Accounting policies (continued)

2.3 Income

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

Donations, including regular giving and appeals, are recognised as income once CARE International UK has the right to receive the donation, when it is probable that the economic benefits will be received and that the amount of the donation can be measured reliably.

Income from sponsors is recognised on a receivable basis.

Legacies are accounted for as income on the settlement of the estate or receipt of payment, whichever is earlier.

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

Income earned under contracts with donors where payments are contingent on the achievement of specified results is recognised in the SOFA in proportion to the stage of completion of the project. Where it is probable that total contract costs exceed total contract income, the expected deficit is recognised immediately. Income and expenditure in relation to these contracts are recognised within restricted funds, with any resulting surplus or deficit shown as a transfer to or from unrestricted funds.

Contributions and donations in kind are recorded at fair values during the year of contribution and recorded as restricted income and expenditure in the SOFA.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

Income from trading activities is accounted for on an accrual basis.

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

2. Accounting policies (continued)

2.4 Expenditure (continued)

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

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

Grants payable are charged in the year when the offer is made except in those cases where the offer is conditional, such grants being recognised as expenditure when the conditions attaching are fulfilled. Grants offered subject to conditions which have not been met at the year end are noted as a commitment, but not accrued as expenditure.

All expenditure is inclusive of irrecoverable VAT.

2.5 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

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

Depreciation is provided on the following bases:

Leasehold improvements	- over the remaining life of the lease
Office and other equipment	- 7 years
IT equipment	- 3 years

2.7 Investments

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

Investments in subsidiaries are valued at cost less provision for impairment.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

2. Accounting policies (continued)

2.8 Debtors

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

2.9 Cash at bank and in hand

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

2.10 Liabilities and provisions

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

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

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

2.11 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Operating leases

Rentals paid under operating leases are charged to the Consolidated Statement of Financial Activities on a straight-line basis over the lease term.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

2. Accounting policies (continued)

2.13 Pensions

Contributions to the defined contribution pension scheme are recognised in the SOFA when they are payable. The money purchase nature of the scheme assures there will be no funding deficit or surplus accruing to the Charity in the future. The pension scheme is independently administered. The assets of the scheme are held separately from those of the Charity.

The Charity also participates in the Pensions Trust Growth Plan. This is a multi-employer pension scheme where it is not possible to separately identify the assets and liabilities of participating employers. This is a money purchase arrangement with historical guarantees. The scheme is subject to the funding legislation outlined in the Pensions Act 2004. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme. A full actuarial valuation for the scheme was carried out as of 30 September 2019, which showed a deficit. The pension trustees have asked for the participating employers to pay additional contributions to the scheme to eliminate this funding shortfall. These recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities. The liability recognised for this obligation is the net present value of the deficit reduction contributions payable under the plan and is held as a provision in the Balance Sheet. The current overall position of the fund and the assumptions made are provided in Note 24.

2.14 Taxation status

CARE International UK is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK Corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter three Part 11 Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes. The Charity's trading subsidiary will pay available profits to the Charity under the Gift Aid scheme, thereby eliminating or reducing their respective corporation tax liabilities.

The Charity is able to partially recover Value Added Tax (VAT). Expenditure subject to VAT that is not recoverable is recorded in the Accounts inclusive of VAT. The subsidiary trading company makes qualifying donations of taxable profit to the Charity to the full extent allowable. Unless material, any Corporation Tax liability arising in the subsidiary is included within the expenditure by the Group.

2.15 Fund accounting

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

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

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

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

2. Accounting policies (continued)

2.16 Areas of significant judgement and estimates

Significant accounting judgements and estimates
The Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. These judgements and estimates are continually evaluated, based upon experience, reasonable expectations of the outcome of future event and professional and expert advice. The significant judgements and estimates that could impact the carrying amounts of assets and liabilities are detailed below:

Income recognition
Income recognition requires judgement to appropriately apply the income accounting policies across the many complex funding streams the Charity has. Note 2.3 details the accounting principles adopted and their application across the significant funding streams. The judgements are continually reassessed and where appropriate provision is made for contingencies or deferrals are made to account for conditions yet to be fulfilled.

Pensions Trust scheme deficit
The assumptions underpinning the measurement of the Pension Trust liability depend upon significant judgements and estimates. Details of the potential liability relating to withdrawal from the Pensions Trust scheme are set out in Note 24. The Trustees consider the probability of this liability crystallising to be remote.

Lendwithcare
Lendwithcare funds are not presented as part of CARE International UK's assets. To ensure this remains appropriate, legal advice has been obtained and is updated on a regular basis. Any updates to the terms and conditions are scrutinised to ensure that it continues to be appropriate for CARE International UK to operate and disclose that the scheme is an agency arrangement.

The Trustees do not consider there to be any other areas of significant judgement or estimates.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

3. Income from donations and legacies

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total funds 2024 £000
Individual and corporate donors including legacies	5,631	3,422	**9,053**
Disasters Emergency Committee (DEC)	338	4,838	**5,176**
Gifts & Contributions in Kind	-	424	**424**
Total 2024	5,969	8,684	**14,653**

	Unrestricted funds 2023 £000	*Restricted funds 2023 £000*	*Total funds 2023 £000*
Individual and corporate donors including legacies	*5,738*	*1,234*	*6,972*
Disasters Emergency Committee (DEC)	*505*	*6,232*	*6,737*
Gifts & Contributions in Kind	*-*	*1,362*	*1,362*
Total 2023	*6,243*	*8,828*	*15,071*

4. Income from charitable activities

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total funds 2024 £000
Foreign, Commonwealth & Development Office	2,295	24,953	**27,248**
European Commission including Directorate for Humanitarian Aid and Civil Protection	11	74	**85**
Other Donors and Funders	931	3,570	**4,501**
Mondelez	-	1,324	**1,324**
	3,237	29,921	**33,158**

	Unrestricted funds 2023 £000	*Restricted funds 2023 £000*	*Total funds 2023 £000*
Foreign, Commonwealth & Development Office	*1,558*	*10,932*	*12,490*
European Commission including Directorate for Humanitarian Aid and Civil Protection	*39*	*87*	*126*
Other Donors and Funders	*1,207*	*9,044*	*10,251*
Mondelez	*-*	*2,171*	*2,171*
	2,804	*22,234*	*25,038*

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

5. Income from other trading activities

Income from trading subsidiary

The trading income from the wholly owned subsidary, CARE International Enterprises Limited, derives from:

- Providing IT support to seven European CARE International members and their respective country offices
- Fees charged to corporate partners for use of the CARE name and logo
- Royalty income from book sales

	Unrestricted funds 2024 £000	**Total funds 2024 £000**	*Total funds 2023 £000*
Total trading income	431	**431**	*313*

6. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2024 £000	**Restricted funds 2024 £000**	**Total funds 2024 £000**
Individuals	2,021	1	**2,022**
Institutional donors	353	-	**353**
Media & Communications	444	-	**444**
Support costs	784	99	**883**
	3,602	100	**3,702**

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

6. Expenditure on raising funds (continued)

	As restated Unrestricted funds 2023 £000	*As restated Restricted funds 2023 £000*	*As restated Total funds 2023 £000*
Individuals	*1,841*	*1*	*1,842*
Institutional donors	*269*	*-*	*269*
Corporate donors	*720*	*-*	*720*
Media & Communications	*460*	*-*	*460*
Support costs	*791*	*54*	*845*
	4,081	*55*	*4,136*

Due to a change during the year of how support costs are allocated. It was deemed appropriate to also make this change in the prior year.

Expenditure on Trading Activities

The trading costs incurred by the wholly owned subsidiary, CARE International Enterprises Limited, comprise:

	Unrestricted funds 2024 £000	**Total funds 2024 £000**	*Total funds 2023 £000*
Trading subsidiary costs	399	**399**	*309*

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

7. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2024 £000	Restricted funds 2024 £000	Total 2024 £000
Humanitarian response	2,881	23,146	**26,027**
Development work	2,872	22,206	**25,078**
Advocacy	455	42	**497**
	6,208	45,394	**51,602**

	Unrestricted funds 2023 £000	*Restricted funds 2023 £000*	*Total 2023 £000*
Humanitarian response	*2,185*	*14,821*	*17,006*
Development work	*2,191*	*14,146*	*16,337*
Advocacy	*474*	*144*	*618*
	4,850	*29,111*	*33,961*

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

8. Analysis of expenditure by activities

	Activities undertaken directly 2024 £000	Grant funding of activities 2024 £000	Support costs 2024 £000	Total funds 2024 £000
Humanitarian response	2,623	21,884	1,520	**26,027**
Development work	3,838	19,844	1,396	**25,078**
Advocacy	212	-	285	**497**
	6,673	41,728	3,201	**51,602**

	Activities undertaken directly 2023 £000	*Grant funding of activities 2023 £000*	*Support costs 2023 £000*	*Total funds 2023 £000*
Humanitarian response	*2,267*	*13,489*	*1,250*	*17,006*
Development work	*1,719*	*13,404*	*1,214*	*16,337*
Advocacy	*430*	-	*188*	*618*
	4,416	*26,893*	*2,652*	*33,961*

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

9. Grant and project costs

Grants are made to other offices in the CARE Federation as well as other partners in the UK and internationally. This information is normally the basis of reporting to donors, including government agencies. All our grants are performance-related, with mid-term reviews

	2024 £000	*2023 £000*
Country Office		
Development Climate Justice	**5,231**	*2,160*
Development Other	**6,831**	*6,069*
Development Right to Food, Water & Nutrition	**48**	*348*
Development Right to Health	**1,599**	*64*
Development Women's Economic Justice	**108**	*1,167*
Humanitarian Gender Equality	**3,612**	*39*
Humanitarian Other	**10,615**	*12,396*
Humanitarian Right to Health	**(11)**	*166*
Humanitarian Right to food, Water & Nutrition	**151**	*-*
	28,184	*22,409*
Partners		
Development Climate Justice	**5,687**	*3,117*
Development Gender Equality	**17**	*16*
Development Other	**156**	*283*
Development Right to Food, Water & Nutrition	**59**	*168*
Development Women's Economic Justice	**108**	*12*
Humanitarian Gender Equality	**683**	*-*
Humanitarian Other	**6,787**	*888*
Humanitarian Right to food, Water & Nutrition	**47**	*-*
	13,544	*4,484*
	41,728	*26,893*

10. Support costs

Support costs in 2024 amounted to £4.1m (2023 - £3.5m) and a breakdown by area of expenditure is provided in the table below. The allocation of support costs to fundraising and charitable activity has been provided in Notes 6 & 8.

	Unrestricted funds 2024 £000	**Restricted funds 2024 £000**	**Total funds 2024 £000**
Management	607	-	**607**
Office costs	189	9	**198**
Finance	1,419	24	**1,443**
IT	315	-	**315**
Human resources	681	248	**929**
Governance	531	-	**531**
Internal audit	61	-	**61**
	3,803	281	**4,084**

	Unrestricted funds 2023 £000	*Restricted funds 2023 £000*	*Total funds 2023 £000*
Management	*678*	*-*	*678*
Office costs	*204*	*4*	*208*
Finance	*1,337*	*-*	*1,337*
IT	*223*	*-*	*223*
Human resources	*420*	*121*	*541*
Governance	*510*	*-*	*510*
	3,372	*125*	*3,497*

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

10. Support costs (continued)

	2024 £000	*2023 £000*
Included within Unrestricted Support Costs are the following:		
Fees payable to the Charity's current auditor for the audit of this set of Accounts	**73**	*69*
Fees payable to the Charity's current auditor for tax compliance work	**7**	*6*
Fees payable to the Charity's previous auditor for prior years' audit and tax compliance work, not previously reported	**-**	*163*
Account preparation fees relating to this set of Accounts	**6**	*7*
Depreciation charges	**51**	*44*

11. Staff costs

	Group 2024 £000	*Group 2023 £000*	**Charity 2024 £000**	*Charity 2023 £000*
Wages and salaries	**5,006**	*4,637*	**5,006**	*4,637*
Social security costs	**506**	*469*	**506**	*469*
Contribution to defined contribution pension schemes	**257**	*215*	**257**	*215*
	5,769	*5,321*	**5,769**	*5,321*

Included within Wages and salaries costs are termination costs of £22k *(2023 - £124k)* and other staff costs of £100k *(2023 - £124k)*. Termination costs relate to a limited number of redundancies and settlement agreements paid during the year.

In addition to full-time permanent staff, CARE International UK employed temporary staff at a cost of £116k *(2023 - £48k)*. This was due to some positions being filled on an interim basis. These costs are included in other staff costs.

The Charity participates in a multi-employer defined benefit pension scheme adminstered by The Pensions Trust (TPT). The Charity recognises a liability in relation to the agreed deficit funding arrangement, and the amount recognised is the net present value of the deficit reduction contributions payable.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

11. Staff costs (continued)

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

	Group 2024 No.	*Group 2023 No.*
Charitable activities	**45**	*41*
Fundraising	**35**	*39*
Support	**23**	*19*
	103	*99*

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

	Group 2024 No.	*Group 2023 No.*
In the band £60,001 - £70,000	**9**	*-*
In the band £70,001 - £80,000	**2**	*3*
In the band £80,001 - £90,000	**1**	*1*
In the band £90,001 - £100,000	**2**	*-*
In the band £100,001 - £110,000	**1**	*1*

Employer contributions are made to a defined contribution pension scheme in respect of 15 higher paid employees *(2023 - 5)*. Total employer contributions in respect of higher paid employees during the year amounted to £57k *(2023 - £16k)*.

The Key Management Personnel of the Group are the Trustees and the senior management team. The short-term employee benefits for the senior management team for 2024 was £509k *(2023 - £443k)*.

Trustees' remuneration and expenses

None of the members of the Board received any remuneration for their work as trustees *(2023 - Nil)*.

Expenses reimbursed to 5 Trustees *(2023 - 1 Trustee)* for travel undertaken on the Group's behalf in 2024 totaled £4.8k *(2023 - £275)*. The Group paid £25.4k *(2023 - £25.2k)* for Combined Liability insurance, which includes trustees' indemnity insurance cover. Trustees' donations were £7.6k *(2023 - £5.8k)*.

12. Tangible fixed assets

Group and Charity

	Office equipment £000	Computer equipment £000	Total £000
Cost or valuation			
At 1 July 2023	**3**	**233**	**236**
Additions	**-**	**111**	**111**
At 30 June 2024	**3**	**344**	**347**
Depreciation			
At 1 July 2023	**1**	**215**	**216**
Charge for the year	**-**	**51**	**51**
At 30 June 2024	**1**	**266**	**267**
Net book value			
At 30 June 2024	**2**	**78**	**80**
At 30 June 2023	*2*	*18*	*20*

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

13. Fixed asset investments

Group and Charity	Unlisted investments £000
Cost or valuation	
At 1 July 2023	**39**
At 30 June 2024	**39**
Net book value	
At 30 June 2024	**39**
At 30 June 2023	*39*

The Unlisted Investment represents a cash investment in CARE International Revolving Loan Fund (see paragraph b below).

a) Subsidiary company investments held by the Charity include a £2 (2023 - £2) investment in the subsidiary company at cost. The Charity holds 100% of the issued share capital of CI Enterprises Limited, which is registered in England and Wales. The Company's principal activity is to undertake trading for the Charity. A summary of the subsidiary's results and its financial position as at 30 June 2024 is given in Note 18.

b) During the year CARE International participated in the Revolving Fund established with other members of the CARE International Confederation, maintaining its investment of €45,500. The Fund, which is administered by the CARE International Secretariat in Geneva, is used to provide short-term interest-bearing loans to finance cash flow needs of members for projects across CARE International, where funds are received from donors after they are needed for implementation.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

14. Debtors

	Group 2024 £000	*Group 2023 £000*	Charity 2024 £000	*Charity 2023 £000*
Due within one year				
Receivable from donors and funders	**1,617**	*348*	**1,617**	*348*
Due from subsidiary undertaking	**-**	*-*	**584**	*201*
Other debtors	**723**	*454*	**674**	*436*
Prepayments and accrued income	**2,611**	*2,311*	**2,584**	*2,308*
Programme advances to CARE country offices and partner	**8,232**	*8,642*	**8,232**	*8,642*
	13,183	*11,755*	**13,691**	*11,935*

Programme advances to CARE country offices and partners represent funds transferred to enable programme implementation, which have not yet been utilised.

15. Creditors: Amounts falling due within one year

	Group 2024 £000	*Group 2023 £000*	Charity 2024 £000	*Charity 2023 £000*
Provision for pension plan recovery	**17**	*29*	**17**	*29*
Deferred income	**1,220**	*-*	**1,220**	*-*
Trade creditors	**426**	*260*	**426**	*260*
Payable to donors and funders	**-**	*12*	**-**	*12*
Funds due to CARE country offices and partners	**11,622**	*3,193*	**11,622**	*3,193*
Other creditors	**201**	*199*	**201**	*200*
Accruals	**1,103**	*680*	**1,072**	*663*
	14,589	*4,373*	**14,558**	*4,357*

Funds due to CARE country offices and partners represent funds utilised for programme implementation for active awards, which have not yet been transferred by CARE International UK.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

15. Creditors: Amounts falling due within one year (continued)

	Group 2024 £000	Charity 2024 £000
Deferred income		
Deferred income at 1 July 2023	**-**	**-**
Resources deferred during the year	**2,851**	**2,851**
Amounts released from previous periods	**(1,631)**	**(1,631)**
Deferred income 30 June	**1,220**	**1,220**

Deferred income relates to amounts received prior to entitlement.

16. Creditors: Amounts falling due after more than one year

	Group 2024 £000	*Group 2023 £000*	Charity 2024 £000	*Charity 2023 £000*
Other loans	**-**	*15*	**-**	*15*

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

17. Statement of funds

Statement of funds - current year

	Balance at 1 July 2023 £000	Income £000	Expenditure £000	Transfers in/out £000	Balance at 30 June 2024 £000
Unrestricted funds					
General funds	**4,750**	**10,363**	**(10,209)**	**(95)**	**4,809**
Restricted funds					
Donations & Legacies					
Individual and corporate donors including legacies	**8,785**	**4,755**	**(5,921)**	**(1,092)**	**6,527**
Disaster Emergency Committee (DEC)	**1,019**	**4,838**	**(5,521)**	**-**	**336**
Charitable Activities					
Foreign, Commonwealth & Development Office	**1,043**	**24,953**	**(26,319)**	**1,282**	**959**
European Commission including Directorate for Humanitarian Aid and Civil Protection	**158**	**67**	**(77)**	**-**	**148**
Other donors and miscellaneous restricted funds	**5,708**	**3,992**	**(7,656)**	**(95)**	**1,949**
	16,713	**38,605**	**(45,494)**	**95**	**9,919**
Total of funds	**21,463**	**48,968**	**(55,703)**	**-**	**14,728**

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

17. Statement of funds (continued)

The restricted funds represent unexpended balances on donations and grants given for specific purposes, for which conditions have been imposed as to their use. The funds have been grouped by donor as the project restrictions are set by the donors. Within each grouping, there are numerous restricted programmes for which the funding can only be spent in specific geographical areas and on specific activities. The material balances are further explained below:

- **Individual and corporate donors including legacies** represent donations raised by CARE International UK and legacies left to the Charity which are for our restricted appeals. A significant proportion of this restricted funding relates to the Turkey/Syria earthquake appeal, the Pakistan Floods appeal and the Ukraine appeal and is to be spent on providing aid to those impacted by these emergencies. During the year £50k was transferred from unrestricted funds and £95k was transferred from Other donors and miscellaneous restricted funds to clear old funds that were no longer in use.

- CARE International UK is are a member of the **Disasters Emergency Committee** and we receive restricted funding to run programmes resulting from their emergency appeals. This fund grouping relates to funds received from the DEC as a result of their emergency appeals for Pakistan Floods, Turkey/Syria earthquake, Ukraine, Afghanistan, and their coronavirus appeals for Syria and India, which must be spent responding to those emergencies.

- The **Foreign, Commonwealth & Development Office (FCDO)** fund grouping represents the balance of funds received from FCDO & UK Government sub-awards towards a number of restricted programmes. These include the Yemen Food security Safety Net Programme, Adolescent Girls' Education in Somalia programme, Building Local Resilience programmes in Syria, Gender Equality programme in the West Bank and the Recover, Reintegration and Resilience programme in Afghanistan. During the year £45k was transferred from unrestricted funds to clear old funds that were no longer in use and £1,237k was transferred from Individual and corporate donors including legacies to better reflect the year-end balances.

- The **other donor and miscellaneous** restricted funds includes all other restricted programmes, including grants from the START network, other CARE International members, the UN and trusts and foundations, which are restricted in terms of the geographical area and purpose that they can be spent on. The restricted funds generating the most income in FY2024 are the 'Building Local Resilience in Syria (BLRS)' project and the ' Food Security Safety Net Programme' programme.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

17. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 July 2022 £000	*Income £000*	*Expenditure £000*	*Transfers in/out £000*	*Balance at 30 June 2023 £000*
Unrestricted funds					
General funds	*4,518*	*9,608*	*(9,366)*	*(10)*	*4,750*
Restricted funds					
Donations & Legacies					
Individual and corporate donors including legacies	*6,540*	*4,767*	*(2,538)*	*16*	*8,785*
Disasters Emergency Committee (DEC)	*2,143*	*6,232*	*(7,368)*	*12*	*1,019*
Charitable Activities					
Foreign, Commonwealth & Development Office	*3,681*	*10,932*	*(13,570)*	*-*	*1,043*
European Commission including Directorate for Humanitarian Aid and Civil Protection	*303*	*87*	*(232)*	*-*	*158*
Other donors and miscellaneous restricted funds	*2,014*	*9,044*	*(5,332)*	*(18)*	*5,708*
	14,681	*31,062*	*(29,040)*	*10*	*16,713*
Total of funds	*19,199*	*40,670*	*(38,406)*	*-*	*21,463*

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

18. Analysis of net assets between funds

Analysis of net assets between funds - current period

	Unrestricted funds 2024 £000	**Restricted funds 2024 £000**	**Total funds 2024 £000**
Tangible fixed assets	80	-	**80**
Fixed asset investments	39	-	**39**
Current assets	11,882	17,316	**29,198**
Creditors due within one year	(7,192)	(7,397)	**(14,589)**
Total	4,809	9,919	**14,728**

Analysis of net assets between funds - prior period

	Unrestricted funds 2023 £000	*Restricted funds 2023 £000*	*Total funds 2023 £000*
Tangible fixed assets	*20*	*-*	*20*
Fixed asset investments	*39*	*-*	*39*
Current assets	*6,040*	*19,752*	*25,792*
Creditors due within one year	*(1,334)*	*(3,039)*	*(4,373)*
Creditors due in more than one year	*(15)*	*-*	*(15)*
Total	*4,750*	*16,713*	*21,463*

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

19. Subsidiary

The Charity owns the whole of the issued ordinary share capital of CI Enterprises Ltd, a company registered in England and Wales (Company number 02306212) and whose registered address is c/o Ashurst LLP, London Fruit and Wool Exchange, 1 Duval Square, London, England, E1 6PW.

The subsidiary is used for trading activities to provide income for the Charity. The activities during the year were the provision of IT support to seven European CARE International Member offices and their respective country offices, fees charged to corporate partners for use of the CARE name and logo and receiving royalty income from book sales.

	2024 £000	*2023 £000*
Total trading income	**431**	*313*
Cost of Sales	**(398)**	*(294)*
Gross profit	**33**	*19*
Administrative expenses	**(1)**	*(15)*
Profit before qualifying charitable donation and taxation	**32**	*4*
Taxation	**-**	*-*
Profit after taxation	**32**	*4*

The aggregate of the assets and liabilities were:

	2024 £000	*2023 £000*
Assets	**615**	*190*
Liabilities	**(615)**	*(215)*
(Deficit)	**-**	*(25)*

CI Enterprises Limited has entered a binding deed of covenant to pay all its taxable profits to its parent charity, CARE International UK, as a qualifying charitable donation. Ordinarily these taxable profits transferred to the parent entity are recognised through equity rather than as an expense through the profit and loss, and therefore an operating profit exists at the balance sheet date. If the qualifiying distribution is made within 9 months of the year end, no corporation tax is due on the profits.

For the year ended 30 June 2024 no qualifying distribution *(2023 - £NIL)* was made to CARE International UK as the profit made in the year has been offset in full against accumulated prior year losses.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

20. Lendwithcare

Lendwithcare is a peer-to-peer lending relationship between individuals and organisations based in the UK and people in low-income countries. It is an innovative way of raising microfinance to help entrepreneurs in developing countries to lift themselves out of poverty.

The total number of lenders, since the scheme's inception in April 2010, is 84,210 *(2023 - 79,920)* with 51,663 *(2023 - 51,772)* active lenders as at 30 June 2024. Active lenders are defined as a lender who has logged in, made a loan, or received a repayment in the last 12 months.

The total value of loans made to entrepreneurs since the inception of the scheme has been £51m. This has supported 197,849 *(2023 - 182,573)* entrepreneurs since the beginning of the scheme. In compliance with the Charities SORP (FRS102), the Charity, as agent, discloses the value of funds added to the scheme; funds loaned to entrepreneurs through microfinance partners, which includes both new funds from lenders and funds repaid to lenders and then re-loaned to another entrepreneur; together with the balances held at 30 June 2024.

Funds received

The value of new funds added to the scheme during the year, by existing and new lenders, is:

	2024 £000	*2023 £000*
Added to the scheme	**1,626**	*1,709*
Withdrawn	**(230)**	*(254)*
	1,396	*1,455*

Funds paid

The total value of loans (from new funds and funds re-loaned) during the year is:

	2024 £000	*2023 £000*
Loans during the year	**5,480**	*5,961*
	5,480	*5,961*

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

20. Lendwithcare (continued)

Balance held as agent

The amount of lenders funds held:

	2024 £000	*2023 £000*
Amounts held by CARE International UK at year-end as agent	**2,788**	*2,864*
	2,788	*2,864*

Lenders' funds do not form part of the assets of CARE International UK and are therefore not consolidated within the financial statements. They are not available for use by the Charity.

The operating costs of the scheme of £1.13m *(2023 - £0.95m)* are included in expenditure on raising funds (individuals) within the financial statements and in Note 6. These are the costs of managing the scheme and raising new funds for the scheme.

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

		Group 2024 £000	*Group 2023 £000*
Net income/(expenditure) for the period (as per Statement of Financial Activities)		**(6,735)**	*2,264*
Adjustments for:			
Depreciation charges	12	**51**	*44*
Investment income		**(396)**	*(138)*
Increase in debtors	14	**(1,428)**	*(266)*
Increase/(decrease) in creditors	15	**10,201**	*(911)*
Net cash provided by operating activities		**1,693**	*993*

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

22. Analysis of cash and cash equivalents

	Group 2024 £000	*Group 2023 £000*
Cash in hand	**16,015**	*14,037*
Total cash and cash equivalents	**16,015**	*14,037*

23. Analysis of changes in net debt

	At 1 July 2023 £000	Cash flows £000	At 30 June 2024 £000
Cash at bank and in hand	**14,037**	**1,978**	**16,015**
Debt due within 1 year	**(41)**	**24**	**(17)**
Debt due after 1 year	**(15)**	**15**	**-**
	13,981	**2,017**	**15,998**

24. Pension commitments

All new employees are auto-enrolled into a Group Personal Pension Plan with Royal London (formerly Scottish Life) comprising a 5% employer contribution and 3% employee contribution.

Contributions to the scheme for the year were £257k (2023 - £215k) and at the end of June 2024 there were 97 members in the scheme (2023 - 89).

The Charity also participates in a multi-employer defined benefit scheme administered by The Pensions Trust. This scheme was closed to new members at the end of April 2014, and existing members continue to benefit from a 7.5% employer contribution against a 4% employee contribution.

Contributions to the scheme for the year were £52k (2023 - £45k) and at the end of June 2024 there were 8 members (a member returned back from sabbatical in the year) in the scheme (2023 - 7).

Contributions to the multi-employer scheme paid into The Pensions Trust's Growth Plan ("the Plan") up to and including September 2001 have been converted to defined amounts of pension payable from Normal Retirement Date. From October 2001, contributions were invested in personal funds which have a capital guarantee, and which are converted to pension on retirement, either with the Growth Plan or by purchasing an annuity.

24. Pension commitments (continued)

Following a change in legislation in September 2005, there is technically a potential liability to CARE International UK, applicable to employers with pre-October 2001 liabilities in the Plan. When an employer withdraws from a pension scheme which is in deficit, the employer is required by law to pay its share of the deficit, calculated on a statutory basis (known as the buy-out basis). If Plan liabilities exceed assets, a buy-out debt will exist if CARE International UK withdraws all employees from the scheme. The leaving employer's share of the buy-out debt is the proportion of the Plan's pre-October 2001 liability attributable to employment with the leaving employer compared with the total amount of the Plan's pre-October 2001 liabilities. Given the number of factors to be considered in determining the liabilities the debt can fluctuate over time.

The Pensions Trust's most recent estimate of the cost of withdrawal from the Plan is £245k based on the financial position of the Plan at 31 May 2024 *(2023 - £297k)*. The next estimate based on the financial position as at 31 May 2025 is expected to be released in September 2025. The Pensions Trust has advised that an employer will only be deemed to have withdrawn if it has no active members remaining in the Plan and no eligible employees to whom to offer membership to the Plan. The chance of this debt crystallising is therefore considered remote. CARE International UK has no intention of withdrawing from the scheme and will continue to make a provision for the recovery of pension deficit amounts.

Under the Pensions Trust recovery plan, deficit contributions made by CARE International UK during the year were £29k *(2023 - £29k)*. This recovery plan is intended to run to 2025. In compliance with the Charities Statement of Recommended Practice (FRS102), the provision for the net present value of the future contributions to the deficit recovery plan is held on the Balance Sheet. Details of this provision are given in Notes 14 & 15, Creditors.

25. Operating lease commitments

At 30 June 2024 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2024 £000	*Group 2023 £000*
Not later than 1 year	**74**	*74*

The following lease payments have been recognised as an expense in the Statement of Financial Activities:

	Group 2024 £000	*Group 2023 £000*
Operating lease rentals	**48**	*48*

Operating lease payments in the year relate to rental of office space.

NOTES TO THE FINANCIAL STATEMENTS
FOR THE YEAR ENDED 30 JUNE 2024

26. Grants commitment

CARE International UK aims to continue to provide funding to a number of programmes and projects subject to the delivery of obligations contained in the grant awards. The amount of grants outstanding at the end of the year that did not meet the definition of an accounting accrual is detailed below. Payment of the grants is contingent on the outcome of reviews of the programmes and therefore the liability has not been recognised at the year end. The commitments will be funded through general funds or restricted funding from individual and institutional donors. The funding of these commitments falls due as detailed below.

	Group 2024 £000	*Group 2023 £000*
Less than one year	**13,666**	*6,313*
Later than one year and not later than five years	**117,737**	*109,424*
Later than 5 years	**-**	*1,425*
	131,403	*117,162*

27. Related party transactions

The Charity is a member of the Disasters Emergency Committee (DEC) and in the year paid a subscription of £34.1k *(2023 - £34.6k)*. As an automatic part of membership, CARE International UK's Chief Executive is a Trustee of the DEC. The Charity receives funds from DEC appeals and amounts received and receivable in the year were £5.2m *(2023 - £6.2m).*

Edward Sparrow, a Trustee of CARE International UK, is also a Director of Ashurst LLP. The Charity recieved Pro Bono legal work for the value of £425k *(2023 - £125k)* from Ashurst LLP.

NOTES TO THE FINANCIAL STATEMENTS

FOR THE YEAR ENDED 30 JUNE 2024

28. Donor funding

The information in the table below is provided to meet special conditions in restricted grant agreements requiring CARE International UK to disclose cash received from these grants in the Annual Financial Accounts.

	Cash received	
Project Name	**FY 2024**	**FY 2023**
Foreign Commonwealth and Development Office (FCDO)		
GENRE+ Phase II (Mali) Gender-transformative and Equitable Natural Resource Management for Resilience, Social Cohesion and Peace Phase II	505	315
Steps towards Afghan girls, Educational Success Phase 2 (STAGES II) via Agha Khan Foundation	484	761
Kobcinta Waxbarashada Gabdhaha - Somali Girls Education Promotion	-	879
DFID WASH Reconstruction Intervention Track 3	-	150
Adolescent Girls' Education Somalia - AGES via PricewaterhouseCoopers	3,169	5,688
Afghanistan Recovery, Reintegration and the Resilience Programme (R3) via Norwegian Refugee Council	431	1,292
Women Lead in Emergencies: Strengthening GBV Response in Tigray	409	741
Building Local Resilience in Syria (BLRS)	8,783	5,380
Food Security Safety Net Programme	9,268	-
Ecosystem-Based Adaptation in Ecologically Critical Areas of Bangladesh	1,757	-
Strengthening Protection Services and Resilience in Northeast Nigeria through a Locally led Approach (STEPSERN) 301362-108	1,396	-
Supporting Bangladesh's Rapid Needs Assessment (SUBARNA) Project Phase 3	27	-
Provide sustainable and comprehensive humanitarian response and prevention to protection and GBV risks for marginalized and hard to reach communities in humanitarian hotspot areas in South Central Somalia	239	-
Women Lead in Emergencies: Strengthening GBV response in Tigray/Afar response in Tigray	107	-
COSACA Lean Season Recov - Mozambique via Save the Children	34	-
Department for Environment, Food and Rural Affairs (DEFRA)		
Achieving Sustainable Forest Management through Community Managed Protected Areas in Madagascar	182	265
Disasters Emergency Committee (DEC)		
Pakistan Multi-sector Integrated Flood Emergency Early Recovery 2022 (Phase 2) 2023	926	371
Syria Coronavirus Appeal (Phase 2)	-	20
India Coronavirus Appeal	-	90
Afghanistan Multi-sector Integrated Recovery Response (Phase 2)	84	702
Humanitarian Response to Ukrainian Crisis (Phase 2)	2,233	4,388
Pakistan Multi-sector Integrated Flood Emergency Response 2022 - 2023 (Phase 1)	-	391
Earthquake Response in Türkiye and Northwest Syria (Phase 1)	718	850
DEC Turkey-Syria Earthquake Appeal	1,316	-
European Commission (EC)	-	-
Wanbel Wantaim (Peace Together) in Papua New Guinea's Highlands	-	147
Education Cannot Wait		
Somalia Drought Response 2022	-	3,356
James Percy Foundation		
India Gujarat Nutrition Programme (Vruddhi)	-	79
The Power of Nutrition		
India Gujarat Nutrition Programme (Vruddhi)	-	223
Jersey Overseas Aid Comission		
Mahwit governorate in Yemen	-	14
Horn of Africa Humanitarian Response 2022 in Kenya	-	200
Samrakshyan: Conservation-friendly livelihoods for women and vulnerable people in Mutani Khola Watershed in Nepal	212	-
El Niño Floods response	200	-
WWF USA ID Governance		
START Network		
Alert N-11, Response-Coldwaves in Nepal	295	107
Alert 679 – Zambia Flooding via World Vision	-	66
Nepal - Anticipation Tool Development Cold-Hot Wave Extension	-	8
Alert 684 South Sudan (Displacement due to Conflict)	-	235
humanitarian emergencies (Phase 2)	180	262
Alert 621 Guatemala (Food insecurity)	-	300
Alert 630 Tuvalu (Drought)	-	41
Alert 631Yemen (Flooding)	-	400
Alert 632 India (Flooding)	-	130
Alert 637 Sierra Leone (Flooding)	-	300
Alert 638 Chad (Flooding)	-	300
Alert 642 Syria (Cholera Outbreak)	-	300
Alert 630 Tuvalu (Drought) – Learning Grant	-	20
Alert 675 Philippines (Flooding)	-	350
Madagascar Cyclone 2023 Season	-	121
Alert 690 Vanuatu (Cyclone)	-	89
Alert 693 Malawi (Cyclone)	-	186
Alert 695 Peru – flooding	-	70
729 Madagascar (Anticipation of Food Insecurity)	250	-
Alert 679 Zambia (Flooding)– Learning Grant	15	-
754 South Sudan (Drought)	200	-
Start Network Award – SR-2023-BGD-002	13	-
761 Ethiopia (Flooding)	100	-
N-19 Nepal (Response Jajarkot Earthquake)	200	-
Start Ready Risk Pool 2: Madagascar National Reserves Top-up 2024 CARE International UK	19	-
Start Ready Risk Pool 2: National Reserve Funds for Flood Readiness Activity 2024	41	-
Start Ready Risk Pool 2 Madagascar Cyclone	390	-
Start Ready Risk Pool 3: Madagascar Cyclone Gamane 2024	234	-
Supporting Start Network's Hub Connect Event in Kathmandu, Nepal	64	-
StartFund – DRF Bangladesh Cyclone II	17	-
Start Network Award SRD_2024 PH_Cyclone Simulation Exercise	8	-
Start Network Award FL-NR-PK-2024-002	6	-
UK Research Institute		
Food Systems Transformation in Southern Africa for One Health (Fo STA - Health)	52	-
UNOPS		
THE STRENGTHENING HUMANITARIAN PREPAREDNESS AND RESPONSE PROGRAMME	8	-
United Nations Peace Building Fund (UNPBF)		
Gender and Youth Promotion Initiative 2020 - Cote d'Ivoire	-	298
Filles et Femmes Engagees pour la construction de la Paix en Guinee (FIFEP-Guinee)	512	-
Mondelez		
Cocoa Life, Ghana	99	89
Cocoa Life 2023 Project	753	624
CGBR GHA Opportunity Fund FY24	120	-
Cocoa Life Programme – 2024 CIV	352	-
Cocoa Life, Ghana Project	-	113
Cocoa Life programme in CIV	-	1,345
	36,408	**32,053**

THANK YOU


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▶ A displaced mother and her child in Gaza.

Thank you to everyone who supported CARE International UK in 2023/24, including people who made one-off or regular donations, took part in fundraising events and campaigns, made a loan through Lendwithcare and provided pro bono and gift in kind support. Thanks also to our generous anonymous donors. All of your support is invaluable in helping us stand with women across the world who are leading the fight to end poverty. We couldn't do it without you.

Statutory donors

- Conflict, Stability and Security Fund, now the Integrated Security Fund through the Foreign, Commonwealth and Development Office (FCDO)
- Department for Environment, Food and Rural Affairs
- Disasters Emergency Committee
- Education Cannot Wait
- European Commission
- Foreign, Commonwealth and Development Office (FCDO)
- Jersey Overseas Aid Commission (JOAC)
- UK Research Initiative
- United Nations Peacebuilding Fund
- United States Agency for International Development

Organisations, charities and implementation/ programme partners

- Abyan Youth Foundation
- Association Malienne pour la promotion du Sahel via CARE Mali
- Better Cotton Initiative
- Building Foundation for Development
- C3ER, part of BRAC University
- CAFOD
- Centre for Natural Resource Studies
- Christian Aid
- Coalition of Girls/Women of Guinea for Dialogue, Peacebuilding and Development
- Cordaid
- Daryeel Bulsho Guud
- Dushtha Shasthya Kendra
- Ekklesiyar Yan'uwa a Nigeria
- Ethical Tea Partnership
- Farm Africa
- Fast Rural Development Program via CARE Pakistan
- Federation of community Forestry Users Nepal
- Friendship
- Gargaar Relief Development Organisation
- Information Management and Mine Action Programs/The Nigerian INGO Forum
- International Development Enterprises
- International Federation of Red Cross and Red Crescent Societies
- International Rescue Committee UK
- Mercy Corps
- National Farmers Group Federation
- NEEM Foundation
- Norwegian Refugee Council
- Oxfam GB
- People's Postcode Lottery
- Power of Nutrition
- Practical Action
- Royal Botanical Gardens Kew
- Save the Children
- ShelterBox UK
- START Network
- Thani Bin Abdullah Bin Thani Al-Thani Humanitarian Fund
- Thardeep Rural Development Programme via CARE Pakistan
- West African Network for Peacebuilding (Guinea Office)
- Women's Association of Tigray via CARE Ethiopia
- Working Group on Women, Youth, Peace and Security in West Africa and the Sahel
- Humanity & Inclusion
- WARDI Relief & Development Initiatives
- World Vision UK
- Yemen Family Care Association

Companies

- Astellas Pharma Europe Ltd
- Ashurst LLP
- Bank ABC
- Buro Happold Ltd
- Diageo
- Fieldfisher LLP
- Goldman Sachs
- Heathrow
- IHG Hotels & Resorts
- Maxis GBN
- Microsoft
- Mondelēz
- PKP and Company
- Price Waterhouse Coopers
- Third Bridge Group
- Twinings
- Unilever
- WISE Transfer

We are also grateful for the continued support of other companies - Benevity, Microsoft Rewards/ Give with Bing, PayPal Giving Fund and Revolut Ltd.

Trusts and Foundations

- Anna Rosa Forster Charitable Trust
- Ares Foundation
- Armstrong Family Trust
- Bill & Melinda Gates Foundation
- Bryan Guinness Charitable Trust
- Cheruby Trust
- Ford Foundation
- Joseph Rowntree Reform Trust
- Mazars Charitable Trust
- Megan Van't Hoff Charitable Trust
- Miss A M Pilkington Charitable Trust
- Sage Foundation
- Scotshill Trust
- Souter Charitable Trust
- St Clare and St Francis Trust
- Volant Charitable Trust


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A group of girls in Siribougou, Mali, changing perspectives on forced marriage of young girls.



In 2023/24 we created a new narrative for our brand to help offer focus, direction and raise public awareness in the UK.

Right now, across the world, conflict and extreme weather are on the rise.
Women are often the first to pick up the pieces. To provide for their community.
Yet women are the most likely to be in poverty and the least likely to be in power.
Women are too often abused. Ignored. Exploited.
In a crisis, they can lose their health. Their homes. Their livelihoods.
We refuse to accept this.
We believe women must be listened to and supported.
We believe everyone deserves to feel safe. To build a life. To shape a better future.
Women across the world are leading the fight to end poverty.
For their families. For their communities. For the planet.
It's up to us to stand with them.
CARE International are in the world's most hard to reach places and have changed tens of millions of lives.
In more than 120 countries we ask women what's needed, then our expert teams work with them to deliver it.
From food to housing to healthcare.
The impact is felt not just for a day, but for a lifetime
We've seen decade after decade what happens when we listen to women.
Whole communities benefit. Our whole world benefits.
Let's start with women, and together we'll change millions of lives.

careinternational.org.uk

▲ Petronella da Cruz, member of the Suco Management Committee in Viqueque standing in front of other female group members.

care®

CARE INTERNATIONAL UK

England & Wales - Charity number 292506

Accounts



All images ©CARE

CARE International UK
Annual Report 2022/23

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Strategic Report

Our Vision, Mission and Focus

Vision
A world of hope, inclusion, and social justice, where poverty is overcome, and all people live in dignity and security.

Mission
Save lives. Defeat poverty. Achieve social justice.

Focus
We cannot overcome poverty until everyone, everywhere has equal rights and opportunities – that's why women and girls are central to our work.

CARE in Numbers

In 2022/23, we reached **874,433** people across:

- **42** countries
- **83** programmes

Numbers of people participating in each of our programmes:


Gender equality programming: **90,033**


Humanitarian crisis: **530,314**


Healthcare and support: **180,558**


Food, water, and nutrition: **450,757**


Women's economic justice: **41,799**


Climate justice: **57,097**

UN Sustainable Development Goals

At CARE International UK, we look to understand the impact of our work by evaluating our programmes. This helps us measure our progress against our 2030 targets and track our contribution to the UN's Sustainable Development Goals.

Evaluations done across CARE International UK programmes since 2020 show the number of people supported against the following Goals:



End poverty everywhere
1,116,114



Zero hunger
291,201



Good health and wellbeing
172,442



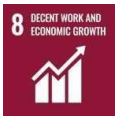
Quality education
75,342



Gender equality
432,509



Clean water and sanitation
162,284



Decent work and economic growth
204,317



Reduced inequalities
864,069



Sustainable cities and communities
14,744



Climate action
1,350



Peace, justice and strong institutions
135,475

Message from CARE International UK's Chair

This annual report covers the 12 months from 1st July 2022 to 30th June 2023.

CARE International's support to those whose lives have been severely affected by ongoing conflict and the climate crisis dominated much of our humanitarian work this year.

The climate crisis is causing more frequent, more extreme weather events, which increasingly drive CARE International's humanitarian assistance. This was the case in August 2022, when devastating floods hit Pakistan. CARE International launched the Pakistan Floods Appeal alongside the Disasters Emergency Committee (DEC), raising £242,910 from over 2,900 donations. CARE Pakistan supported more than 11,000 people in the wake of the floods, working alongside national partner, Thardeep Rural Development Programme, to deliver emergency and rehabilitation work in the worst affected areas of Sindh district.

The devastating earthquakes that hit Turkey and Syria in February 2023 killed more than 50,000 people and displaced at least 2.2 million in the middle of a harsh winter. A DEC appeal raised an incredible £150 million, of which CARE International was awarded £3.3 million to support the relief effort. Alongside the DEC appeal, CARE International UK raised over £629,866 from 6,824 donations – one of the largest emergency appeal responses in our history. CARE International worked closely with local partners to support communities' immediate needs – through food, water, and shelter – as well as their longer-term economic recovery. To help families secure their incomes, over 300 people were supported with 'cash-for-work' activities, while businesses were supported with grants to help revitalise local markets disrupted by the earthquake.

Unfortunately, large scale humanitarian disasters like those in Pakistan, Turkey and Syria are on the rise. As the number of people in need of humanitarian assistance reaches unprecedented levels, it's critical that the needs of communities impacted by these events are heard in the design and delivery of humanitarian aid. This is particularly true for women and girls, who are often hit hardest by conflict and disaster but rarely involved in decisions around the humanitarian response.

CARE International UK's Women Lead in Emergencies (Women Lead) approach responds to this: it shifts power and resources directly to women living through crisis and supports them to overcome barriers to participating in decision-making. Throughout 2022-2023, our Women Lead programming continued to scale up in conflict-affected contexts in Ethiopia, Mali, and Ukraine. Across these programmes, Women Lead is supporting women on the frontline of crisis to grow in confidence and skills – and to influence the decisions made about their lives.

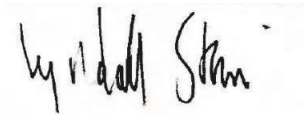
At the end of this year, we bid farewell to our interim Chief Executive, Eamon Cassidy, after 12 months in the post and welcomed our new permanent CEO, Helen McEachern. Eamon was instrumental in leading the creation of CARE International UK 's new three-year Strategy 2023-2026.

I want to extend sincere thanks to our generous supporters during this year. We are particularly grateful to individuals who have continued to support CARE International despite steep increases in the cost of living in the UK. Special thanks, also, to the People's Postcode Lottery and their players, whose ongoing support means we can respond quickly and communicate widely when humanitarian crises hit. In addition, we are very grateful to our many corporate partners who have supported us this year.

Since 2010, thousands of supporters have helped boost small businesses across the world with microloans through our Lendwithcare scheme. Last year, life-changing loans provided through Lendwithcare totalled an incredible £6 million.

As an organisation, we recognise that we must reflect the changes we want to see in the world. That means we must aim to become a more diverse, inclusive, and equitable organisation that is actively anti-racist, and bases its decisions, funding, and relationships on feminist leadership principles. To achieve this, I am pleased that our new three-year Strategy commits to a new set of principles that reflect our equity, diversity, and inclusion goals in everything we do.

Finally, I would also like to thank all staff, volunteers, and Trustees of CARE International UK. We continue to be motivated by working in solidarity with our global colleagues, local partners, and women activists to help them resolve challenges they face within their own communities. We are excited as we look to the implementation of our new Strategy, which aims to promote a new model for sustainable change with women's leadership at its core.



Lyndall Stein
Chair of the Board of Trustees

CARE International UK's Goals

CARE International UK is a full member of the CARE confederation, working in 111 countries. Together, we work towards delivering CARE International's Vision 2030, contributing to lasting large-scale impact in support of the Sustainable Development Goals. CARE International UK plays a major role in achieving the confederation's goals by raising funds for work around the world and providing programme support and expertise, with particular emphasis on women's voice and leadership in climate action and humanitarian crises.

Together, we work towards delivering work across six target areas in line with CARE International's Vision, so that by 2030:

- 50 million women and girls experience greater gender equality.
- At least 50 million people affected by major crises are supported with humanitarian assistance.
- 75 million people can better exercise their right to adequate food, water, and nutrition.
- 50 million women have more equitable access to, and control over, economic resources and opportunities.
- 50 million people exercise their right to health, including 30 million women.
- 25 million poor and marginalised people, particularly women and girls, strengthen their resilience to climate change.

The Year in Focus

Humanitarian Emergencies

Pakistan Floods
In August 2022, catastrophic floods hit five states in Pakistan, killing more than 1,700 people and destroying homes and livelihoods for 33 million more. The sheer scale of the disaster, which saw a third of the country underwater, led the government to declare a national emergency.

CARE Pakistan, alongside partner, Thardeep Rural Development Programme, carried out emergency and rehabilitation work in Dadu and Badin, the worst affected areas of Sindh district.

After identifying the most vulnerable households, 2,500 families were supported with a complete package of supplies including food baskets, temporary shelter, kitchen kits, and menstrual kits. To particularly support women and girls in the aftermath of the disaster, CARE Pakistan and Thardeep Rural Development Programme set up women and child-friendly spaces where users could easily access services including mental health support and advice on gender-based violence. In total, over 1,000 mental health sessions were delivered.

Children were encouraged to attend recreation and game playing sessions to help them process the effects of the disaster and experience a friendly environment for their wellbeing. Over 10,000 women and children attended the sessions, well above our original target.

Turkey-Syria Earthquake
A series of devastating earthquakes struck Turkey and Syria in February 2023, killing more than 50,000 people and displacing at least 2.2 million in the middle of a harsh winter. A DEC appeal raised an incredible £150 million, of which CARE International was awarded £3.3 million to support the relief effort.



Working across Hatay and Gaziantep provinces of Turkey, CARE Türkiye focused on the immediate priority of getting food to people. Three thousand food baskets were distributed to displaced households, and where local food markets were still functioning, we supplied vouchers to enable people to buy a month's supply of food. In addition, 24,658 water containers were distributed to 3,648 households. Everyone we supported was also given information on protection and referral services for health, mental health, and gender-based violence services.

In Idlib and Aleppo, CARE Syria worked both directly and with local partners to support immediate needs and help people rehabilitate and rebuild. Cash-for-food activity distributed 4,200 ready-to-eat rations to 3,655 families. To help stop the spread of dysentery and other water-borne diseases, safe drinking water was trucked to 13,547 households, and sanitation services supported a further 9,270 people. In total, 76,320 people directly benefited from different water, sanitation, and hygiene interventions, delivered through our partner, IYD. And to help families rebuild an income, 308 people were supported with cash-for-work activities, while 83 more were supported with livelihood restoration activities.

Women Lead in Emergencies

Women and girls are amongst the hardest hit by conflict and disasters, and in ways that differ from men. Despite this, women affected by crisis often have little or no influence over the design and delivery of humanitarian assistance, and so are further disadvantaged after crisis hits.

CARE International UK's Women Lead in Emergencies approach (Women Lead) shifts power and resources directly to women in communities affected by crisis, supporting them to overcome barriers to their participation in humanitarian decision-making. In 2023, CARE International UK began new Women Lead programming in Ethiopia, Mali, and Ukraine.

Ethiopia

A two-year conflict in Tigray, Ethiopia, has had a huge impact on women and girls. Over half a million conflict-related deaths, large-scale displacement and widescale gender-based violence have left communities traumatised.



A Women Lead group in Tigray.

CARE International works with local partner, the Women's Association of Tigray, to deliver Women Lead programming, aiming to support women on the frontline take the lead in meeting their own and their communities' needs. Women have already drawn up plans to undertake literacy and financial literacy training and participate in demonstrations demanding an end to the block on humanitarian aid to the area.

Women who participate in the project have underscored the importance of trauma healing, the solidarity they find in women's groups and Women and Girl Safe Spaces, as well as access to gender-based violence referral services.

"The project has increased our confidence, mental healing, and skills to influence our husbands and communicate freely about our participation in the group, where previously we would have been challenged for going out." Women Lead group member, Tigray.

Ukraine



Yulia Hladka from Ukrainian NGO Winds of Change, one of CARE International's partners working to implement Women Lead in Ukraine

By August 2022, an estimated 17.7 million people (54% women and girls) needed humanitarian assistance and protection. Despite being at the forefront of the response, women and women-led organisations experience significant barriers to meaningful participation in decision-making forums, and to accessing funding and capacity support. Women Lead in Ukraine seeks to change this.

Women Lead works alongside local partners to target support towards women and the organisations they lead, making sure that the voices and choices of women and marginalised groups can be heard at decision-making and leadership forums. This includes women directly affected by the conflict, internally displaced women, and women from marginalised groups such as the Roma community.

Women Lead also provides funding and support to continue delivering life-saving aid to women, girls, and vulnerable and marginalised people across Ukraine.

In the UK

We use our position in the UK to raise awareness of the issues that impact the communities we work with. By engaging a range of decision-makers, from the UK government to civil society, we help to influence and shape decisions that create better outcomes for people affected by poverty and crisis around the world.

In 2023, we saw years of collective campaigning pay off when the UK government committed that, by 2030, 80% of UK aid spend has the intention of addressing gender equality. In a year that has seen a devastating roll back on women's rights globally, ensuring UK aid is fit for purpose has never been more important.

While the world is still reeling from the economic impacts of COVID-19 and contending with conflict and climate change, needs will continue to outstrip resources available. CARE International UK is committed to working with women, girls, and their communities to seek innovative ways to amplify their voices and bring solutions to the table to help the UK government meet the challenge and pursue gender transformative approaches across all its international development work.

#ChangetheStory



Did you know there are more entries on Wikipedia about football and male footballers than there are about women in their entirety? Ahead of the Women's Euros in July 2022, it was time to #ChangeTheStory.

Because when we change the story *about* women, we change the story *for* women.

We partnered with Wikipedia and the Women in Red movement – a group of editors reducing systemic bias across the Wiki world – to focus attention on the unequal representation of women, elevating their voices and celebrating achievements. Wikipedia pages featured a #ChangeTheStory banner, urging readers to join the conversation on social media. The campaign was hugely successful, with 1.4 million people engaging across our digital platforms, and a 4% increase in followers on our social media channels.

16 Inspirational Women

16 inspirational women from around the world helped us mark International Day for the Elimination of Violence against Women in November by sharing their stories in a social media campaign.

From countries as far apart as Fiji, Ecuador and Burundi, the women's experiences of violence were all too similar. However, they had all turned their lives around and now lead their communities reducing gender-based violence.



"I saw a lot of women were stressed, oppressed, and didn't want to speak out. When CARE International trained us, we understood, got empowered and knew we had a right to report incidences of gender- based violence."
Janet, Democratic Republic of Congo (pictured right).

We hosted seven of the women at the International Preventing Sexual Violence in Conflict Initiative Conference in London on 28 November 2022, so they could meet key Parliamentarians and discuss their recommendations face-to-face.

International Women's Day
In celebration of 2023's International Women's Day on 8 March 2023, we encouraged people to #Walk4Women – providing thought-provoking entertainment to help them on their way. CARE International UK's gender equality activist, Helen Pankhurst, and singer-songwriter, Sophie Ellis-Bextor, recorded a special hour-long "online rally" podcast, with performances by Beverley Knight, Imelda May, and Nikita Gill. "I was honoured to be asked to host this incredible podcast – the women featured are beyond inspiring and will be a tonic for anyone whose faith in humanity is flagging," said Sophie.

The podcast features interviews with women working on the frontline of crisis in Ukraine, Somalia, Bangladesh, and Yemen, as well as the recent earthquake in Turkey and Syria. Listeners also heard messages from famous supporters including Neil Gaiman, Michael Sheen, David Tennant, and Lemn Sissay.

- 1,100 podcast listens
- 800 pledges to 'walk' across the UK
- 30 celebrity influencer endorsements across social media
- 280 media mentions

CARE International UK also worked in partnership with the Cherie Blair Foundation for Women to bring attention to the unpaid care work of women entrepreneurs. Together, we published an opinion-editorial in Conservative Home, a key political outlet in the UK. Our work on caring economies successfully influenced the inclusion of key women's economic justice commitments in the UK Government's women and girls' strategy; including commitments to strengthen care economies, foster women's entrepreneurship, and provide social protection.

East Africa Cannot Wait
In November 2022, CARE International UK joined Action Against Hunger and others to urge Prime Minister, Rishi Sunak, to wake up to the looming famine in East Africa.

Against the backdrop of Big Ben, supporters including MPs, diaspora, and faith groups set off 80 alarm clocks to warn that time is running out to stop more people dying of hunger.

A petition of over 30,000 signatures and a letter from 12 leading aid agencies was handed in to No. 10 calling for urgent action on the crisis, where over 50 million people are now on the brink of starvation.



MPs and activists call for action.

Advocating for Women's Voice and Leadership

In 2023, we embarked on work to raise Ukrainian women's voices, influence the UK government on women's voice and leadership, and share our own innovative model, Women Lead in Emergencies, with the sector.

In March, CARE International UK's Senior Humanitarian Advocacy Advisor was deployed to Ukraine to meet women-led organisations and hear first-hand accounts of their priorities for the humanitarian response to the country's ongoing conflict.

The women's feedback was used as the basis for briefings with several teams at the UK Foreign, Commonwealth & Development Office, including the Ukraine humanitarian response team, the gender team, and the British Embassy in Kyiv.

The deployment also resulted in crucial advocacy around the Ukraine Recovery Conference, co-hosted by Ukraine and the UK in June. This included a joint paper to accompany a side-event at Chatham House, incorporating key points the women believe is necessary for a gender-just reconstruction.

Lendwithcare: Changing Lives with Economic Opportunity

Since 2010, thousands of supporters have helped boost small businesses across the world with microloans through our Lendwithcare scheme. Last year, life-changing loans provided through Lendwithcare totalled an incredible £6 million. Thousands of individual loans were made to support 12,000 hard-working small business owners, including Mary and Patricia (below).



These two small-scale farmers were supported through an innovative new partnership with Modern Farming Technologies in Malawi. The partnership provides women the opportunity to buy and install greenhouses.

Greenhouse farming not only produces better plant yield and quality, it also requires less land. In addition to tackling this critical barrier of land ownership, greenhouse farming also helps address issues women face around managing farm work alongside household and childcare responsibilities.

Over the course of the year, Lendwithcare also funded over 150 rural farmers in Nicaragua through a second new partnership. Loans provided farmers with the opportunity to increase their incomes by growing high-value organic spices including turmeric and ginger through Doselva, one of our local development partners. The farmers adopt agroforestry techniques, which means crops are grown under the shade of the existing forest canopy and in harmony with the natural environment.

The strategy Lendwithcare adopts through Doselva is particularly important as smallholder farmers in Central America must explore alternative farming strategies due to climate change. Rising temperatures, extended droughts, and irregular rainfall have combined to significantly reduce yields.

Business With CARE

Our Business with CARE team works hand-in-hand with our corporate partners to improve people's lives the world over, delivering vital change for businesses and the community.

Twinings Sri Lanka Community Development Programme

Together with Twinings and Chrysalis, an affiliate of CARE International and our partner in Sri Lanka, we supported over 30,000 marginalised tea workers and community members (80% women), across eight tea estates from 2021-2023.



Shashikala, 37, (left) attended training at her local CDF. After receiving a loan of £60, she set up a market garden business. After the first harvest, she made a net income of £300.

"I began to realise I can do something of my own and started believing in myself. I never did any job besides picking tea, and I always depended on my husband, but I was brave enough to come up with this decision which helped me maintain my family. I feel proud of myself."

The programme was such a success that Twinings, Tazo/Liptons, Starbucks, and the Ethical Tea Partnership have supported the roll out of the Community Development Forum model over three years in Indonesia from 2023.

Sexual Harassment Prevention in Primark Supply Chain

Sexual harassment is sadly the norm for many women garment workers in Cambodia, but recognition of gender-based violence in the garment industry is low. Funded by Primark, CARE International has been implementing the *Creating Safe and Respectful Workplaces* project since 2021 across five garment factories.

The project works with factory management and Sexual Harassment Prevention Committees to prevent and respond to sexual harassment. So far, this has resulted in:

- 33 Sexual Harassment Prevention Committees set up, with sexual harassment prevention training rolled out for 2,810 workers.
- Over 1,000 workers, 832 of whom were women, participating in awareness raising events across the five factories.
- Three high-level meetings facilitated by CARE International with key policy stakeholders including the government, garment businesses, UN agencies, Better Factories Cambodia, and unions. This work resulted in a government sponsored agreement on a pathway towards the ratification of the ILO Violence and Harassment Convention in the garment sector.

Chariya's Story

Chariya[1] experienced sexual harassment from a male co-worker, including inappropriate names and

[1] *Name changed to protect identity.*

unwelcome touches. Chariya shared that not only was this happening to her, but also to three other women. After gaining more awareness of sexual harassment and the Sexual Harassment Prevention Committee, Chariya reported her case.

"I pushed myself to be brave and report it because not only was he touching me, but other women as well...without their consent and making sexist jokes. The women seemed so afraid of him. That is why I had to report him."

The Sexual Harassment Prevention Committee received the report and intervened immediately. The harasser was moved to another unit and issued with an official warning, which resulted in Chariya feeling much safer and happier at work.

"I am not afraid of him anymore and feel excited about going to work again. In the future, if I see or experience any forms of sexual harassment, I'll report it and I will encourage the other women to do the same."

InterContinental Hotels Group: IHG Hotels & Resorts

As a long-standing partner, IHG continued to support CARE International by donating to five emergency responses including: Pakistan floods, Turkey-Syria earthquakes, our Global Hunger Crisis Appeal, and Vanuatu following cyclones Judy and Kevin. IHG's donations helped support over 23,540 people with shelter kits, hygiene kits, food, dignity kits, and tarpaulins for shelter.

We also continued our work on gender equality in the linen supply chain with one of IHG's suppliers. Following research, we delivered recommendations and worked with the supplier, Welspun India, to strengthen their understanding of gender-related issues in their factories, co-developed a Gender Action Plan, and provided guidelines for them to implement in their factories.

"CARE International UK 's expertise has been invaluable in improving our gender equality approach in our supply chain and understanding the specific needs of women workers."
Anett Kiss, Responsible Procurement Senior Manager, IHG.

Fundraising

We launched emergency appeals in the wake of two devastating events.

In August 2022, we launched the Pakistan Floods Appeal alongside the DEC, raising £242,910 from over 2,900 donations.

In February 2023, when two massive earthquakes struck Turkey and Syria, we quickly mobilised an appeal, again alongside the DEC. The appeal raised over £629,866 from 6,824 donations – one of the largest emergency appeal responses in our history.

We also ran appeals highlighting the global hunger crisis and the impact of conflict on women and girls. CARE International UK supporters generously gave more than £127,500 to these appeals.

We were pleased that 26 people created fundraising pages or took part in challenges to raise funds for our work. This included the amazing Dan Glastonbury, who raised over £6,000 by taking personalised design requests to paint on bins at Glastonbury Festival, and Ringwood Waldorf School, who held a 10-mile group walk and raised £700. A huge thank you to each and every one of you!

Supporter Care

During 2022/23, our fundraising and engagement activities reached online, telephone, face-to-face, and print audiences. The Supporter Care Team:

- Dealt with 3,591 emails and 321 telephone calls from supporters and others interested in our work.
- Received 374 ratings through their Customer Thermometer email signature, 352 of which were green or gold stars. This means that more than 94% of supporters were happy with the team's work.
- Dealt with 1,286 live chat conversations through the websites, a 76% increase on last year.
- Answered numerous comments and questions on social media.

Over the year, just two complaints were received (2021/22: 10 complaints). We continue to treat all complaints seriously and ensure thorough investigation and response.

Our active supporter numbers, (individuals who engaged, donated, or lent in the past two years), grew by 1% to just over 95,800 people.

Financial Performance

Income

Total income was £40.7m in the year ended 30 June 2023 (2022: £38.6m), of which £31m (2022: £27.8m) was restricted to international programmes. Whilst there was a decrease in available funding from our largest institutional donor, the FCDO, which dropped by £5.7m in the year ended June 2023, this was mitigated by the increase in other donors and funders, including the DEC, resulting overall in income being up £2.1m or 5%.

Unrestricted income was £9.6m in the year ended June 2023 (2022: £10.7m).

Expenditure

Total expenditure was £38.4m in the year ended June 2023 (2022: £31.4m), of which restricted spend on international programmes was £29.0m (2022: £22.3m). Humanitarian programme expenditure represented 50% of our charitable expenditure (2022: 49%).

We spent £3.7m, or 21%, in the year ended June 2023 to generate £17.2m from donations and legacies from individuals and corporate partners (2022: spent £3.7m to generate £15m).

Restricted Deficit, Unrestricted Surplus and Reserves

As of 30 June 2023, we carried forward £16.7m of restricted funds associated with multi-year grants for use in future years (2022: £14.7m).

Our unrestricted net surplus of £0.2m increased unrestricted reserves from £4.5m to £4.7m.

Free reserves are held to ensure continuity of the Charity's ongoing and future activities, including:

- Protection against fluctuations in income, particularly year-to-year changes in the portfolio of donor-funded programmes.
- Mitigation against the financial risks arising from the changing nature of aid, especially the movement towards payments by results in both grants and contracts.
- Investment in innovation to support CARE International's strategic objectives.
- To enable the orderly cessation of activities should it ever be required.
- All charities are required to consider how much they need to hold in reserves. The extent varies depending on the scale and nature of the charity's activities.

The Board has set its policy to maintain a minimum level of £1.5m to £2m unrestricted reserves. Given the current operating environment, it recognises that maintaining a higher level of free reserves may be prudent. Free reserves were £4.7m as of 30 June 2023, which is £2.7m above the higher end of the unrestricted reserves policy range.

Cash and Short-Term Deposits

Cash and short-term deposits increased during the year ended 30 June 2023, from £12.9m to £14m. Most of these funds represent cash received for donor-funded projects and are obligated against specific activities.

Going Concern

The Charity has continued to manage its finances effectively with the above increase in unrestricted reserves to £4.7m.

In preparing the going concern assessment, income and expenditure projections have been extended to 30 June 2026 and cashflow projections to 30 June 2025. A baseline projection has been prepared based upon the Board approved latest forecast.

In addition to the baseline projection, alternative scenarios have been modelled which consider the impact of potential declines in income of up to 20% in both programme and fundraising. A further scenario has been also prepared – a cumulative crystallisation of both scenarios at the same time – to assess the impact such a scenario would have on the financial sustainability of the Charity. In this scenario, the Charity would have sufficient unrestricted cash resources as well as reserves to continue its operations.

For this reason, the Trustees have concluded that there is no material uncertainty relating to going concern.

Trading Subsidiary

The Charity's wholly owned subsidiary, CI Enterprises Limited, carries out trading activities for the Charity. These activities provided a profit before tax of £4k in the year ended 30 June 2023 (2022: £19k loss). No qualifying distribution in the form of gift aid was payable to CARE International UK as the profit was offset against prior year losses.

Plans for the Future

CARE International UK's new strategy, developed in 2023, sets out six priority objectives for the next three-year period. By 2026, we aim to:

1. **Support women to lead on the frontlines of crisis**

For decades, we have pioneered new, sector-leading approaches to put women and girls' needs and rights at the centre of crisis response. Over the next three years, we aim to increase the number of women taking on leadership roles in emergencies to drive better outcomes for communities. We will do this by scaling up our ground-breaking Women Lead in Emergencies model, putting women's leadership at the forefront of our emergency shelter responses, and advocating for the UK to adopt a feminist foreign policy that supports women's rights and leadership.

2. **Build equitable, sustainable partnerships with local organisations to deliver more impact for people facing poverty and crisis**

We will seek to work in solidarity with local partners to increase the sustainability of local organisations and the decision-making power they have in humanitarian and development work. We will work in equitable partnership with local organisations**,** particularly women-led organisations and women activists, and expect this to also increase the effectiveness and value for money of our work. By 2026, we aim for half our programmes to put control of design, delivery, and decision-making in the hands of local partners who have the best knowledge and relevant solutions. We will also increase the amount of funding going to local organisations and ensure their core costs are covered.

3. **Raise our profile and influence for change in the UK**

In order to support our country offices and partners to respond to challenges facing people all over the world, we aim to increase our profile and influence in the UK, becoming a leading champion for women in times of crisis. We expect this will increase the influence of women's rights activists over UK development policy and empower people in the UK to express their solidarity and be part of a connected movement to defeat poverty and injustice.

4. **Contribute to CARE International's work in over 100 countries to save lives, defeat poverty, and achieve social justice.**

CARE International UK is a full member of the CARE confederation. Together, we work towards delivering on CARE International's Vision 2030, contributing to lasting large-scale impact in support of the Sustainable Development Goals. CARE International's six impact areas (see page 4) concentrate our expertise and drive progress towards our mission.

CARE International UK raises funds to support work across all impact areas, with a particular focus on women's voice and leadership in climate action and humanitarian crises.

5. **Increase the diversity and sustainability of our income**

In this strategy period, we are committed to reviewing the way we raise and manage funds, so we can ensure we sustainably increase the resources available for women leading in crisis, locally-led programming, innovation, and scaling proven approaches. We'll look to diversify our voluntary income, increase our unrestricted income, and seek new funding streams, including multi-sectoral partnerships, trusts and foundations, and testing new models to raise funds.

6. Become an anti-racist, diverse, inclusive, and equitable organisation

We must reflect on the changes we want to see in the world. That means becoming a more diverse and inclusive organisation that is actively anti-racist, and bases its decisions, funding, and relationships on feminist leadership principles (such as empathy, transparency, sharing power, challenging our behaviour, and being accountable, providing a supportive environment, creating collaborative models, and dismantling bias). To achieve this, we will commit to work that empowers women and reflects our equity, diversity, and inclusion goals in everything we do.

Objectives for 2024

Implementing CARE International UK's New Strategy

As described above, in 2023 we finalised our new strategy, defining our role and contribution to delivering CARE International's Vision 2030. The strategy takes into account our external commitments to equitable partnership through the Pledge for Change, as well as how we can best maximise the opportunities available to CARE International in the UK market for achieving its impact goals.

We will launch the strategy through a series of webinars during 2024. Our focus will lay foundations for strong monitoring of our plans, including setting key performance indicators and their baselines, as well as making a fast start to delivery. We have grouped our goals under the following four headings:

Programmes and Impact

We will refresh our approach to cross-organisational external communications and engagement planning to maximise opportunities to amplify our strategy messages. This will include increasing our engagement with UK donors on our sector-leading approaches to women's leadership in crisis. As we expect a General Election in 2024, we will encourage all political parties to commit to a feminist foreign policy.

To promote greater local leadership, we will work with others across the confederation to pilot new models that promote greater local leadership, set a learning agenda to support our advocacy work, and design the required guidance and policy to provide "ICR for all" (indirect cost recovery for local partners). We will also create a new brand narrative that reflects our new strategy and improves our case for support with all donors and stakeholders.

Sustainable Funding and Finance

CARE International UK is implementing a new Restricted Funding Strategy that aims to increase the efficiency of our fundraising by focusing on larger, strategically aligned opportunities and improving cross-team working. In 2024, we will ensure this is delivered by all teams raising restricted funds.

We will also increase our investment in individual giving to grow our public support and refresh our approach to corporate fundraising in line with our new strategy. We will grow our staff focused on trusts and foundations, philanthropy and legacies to increase our ambition and income in this space.

People and Culture

CARE International UK began working from a new office in December 2022 and this, alongside more frequent in-person away days and meetings, has brought great benefits to improving team cohesion and strengthening organisational culture. In 2024, we will carry out a Future of Work consultation to reflect on the past year and design a new policy to ensure that our working practices fully support a positive culture and are fit for purpose in the post-pandemic world.

To support our ambition to become a more equitable, diverse, and inclusive organisation, we will review our key HR policies and agree cross-organisational definitions for anti-racism, feminist leadership principles, and equity, diversity, and inclusion. We will also reinstate three-day training on equity, diversity, and inclusion for all staff, alongside increasing our focus on employee wellbeing and reviewing our employee value proposition (pay and benefits).

Governance and Controls

A number of our current trustees are due to finish their terms this financial year. We will recruit new trustees who bring skills and experience that complement those of our existing trustees and support us to deliver the new strategy.

We will continue our strong focus on improving financial management, which has already led to significant gains for the organisation. We will also roll out improvements to our information management structure and strengthen our cyber-security.

Directors' Report

Structure, Governance and Management

Legal Structure
CARE International UK is a registered charity (Number 292506) and a private company (Number 1911651) limited by guarantee. The objects of the company, as set out in the Memorandum and Articles of Association, are to relieve poverty and sickness, to promote the preservation and protection of health, and to advance education among the world's poor.

Related Organisations
CARE International UK has a wholly owned subsidiary, CI Enterprises Ltd, a company registered in England and Wales (Company No. 02306212). CI Enterprises is used for trading activities to provide income for the Charity.

Board of Trustees, Governing Committees and Management Team
The governing body of the Charity is the Board of Trustees (as listed on page 76). The Board meets formally four times a year. Trustees delegate responsibilities to the Committees, CEO and Management Team in line with the approved Delegated Authorities Policy. In addition, there are two standing committees:

- Finance and Audit Committee.
- Ethics and People Committee (replacing the Ethics and Risk Committee and the Nominations and Remuneration Committee).

In 2023, the decision was taken to transition the Programme and Policy Committee into an Impact and Transformation Committee, with a remit to support and challenge CARE International UK to achieve its strategy mission related goals. This new Committee will start work in 2024.

The Committees are made up of members of the Board and other independent individuals with relevant experience under specific terms of reference from the Board.

CARE International UK held eight Board and 12 Committee meetings during 2022/23. Attendance at Board meetings was 92%, and attendance by individual Trustees at Committee meetings was 54/76 (71%).

Potential candidates for both the Board and Committees are recruited through an open and transparent process, including by advertisement in the press, online and through trustee recruitment organisations, as well as on the CARE International UK website. The Ethics and People Committee selects potential new members of the Board, who are then approved by the Board before appointment.

A formal HR induction process is followed for new Board and Committee members. We also introduce them to the Charity as a whole and help them form connections with our staff. We make sure they know about their legal duties, and check if they need any professional development to thrive in the role.

Members of the Board and Committees serve for a three-year period and may be re-elected for normally one and a maximum of two further three-year terms. None of the members of the Board received any remuneration for their work as Trustees. Reasonable expenses are covered, to ensure there are no socio-economic barriers to being a Trustee. The key management personnel of the Charity are the Senior Leadership Team (as listed under Organisational Details on page 76). The remuneration of the Chief Executive is set by the Ethics and People Committee, and the remuneration of the Senior Leadership Team is set by the same Committee in consultation with the Chief Executive.

CARE International UK has formal pay scales in place for all levels of staff. We benchmark our salaries each year against similar organisations in the NGO sector and pay at the median of salaries for each grade. We are a London living wage employer. Our pay ratio (the ratio between the highest paid member of CARE International UK and the median) is 3.0 (2021: 3.2), and this ratio is one of the indicators used to monitor the organisation's approach to pay.

Governance and Trustee Duties
CARE International UK's Board of Trustees has adopted the Charity Governance Code for larger charities, and regularly monitors performance against the Code.

The organisation takes equity, diversity, and inclusion issues seriously. CARE International UK has worked with external advisors and recruited a new interim Director of People from May 2023 to design and deliver a programme of work that will bring about the culture change needed to ensure all staff are treated equitably. CARE International UK works towards becoming an anti-racist organisation.

Statement of Compliance with Section 172

As a registered company, CARE International UK is also bound by the reporting requirements of company law and, as part of this, the Trustees are required to state how they have complied with their duties under Section 172(1) of the Companies Act 2006. Trustees must act in a way they consider, in good faith, would be most likely to promote the success of CARE International UK to achieve its charitable purposes in compliance with Section 172 of the Companies Act 2006.

The Board of Trustees delegate day-to-day management and decision-making to the Chief Executive and other members of the Senior Leadership Team, whose responsibility it is to ensure that the Charity's activities are carried out in compliance with agreed plans and policies. Details of the structure and activities of the Board and its standing committees are provided above, and under the Legal and Administrative section at the end of this report.

The table below sets out the key decisions taken by the Board during the year, and how the interests of our stakeholders and the wider factors set out in Section 172 of the Companies Act 2006 were taken into account.

Adoption of a new three-year strategy for CARE International UK	Following a strategy development process that involved the majority of staff in four working groups, and following revision and inputs from the Board, the Board decided to adopt CARE International UK's new three-year strategy. The strategy gives the organisation a much clearer focus and ability to set cross-organisational objectives to increase our impact, improve prioritisation and better manage workloads. Strategy goals are set out in the section "Future Plans".	Key considerations: • External context including the organisation's value in the UK development sector, and the impact a UK general election could have on our work. • The requirements of local partners as expressed through the Pledge for Change and many other consultations on how INGOs should change their role for the future. • Our strengths and areas for development in relation to people management and organisational culture, governance and controls, and sustainable fundraising approaches.

In carrying out their duties the Trustees have regard, amongst other matters, to:

- **The likely consequences of any decision in the long term**
  Optimising our support to poor and marginalised people and communities to overcome injustice and tackle poverty is the desired outcome of our operations. Consideration of sustainability and the long-term consequences of strategic proposals is part of the Board's decision-making process. External circumstances sometimes change and, if necessary, we adapt our plans to respond to changing needs.

- **The interests of the Charity's employees**
  Our people and culture are vital to the successful delivery of our strategic goals. We put equity, diversity, and inclusion at the heart of our new strategy, and include the long-term objectives of making CARE International UK a great place to work for all staff members, including increasing satisfaction and reducing turnover amongst staff from minoritized, ethnic groups. Our Board of Trustees maintains an active interest in our equity, diversity, and inclusion initiatives, and one of our Trustees participated in the foundational work of the equity, diversity, and inclusion core group.

- **The need to foster the Charity's business relationships with suppliers, customers, and others**
  We identify the following as the key stakeholders with whom we foster ongoing relationships:

    - Foreign, Commonwealth & Development Office.
    - Other institutional donors and trusts and foundations, for example the Postcode Lottery Trust.
    - Private sector potential and existing partners (not whole private sector).
    - British public potential and existing supporters (not whole British public).

- **The desirability of the Charity in maintaining a reputation for high standards of business conduct**
  We espouse the values we wish to influence, support, and sustain in our programmes in our engagement with our own donors, suppliers, partners, and other stakeholders. Our reputation and credibility are vital to the successful delivery both of our strategic goals and our day-to-day activities.

- **The need to act fairly as between members of the Charity**
  The Trustees are the only members of the Charity and their responsibilities relate to the objects of the Charity. The Charity is run to achieve its charitable purposes and not in the interests of its members. Issues of fairness between the members do not arise.

Fundraising Compliance Statement

CARE International UK seeks to maintain the highest possible standards in our fundraising and engagement activities, and we will never take the kindness and generosity of the British public for granted.

Individual supporters who have chosen to support our work – either through single or regular donations, participating in fundraising events, responding to an emergency appeal, or making a loan to an entrepreneur through our Lendwithcare scheme – all make it possible for us to continue to save lives, support women and girls, and be there for the world's most vulnerable people. We are grateful to them every day and strive to keep earning their trust and their support by providing the highest standards of service and supporter experience.

CARE International UK strives to raise funds from organisations that share a commitment to our mission to save lives, defeat poverty, and achieve social justice.

We continue to be registered with the Fundraising Regulator and are an Organisational Member of the Institute of Fundraising. We adhere to the Code of Fundraising Practice across all public engagement and fundraising activities and continue to engage with both regulatory bodies to ensure all our fundraising activities are compliant and following best practice.

We have continued to review and update our consent and privacy policies to stay compliant with the General Data Protection Regulations (GDPR). It is important that our supporters are happy with how we communicate with them, that they understand when there is a legitimate interest for us to do so, and that they are clear on what we do and don't do with their personal information.

We have continued to work closely with professional fundraising and marketing agencies over the last year, who have supported and helped deliver our fundraising activities. We undertake a rigorous due diligence and tender process before starting work with any suppliers, and have strict contracts in place with existing suppliers, which include clauses on GDPR, recognising and managing vulnerable circumstances, human trafficking laws, and the Modern Slavery Act. Close monitoring of all fundraising and marketing campaigns is essential, including regular spot checks and mystery shopping, as it is very important to us that the agencies we work with meet the high standards we set for ourselves.

Public Benefit Statement

The Trustees confirm that they have complied with the duty in the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'. That guidance addresses the need for all charities' aims to be, demonstrably, for the public benefit. The objects of the Company, as set out in the Articles of Association, are to relieve poverty and sickness, to promote the preservation and protection of health, and to advance education among the world's poor. CARE International UK's approach to fighting poverty, addressing CARE International's Vision 2030 impact areas (humanitarian response, women's economic justice, health, food nutrition and water security, gender equality, and climate justice), and by advocating on behalf of the poorest and most vulnerable people, allows us to directly meet the following criteria for public benefit as defined by the Charity Commission guidance:

- The prevention or relief of poverty.
- The advancement of human rights, conflict resolution or reconciliation, or the promotion of religious or racial harmony, or equality and diversity.
- The relief of those in need, by reason of gender, age, ill-health, disability, financial hardship, or another disadvantage.
- The advancement of health and the saving of lives.
- The advancement of education.
- The advancement of environmental protection or improvement. We are clear in our aims and objectives and adhere to codes of governance that reach across the wider humanitarian sector, including the Sphere Handbook (a set of principles and standards agreed by the major humanitarian organisations, including CARE International), the Red Cross Code of Conduct, and the Core Humanitarian Standard on Quality and Accountability (CHS). The CARE confederation is externally verified against the Core Humanitarian Standard, following an external audit by the Humanitarian Quality Assurance Initiative in early 2020, and will be re-verified against this standard in 2024.

Our approach is to listen to the people we work for and take great care to 'do no harm'. We aim to help the poorest and most marginalised members of society, and no person is excluded on the grounds of race, religion, gender, sexual orientation, or social position.

Internal Control Environment

Internal Control

The Trustees have overall responsibility for ensuring that the Charity has an appropriate system of control, financial and otherwise. They are responsible for keeping proper accounting records which 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 Companies Act 2006.

The systems of internal control are designed to provide assurance against material misstatement or loss. They include:

1. Strategic plan and budgets approved by the Board.
2. Regular monitoring of Key Performance Indicators (KPIs) and progress against the strategic plan.
3. Quarterly consideration by the Board of financial performance and variance from budgets, as well as scenario planning in response to external drivers of uncertainty.
4. The use of Committees in meeting their duties and delegating certain functions of the Board.
5. Appropriate identification, management, and monitoring of risks.
6. Implementation of key policies and procedures.
7. Structured delegated and financial authorities signed off by the Board.
8. Internal auditing, carried out in accordance with the Audit Charter.

Trustees continue to review the adequacy of the Charity's internal control systems with the Senior Leadership Team as part of the Risk Assurance Framework. Each risk area has a dedicated risk owner. The Trustees look at how the Charity has responded to previously identified incidents, weaknesses, or risks, as well as how the Charity approaches new incidents or emerging risks. As part of this, the Trustees consider whether the Charity has taken appropriate measures to respond to the issues, and whether the controls in place are sufficient for organisational purposes.

During the year, the Charity's internal audit work focused on programme audits with the support of CARE USA. In addition, the Charity also focused on improving its controls and processes around cyber security and finance. The update of a finance improvement plan was undertaken to respond to challenges identified through delays in filing annual accounts in FY21 and FY22. This revised plan was approved in FY24, and implementation is underway.

The Board believes that the Charity's other internal controls are adequate and meet the guidelines issued by the Charity Commission. The Board recognises that continuing to develop and strengthen CARE International UK's internal controls is a key priority moving forward and has ensured that the resources and expertise are in place to do so.

Risk Management and Principal Risks

CARE International UK recognises the risks we face due to the nature and context of our work. The Board, as the ultimate risk owner, has an established risk management process. Strategic risks are reviewed and discussed quarterly by the Senior Leadership Team and the Finance and Audit Committee. The Senior Leadership Team is responsible for the management of the key risks, and ensuring effective mitigation is in place. CARE International UK uses recognised risk management protocols and standards assessing financial, operational, regulatory, external, and strategic risks.

Below are the identified significant risks for CARE International UK, as well as for the broader Charity and development sector, along with the Board's plans to manage those risks:

Identified risk	Measures in place to manage the risks:
Financial stability and fundraising The organisation continues to be overly reliant on FCDO for programme funding, as well as subject to wider UK economic trends in terms of its unrestricted fundraising streams.	• Diversification strategies are in place including with UN and corporate donors, and increased focus on trusts and foundations, legacy, and face-to-face fundraising from individuals. • Careful monitoring of fundraising market and our financial performance. • Relationship building, advocacy and influencing FCDO priorities. • Ongoing strategic review of organisational priorities to ensure financial sustainability and appropriate investment strategy.
Systems and controls Failure to have appropriate systems and controls in place would leave us vulnerable to fraud, cyber-attacks, data breaches, or unable to meet the compliance requirements of our regulators and donors.	• Risk based internal audits and reviews carried out. • External IT assurance assessment performed, and actions largely completed to mitigate this risk. • Cyber security improvements continue to be implemented. • Finance Improvement Plan being implemented
Environments where we operate Increases our financial and operational risks including disruptions in programming; loss of access; delays in activities; loss of project documentation, physical threat, and safeguarding risks. In some countries, financial sanctions apply and have intensified during the past financial year as a consequence of conflict.	• Due diligence to implementing partners. • Systematic anti-terrorist checks on all suppliers and partners. • Situation monitoring in conflict areas and for incidents. • Appropriate training for staff for high-risk deployments. • Co-operation with country offices to support donor advocacy and mitigate impact on programme delivery. • Adjustments to financial budgets and forecasts following specific incidents. • Appropriate safeguarding training and policies in place.

Impact of operating environment on staff UK government aid budget cuts have resulted in reduced frequency of visiting programmes and less connection to the organisation's purpose for staff. This poses a risk to the organisation as low morale may lead to higher staff turnover	• New three-year strategy has significantly increased understanding of CARE International UK's purpose and motivation amongst staff has increased, supported by more regular staff interaction through away days, in-person meetings and social events. • Annual salary review process – recent salary increase brought most grades to the market median. • Flexible hybrid working approach implemented in response to staff feedback– further consultation on Future of Work policy will identify and address any ongoing concerns. • Regular one-to-one well-being checks with staff. • Investment in suitable working-from-home equipment for staff. • Continue exit interviews to identify and monitor causes of staff leaving the organisation and corrective action taken.

Anti-Fraud, Bribery, Corruption and Exploitation Policies and Serious Incident Reporting

Policies and Reporting

CARE International has global policies on Anti-Fraud and Corruption, Protection from Sexual Exploitation and Abuse, and Child Protection, which apply to all CARE members and operations. We have a Serious Incident Reporting protocol agreed with the UK Board.

The Anti-Fraud and Corruption policy requires all incidents or allegations of fraud, loss, and bribery to be reported to donors and the Finance and Audit Committee, regardless of financial materiality. This ensures a consistent approach to fraud awareness, prevention, reporting, and investigations across the confederation. In addition to these preventative measures, anti-fraud, corruption, and bribery controls are reviewed by internal audit. All UK staff are required to complete online anti-fraud training, reinforced through refresher training including during Charity Fraud Awareness week.

Serious Incidents

Despite our enhanced approach to fraud prevention, the reality is that from time-to-time we will be victims of fraud. During the year, nine suspicions of fraud and other incidents were reported to CARE International UK (2022: 13 fraud reports). Among these, seven related to our global programmes, and two related to our headquarters' operations. Two of these suspicions remain under investigation, but all other suspicions were fully investigated. Two of these were found substantiated, and relevant actions have been taken. Among these incidents, the majority related to various procurement irregularities, one bribery, and one beneficiary complaint. These were reported to the relevant donors and the majority are now closed.

One headquarter-related incident was reported to the Charity Commission, in accordance with the CARE International UK Serious Incident Reporting protocol. The authority closed the case at the end of the financial year.

The continued downward trend in the amount of fraud reports can mainly be attributed to the closure of, and significant implementation delays in, our large programmes in Syria, Yemen, and Mozambique.

Other Policies and Statements

Safeguarding
CARE International UK recognises our responsibility to promote human dignity and social justice within our organisation. We know that some people are more at risk of abuse, due to social inequalities and vulnerabilities, in particular women and other vulnerable adults and children.
We take seriously our responsibility to keep children safe from harm and abuse, recognising the specific risks to children, and that abuse in all its forms can have significant life-long consequences. Read our Safeguarding Policy.

For CARE International UK, the protection of the people we support, our staff, and the partners we work with is paramount. Everyone in CARE, including each Trustee, is instrumental in making safeguarding core to everything we do.

In 2023, significant achievements in safeguarding include working closely with CARE France and CARE Germany to produce a safeguarding risk management strategy for partner organisations providing aid to refugees escaping the war in Ukraine. Each delivery partner (30 in total) in Ukraine, Romania, and Moldova produced a safeguarding risk management plan.

In 2023, a total of 83 staff members attended safeguarding training. This represents 93% of all staff eligible for training, which includes foundation training for new staff and a half-day refresher training for existing staff.

Equity, Diversity, and Inclusion
Our new three-year strategy was developed with equity, diversity, and inclusion at its heart. This includes a focus on anti-racism, feminist leadership principles, and an inclusive work culture.
As stated above, there was investment in a Director of People role in May 2022 to lead and oversee strategic programmes including on equity, diversity, and inclusion.

Modern Slavery
We continue to monitor compliance with the Modern Slavery Act, and the broader issue of modern slavery, across the following areas:

- Procurement, both UK-based and international.
- Selection of programme partners.
- HR policies and procedures.
- Fundraising and communications.

We have supported changes to policies and procedures, incorporating the risks relating to modern slavery.

Environmental Impact

Statement on Streamlined Energy and Carbon Reporting (SECR) FY23
CARE International UK did not have an office for most of 2022, therefore our carbon footprint for the financial year was nil. Our office lease at The Foundry, Vauxhall, commenced on 31 October 2022. Our rental charge is inclusive of energy usage. The landlord is not able to provide energy reports for each unit, however BREEAM – the world leading science-based certification system for sustainable built environments – rated The Foundry 'excellent' for its sustainability credentials, which was a key factor in our decision to lease at this location. The table below summaries our legally-obligated emissions reporting as required by SECR and includes a comparison to the previous year.

UK energy source	FY23	FY22
Electricity kWh (Scope 2, 100% renewable)	6,691.23 kWh	0 kWh
Associated gas emission kWh (biogas)	9,247.68 kWh	0 tonnes CO_2e
Carbon intensity – tonnes CO_2 equivalent per full-time equivalent employee	24.464115 tCO_2e	0 tCO_2e
Methodology: CO_2 associated gas emissions have been calculated using UK government greenhouse gas conversion factors.		

Flight Emissions
CARE International UK's emissions, including RF (Radiative Forcing) from international flights, are presented below. This equates to 103.69 tCO_2e in total, and 1.05 tCO_2e per full-time equivalent employee. We increased our carbon footprint on flights in 2023 as we restarted our visits to country offices in order to complete due diligence on programmes that we fund. These activities were suspended during the pandemic.

	FY23	FY22
Flights tCO_2 inc RF	103.69 tonnes CO_2e	54.34 tonnes CO_2e
Flights tCO_2 per full-time equivalent employee	1.05 tonnes Co2e	0.55 tonnes Co2e

Energy Efficient Actions
We continue to travel overseas only when necessary. Electricity and gas usage at our office is based on information provided for the entire building by the landlord, and we have calculated the proportion attributable to CARE International UK based on our office size. The Foundry has an EPC rating of A and an EPC score of 24.

Anyone representing CARE International UK signs a Code of Conduct confirming they will demonstrate commitment to reducing our environmental impact. We contribute to the CARE International Global Climate Smart Report in terms of the action taken to reduce emissions, and to further CARE International's global efforts to become a climate smart organisation.

We have committed to offset our emissions where we cannot reduce them through credible carbon offset projects that have high social impact and environmental integrity. In 2023, we contributed to CARE International's carbon offsetting scheme with the Fair Climate Fund. We are very proud of our CARE joint offsetting programme and the steps the CARE confederation is taking to balance out unavoidable emissions from the work we do. The programme will empower women in rural communities, improve health and safety conditions for families, and contribute to climate resilience, all while reducing emissions.

Statement of Trustees' Responsibilities in Respect of the Trustees' Annual Report and Financial Statements

The Trustees are responsible for preparing the Annual Report, including the Strategic Report and the financial statements, in accordance with applicable law and regulations.

Company 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 company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and 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 Companies Act 2006.

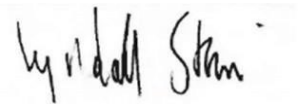
They are also responsible for safeguarding the assets of the group, and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Financial statements are published on the Charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the Charity's website is the responsibility of the Trustees. The Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

Disclosure of Information to Auditors
In the case of each of the persons who are Trustee Directors of the company at the date when this report was approved:

- So far as each of the Trustee Directors is aware, there is no relevant audit information (as defined in the Companies Act 2006) of which the company's auditors are unaware, and
- Each of the Trustee Directors has taken all the steps that they ought to have taken as a Director to make themselves aware of any relevant audit information (as defined) and to establish that the company's auditors are aware of that information. This confirmation is given and should be interpreted in accordance with the provisions of S418 of the Companies Act 2006.

Approved on 14 March 2024 on behalf of the Board.





Lyndall Stein

Chair of Trustees

Sribavan Srisathkurunathan

Chair, Finance and Audit Committee

Independent Auditor's Report to the Members of CARE International UK

Opinion

We have audited the financial statements of Care International UK (the "charitable company") and its subsidiaries (the "group") for the year ended 30 June 2023 which comprise the consolidated statement of financial activities, the consolidated balance sheet, the charity balance sheet, the consolidated statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 30 June 2023 and of the group's incoming resources and application of resources, including its income and expenditure for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

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

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

Other information

The trustees are responsible for the other information contained within the annual report. The other information comprises the information included in the annual 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- the parent company has not kept adequate accounting records; or
- the parent company financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 34, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

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

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

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charity operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 together with the Charities SORP (FRS102) 2019. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

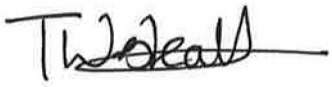
In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charity's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charity for fraud. The laws and regulations we considered in this context for the UK operations were General Data Protection Regulation and health and safety legislation.

Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of grant and legacy income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management and the Audit and Risk Committee about their own identification and assessment of the risks of irregularities, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission and reading minutes of meetings of those charged with governance. Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

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



Tara Westcott
Senior Statutory Auditor
Date: 15 March 2024

CARE INTERNATIONAL UK

(A Company Limited by Guarantee)

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT) FOR THE YEAR ENDED 30 JUNE 2023

	Note	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total funds 2023 £000	*Total funds 2022 £000*
Income from:					
Donations and legacies	3	**6,243**	**10,999**	**17,242**	*14,972*
Charitable activities	4	**2,804**	**20,063**	**22,867**	*22,837*
Other trading activities	5	**313**	**-**	**313**	*178*
Investment income		**138**	**-**	**138**	*-*
Other income		**110**	**-**	**110**	*579*
Total income		**9,608**	**31,062**	**40,670**	*38,566*
Expenditure on:					
Raising funds:	6				
Trading subsidiary costs		**309**	**-**	**309**	*197*
Costs of raising voluntary income		**3,638**	**14**	**3,652**	*3,658*
Charitable activities	7	**5,419**	**29,026**	**34,445**	*27,530*
Total expenditure		**9,366**	**29,040**	**38,406**	*31,385*
Net income		**242**	**2,022**	**2,264**	*7,181*
Transfers between funds	16	**(10)**	**10**	**-**	*-*
Net movement in funds		**232**	**2,032**	**2,264**	*7,181*
Reconciliation of funds:					
Total funds brought forward		**4,518**	**14,681**	**19,199**	*12,018*
Net movement in funds		**232**	**2,032**	**2,264**	*7,181*
Total funds carried forward		**4,750**	**16,713**	**21,463**	*19,199*

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 44 to 75 form part of these financial statements..

CARE INTERNATIONAL UK

(A Company Limited by Guarantee)
REGISTERED NUMBER: 1911651

CONSOLIDATED BALANCE SHEET
AS AT 30 JUNE 2023

	Note	2023 £000	2023 £000	*2022 £000*	*2022 £000*
Fixed assets					
Tangible assets	11		**20**		*58*
Investments	12		**39**		*39*
			59		*97*
Current assets					
Debtors: Amounts falling due within one year	13	**11,755**		*11,487*	
Cash at bank and in hand		**14,037**		*12,912*	
		25,792		*24,399*	
Creditors: Amounts falling due within one year	14	**(4,373)**		*(5,254)*	
Net current assets			**21,419**		*19,145*
Total assets less current liabilities			**21,478**		*19,242*
Creditors: Amounts falling due within one year	15		**(15)**		*(43)*
Total net assets			**21,463**		*19,199*
Charity funds					
Restricted funds	16		**16,713**		*14,681*
Unrestricted funds	16		**4,750**		*4,518*
Total funds			**21,463**		*19,199*

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

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

.....
Lyndall Stein
Chair of Trustees

Date: 14 March 2024

.....
Sribavan Srisathkurunathan
Chair, Finance and Audit Committee

CARE INTERNATIONAL UK
(A Company Limited by Guarantee)
REGISTERED NUMBER: 1911651

CHARITY BALANCE SHEET
AS AT 30 JUNE 2023

	Note	2023 £000	2023 £000	*2022 £000*	*2022 £000*
Fixed assets					
Tangible assets	11		**20**		*58*
Investments	12		**39**		*39*
			59		*97*
Current assets					
Debtors	13	**11,935**		*11,695*	
Cash at bank and in hand		**13,866**		*12,711*	
		25,801		*24,406*	
Creditors: amounts falling due within one year	14	**(4,357)**		*(5,232)*	
Net current assets			**21,444**		*19,174*
Total assets less current liabilities			**21,503**		*19,271*
Creditors: amounts falling due after more than one year	15		**(15)**		*(43)*
Total net assets			**21,488**		*19,228*
Charity funds					
Restricted funds	16		**16,713**		*14,681*
Unrestricted funds	16		**4,775**		*4,547*
Total funds			**21,488**		*19,228*

The Group has taken advantage of the exemption under s408 of the Companies Act 2006 and has not prepared a separate Statement of Financial Activities for the Charity.

The Charity's net movement in funds for the year was £2,260k (2022 - £7,201k).

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

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

.....
Lyndall Stein
Chair of Trustees
Date: 14 March 2024

.....
Sribavan Srisathkurunathan
Chair, Finance and Audit Committee

CONSOLIDATED STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2023

	Note	2023 £000	*2022 £000*
Cash flows from operating activities			
Net cash used in operating activities	20	**993**	*(7,079)*
Cash flows from investing activities			
Investment income		**138**	*17*
Purchase of tangible fixed assets	11	**(6)**	*-*
Net cash provided by investing activities		**132**	**17**
Change in cash and cash equivalents in the year		**1,125**	**(7,062)**
Cash and cash equivalents at the beginning of the year		**12,912**	*19,974*
Cash and cash equivalents at the end of the year	21	**14,037**	*12,912*

The notes on pages 44 to 75 form part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

1. General information

CARE International UK is a registered charity (Number 292506) and a private company (Number 1911651) limited by guarantee. The objects of the company, as set out in the Memorandum and Articles of Association, are to relieve poverty and sickness, to promote the preservation and protection of health and to advance education among the world's poor.

2. Accounting policies

2.1 Basis of preparation of financial statements

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

CARE International UK meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

2.2 Going concern

The Charity has continued to manage its finances effectively throughout the financial year ending 30 June 2023, increasing unrestricted reserves from £4.5m to £4.7m during the year.

In preparing the going concern assessment, income and expenditure projections have been extended to 30 June 2026 and cashflow projections to 30 June 2025. A baseline projection has been prepared based upon the Board approved latest forecast. In addition to the baseline projection, alternative scenarios have been modelled which consider the impact of potential declines in income of up to 20% in both programme and fundraising. A further scenario has been also prepared – a cumulative crystallization of both scenarios at the same time – to assess the impact such a scenario would have on the financial sustainability of the Charity. In this scenario the charity would have sufficient unrestricted cash resources as well as reserves to continue its operations.

For this reason, the Trustees have concluded that there is no material uncertainty relating to going concern.

2. Accounting policies (continued)

2.3 Income

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

Donations, including regular giving and appeals, are recognised as income once CARE International UK has the right to receive the donation, when it is probable that the economic benefits will be received and that the amount of the donation can be measured reliably.

Income from sponsors is recognised on a receivable basis.

Legacies are accounted for as income once the receipt of the legacy becomes probable and quantifiable and the entitlement criteria have been met. Entitlement is taken as the earlier of the date on which either:

- the charity is aware that probate has been granted,
- the estate has been finalised by the executor(s) to the Trust that a distribution will be made, or when a distribution will be made, or
- when a distribution is received from the estate.

Receipt of a legacy, in whole or in part, is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of granting of probate, and the criteria for income recognition has not been met, then the legacy is treated as a contingent asset and disclosed if material.

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

Income earned under contracts with donors where payments are contingent on the achievement of specified results is recognised in the SOFA in proportion to the stage of completion of the project. Where it is probable that total contract costs exceed total contract income, the expected deficit is recognised immediately. Income and expenditure in relation to these contracts are recognised within restricted funds, with any resulting surplus or deficit shown as a transfer to or from unrestricted funds.

Contributions and donations in kind are recorded at fair values during the year of contribution and recorded as restricted income and expenditure in the SOFA.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

Income from trading activities is accounted for on an accrual basis.

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

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

All expenditure is inclusive of irrecoverable VAT.

2.5 Government grants

Government grants are credited to the Consolidated Statement of Financial Activities as the related expenditure is incurred.

2.6 Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the Group; this is normally upon notification of the interest paid or payable by the institution with whom the funds are deposited.

2.7 Tangible fixed assets and depreciation

Tangible fixed assets costing £1,000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

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

Depreciation is provided on the following bases:

Leasehold improvements	- over the remaining life of the lease
Office and other equipment	- 7 years
IT equipment	- 3 years

2. Accounting policies (continued)

2.8 Investments

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

Investments in subsidiaries are valued at cost less provision for impairment.

2.9 Debtors

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

2.10 Cash at bank and in hand

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

2.11 Liabilities and provisions

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

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

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

2.12 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.13 Operating leases

Rentals paid under operating leases are charged to the Consolidated Statement of Financial Activities on a straight-line basis over the lease term.

2. Accounting policies (continued)

2.14 Pensions

Contributions to the defined contribution pension scheme are recognised in the SOFA when they are payable. The money purchase nature of the scheme assures there will be no funding deficit or surplus accruing to the Charity in the future. The pension scheme is independently administered. The assets of the scheme are held separately from those of the Charity.

The Charity also participates in the Pensions Trust Growth Plan. This is a multi-employer pension scheme where it is not possible to separately identify the assets and liabilities of participating employers. This is a money purchase arrangement with historical guarantees. The scheme is subject to the funding legislation outlined in the Pensions Act 2004. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme. A full actuarial valuation for the scheme was carried out as of 30 September 2019, which showed a deficit. The pension trustees have asked for the participating employers to pay additional contributions to the scheme to eliminate this funding shortfall. These recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities. The liability recognised for this obligation is the net present value of the deficit reduction contributions payable under the plan and is held as a provision in the Balance Sheet. The current overall position of the fund and the assumptions made are provided in Note 23.

2.15 Taxation status

Care International UK is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK Corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter three Part 11 Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes. The Charity's trading subsidiary will pay available profits to the Charity under the Gift Aid scheme, thereby eliminating or reducing their respective corporation tax liabilities.

The Charity is able to partially recover Value Added Tax (VAT). Expenditure subject to VAT that is not recoverable is recorded in the Accounts inclusive of VAT. The subsidiary trading company makes qualifying donations of taxable profit to the Charity to the full extent allowable. Unless material, any Corporation Tax liability arising in the subsidiary is included within the expenditure by the Group.

2.16 Fund accounting

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

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

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

2. Accounting policies (continued)

2.17 Areas of significant judgement and estimates

Significant accounting judgements and estimates
The Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. These judgements and estimates are continually evaluated, based upon experience, reasonable expectations of the outcome of future event and professional and expert advice. The significant judgements and estimates that could impact the carrying amounts of assets and liabilities are detailed below:

Income recognition
Income recognition requires judgement to appropriately apply the income accounting policies across the many complex funding streams the Charity has. Note 2.3 details the accounting principles adopted and their application across the significant funding streams. The judgements are continually reassessed and where appropriate provision is made for contingencies or deferrals are made to account for conditions yet to be fulfilled.

Cost Allocation methodology
The cost allocation methodology requires a judgement as to the most appropriate basis to use to apportion Support Costs. These are reviewed annually to assess whether the basis adopted continues to be reasonable. Support Costs are allocated on a pro rata basis, based on their use as measured by direct expenditure.

Pensions Trust scheme deficit
The assumptions underpinning the measurement of the Pension Trust liability depend upon significant judgements and estimates. Details of the potential liability relating to withdrawal from the Pensions Trust scheme are set out in Note 23. The Trustees consider the probability of this liability crystallising to be remote.

Lendwithcare
Lendwithcare funds are not presented as part of CARE International UK's assets. To ensure this remains appropriate, legal advice has been obtained and is updated on a regular basis. Any updates to the terms and conditions are scrutinised to ensure that it continues to be appropriate for CARE International UK to operate and disclose that the scheme is an agency arrangement.

The Trustees do not consider there to be any other areas of significant judgement or estimates.

3. Income from donations and legacies

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total funds 2023 £000
Donations and Grants			
Individual and corporate donors including legacies	5,738	3,405	**9,143**
Disasters Emergency Committee (DEC)	505	6,232	**6,737**
Gifts & Contributions in Kind	-	1,362	**1,362**
Total 2023	6,243	10,999	**17,242**

	Unrestricted funds 2022 £000	*Restricted funds 2022 £000*	*Total funds 2022 £000*
Donations and Grants			
Individual and corporate donors including legacies	*5,737*	*5,230*	*10,967*
Disasters Emergency Committee (DEC)	*125*	*3,880*	*4,005*
Total 2022	*5,862*	*9,110*	*14,972*

4. Income from charitable activities

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total funds 2023 £000
Foreign, Commonwealth & Development Office	1,558	10,932	**12,490**
European Commission including Directorate for Humanitarian Aid and Civil Protection	39	87	**126**
Other Donors and Funders	1,207	9,044	**10,251**
	2,804	20,063	**22,867**

	Unrestricted funds 2022 £000	*Restricted funds 2022 £000*	*Total funds 2022 £000*
Foreign, Commonwealth & Development Office	*2,015*	*16,165*	*18,180*
European Commission including Directorate for Humanitarian Aid and Civil Protection	*36*	*172*	*208*
Other Donors and Funders	*2,464*	*1,985*	*4,449*
	4,515	*18,322*	*22,837*

5. Income from other trading activities

Income from trading subsidiary

The trading income from the wholly owned subsidary, CARE International Enterprises Limited, derives from:

- Providing IT support to seven European CARE International members and their respective country offices
- Fees charged to corporate partners for use of the CARE name and logo
- Royalty income from book sales

	Unrestricted funds 2023 £000	Total funds 2023 £000	*Total funds 2022 £000*
Total trading income	313	**313**	*178*
Total 2022	*178*	*178*	

6. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total funds 2023 £000
Individuals	1,841	1	**1,842**
Institutional donors	269	-	**269**
Corporate donors	720	-	**720**
Media & Communications	460	-	**460**
Support costs	348	13	**361**
	3,638	14	**3,652**

6. Expenditure on raising funds (continued)

	Unrestricted funds 2022 £000	*Restricted funds 2022 £000*	*Total funds 2022 £000*
Individuals	*1,922*	*55*	*1,977*
Institutional donors	*321*	*-*	*321*
Corporate donors	*357*	*17*	*374*
Media & Communications	*613*	*-*	*613*
Support costs	*350*	*23*	*373*
	3,563	*95*	*3,658*

Expenditure on Trading Activities

The trading costs incurred by the wholly owned subsidiary, CARE International Enterprises Limited, comprise:

	Unrestricted funds 2023 £000	**Total funds 2023 £000**	*Total funds 2022 £000*
Trading subsidiary costs	309	**309**	*197*

7. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total 2023 £000
Humanitarian response	2,487	14,848	**17,335**
Development work	2,591	14,046	**16,637**
Advocacy	341	132	**473**
	5,419	29,026	**34,445**

	Unrestricted funds 2022 £000	*Restricted funds 2022 £000*	*Total 2022 £000*
Humanitarian response	*2,385*	*11,144*	*13,529*
Development work	*2,640*	*10,950*	*13,590*
Advocacy	*309*	*102*	*411*
	5,334	*22,196*	*27,530*

8. Analysis of expenditure by activities

	Activities undertaken directly 2023 £000	Support costs 2023 £000	Total funds 2023 £000
Humanitarian response	15,756	1,579	**17,335**
Development work	15,123	1,514	**16,637**
Advocacy	430	43	**473**
	31,309	3,136	**34,445**

	Activities undertaken directly 2022 £000	*Support costs 2022 £000*	*Total funds 2022 £000*
Humanitarian response	*12,220*	*1,309*	*13,529*
Development work	*12,276*	*1,314*	*13,590*
Advocacy	*371*	*40*	*411*
	24,867	*2,663*	*27,530*

9. Support costs

Support costs in 2023 amounted to £3.5m (2022: £3.0m) and a breakdown by area of expenditure is provided in the table below. The allocation of support costs to fundraising and charitable activity has been provided in Notes 6 & 8.

	Unrestricted funds 2023 £000	**Restricted funds 2023 £000**	**Total funds 2023 £000**
Management	678	-	**678**
Office costs	204	4	**208**
Finance & IT	1,560	-	**1,560**
Human resources	420	121	**541**
Governance	510	-	**510**
	3,372	125	**3,497**

	Unrestricted funds 2022 £000	*Restricted funds 2022 £000*	*Total funds 2022 £000*
Management	*1,143*	*-*	*1,143*
Office costs	*60*	*10*	*70*
Finance & IT	*725*	*13*	*738*
Human resources	*367*	*162*	*529*
Governance	*556*	*-*	*556*
	2,851	*185*	*3,036*

9. Support costs (continued)

	2023	*2022*
	£000	*£000*
Included within Unrestricted Support Costs are the following:		
Fees payable to the Charity's current auditor for the audit of this set of Accounts	**69**	*65*
Fees payable to the Charity's current auditor for tax compliance work	**6**	*6*
Fees payable to the Charity's previous auditor for prior years' audit and tax compliance work, not previously reported	**163**	*53*
Account preparation fees relating to this set of Accounts	**7**	*-*
Depreciation charges	**44**	*64*

10. Staff costs

	Group 2023	*Group 2022*	**Charity 2023**	*Charity 2022*
	£000	*£000*	**£000**	*£000*
Wages and salaries	**4,637**	*4,646*	**4,637**	*4,646*
Social security costs	**469**	*447*	**469**	*447*
Contribution to defined contribution pension schemes	**215**	*229*	**215**	*229*
Remeasurement of defined benefit pension schemes	**-**	*(132)*	**-**	*(132)*
	5,321	*5,190*	**5,321**	*5,190*

Included within Wages and salaries costs are termination costs of £124k (2022: £34k) and other staff costs of £124k (2022: £282k). Termination costs relate to a limited number of redundancies and settlement agreements paid during the year.

In addition to full-time permanent staff, CARE International UK employed temporary staff at a cost of £48k (2022: £189k). This was due to some positions being filled on an interim basis. These costs are included in other staff costs.

The Charity participates in a multi-employer defined benefit pension scheme adminstered by The Pensions Trust (TPT). The Charity recognises a liability in relation to the agreed deficit funding arrangement, and the amount recognised is the net present value of the deficit reduction contributions payable.

10. Staff costs (continued)

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

	Group 2023 No.	*Group 2022 No.*
Charitable activities	**41**	*48*
Fundraising	**39**	*32*
Support	**19**	*18*
	99	*98*

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

	Group 2023 No.	*Group 2022 No.*
In the band £60,001 - £70,000	**-**	*4*
In the band £70,001 - £80,000	**3**	*-*
In the band £80,001 - £90,000	**1**	*1*
In the band £100,001 - £110,000	**1**	*-*
In the band £130,001 - £140,000	**-**	*1*

The highest paid individual in the organisation is the Chief Executive Officer. In 2023 the Chief Executive's remuneration (pay and pension) placed them in the £100,001-£110,000 band (2022: £130,001-£140,000 band).

Employer contributions are made to a defined contribution pension scheme in respect of 5 higher paid employees (2022: 6). Total employer contributions in respect of higher paid employees during the year amounted to £16k (2022: £26k).

The Key Management Personnel of the Group are the Trustees and the senior management team. The short-term employee benefits for the senior management team for 2023 was £443k (2022: £526k).

Trustees' remuneration and expenses

None of the members of the Board received any remuneration for their work as trustees (2022: Nil).

Expenses reimbursed to trustees for travel undertaken on the Group's behalf in 2023 totaled £275 (2022: £1,092). The Group paid £25.2k (2022: £21.6k) for Combined Liability insurance, which includes trustees' indemnity insurance cover. Trustees' donations were £5.8k (2022: £2.6k).

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

11. Tangible fixed assets

Group and Charity

	Office equipment £000	Computer equipment £000	Total £000
Cost or valuation			
At 1 July 2022	**3**	**257**	**260**
Additions	**-**	**6**	**6**
Disposals	**-**	**(30)**	**(30)**
At 30 June 2023	**3**	**233**	**236**
Depreciation			
At 1 July 2022	**1**	**201**	**202**
Charge for the year	**-**	**44**	**44**
On disposals	**-**	**(30)**	**(30)**
At 30 June 2023	**1**	**215**	**216**
Net book value			
At 30 June 2023	**2**	**18**	**20**
At 30 June 2022	*2*	*56*	*58*

12. Fixed asset investments

Group and Charity	Unlisted investments £000
Cost or valuation	
At 1 July 2022	**39**
At 30 June 2023	**39**
Net book value	
At 30 June 2023	**39**
At 30 June 2022	*39*

The Unlisted Investment represents a cash investment in CARE International Revolving Loan Fund (see paragraph b below).

a) Subsidiary company investments held by the Charity include a £2 (2022: £2) investment in the subsidiary company at cost. The Charity holds 100% of the issued share capital of CI Enterprises Limited, which is registered in England and Wales. The Company's principal activity is to undertake trading for the Charity. A summary of the subsidiary's results and its financial position as at 30 June 2023 is given in Note 18.

b) During the year CARE International participated in the Revolving Fund established with other members of the CARE International Confederation, maintaining its investment of €45,500. The Fund, which is administered by the CARE International Secretariat in Geneva, is used to provide short-term interest-bearing loans to finance cash flow needs of members for projects across CARE International, where funds are received from donors after they are needed for implementation.

13. Debtors

	Group 2023 £000	*Group 2022 £000*	Charity 2023 £000	*Charity 2022 £000*
Due within one year				
Receivable from donors and funders	**348**	*4,583*	**348**	*4,583*
Due from subsidiary undertaking	**-**	*-*	**201**	*292*
Other debtors	**454**	*420*	**436**	*336*
Prepayments and accrued income	**2,311**	*2,217*	**2,308**	*2,217*
Program advances to CARE country offices and partner	**8,642**	*4,267*	**8,642**	*4,267*
	11,755	*11,487*	**11,935**	*11,695*

Program advances to CARE country offices and partners represent funds transferred to enable program implementation, which have not yet been utilised.

14. Creditors: Amounts falling due within one year

	Group 2023 £000	*Group 2022 £000*	Charity 2023 £000	*Charity 2022 £000*
Provision for pension plan recovery	**29**	*29*	**29**	*29*
Trade creditors	**260**	*1,688*	**260**	*1,688*
Payable to donors and funders	**12**	*12*	**12**	*12*
Funds due to CARE country offices and partners	**3,193**	*2,652*	**3,193**	*2,652*
Other creditors	**199**	*164*	**200**	*164*
Accruals and deferred income	**680**	*709*	**663**	*687*
	4,373	*5,254*	**4,357**	*5,232*

Funds due to CARE country offices and partners represent funds utilised for programme implementation for active awards, which have not yet been transferred by CARE International UK.

14. Creditors: Amounts falling due within one year (continued)

	Group 2023 £000	*Group 2022 £000*	**Charity 2023 £000**	*Charity 2022 £000*
Deferred income at 1 July	**-**	*25*	**-**	*25*
Amounts released from previous periods	**-**	*(25)*	**-**	*(25)*
	-	*-*	**-**	*-*

Deferred income represents income relating to multi-year contract payments and performance related grants paid in advance.

15. Creditors: Amounts falling due after more than one year

	Group 2023 £000	*Group 2022 £000*	**Charity 2023 £000**	*Charity 2022 £000*
Other loans	**15**	*43*	**15**	*43*

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2023

16. Statement of funds

Statement of funds - current year

	Balance at 1 July 2022 £000	Income £000	Expenditure £000	Transfers in/out £000	Balance at 30 June 2023 £000
Unrestricted funds					
General Funds	**4,518**	**9,608**	**(9,366)**	**(10)**	**4,750**
Restricted funds					
Donations & Legacies					
Individual and corporate donors including legacies	**6,540**	**4,767**	**(2,538)**	**16**	**8,785**
Disaster Emergency Committee (DEC)	**2,143**	**6,232**	**(7,368)**	**12**	**1,019**
Charitable Activities					
Foreign, Commonwealth & Development Office	**3,681**	**10,932**	**(13,570)**	**-**	**1,043**
European Commission including Directorate for Humanitarian Aid and Civil Protection	**303**	**87**	**(232)**	**-**	**158**
Other donors and miscellanous restricted funds	**2,014**	**9,044**	**(5,332)**	**(18)**	**5,708**
	14,681	**31,062**	**(29,040)**	**10**	**16,713**
Total of funds	**19,199**	**40,670**	**(38,406)**	**-**	**21,463**

16. Statement of funds (continued)

The restricted funds represent unexpended balances on donations and grants given for specific purposes, for which conditions have been imposed as to their use. The funds have been grouped by donor as the project restrictions are set by the donors. Within each grouping, there are numerous restricted programmes for which the funding can only be spent in specific geographical areas and on specific activities. The material balances are further explained below:

- **Individual and corporate donors including legacies** represent donations raised by CIUK and legacies left to the Charity which are for our restricted appeals. A significant proportion of this restricted funding relates to the Turkey/Syria earthquake appeal, the Pakistan Floods appeal and the Ukraine appeal and is to be spent on providing aid to those impacted by these emergencies.

- CIUK are a member of the **Disaster Emergency Committee** and we receive restricted funding to run programmes resulting from their emergency appeals. This fund grouping relates to funds received from the DEC as a result of their emergency appeals for Pakistan Floods, Turkey/Syria earthquake, Ukraine, Afghanistan, and their coronavirus appeals for Syria and India, which must be spent responding to those emergencies.

- The **Foreign, Commonwealth & Development Office (FCDO)** fund grouping represents the balance of funds received from FCDO & UK Government sub-awards towards a number of restricted programmes. These include the Yemen Food security Safety Net Programme, Adolescent Girls' Education in Somalia programme, Building Local Resilience programmes in Syria, Gender Equality programme in the West Bank and the Recover, Reintegration and Resilience programme in Afghanistan.

- The **other donor and miscellaneous** restricted funds includes all other restricted programmes, including grants from the START network, other CARE International members, the UN and trusts and foundations, which are restricted in terms of the geographical area and purpose that they can be spent on. The restricted funds generating the most income in FY2023 are the 'Education Cannot Wait - Somalia Response' programme and the' Lifesaving Water Sanitation and Hygene (WASH)' programme in Yemen.

16. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 July 2021 £000	*Income £000*	*Expenditure £000*	*Transfers in/out £000*	*Balance at 30 June 2022 £000*
Unrestricted funds					
General Funds	*2,943*	*10,738*	*(9,094)*	*(69)*	*4,518*
Restricted funds					
Donations & Legacies					
Individual and corporate donors including legacies	*3,967*	*5,225*	*(3,319)*	*667*	*6,540*
Disaster Emergency Committee (DEC)	*73*	*3,880*	*(1,810)*	*-*	*2,143*
Charitable Activities					
Foreign, Commonwealth & Development Office	*2,391*	*16,163*	*(14,405)*	*(468)*	*3,681*
European Commission including Directorate for Humanitarian Aid and Civil Protection	*186*	*166*	*(208)*	*159*	*303*
Other donors and miscellanous restricted funds	*2,458*	*2,394*	*(2,549)*	*(289)*	*2,014*
	9,075	*27,828*	*(22,291)*	*69*	*14,681*
Total of funds	*12,018*	*38,566*	*(31,385)*	*-*	*19,199*

16. Statement of funds (continued)

Transfers between funds in the year ended 30 June 2022 are summarised as follows:

£260k was transferred from Restricted to Unrestricted funds, in relation to the clearing of remaining balances on restricted fund codes and awards which had ended prior to 1 July 2022, where the Charity had confirmed that no obligations to donors or partners remained. In most instances, these remaining balances occured as a result of expenditure incurred to implement the awards being coded elsewhere in advance of receiving and recording the corresponding income.

£95k was transferred from Unrestricted to Restricted funds to correct the treatment of cost recovery relating to prior years.

£234k was transferred from Unrestricted to Restricted funds following legal advice sought by the Charity regarding the classification of funds.

Transfers between the restricted fund categories were processed to ensure that the ending fund balances by donor group, as presented in this note, agree to the sum of the ending fund balances by donor group as per our ledger system. As such:

- £433k was transferred in to the 'Individual and corporate donors including legacies' fund category,
- £220k was transferred in to the 'European Commission including Directorate for Humanitarian Aid and Civil Protection' fund category,
- £409k was transferred out of the 'FCDO/DFID' category, and
- £244k was transferred out of the 'Other donors and miscellaneous restricted funds' category.

17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2023 £000	Restricted funds 2023 £000	Total funds 2023 £000
Tangible fixed assets	20	-	**20**
Fixed asset investments	39	-	**39**
Current assets	6,040	19,752	**25,792**
Creditors due within one year	(1,334)	(3,039)	**(4,373)**
Creditors due in more than one year	(15)	-	**(15)**
Total	4,750	16,713	**21,463**

Analysis of net assets between funds - prior year

	Unrestricted funds 2022 £000	*Restricted funds 2022 £000*	*Total funds 2022 £000*
Tangible fixed assets	*58*	-	*58*
Fixed asset investments	*39*	-	*39*
Current assets	*5,659*	*18,740*	*24,399*
Creditors due within one year	*(1,195)*	*(4,059)*	*(5,254)*
Creditors due in more than one year	*(43)*	-	*(43)*
Total	*4,518*	*14,681*	*19,199*

18. Subsidiary

The Charity owns the whole of the issued ordinary share capital of CI Enterprises Ltd, a company registered in England and Wales (Company number 02306212) and whose registered address is c/o Ashurst LLP, London Fruit and Wool Exchange, 1 Duval Square, London, England, E1 6PW.

The subsidiary is used for trading activities to provide income for the Charity. The activities during the year were the provision of IT support to seven European CARE International Member offices and their respective country offices, fees charged to corporate partners for use of the CARE name and logo and receiving royalty income from book sales.

	2023	*2022*
	£000	*£000*
Total trading income	**313**	*178*
Cost of Sales	**(294)**	*(173)*
Gross profit	**19**	*5*
Administrative expenses	**(15)**	*(25)*
Profit / (Loss) before qualifying charitable donation and taxation	**4**	*(20)*
Taxation	**-**	*-*
Profit / (Loss) after taxation	**4**	*(20)*

. The aggregate of the assets and liabilities were:

	2023	*2022*
	£000	*£000*
Assets	**190**	*285*
Liabilities	**(215)**	*(314)*
(Deficit)	**(25)**	*(29)*

CI Enterprises Limited has entered a binding deed of covenant to pay all its taxable profits to its parent charity, CARE International UK, as a qualifying charitable donation. Ordinarily these taxable profits transferred to the parent entity are recognised through equity rather than as an expense through the profit and loss, and therefore an operating profit exists at the balance sheet date. If the qualifiying distribution is made within 9 months of the year end, no corporation tax is due on the profits.

For the year ended 30 June 2023 no qualifying distribution *(2022 - £NIL)* was made to CARE International UK as the profit made in the year has been offset in full against accumulated prior year losses.

19. Lendwithcare

Lendwithcare is a peer-to-peer lending relationship between individuals and organisations based in the UK and people in low-income countries. It is an innovative way of raising microfinance to help entrepreneurs in developing countries to lift themselves out of poverty.

The total number of lenders, since the scheme's inception in April 2010, is 79,920 (2022: 74,864) with 51,772 (2022: 49,524) active lenders as at 30 June 2023. Active lenders are defined as a lender who has logged in, made a loan, or received a repayment in the last 12 months.

The total value of loans made to entrepreneurs since the inception of the scheme has been £45.,6m. This has supported 182,573 (2022: 170,670) entrepreneurs since the beginning of the scheme. In compliance with the Charities SORP (FRS102), the Charity, as agent, discloses the value of funds added to the scheme; funds loaned to entrepreneurs through microfinance partners, which includes both new funds from lenders and funds repaid to lenders and then re-loaned to another entrepreneur; together with the balances held at 30 June 2023.

Funds received

The value of new funds added to the scheme during the year, by existing and new lenders, is:

	2023	*2022*
	£000	*£000*
Added to the scheme	**1,709**	*2,109*
Withdrawn	**(254)**	*(199)*
	1,455	*1,910*

. Funds paid

The total value of loans (from new funds and funds re-loaned) during the year is:

	2023	*2022*
	£000	*£000*
Loans during the year	**5,961**	*6,048*
	5,961	*6,048*

19. Lendwithcare (continued)

Balance held as agent

The amount of lenders funds held:

	2023	*2022*
	£000	*£000*
Amounts held by CIUK at year-end as agent	**2,864**	*2,941*
	2,864	*2,941*

Lenders' funds do not form part of the assets of CARE International UK and are therefore not consolidated within the financial statements. They are not available for use by the Charity.

The operating costs of the scheme of £0.95m (2022: £0.9m) are included in expenditure on raising funds (individuals) within the financial statements and in Note 6. These are the costs of managing the scheme and raising new funds for the scheme.

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

		Group 2023	*Group 2022*
		£000	*£000*
Net income for the year (as per Statement of Financial Activities)		**2,264**	*7,181*
Adjustments for:			
Depreciation charges	11	**44**	*64*
Investment income		**(138)**	*(17)*
Decrease/(increase) in debtors	13	**(266)**	*181*
Decrease in creditors	14	**(911)**	*(14,488)*
Net cash provided by/(used in) operating activities		**993**	*(7,079)*

21. Analysis of cash and cash equivalents

	Group 2023 £000	*Group 2022 £000*
Cash in hand	**14,037**	*12,912*
Total cash and cash equivalents	**14,037**	*12,912*

22. Analysis of changes in net debt

	At 1 July 2022 £000	Cash flows £000	At 30 June 2023 £000
Cash at bank and in hand	**12,912**	**1,125**	**14,037**
Debt due within 1 year	**(29)**	**(12)**	**(41)**
Debt due after 1 year	**(43)**	**28**	**(15)**
	12,840	**1,141**	**13,981**

23. Pension commitments

All new employees are auto-enrolled into a Group Personal Pension Plan with Royal London (formerly Scottish Life) comprising a 5% employer contribution and 3% employee contribution.

Contributions to the scheme for the year were £350k (2022: £438k) and at the end of June 2023 there were 89 members in the scheme (2022: 79).

The Charity also participates in a multi-employer defined benefit scheme administered by The Pensions Trust. This scheme was closed to new members at the end of April 2014, and existing members continue to benefit from a 7.5% employer contribution against a 4% employee contribution.

Contributions to the scheme for the year were £45k (2022: £50k) and at the end of June 2023 there were 7 members in the scheme (2022: 9).

Contributions to the multi-employer scheme paid into The Pensions Trust's Growth Plan ("the Plan") up to and including September 2001 have been converted to defined amounts of pension payable from Normal Retirement Date. From October 2001, contributions were invested in personal funds which have a capital guarantee, and which are converted to pension on retirement, either with the Growth Plan or by purchasing an annuity.

23. Pension commitments (continued)

Following a change in legislation in September 2005, there is technically a potential liability to CARE International UK, applicable to employers with pre-October 2001 liabilities in the Plan. When an employer withdraws from a pension scheme which is in deficit, the employer is required by law to pay its share of the deficit, calculated on a statutory basis (known as the buy-out basis). If Plan liabilities exceed assets, a buy-out debt will exist if CARE International UK withdraws all employees from the scheme. The leaving employer's share of the buy-out debt is the proportion of the Plan's pre-October 2001 liability attributable to employment with the leaving employer compared with the total amount of the Plan's pre-October 2001 liabilities. Given the number of factors to be considered in determining the liabilities the debt can fluctuate over time.

The Pensions Trust's most recent estimate of the cost of withdrawal from the Plan is £417k based on the financial position of the Plan at 30 September 2022 (2020: £1.17m). The next estimate based on the financial position as at 30 September 2023 is expected to be released in July 2024. The Pensions Trust has advised that an employer will only be deemed to have withdrawn if it has no active members remaining in the Plan and no eligible employees to whom to offer membership to the Plan. The chance of this debt crystallising is therefore considered remote. CARE International UK has no intention of withdrawing from the scheme and will continue to make a provision for the recovery of pension deficit amounts.

Under the Pensions Trust recovery plan, deficit contributions made by CARE International UK during the year were £29k (2022: £65k). This recovery plan is intended to run to 2025. In compliance with the Charities Statement of Recommended Practice (FRS102), the provision for the net present value of the future contributions to the deficit recovery plan is held on the Balance Sheet. Details of this provision are given in Notes 14 & 15, Creditors.

24. Operating lease commitments

At 30 June 2023 the Group and the Charity had commitments to make future minimum lease payments under non-cancellable operating leases as follows:

	Group 2023 £000	*Group 2022 £000*
Not later than 1 year	**74**	-

The following lease payments have been recognised as an expense in the Statement of Financial Activities:

	Group 2023 £000	*Group 2022 £000*
Operating lease rentals	**48**	-

25. Related party transactions

The Charity is a member of the Disasters Emergency Committee (DEC) and in the year paid a subscription of £34.6k (2022: £34.7k). As an automatic part of membership, CARE International UK's Chief Executive is a trustee of the DEC. The Charity receives funds from DEC appeals and amounts received and receivable in the year were £6.2m (2022: £4.0m).

26. Donor funding

The information in the table below is provided to meet special conditions in restricted grant agreements requiring CARE International UK to disclose cash received from these grants in the Annual Financial Accounts.

	Cash received	
Project Name	**FY2023**	**FY2022**
Foreign Commonwealth and Development Office (FCDO)		
GENRE+ Phase II (Mali) Gender-transformative and Equitable Natural REsource Management for Resilience, Social Cohesion and Peace Phase II	315	-
MEPPCSSF: Gender Equality in the Occupied Palestinian Territories	-	874
Developing Resilience of households and communities affected by conflict in Northern, Central and Southeren Syria	-	3,541
Steps towards Afghan girls, Educational Success Phase 2 (STAGES II) via Agha Khan Foundation	761	1,019
Kobcinta Waxbarashada Gabdhaha - Somali Girls Education Promotion	879	1,095
IGATE - Transition via World Vision	-	337
DFID WASH Reconstruction Intervention Track 3	150	220
Adolescent Girls' Education Somalia - AGES via PricewaterhouseCoopers	5,688	3,915
COVID-19 secondary impact Resilience Response in Phase 2, 5 and Karnali via Save the Children	-	142
Afghanistan Recovery, Reintegration and the Resilience Programme (R3) via Norwegian Refugee Council	1,292	682
Building Resiliency and Gender Equality of the Most Marginalised Communities through Multi-Sector Approaches to Delivering Quality Sexual and Reproductive Health and Rights via Marie Stopes International	-	469
Piloting Gender-transformative approaches to Natural Resource Management in a time of Climate and Environmental Stress	-	431
Women Lead in Emergencies: Strengthening GBV Response in Tigray	741	38
Building Local Resilience in Syria (BLRS)	5,380	-
Department for Enviroment , Food and Rural Affairs(DEFRA)		
Achieving Sustainable Forest Management through Community Managed Protected Areas in Madagascar	265	44
Disasters Emergency Committee (DEC)		
Pakistan Multi-sector Integrated Flood Emergency Early Recovery 2022 (Phase 2)2023	371	-
Syria Coronavirus Appeal (Phase 2)	20	720
India Coronavirus Appeal	90	368
Afghanistan Multi-sector Integrated Emergency Response 2022-2023 (Phase 1)	-	736
Humanitarian Response to Ukrainian Crisis (Phase 1)	-	2,096
Afghanistan Multi-sector Integrated Recovery Response (Phase 2)	702	-
Humanitarian Response to Ukrainian Crisis (Phase 2)	4,388	-
Pakistan Multi-sector Integrated Flood Emergency Response 2022 - 2023 (Phase 1)	391	-
Earthquake Response in Türkiye and Northwest Syria (Phase 1)	850	-
European Commission (EC)		
Syria Resilience Consortium	-	1,117
Wanbel Wantaim (Peace Together) in Papua New Guinea's Highlands	147	255
Education Cannot Wait		
Somalia Drought Response 2022	3,356	-
James Percy Foundation		
India Gujarat Nutrition Programme (Vruddhi)	79	141

The Power of Nutrition		
India Gujarat Nutrition Programme (Vruddhi)	223	245
Jersey Overseas Aid Comission		
My Healthy Schools - Guatemala	-	28
WASH services of vulnerable and displaced population, especially for women and children in Bani Sa'ad district, Al Mahwit governorate in Yemen	14	120
Horn of Africa Humanitarian Response 2022 in Kenya	200	-
WWF USAID Governance		
Documenting Community Score Cards and other Social Accountability Mechanisms	-	6
START Network		
Alert N-11, Response-Coldwaves in Nepal	107	-
Alert 679 – Zambia Flooding via World Vision	66	-
Nepal - Anticipation Tool Development Cold-Hot Wave Extension	8	-
Alert 684 South Sudan (Displacement due to Conflict)	235	-
Pakistan DRF Heatwave - Multan	-	35
Pakistan DRF Jacobabad - Multan	-	33
Alert N-02 Humanitarian Response to Flood Affected Communities in Mid and Western Nepal 2021 via Mercy Corps	-	30
Alert N-03 Nepal (Flooding)	-	150
Alert 564 - Emergency response in health/nutrition, water, sanitation and hygiene (WaSH) and protection for Cameroonian refugees in Farcha Malezi settlement, N'Djamena via Solidarities International	-	66
Alert N-04 Nepal (Anticipation of Cold Wave) via Save the Children	-	200
Alert 589 - Emergency response to Magwi post-conflict displacement via Christian Aid	-	-
Alert 591 Uganda (Cross-Border Displacement due to Conflict)	-	282
Nepal pilot: responding to humanitarian emergencies (Phase 2)	262	
Alert 006 Tool Development Nepal Cold Waves	-	35
Alert SRF Pakistan Heatwave 2022 (Sibi only)	-	57
Alert 621 Guatemala (Food insecurity)	300	-
Alert 630 Tuvalu (Drought)	41	-
Alert 631 Yemen (Flooding)	400	-
Alert 632 India (Flooding)	130	-
Alert 637 Sierra Leone (Flooding)	300	-
Alert 638 Chad (Flooding)	300	-
Alert 642 Syria (Cholera Outbreak)	300	-
Alert 630 Tuvalu (Drought) – Learning Grant	20	-
Alert 675 Philippines (Flooding)	350	-
Madagascar Cyclone 2023 Season	121	-
Alert 690 Vanuatu (Cyclone)	89	-
Alert 693 Malawi (Cyclone)	186	-
Alert 695 Peru - flooding	70	-
United Nations Peace Building Fund (UNPBF)		
Gender and Youth Promotion Initiative 2020 - Cote d'Ivoire	298	333
UKAID Match		
Help Her Live Learn and Earn (HELP)	-	5
	29,882	**19,865**

Legal and Administrative Information

Trustees

Lyndall Stein (Chair) **1** [appointed Chair of Board of Trustees 1 August 2022]
Nigel Chapman (Acting Chair from 6 October 2021 to 31 July 2022) **1, 2** [resigned 6 December 2023]
Edward Bickham **1** [resigned 8 December 2022]
Esther Kwaku **1, 3** [resigned 6 December 2023]
Nadine Nohr **3**
Edward Sparrow **2, 3**
Khalid El Ansari **2, 3**
Desiree D'Souza **2**
Anita Yuen **2**
Sribavan Srisathkurunathan **2** [appointed 29 March 2023 - appointed Vice-Chair of the Board on 6 December 2023]
Maliha Khan **1** [resigned 7 April 2023]
Stephen Oxley **2** [resigned 4 July 2023]

Additional committee members

Wendy Fenton **1 -** (resigned 14 March 2023)
Nasra Ismail **1** (no longer a PPC member, as the committee did not have a quorum and was dissolved)

1 Programme and Policy Committee – Dissolved - last meeting was on 14 March 2023
2 Finance and Audit Committee
3 Ethics and People Committee

Senior Leadership Team

Eamon Cassidy	Interim Chief Executive Officer [from 4 July 2022 to 6 July 2023]
Helen McEachern	Chief Executive Officer [from 22 August 2023]
Dallan Cunniffe	Interim Finance Director [from 6 June 2022 to 5 December 2022]
Leo Skyner	Finance Director [from 14 November 2022 to 30 September 2023]
Bill Chidgey	Interim Finance Director [from 30 September 2023]
Erin Segilia Chase	Director, Fundraising, Partnerships & Comms [to 18 February 2023]
Laura Griffin	Interim Director, Fundraising, Partnerships & Comms [from 18 February 2023]
Helen Thompson	Director of Programme and Policy [from 1 July 2022]
	Interim Chief Executive Officer [from 7 July 2023 to 25 August 2023]
Joanna Lloyd-Jones	Interim Director of People [from 22 May 2023]

Company information

Registered Office

C/o Ashurst LLP
London Fruit and Wool Exchange
1 Duval Square, London E1 6PW

Auditors

Crowe U.K. LLP
4th Floor
St James House
St James Square
Cheltenham GL50 3PR

Bankers

Barclays Bank plc
Level 28
1 Churchill Place
London E14 5HP

Solicitors

Ashurst LLP
London Fruit and Wool Exchange
1 Duval Square, London E1 6PW

Thank you to everyone who supported CARE International UK in the last year.

This includes all those people who have made one-off or regular donations, taken part in fundraising events and campaigns, or made a loan through Lendwithcare. Thanks also to our generous anonymous donors. All of your support is invaluable in helping us save lives, defeat poverty, and achieve social justice around the world.

We couldn't do it without you.

Statutory Donors
Conflict, Stability and Security Fund through the Foreign and Commonwealth Office (CSSF)

Disasters Emergency Committee (DEC)

European Commission (EC)

Foreign, Commonwealth and Development Office (FCDO)

Guernsey Overseas Aid

Jersey Overseas Aid

United Nations Development Programme (UNDP)

United Nations Office for Project Services (UNOPS)

United Nations Peacebuilding Fund (UNPBF)

Trusts, Foundations, Organisations, and Charities
ActionAid UK

Aga Khan Foundation UK

Thani Bin Abdullah Bin Thani Al-Thani Humanitarian Fund

Better Cotton Initiative (BCI)

Corcoran Foundation

The Big Give

Equality and Human Rights Commission (EHRC)

Ethical Tea Partnership (ETP)

The Fawcett Society

Ford Foundation

Global Challenges Research Fund

Grace Trust

Heald Charitable Trust

International Rescue Committee UK (IRC)

The IPSOS Foundation

Islamic Relief Worldwide (UK)

Jimmy Choo Foundation

Joseph Rowntree Reform Trust

The MacDaibhidh Charitable Trust

Marie Stopes International

Megan Van't Hoff Charitable Trust

Mercy Corps Europe

Norwegian Refugee Council

Oxfam GB

Oxford Brookes University

Plan International UK

People's Postcode Lottery

The Positive Action for Children Fund

Power of Nutrition

Results for Development

Save the Children

Solidarites International

Souter Charitable Trust

St Clare & St Francis Trust

START Fund

START Network

The Tanzania Fund

Tony Blair Institute

TS Catto Trust

VIIV Healthcare

World Vision UK

Companies

Apple (UK)

Ashurst LLP

AVIVA Bank

ABC

Bordelle

Brown and Green Café

Diageo

Flutter Entertainment

Hargreaves Lansdown

Heathrow

GlaxoSmithKline (GSK)

Goldman Sachs

Hogan Lovells

IHG (InterContinental Hotels Group)

Leigh Day

Maxis GBN

M&G

Microsoft Rewards/Give with Bing

Mondelēz International, Inc.

N Brown Group

Ooni

PKP and Company

Primark Stores (Ltd)

Revolut

Sage

Société General

Spectris

Third Bridge Group

Torstone Technology

Twinings

Unilever

White Cube

WISE

CARE INTERNATIONAL UK

England & Wales - Charity number 292506

Accounts

CARE International UK Annual Report

For the year ended 30 June 2022













CARE International UK Annual Report 2021/22

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STRATEGIC REPORT

OUR VISION, MISSION AND FOCUS

The global CARE International confederation's shared vision, mission and focus are set out in in the CARE 2030 Vision: Harnessing collective power to fight poverty, and achieve social justice, published in July 2021.

Our vision:

We seek a world of hope, inclusion, and social justice, where poverty has been overcome and all people live in dignity and security.

Our mission:

We work around the globe to save lives, defeat poverty, and achieve social justice.

Our focus:

We put women and girls at the centre of our work, because we know that we cannot overcome poverty until all people have equal rights and opportunities.

Front cover images: Sarah Easter/CARE; Francesco Pistilli/CARE; Mohamaed Shaker/CARE; Mohammad Hasan Zobayer/CARE; Suzy Sainovski/CARE; CARE Ecuador; Sincerely, Alexia Rae/WIBDI/CARE; Tvoya Opora/CARE; Gary Nicol/CARE; Saddam Mohamed/CARE.

2021/22 IN NUMBERS

REACH: 1,281,615 people (61% women and girls) were reached by CARE International UK (CIUK) programming in 2022.

- **38** countries
- **75** programmes
- **424,213** people reached with gender equality programming
- **815,182** people reached with humanitarian programming

IMPACT: 1,056,829 people have been positively impacted by CIUK programming since 2020, (as of 30 June 2022).

At CIUK, we look to understand the impact of our work by evaluating our programmes. This helps us to measure our progress against our 2030 targets and track our contribution to the UN's Sustainable Development Goals (SDGs). Evaluations done on CIUK programmes since 2020 show:



853,046 people were positively impacted towards SDG 1
Ending poverty in all its forms everywhere

252,185 people were positively impacted towards SDG 2
Ending hunger, achieving food security, improving nutrition and promoting sustainable agriculture

100,814 people were positively impacted towards SDG 3
Ensuring healthy lives and promoting well-being for all at all ages

34,286 people were positively impacted towards SDG 4
Ensuring inclusive and equitable quality education and promoting lifelong learning opportunities for all

317,805 people were positively impacted towards SDG 5
Achieving gender equality and empowering all women and girls

120,289 people were positively impacted towards SDG 6
Ensuring availability and sustainable management of water and sanitation for all

143,056 people were positively impacted towards SDG 8
Promoting sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

739,011 people were positively impacted towards SDG 10
Reducing inequality within and among countries

MESSAGE FROM CARE INTERNATIONAL UK'S CHAIR

This annual report covers the 12 months from July 2021 to June 2022. The impacts of the COVID-19 pandemic started to ease as vaccines became available, although the roll-out of these vaccines was inequitably spread across the world. CARE International's "fast and fair" campaign aimed to redress this inequity by helping to ensure access for people who need it most. The campaign supported millions of people across 22 countries to access vaccines.

CARE International continued to respond to needs created by COVID-19, moving from our initial focus on hygiene messaging, access to clean water and hand washing, to approaches aimed at increasing inclusive healthcare and responding to the shadow pandemic of Gender-Based Violence.

Just as the world was emerging from one global disaster, another event with global ramifications hit: Russia invaded Ukraine in February 2022. In response to the displacement and humanitarian need caused by the conflict, CARE launched new programmes in Ukraine, Poland and Romania. We work in partnership with local organisations to meet the basic needs of displaced people, including supporting those affected by trauma and gender-based violence. CIUK has supported CARE's responses through Disasters Emergency Committee appeal funds, with an integrated emergency response that includes shelter, food, and protection. Our emergency shelter team has extensively supported the response, training local partners and integrating our women's leadership approaches with our Shelter programming.

The situation in Ukraine helped drive a massive increase in food insecurity due to the impact on grain exports from the country. At the same time, it eclipsed media attention and diverted donor funding from the unfolding food crisis in the Horn of Africa. CIUK's advocacy team worked with others in the sector to advocate for more funding and action on the food crisis. Unfortunately, the UK committed just 16% of the amount they made available in 2017 to provide food security.

In Afghanistan, the Taliban regained control of the country following the evacuation of international forces in August 2021. The economic collapse that followed has led to a more than doubling of people in need, accompanied by a devastating roll-back of women's rights. CIUK has been supporting girls' education in Afghanistan through the UK's Girls' Education Challenge Fund for a decade. It is heart-breaking to see Afghanistan's girls despairing for their futures as the opportunity to learn, have a career and fulfil their potential is taken away from them.

We're pleased that despite the challenges, CIUK continued to deliver the Leave No Girl Behind project with CARE Afghanistan, which provides community-based education and accelerated learning programmes, adjusting to new circumstances to support primary-school age girls to read, write and count.

As this annual report starkly shows, CIUK continued to be heavily affected by the reduction in the UK's ODA budget, which was further squeezed this year by the UK Government's decision to count domestic support for asylum seekers as ODA. This led to a huge reduction in bilateral aid for overseas work. As programmes ended, it has been challenging to fund subsequent phases or some new initiatives.

After ten years of collaboration, our Somalia Girls Education Promotion Project, (SOMGEP and SOMGEP-Transition), ended with positive outcomes. The programme successfully improved the learning outcomes of ultra-marginalised girls, such as girls from relatively poor or pastoralist households, girls with physical disabilities, and the lowest-performing students. It also reduced early marriage: women who had participated in the project typically married 1.4 years later, at 18.3 years of age, compared to 16.9 years among the comparison group. FCDO funding for our Adolescent Girls Education in Somalia (AGES) programme, which has enrolled over 60,000 girls in school since 2019, was not renewed. However, we are pleased to report that the US Government stepped in to support the programme, a recognition of the programme's success in reaching some of Somalia's most marginalised girls over the last five years.

The financial impact of the FCDO cuts led CIUK to reduce our capacity. We took the difficult decision to stop hosting two out of three global technical teams that we have been supporting on behalf of the CARE International confederation. We transitioned leadership of the Women's Economic Justice team to CARE Norway and the Women's Voice and Leadership (Inclusive Governance) team to CARE Caucasus. We are so grateful for the dedication, expertise and excellence of all our colleagues who worked in these teams and contributed so much to CARE's goals.

This year was also our Chief Executive, Laurie Lee's, final year with CIUK after eight years in the role. During his leadership, CIUK has tirelessly campaigned for gender equality, including campaigning for a new global law to ban sexual harassment at work. This law came into force last year. He also worked with others across the sector to oppose the UK Government's decision to reduce its ODA budget; and helped CIUK to navigate the deeply challenging times of the COVID-19 pandemic. We thanked him and wished him well on his next endeavours. We welcomed an interim CEO, Eamon Cassidy, at the beginning of July 2022, before our new permanent CEO, Helen McEachern, joined us in August 2023.

Conflict and climate crises have hugely escalated the need for our work this year, while at the same time the resources available for this work have been greatly diminished due to political decisions of the UK Government. Thank you to our generous supporters who have stayed with us during this time. We are particularly grateful to individual people who have continued to support CARE despite steep increases in the cost of living in the UK. Special thanks, also, to our wonderful supporters the People's Postcode Lottery and their players – PPL's ongoing flexible support has been a lifeline for us during this difficult year. In addition, we are very grateful to our many corporate partners who have supported us this year. The contributions to our work in Ukraine have been particularly generous and the commitment of lenders to the Lendwithcare programme has grown.

I would also like to thank all staff, volunteers and Trustees of CARE International UK. My colleagues' commitment, resilience and positivity are impressive in the face of the continued upheaval of this year. We are motivated by working in solidarity with our overseas colleagues, local partners and women activists to help them face and resolve their communities' own, much greater challenges. Although this year has meant scaling back that support due to reduced funding, our belief in social justice and our resolve to defeat poverty remains undimmed.



Lyndall Stein
Chair of the Board of Trustees

CARE'S GOALS

CARE INTERNATIONAL UK

CARE International UK (CIUK) is a member of the global CARE International Confederation, an international organisation working in 111 countries around the world. CIUK plays a major role in achieving CARE's goals by raising funds for the Confederation's work around the world and providing programme support and expertise. The work highlighted in this report was directly supported by CIUK.

During this year, CIUK transitioned leadership of the Inclusive Governance/Women's Voice and Leadership impact area to CARE Caucasus to support Southern leadership of CARE's goals. CIUK continues to work closely with CARE Caucasus on women's participation, in particular, through our leadership of the Women Lead in Emergencies approach (co-led between CIUK and CI Secretariat). CIUK also transitioned leadership of the Women's Economic Justice Impact Area to CARE Norway, although we continue to host the Women's Economic Justice global advocacy advisor on behalf of the Confederation. CIUK continues to host the Emergency Shelter team.

During this year, CIUK continued to mobilise support towards CARE Vision 2030, across all six impact areas: Gender Equality; Humanitarian Action; Women's Economic Justice; Food, Water and Nutrition Security; Health; and Climate Justice.

FY22 HIGHLIGHTS

Humanitarian emergencies – Ukraine



Veronica, 19, Sofia, 16, their sister Maria, 27, and her daughter Cristina, 4, crossed the border in Medyka, on the Ukraine-Poland border, on March 2, 2022. There, Cristina's godfather was waiting for them. "Now we feel alright. but we don't know what to do next." They crossed that day because it was calm, and with less of a queue than the previous days (only 1h30, not 4 hours or more waiting). But they remain with the feeling that "anything can happen at any moment. War is everywhere." Adrienne Surprenant /MYOP 2022

Since Russia's full-scale invasion of Ukraine began on 24 February 2022, CARE has been responding to the widespread humanitarian needs in Ukraine and neighbouring countries. Millions of Ukrainians have fled their homes. More than 6 million continue to seek refuge in neighbouring countries and more than 5 million are currently internally displaced. CARE is especially concerned about the safety of women and girls, who are particularly at risk in an active conflict situation like this, including from violence and sexual exploitation.

CIUK immediately launched an emergency appeal that, including donations from the public and organisations, raised nearly £3 million (as of 30 June 2022), making it one of the largest appeal responses in our history.

In FY22, we were working with 56 implementing partners across Ukraine, Poland, Romania, Georgia and Germany to provide protection and psychosocial support, cash assistance, food, water, sanitation and hygiene assistance, health services, support for accommodation and education.

From February to June 2022, CARE and partners reached over 466,000 people (66% of whom are women and girls). This includes:

- 236,000 people with food and nutrition support
- 65,000 people with health services
- 54,000 people with support for accommodation
- 49,000 people with water, sanitation and hygiene assistance
- 47,000 people with psychosocial support, education and cash assistance in Poland
- 21,000 people with gender-based violence prevention and protection services
- 1,500 children and youth with school starter kits in Germany

CASE STUDY: Forced to flee Ukraine, Daria now helps women rebuild their lives in Poland

Daria Khrystenko ran a successful language school in Kyiv with a close friend. Then, on 24 February 2022, everything changed. *"I woke up at 5am to go for a run and my friend called me and said: 'You're awake? Good. Are you packed yet?' I didn't understand. She told me the war had begun."*

Like millions of Ukrainians, Daria was forced to leave her home, business and all that she had worked so hard to achieve. *"I woke up my son, we put my cats in their basket into the car and we left Kyiv in 20 minutes. I didn't know where to go, I didn't have a place to stay or a job to work."*

Together with her mum and 10-year-old son Max, Daria travelled through Moldova, Hungary, Romania and Slovakia to reach Poland. With the help of friends, Daria was able to find an apartment for her family. She is extremely grateful to people across Poland who have opened their hearts and homes to assist Ukrainian refugees.



Caption: Daria Khrystenko returned home to Kyiv from Poland in February 2023. She fled Kyiv the day the war started with her young son and mother, who suffers from a heart condition. Last year in April, Daria became a teacher with CARE's cash-for-work programme for Ukrainian refugees and later joined the CARE staff in Poland. Raegan Hodge/CARE

Soon, Daria was able to put her experience as a language teacher into practice, helping Ukrainian children integrate into Polish schools. She signed up for a programme sponsored by CARE Poland, which places Ukrainian teachers in Polish schools. Many children arriving in Poland didn't speak the language and had witnessed deeply traumatic events. Teachers like Daria had a better understanding of what children had experienced.

"I remember there was one girl who refused to sit next to the window because, we found out later, she had scars on her arms from broken glass and she was just afraid. This is just a small example of the trauma that children go through."

Daria also began working for CARE Poland as a translator and working on communications. She now works with organisations led by women, some of whom like her, arrived as refugees but have now found the strength to help others. Women and girls have been disproportionately affected by the war. Nearly nine in ten of the eight million people forced to flee Ukraine are women and girls.

Knowing the challenges that Ukrainian women are facing helps motivate Daria in her work. Daria says she is inspired by Polish women who have opened their hearts to help Ukrainians, as well as Ukrainian women who have had to build their lives again and are encouraging and empowering other women at the same time.

"This last year was incredibly difficult for Ukrainian refugees but also for women all over the world. The help and assistance that the whole world has shown towards Ukrainian refugees is also incredible, so I just want to take a moment to thank all the people that have helped Ukrainians."

Daria will continue her work with Ukrainian refugees in Poland and warns that even if the war stopped today there would still be huge needs. People who are fleeing now are in worse condition than those who left earlier. Above all, she wants the war to be over. The sooner the better.

"There is always hope for better. This is what I believe and sometimes after the darkest night there comes the lightest day, so we should be hopeful. I hope my son will never witness war again in his life. I hope all the children who had to flee with their mothers will be able to return home."

Responding to protracted crises – Yemen

Yemen remains the world's largest humanitarian crisis. The fallout from years of civil war – such as a lack of functioning public services – creates new and spiralling crises every year.

CARE is one of the few international aid agencies with an established presence in Yemen, where we have worked since 1993. Between April 2017 and July 2021, CARE led a consortium of partners on a project which responded to some of Yemen's most pressing needs. These included:

- Cash assistance so people could buy basic food supplies
- Providing access to safe drinking water and improved hygiene and sanitation facilities
- Screening and treating pregnant or lactating women for acute malnutrition
- Primary healthcare services for adults and children

Throughout the duration of the project, CARE:

- Provided 93,892 households with over £30 million in cash to reduce negative coping strategies (e.g. removing children from school to earn money)
- Provided 908,000 people with WASH services to mitigate the spread of waterborne diseases. This includes 699,800 who could access safe and clean water
- Treated 37,331 malnourished children and pregnant or lactating women
- Provided 201,800 children and pregnant or lactating women with healthcare services



Image: Sadeah Mohammed is one of Al Karb village residents who have benefited from a newly rehabilitated water system. Prior to the intervention, she used to trek very far to get water, but she can now easily and safely get water daily. Albaraa Mansoor/CARE.

CARE continues to support people in Yemen who are affected by the crisis, including through the BRIGHTLY project (Building Resilience through Integrated Community-based and Humanitarian Systems Transformation and Leadership in Yemen).

Global Shelter Team highlights

CIUK hosts CARE's Global Shelter Team on behalf of the CARE Confederation to provide critical expertise. Here are some of the highlights from FY 2022:

- **Ukraine**

Senior Shelter Advisor, James Morgan, was deployed to Ukraine in June 2022 to provide support to cash programming activities and to initiate a shelter component to the overall response to the war in Ukraine. This work is generously supported by the InterContinental Hotels Group.



Image: CARE supported collective centre with special facilities and services to cater for people with disabilities – a project with partner HEKS/EPER. James Morgan/CARE 2022

- **Southern Africa region**

The Shelter team continued its technical support to the multi-year flood and cyclone preparedness programme in Madagascar, Malawi, Mozambique and Zimbabwe. The programme involves capacity development for CARE and partner staff in-country as well as a mechanism for rapid emergency response to cyclones and floods in the region.

- **Research**

The Shelter team was approached by USAID's Bureau for Humanitarian Assistance (BHA) with a request to conduct a review of their shelter and settlements programming in Afghanistan over the last 20 years, as well as their work following Typhoon Haiyan in the Philippines (2013) and the Gorkha earthquake in Nepal (2015). Sue Webb, Janina Engler-Williams and Bill Flinn started work on this project in earnest in October 2022.

The team published Mindful Sheltering in September 2021, a report following the second Shelter and Health Learning Event in May 2021 looking at the impact of humanitarian shelter on mental health and well-being.

The research team also published Pathways Home, Guidance for Supporting Shelter Self-recovery just after the end of the financial year. This was a strong collaborative effort with many sector partners, which builds on many years of research into self-recovery and health and well-being benefits of good post-disaster programming.

Lendwithcare Climate Grants

Lendwithcare is our peer-to-peer micro-lending platform which facilitates loans from supporters to low-income entrepreneurs who want to start or grow an income generating activity.

In FY 2022, Lendwithcare supporters made £6.0 million of loans to over 19,000 micro-entrepreneurs through sixteen local partners. In addition, a new grants model was introduced to support low-income people with a way to reduce their impact on the environment using improved cookstoves in partnership with The Fair Climate Fund.

Low-income households often have no choice but to use traditional cooking methods which can be highly damaging to the environment. In fact, an estimated 2.8 billion people globally do not have access to modern energy efficient cooking services.

By providing a cookstove through Lendwithcare, supporters are directly helping to bring down CO2 emissions by phasing out inefficient and polluting cooking methods. Cookstove recipients and their families will also benefit through significant reductions in indoor air pollution. An added benefit is by not having to spend tireless hours collecting firewood time can be spent earning an income or studying. Every cookstove provided is expected to reduce CO2 emissions by between two to three tonnes per year.



One of the cookstoves recipients was Clarise from Rwanda who told us: *“I requested a grant to buy a cookstove because my family was not comfortable cooking with dirty and expensive charcoal which was harmful to our health."*

Many households cook with charcoal in Rwanda. Local Development partner, BioMasters, estimate that cooking with pellets is up to 30% cheaper compared to charcoal, which provides an important cost saving for low-income families.

Business with CARE – building impactful and equitable partnerships with businesses.

In September 2021, CIUK’s private sector engagement team was re-launched as Business with CARE (BWC) to recognise the diverse ways that CIUK engages and works with corporate partners, ranging from providing business advisory services through to programme design, development, and delivery, all the way to impact measurement and communication. Our work on corporate fundraising, including in emergencies, continued, as did fundraising from Trusts and Foundations.

Some highlights from FY22 include:

- We marked 10 years of partnership with international hotels and resorts group IHG, during which time IHG supported CARE’s disaster and emergency response in nine countries. This video celebrates the different ways we have worked together in the last decade and demonstrates the incredible impact we have had. With IHG’s support, CARE has provided emergency assistance in Vanuatu, Bangladesh and the Philippines; invested in emergency shelter for vulnerable migrants in Ecuador; and supported the COVID-19 response in India and Indonesia.

- We completed our decade-long partnership with GSK, which reached 5.6 million people (of which 75% were women and girls) across 11 countries. The partnership focused on supporting last-mile frontline health workers' provision of ante/post-natal care and medical support, including humanitarian response work for Rohingya peoples in Cox's Bazar refugee camps.

- In another 10-year partnership anniversary, this time with Mondelez, we celebrated the achievements of the Cocoa Life programme. Working closely with CARE country offices in Ghana and Cote d'Ivoire, Cocoa Life has helped lift more than 550,000 cocoa farmer households out of poverty with community development, livelihoods support, farm productivity and environmental and youth support, including supporting children to be reintegrated into education and out of labour within cocoa supply chains. Cocoa Life has supported 545 Village Savings and Loan Association groups (VSLAs) comprising 14,000 members in coca-growing regions. This has helped establish a savings culture, generated loan capital to members and enhanced financial literacy of rural cocoa communities, reducing their vulnerabilities, and expanding gender-equal economic opportunities.

- In 2022, we worked with five garment factories in Cambodia to promote harassment-free workplaces in Primark's supply chain and influence industry change, so that all women garment workers feel safe and respected at work. At the end of this 18-month programme a total of 86% of workers across the five target factories reported feeling safer against sexual harassment and have systems, support pathways and safe reporting channels in place. A video of the programme can be found here.

  Tim Thavy, aged 40, a woman worker from Jade Sun factory said,

  "I now know a lot more about sexual harassment and the policy to prevent it. I have witnessed sexual harassment in the past, but I was afraid to speak up but now I know I can. I want all workers to feel safe to report."



Caption: CARE mentored Sexual Harassment and Prevention Committee members, Fashiontex Apparel Co., Ltd

- In August 2021, we concluded our work with Unilever and FCDO on the Hygiene & Behaviour Change Coalition (HBCC) response during COVID-19. Focusing on hard-to-reach and vulnerable communities (including refugees, people living with disabilities and the elderly) and rural and/or remote settings, through HBCC we reached 29 million people across 5 countries.

- As part of our partnership with Twinings, the "Empowering Sri Lanka's Tea Plantation Communities project" implemented across 8 Sri Lankan tea plantations over 45 months from October 2019 to May 2022, **30,767 estate residents** (8,000 families) across the 8 estates are now being supported and their communities under this project through Chrysalis in Sri Lanka. The programme continues to create opportunities for women to enhance their capacity and engage in social and community work. The programme continues to support young people in gaining knowledge and skills while providing recognition to seek out job opportunities. Through these Community Development Forums (CDFs), nearly 55% of the leadership and officer roles are now women, resulting in over 71% of all women's issues being resolved against a baseline of 3% covering women's health, safety, and protection where only 8% of women held office-bearer positions across a total of 79 CBOs within the eight project Estates before the CDF.

  "*Women pluckers faced real difficulties in accessing safe toilets in the tea fields as some of the tea fields were far from home and there were none in the fields for us to use which was safe. Thanks to the CDF for helping to organise the building of safe toilets across the Tea Estates. We are more safe and secure now*." Tea Plucker, Aislaby Estate, Sri Lanka.

- New corporate partnerships include Aviva, White Cube and WISE Transfer.

- FY22 was marked by one of the biggest corporate fundraising efforts in recent years with the launch of the Ukraine emergency appeal, shortly after the start of the invasion in February 2022. Corporates responded swiftly to our call for emergency donations, raising over £3.5 million including a record €1 million from longstanding partner, Diageo.

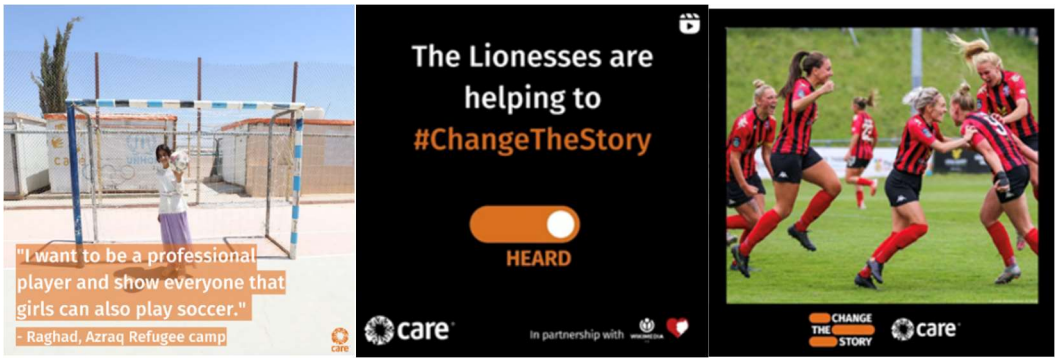
- Under our Trusts and Foundations work, new partnerships developed during FY22 included those with Grace Trust, Corcoran Foundation and Mail Force.

#March4Women – Change the Story

- Our flagship campaign for International Women's Day, #March4Women, was postponed in March 2022 due to the outbreak of war in Ukraine. Instead of launching it as a one-moment event, we developed a longer-term awareness campaign called 'Change the Story' to highlight issues of gender inequality and challenge stereotypes for women and girls.
- In collaboration with Wikimedia UK and Women in Red, digital activity promoted the need for women to be represented at all decision-making levels across the

world. Our partnership with Wikimedia UK supported the campaign banner throughout July as part of promotion during the Women's European Championships.

- We saw impressive social media figures: 2.8 million impressions and a reach of over 1.5 million views. Digital activity and 'calls-to-action' worked well to convey a consistent gender equality message and support CIUK's message to reach new audiences whilst staying topical and relevant.



Fundraising and supporter growth

This year, the number of active supporters (those who have donated in the past two years) grew by 2% to just over 95,000 people. The Supporter Care Team worked hard to respond to many enquiries and requests from supporters of CIUK and Lendwithcare. The team:

- Dealt with 3,806 emails and 391 telephone calls from our supporters and others interested in the work of CIUK
- Received 399 ratings through their Customer Thermometer email signature, 316 of which were gold stars
- Dealt with 716 live chat conversations through our websites
- Answered numerous comments and questions on social media

During FY 2022, CIUK ran two waves of emergency appeals to support people living in crisis in Afghanistan. The first was in August 2021, when we saw mass displacement and evacuations, and the second being in December 2021 as drought, conflict and COVID-19 pushed more than 8 million people to the brink of famine. Over the course of the year, we received more than 6,000 donations and over £300,000.



Caption: CARE distributes food packages to vulnerable households. The package consists of 124 kilograms of flour, 50 kilograms of rice, 6 kilograms of legumes, salt, and cooking oil – enough for two months for a family of 5 to 7 members. Badia, 21, pictured here with her 18-month-old daughter, was displaced by the conflict eight months ago and fled to Herat city with her family. "This [food] will help us a lot, we don't have anything at home. Six months ago, we could buy 4kg of potatoes for 50 Afghanis, now it is 100, and all other food prices have gone up. 3L of oil was 350 Afghani but now it is more than 600 and sometimes even 700. We cannot afford that, so we buy the small packets." Suzy Sainovski/CARE 2021.

When conflict in Ukraine escalated, we received almost 10,000 donations from individual supporters of CARE's work and the response was one of the largest emergency appeal responses in our history. It was certainly the busiest we have ever been in terms of receiving and processing donations!

In addition, 51 people created fundraising pages or took part in challenges to raise funds for CARE's work in Ukraine, including Theresa who raised funds by holding an online yoga class and raised £312, and Karolina who held a plant raffle raising £619.

Women Lead in Emergencies

Women and girls are hardest hit by conflict and disasters – and, in ways that differ from men. Despite this, women affected by crisis often have little or no influence over the design and delivery of humanitarian assistance. This matters because women have a right to participate in decisions that affect their lives. It also matters because, without women's participation, humanitarian assistance often does not meet women and girls' needs.

CARE's Women Lead in Emergencies approach (Women Lead) shifts power and resources directly to women in communities affected by crisis and supporting them to overcome barriers to their participation in humanitarian decision-making.



"This was my greatest achievement," says Lami, "I was not afraid or slowed down by anyone. I spoke in public and in front of everyone in order to defend our rights." In the refugee camp where Lami lives in Niger, women and girls face a high risk of sexual violence. At one time, there were nightly cases of rape. As President of her local savings group, Lami was able to mobilise the women in her group, take this issue to local law enforcement and demand that they patrol each night to help keep women in the camp safe. In the Diffa region of Niger, women like Lami are engaging in a number of activities to protect vulnerable people in their communities, from organising GBV (Gender-Based Violence) awareness raising sessions to advocating successfully for safe spaces to keep children occupied outside of class. Ekinu Robert/CARE 2021.

In 2022, CARE published a Global Evaluation of Women Lead's impact across 15 countries. The evaluation showed:

More women are confident in their rights
In Niger, 88% of Women Lead members felt confident that they understood their rights and entitlements compared to only 58% of non-members.

More women participate in public meetings
In both Niger and Uganda, Women Lead members were more likely to speak in public meetings than non-members (77% to 49% in Niger and 83% to 73% in Uganda).

More women lead
In Niger, Women Lead members were more likely to hold leadership positions than non-members (31% to 9%).

As of 2022, CARE was piloting or using the Women Lead model in Colombia, Mali, Niger, and the Philippines, in emergencies spanning natural disasters to protracted crises, and conflict settings to global health pandemics.

CASE STUDY: The refugee women campaigning to be decision makers

Omugo settlement in Uganda is home to a large community of refugees who have fled violence in neighbouring South Sudan.

33 members of Women Lead in Emergencies here decided to stand for election on the influential – and traditionally male dominated – Refugee Welfare Council in 2021. For Women Lead members, having a seat on the council meant they could help address key issues facing women in the camp.

"I'm from Women Lead. I want to encourage the women to go for ante-natal care, because most women in the community, when they get pregnant, they don't want to go to ante-natal. And I want to encourage them to go and deliver in the hospital, so their kids don't get infections." Peace Helen, Women Lead member

Women Lead members identified that a lack of confidence in public speaking was holding them back from campaigning. The Women Lead team responded with mentorship sessions in public speaking to encourage the women to stand for election.

Ultimately, 17 of the Women Lead candidates were elected to the Council in 2021, putting them at the forefront of decision-making in Omugo. And whether successful or not, all the candidates showed that they can – and will – have their voices heard on the decisions which affect their lives.

"If I go back to Sudan, I want to be a leader like an MP. And I want to encourage girls and the youth, my age, to come into leadership." Peace Helen, Women Lead member

Watch the video

Success in Somalia – AGES Project

CARE has been running the six-year Adolescent Girls' Education in Somalia (AGES) project since 2018, aimed at increasing access to education for extremely marginalised girls in Somalia who face multiple barriers to education. These barriers may include displacement, minority identities, language, disability, pastoralist livelihoods, marriage, and motherhood.

Somalia has one of the world's lowest primary school enrolment rates at 9%, reflecting the fact that the education system is being rebuilt after decades of conflict, recurrent natural disasters, and large-scale displacement. The ongoing drought and hunger crisis in recent years is yet another factor, with current estimates suggesting that around 400,000 children are at risk of permanently dropping out of school due to the drought.

With funding from UKAID/FCDO and USAID, the AGES project uses a dual approach: working with the Ministry of Education to enrol out-of-school girls in courses tailored to their needs, alongside working with school-age girls, their teachers, families, and community members to shift social and gender norms affecting school attendance and learning outcomes.

Activities include:

- Financial literacy and business management skills training
- Providing cash stipends and bursaries to address some of the economic barriers to girls' education
- Savings groups and connecting girls to banking services

- Access to mentorship to develop girls' individual and collective agency, and opportunities for planning and leading civic action to address issues affecting their rights



Caption: The Girls' Empowerment Forums provide an opportunity for collective action, engaging girls in activities that contribute to shift perceptions about their roles and gender and social norms. © CARE

Impact so far, from a qualitative study conducted by CARE:

- 90.6% of respondents who received financial support through AGES said it made their daughter's enrolment more likely
- 91% said the financial support has improved their daughter's attendance
- Midway through the project, the proportion of caregivers who believed it was acceptable to keep their daughters out of school so that they could help with chores at home had decreased from 36% to 12%

Girls talked about how financial skills training has had a transformational impact on their ability to engage in business, enabling them to increase profit, expand businesses, and teach their families about financial products.

"At first, I was not able to do business and I used to believe that I could not get anywhere, but now I am a businesswoman. I believe I can do business because I learned math. The school helped me not just to learn but to do business as well." AGES student, Baidoa

FINANCIAL PERFORMANCE

Income

Total income was £38.6m in the year ended 30 June 2022 (2021: £62.7m), of which £27.8m (2021: £51.9m) was restricted to international programmes. This reduction in income is due to a decrease in available funding from our largest institutional donor, the FCDO/DFID, which dropped to £18.2m in the year ended June 2022 (2021: £44.6m). This was largely the result of the UK government scaling back official development assistance. Meanwhile, total restricted and unrestricted income from individuals and corporations increased to £11.0m in the year ended June 2022 (2021: £10.0m). We continued to support the Disasters Emergency Committee (DEC) through campaigns and deploying communications staff, receiving funding of £4.0m (2021: £1.4m) from DEC appeals.

Given the UK Government's decision not to honour its legal commitment to spend 0.7% of Gross National Income (GNI) on official development assistance and continued delays in DFID and FCDO procurement processes, new grants signed in FY22 were significantly lower than in prior years. This changed in FY23, and we hope to report increased income next year, as FCDO procurement restarted and CIUK was successful in signing a range of new programmes from various donors.

Unrestricted income was £10.7m in the year ended June 2022 (2021: £10.8m), a slight decline of £0.1m.

Expenditure

Total expenditure was £31.4m in the year ended June 2022 (2021: £67.7m), of which restricted spend on international programmes was £22.2m (2021: £57.9m). Humanitarian programme expenditure represented 49% of our charitable expenditure (2021: 65%).

We spent £3.7m in the year ended June 2022 to generate £11.0m from donations and legacies from individuals and corporate partners (2021: spent £4.0m to generate £10.0m).

Given the challenging environment and uncertainty about future funding levels for international humanitarian action and development, cost reduction plans were implemented, and overall unrestricted expenditure was prudently reduced by 8% to £9.1m in the year ended June 2022 (2021: £9.9m).

In the latter part of the financial year ended 30 June 2022, we set our operating budget for the 2022/23 financial year, to ensure that we maintain capacity to position ourselves for new partnerships and donors and to provide high quality technical support to CARE programmes. We continue to monitor fundraising performance against a challenging external environment and have committed to increase investment in income diversification and growth when the fundraising climate improves.

Restricted Deficit, Unrestricted Surplus and Reserves

As at 30 June 2022, we carried forward £14.7m of restricted funds associated with multi-year grants for use in future years (2021: £9.1m). This increase is due to the Ukraine programme, which is due to be spent in FY23.

As the reduction in unrestricted expenditure was significantly greater than the decline in unrestricted income during the year ended 30 June 2022, we generated net unrestricted income of £1.6m. Combined with other changes to net assets this resulted in an increase in unrestricted reserves from £2.9m to £4.5m.

Free unrestricted reserves, which do not include amounts related to fixed assets, increased from £2.8m to £4.5m.

Free reserves are held to ensure continuity of the Charity's ongoing and future activities, including:

- Protection against fluctuations in income, particularly year to year changes in the portfolio of donor-funded programmes
- Mitigation against the financial risks arising from the changing nature of aid, especially the movement towards payments by results in both grants and contracts
- Investment in innovation to support CARE's strategic objectives
- To enable the orderly cessation of activities should it ever be required

All charities are required to consider how much they need to hold in reserves. The extent varies depending on the scale and nature of the charity's activities.

The Board has set its policy to maintain a minimum level of £1.5m to £2m reserves. Given the current operating environment, it recognises that maintaining a higher level of free reserves may be prudent.

Cash and Short-Term Deposits

Cash and short-term deposits reduced during the year ended 30 June 2022, from £20.0m to £12.9m. Most of these funds represent cash received for donor-funded projects and are obligated against specific activities. Of the total cash balance, £10.1m is restricted while the unrestricted cash balance held by the CIUK group was £2.8m.

Going concern

The economic impact of the COVID-19 pandemic led the UK government to reduce official development assistance, which had a significant impact on the income of CIUK in the financial year ending 2022 and beyond. This reduction in income presented a challenging financial environment for the Charity. In response, we reduced our operations, resulting in a corporate restructure. Prompt action and prudent financial management during the financial year ended 30 June 2021 and 2022 increased the organisation's free unrestricted reserves to £4.5m (2021: £2.8m). Since 30 June 2022, the Charity has continued to manage its finances effectively – with oversight by Trustees – and has started to see Programme volumes return, with several contract wins and extensions.

In preparing the going concern assessment, income and expenditure projections have been extended to 30 June 2025. A baseline projection has been prepared based upon the Board approved FY24 budget – which shows continuing cost control and reflects recent contract wins.

In addition to the baseline 'most likely' projection, alternative prudent scenarios have been modelled which consider the impact of potential declines in income of up to 20% in both programme and fundraising. Although unlikely, a further scenario has been also prepared – a cumulative crystallization of both scenarios at the same time – to assess the impact such a scenario would have on the financial sustainability of the Charity. In this scenario the Charity would have sufficient unrestricted cash resources to continue its operations.

For this reason, the Trustees have concluded that there is no material uncertainty relating to going concern.

Trading subsidiary

The Charity's wholly owned subsidiary, CI Enterprises Limited, carries out trading activities for the Charity. These activities provided a loss before tax of £20k in the year ended 30 June 2022 (2021: £9k loss). As such, no qualifying distribution in the form of gift aid was payable to CIUK.

OBJECTIVES FOR FY23

Developing a new strategy for CIUK

During FY23, CIUK developed its new strategy to define CIUK's role and contribution to delivering CARE's Vision 2030. This takes into account CARE's external commitments to equitable partnership through the Pledge for Change, as well as how CIUK can best maximise the opportunities available to CARE in the UK market for achieving its impact goals. It also focuses on making CIUK a great place to work by putting equity, diversity and inclusion at the heart of our work and aiming to become an anti-racist organisation.

The new strategy will support the Trustees' and senior management team's ability to take strategic resourcing decisions and communicate clearly on the goals and priorities of CARE to UK stakeholders. In our FY23 annual report we will give more detail on the objectives within the strategy.

Financial improvement

During FY23 we continued to prioritise the completion of outstanding audits to bring the charity up to date with its regulatory compliance requirements. CIUK's FY21 and FY22 accounts were delayed due to the knock-on effect of delays to our FY20 accounts. The delay to the FY20 accounts was caused by the cumulative impact of the COVID-19 pandemic, the sudden budget reduction of our main donor, the FCDO, followed by a series of staff changes and restructures.

The FY21 annual accounts were published in June 2023. We are implementing actions to prevent a repeat of such delays through a Financial Improvement Plan, which began in 2022 and remains ongoing.

People and culture

Following a long period of remote working during the Covid-19 pandemic, CIUK returned to hybrid office working during FY23. CIUK staff have flexibility to use the office for individual and team working as best fits their needs. CIUK plans to review this hybrid working approach and set a new future of work policy in the second half of 2023.

CIUK also decided to reinstate the Director of People role (our Interim Director of People entered her post on 22 May 2023) at senior management level to focus on rebuilding organisational culture, and on ambitions to focus on equity, diversity and inclusion at CIUK to enhance the wellbeing and satisfaction of all CIUK staff members.

Rebuilding the portfolio and FCDO's international reputation

During FY23, the FCDO re-started its procurement of large new programmes and CIUK successfully secured a number of high value and high impact programmes with the UK Government. These include the Food Security and Safety Net programme in Yemen (BRIGHTLY) which CIUK leads, the Syria Resilience Consortium in Syria, a new protection programme in Nigeria (HARP) and a climate and environment programme in Bangladesh (NABAPALLAB). We also successfully diversified to new donors, including winning programmes with Education Cannot Wait in Somalia and Afghanistan, and with new corporates including the Sage Foundation.

We continued to engage with the FCDO on rebuilding its reputation as a leader on gender equality, in particular after the appointment of Andrew Mitchell as International Development Minister. We were pleased to see the publication of FCDO's Women and Girls Strategy in March 2023, which responded to a number of key advocacy points that CIUK has been engaging the UK Government on for a number of years, including funding for Women-Led Organisations, and a target (80%) for the percentage of programmes that have gender equality as a primary or substantial objective.

Humanitarian response

Humanitarian needs continued to rise in FY23 and CIUK supported CARE country offices to respond to flooding in Pakistan and the major earthquake in Turkey and Northwest Syria and continued our support to teams responding to humanitarian needs created by the war in Ukraine. With new funding, we will also be able to re-establish support for communities in Yemen and Syria that was halted during the UK ODA budget cuts.

PLANS FOR THE FUTURE

CIUK's new strategy, *Local Leadership, Global Influence*, developed in FY23, sets out CIUK's priority objectives for the next three-year period. These objectives include:

- **Prioritising local leadership and global influence**
  Working with colleagues across the confederation to change the way CARE works to deliver on our commitments under the Pledge for Change. We aim to test new programming models that put local partners and women-led organisations in the lead on decision-making and facilitate more funding directly to local organisations. We will also advocate to our own funders to change the way they fund to support local leadership.

- **Promoting a gender transformative approach to humanitarian and climate crises**
  CIUK aims to scale our proven approaches to supporting women's voice and leadership that support women to play key roles in their communities to meet basic needs, bridge community divisions, manage natural resources and demand accountability from power holders. These approaches include Women Lead in Emergencies, Village Savings and Loans Associations in Emergencies (VSLAiE) and Climate Vulnerability and Capacity Assessments. We will focus our business development, communications and advocacy work on women's voice and leadership in humanitarian and climate crises to promote the role of women as agents of change and leaders of humanitarian and development action.

- **Becoming an actively anti-racist, diverse and inclusive organisation**
  We aim to become a more diverse, inclusive and actively anti-racist organisation that bases its decisions, funding and relationships on feminist leadership principles. Over the strategy period, we will invest in the culture change that is needed to achieve these objectives.

- **Sustainable funding for impact**
  As part of the strategy review, CIUK developed a new restricted funding strategy that aims to ensure we are raising restricted funding efficiently to achieve impact through programming, innovation and scaling proven approaches. We will also reassess the investments that we are making in unrestricted income sources, in particular individual giving, to diversify our income sources and reduce our reliance on the UK Government.

DIRECTORS' REPORT

STRUCTURE, GOVERNANCE AND MANAGEMENT

Legal structure

CARE International UK is a registered charity (Number 292506) and a private company (Number 1911651) limited by guarantee. The objects of the company, as set out in the Memorandum and Articles of Association, are to relieve poverty and sickness, to promote the preservation and protection of health and to advance education among the world's poor.

Related organisations

CIUK has a wholly owned subsidiary CI Enterprises Ltd, a company registered in England and Wales (Company No. 02306212). CI Enterprises is used for trading activities to provide income for the Charity.

Board of Trustees, Governing Committees and Management Team

The governing body of the Charity is the Board of Trustees (as listed on page 79). The Board meets formally four times a year. Trustees delegate responsibilities to the Committees, CEO and Management Team in line with the approved Delegated Authorities Policy. In addition, there are three standing committees:

- Programme and Policy Committee
- Finance and Audit Committee
- Ethics and People Committee (replacing the Ethics and Risk Committee and the Nominations and Remuneration Committee)

These Committees are made up of members of the Board and other independent individuals with relevant experience under specific terms of reference from the Board.

CIUK held 5 board meetings and 14 committee meetings during FY22.

Potential candidates for both the Board and Committees are recruited through an open and transparent process, including by advertisement in the press, online and through trustee recruitment organisations, as well as on the CIUK website. The Ethics and People Committee selects potential new members of the Board who are then approved by the Board before appointment.

A formal HR induction process is followed for new Board and Committee members. We also introduce them to the Charity as a whole and help them to form connections with our staff. We make sure they know about their legal duties and check if they need any professional development to thrive in the role.

Members of the Board and Committees serve for a three-year period and may be re-elected for normally one and a maximum of two further three-year terms. None of the members of the Board received any remuneration for their work as Trustees. Reasonable expenses are covered, to ensure there are no socio-economic barriers to being a Trustee.

The key management personnel of the Charity are the Senior Management Team (as listed under Organisational Details on page 79). The remuneration of the Chief

Executive is set by the Ethics and People Committee, and the remuneration of the Senior Management Team is set by the same committee in consultation with the Chief Executive.

CIUK has formal pay scales in place for all levels of staff. We benchmark our salaries each year against similar organisations in the NGO sector and pay at the median of salaries for each grade. We are a London living wage employer. Our pay ratio (the ratio between the highest paid member of CIUK and the median) is 3.0 (2021: 3.2) and this ratio is one of the indicators used to monitor the organisation's approach to pay.

Governance and Trustee duties

CIUK's Board of Trustees has adopted the Charity Governance Code for larger charities and regularly monitors performance against the Code. Following the Board's self-assessment (published in July 2018 and refreshed in November 2020) against the recommendations of the Code the Ethics and People Committee agreed that the Board met the recommendations of the Code but needed to focus more on diversity. Recruitment of new Trustees has addressed this. The organisation takes equity, diversity and inclusion issues seriously. CIUK has worked with external advisors and recruited an interim Director of People on 22 May 2023 to design and deliver a programme of work that will bring about the culture change needed to ensure that all staff are treated equitably and CIUK works towards becoming an anti-racist organisation.

Statement of compliance with Section 172

As a registered company CIUK is also bound by the reporting requirements of company law and, as part of this, the Trustees of CARE International UK are required to state how they have complied with their duties under Section 172(1) of the Companies Act 2006. Trustees must act in a way they consider, in good faith, would be most likely to promote the success of CARE to achieve its charitable purposes in compliance with section 172 Companies Act 2006.

The Board of Trustees delegate day to day management and decision making to the Chief Executive and other members of the Senior Management Team whose responsibility it is to ensure that the Charity's activities are carried out in compliance with agreed plans and policies. Details of the structure and activities of the Board and its standing committees are provided above and under the Legal and Administrative section at the end of this report.

The table below sets out the key decision taken by the Board during the year and how the interests of our stakeholders and the wider factors set out in Section 172 of the Companies Act 2006 were taken into account.

Restructure due to continuing budget pressures resulting from UK ODA cuts and continued delays to pipeline opportunities	The Board took the decision to stop hosting two of the three global teams that CIUK has supported for a number of years. CIUK worked with others in the Confederation to transition these teams to other members. This achieved substantive savings in order to create a modest surplus in FY23 to help build up CIUK's reserves.	Key considerations: • Impact on programme quality and thought-leadership • Stakeholder management within the Confederation to support a smooth transition and maintain institutional knowledge • Change management process and impact on employees

In carrying out their duties the Trustees have regard, amongst other matters, to:

- **The likely consequences of any decision in the long term**
  The scope of our vision and strategic goals are summarised on page 2. Optimising our support to poor and marginalised people and communities to overcome injustice and tackle poverty is the desired outcome of our operations. Consideration of sustainability and the long-term consequences of strategic proposals is part of the Board's decision-making process. External circumstances sometimes change and, if necessary, we adapt our plans to respond to changing needs.

- **The interests of the Charity's employees**
  Our people and culture are vital to the successful delivery of our strategic goals. CIUK puts equity, diversity and inclusion at the heart of its new strategy and in FY23 set up an EDI core group led by the new People Director to deliver on our long-term objectives of making CIUK a great place to work for all staff members, including increasing satisfaction and reducing turnover amongst staff from minoritised ethnic groups. Our Board of Trustees maintains an active interest in our EDI initiatives and one of our trustees participated in the foundational work of the EDI core group.

- **The need to foster the Charity's business relationships with suppliers, customers and others**
  We identify the following as the key stakeholders with whom we foster ongoing relationships:
  - Foreign, Commonwealth & Development Office (FCDO)
  - Other institutional donors and trusts and foundations, for example the Postcode Lottery Trust
  - Private sector potential and existing partners (not whole private sector)
  - British public potential and existing supporters (not whole British public)

- **The desirability of the Charity in maintaining a reputation for high standards of business conduct**
  We espouse the values we wish to influence, support and sustain in our programmes in our engagement with our own donors, suppliers, partners and other stakeholders. Our reputation and credibility are vital to the successful delivery both of our strategic goals and our day-to-day activities.

- **The need to act fairly as between members of the Charity**
  The Trustees are the only members of the Charity and their responsibilities relate to the objects of the Charity. The Charity is run to achieve its charitable purposes and not in the interests of its members. Issues of fairness between the members do not arise.

Change of Auditor

In February 2023 CIUK commenced a tender exercise in order to appoint a new external auditor. Crowe U.K. LLP were successful and have been appointed to complete the audit for the year ended 30 June 2022 onwards.

FUNDRAISING STATEMENT

CIUK seeks to maintain the highest possible standards in our fundraising and engagement activities and will never take the kindness and generosity of the British public for granted. Individual supporters who have chosen to support our work – either through single or regular donations, campaigning, participating in fundraising events, responding to an emergency appeal, or giving a loan to an entrepreneur through our Lendwithcare.org website – all make it possible for us to continue to save lives, support women and girls and be there for the world's most vulnerable people. We are grateful to them every day and strive to keep earning their trust and their support by providing the highest standards of service and supporter experience.

CIUK strives to raise funds from organisations that share the same values and ethics and those that exist in the same moral space. CIUK also continues to be registered with the Fundraising Regulator and is an Organisational Member of the Institute of Fundraising. We adhere to the Code of Fundraising Practice across all public engagement and fundraising activities and continue to engage with both regulatory bodies to ensure all our fundraising activities are compliant and follow best practice.

We have continued to review and update our consent and privacy policies in order to stay fully compliant with the General Data Protection Regulations (GDPR). It is important that our supporters are happy with how we communicate with them, that they understand when there is a legitimate interest for us to do so, and that they are clear on what we do and don't do with their personal information.

We have continued to work closely with professional fundraising and marketing agencies, who have supported and helped to deliver our fundraising activities over the year. We undertake a rigorous due diligence and tender process before starting to work with any suppliers and have strict contracts in place with existing suppliers, which include clauses on GDPR, recognising and managing vulnerable circumstances, human trafficking laws, and the Modern Slavery Act. Close monitoring of all fundraising and marketing campaigns is essential, including regular spot checks and mystery shopping, as it is very important to us that the agencies with which we work meet the high standards we set for ourselves.

We continue to be immensely proud of the stewardship service provided by our dedicated Supporter Care team, who are often the first point of contact that the British public will have with CIUK. During 2021/22, our fundraising and engagement activities reached TV, online and print audiences. In this year, ten complaints were received (2020/21: four complaints). We continue to treat all complaints seriously and ensure they are thoroughly investigated and responded to.

PUBLIC BENEFIT STATEMENT

The Trustees confirm that they have complied with the duty in the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'. That guidance addresses the need for all charities' aims to be, demonstrably, for the public benefit. The objects of the Company, as set out in the Articles of Association, are to relieve poverty and sickness, to promote the preservation and protection of health and to advance education among the world's poor. CIUK's approach to fighting poverty, addressing CARE's Vision 2030 impact areas (humanitarian response; women's economic justice; health; food nutrition and water security; gender equality; and climate justice) and by advocating on behalf of the poorest and most vulnerable people, allows us to meet directly the following criteria for public benefit as defined by the Charity Commission guidance:

- The prevention or relief of poverty
- The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity
- The relief of those in need, by reason of gender, age, ill-health, disability, financial hardship or other disadvantage
- The advancement of health and the saving of lives
- The advancement of education
- The advancement of environmental protection or improvement

We are clear in our aims and objectives and adhere to codes of governance which reach across the wider humanitarian sector, including the Sphere Handbook (a set of principles and standards agreed by the major humanitarian organisations, including CARE), the Red Cross code of conduct, and the Core Humanitarian Standard on Quality and Accountability (CHS). The CARE Confederation is externally verified against the Core Humanitarian Standard, following an external audit by the Humanitarian Quality Assurance Initiative in early 2020, and will be re-verified against this standard in 2024.

Our approach is to listen to the people we work for and take great care to 'do no harm'. We aim to help the poorest and most marginalised members of society, and no person is excluded on the grounds of race, religion, gender, sexual orientation, or social position.

INTERNAL CONTROL ENVIRONMENT

Internal control

The Trustees have overall responsibility for ensuring that the Charity has an appropriate system of control, financial and otherwise. They are responsible for keeping proper accounting records which 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 Companies Act 2006.

The systems of internal control are designed to provide assurance against material misstatement or loss. They include:

1. Strategic plan and budgets approved by the Board
2. Regular monitoring of Key Performance Indicators (KPIs) and progress against the strategic plan
3. Quarterly consideration by the Board of financial performance and variance from budgets, as well as scenario planning in response to external drivers of uncertainty
4. The use of Committees in meeting their duties and delegating certain functions of the Board
5. Appropriate identification, management and reporting of risks
6. Implementation of key policies and procedures
7. Structured delegated and financial authorities signed off by the Board
8. Internal auditing, carried out in accordance with the Audit Charter, encompassing overseas projects and UK processes and procedures

Trustees continue to review the adequacy of the Charity's internal control systems with the Senior Management Team. This is undertaken quarterly as part of the Risk Assurance Framework which distinguishes between 11 main risk areas. Each risk area has a dedicated risk owner and a Board committee responsible for its oversight. This reporting looks at how the Charity has responded to previously identified incidents, weaknesses, or risks, as well as how the Charity approaches new incidents or emerging risks. As part of this, the Trustees consider whether the Charity has taken appropriate measures to respond to the issues and whether the controls in place are sufficient for the organisational purposes.

In accordance with the Audit Charter, a risk-based internal audit approach is taken, and the annual audit plan is approved by the Finance and Audit Committee.

In the view of the Board, internal audit is sufficiently independent with unrestricted access to the Finance and Audit Committee and the Board of CIUK.

During the year, less internal audit work was carried out due to the continued impact that COVID-19 restrictions had on our staff's ability to perform overseas visits, as well as furlough from the previous financial year which impacted the internal audit plan. However, the Charity reached an agreement with CARE USA who will be supporting the internal auditing function going forward. In addition, the Board approved the Charity's plan to delay any additional internal audit work at the headquarters level to allow time for the previously identified gaps to be resolved, particularly the financial improvement plan which was prepared during FY23 and will be delivered in FY24. An external audit was done on the Charity's cyber security processes, an improvement plan for which is currently underway.

The Board believes that the Charity's other internal controls are adequate and meet the guidelines issued by the Charity Commission. The Board recognises that continuing to develop and strengthen CIUK's internal controls is a key priority moving forward and has ensured that the resources and expertise are in place to do so.

Risk management and principal risks

CIUK recognises the risks that we face due to the nature and context of our work. The Board, as the ultimate risk owner, has an established risk management process. Strategic risks are reviewed and discussed quarterly by the Senior Management Team and the Risk Management Committee. The Senior Management Team is responsible for the management of the key risks and ensuring effective mitigation is in place. CIUK uses recognised risk management protocols and standards assessing financial, operational, regulatory, external, and strategic risks.

The Charity regularly updates its Risk Assurance Framework that differentiates between 11 distinct risk areas. Each risk area is managed by a risk owner and overseen by a Board committee. These risk areas are reviewed quarterly at the Risk Management Committee meetings, and reports prepared for the relevant Board Committees. The Board sets and updates the Charity's Risk Appetite Statement, which includes the 11 risk areas, annually.

The significant risks for CIUK, as well as for the broader Charity and development sector, and the Board's plans to manage those risks are summarised below:

Identified risk	Measures in place to manage the risks:
Financial stability and fundraising The organisation continues to be overly reliant on FCDO for programme funding, as well as subject to wider UK economic trends in terms of its unrestricted fundraising streams.	• Diversification strategies in place including to UN and corporate donors, and increased focus on legacy and fundraising from individuals • Careful monitoring of fundraising market and CIUK financial performance • Ongoing actions taken to rebuild reserves • Relationship building, advocacy and influencing FCDO priorities • Ongoing strategic review of organisational priorities to ensure financial sustainability
Systems and controls Failure to have appropriate systems and controls in place would leave us vulnerable to fraud, cyber-attacks, data breaches or unable to meet the compliance requirements of our regulators and donors. In prior year, work began to improve the Charity's financial processes with the onboarding of a new full finance team.	• Internal audit reviews planned to be carried out regularly through collaboration with CARE USA • External assurance assessment performed and actions underway to address any issues identified • Cyber audit performed and recommendations in process of being implemented • Finance improvement plan in process of being implemented • Additional resources have been recruited to enhance our control environment
Environments where we operate Increases our financial and operational risks including disruptions in programming; loss of access; delays in activities; loss of project documentation, physical threat, and safeguarding risks In some countries financial sanctions apply.	• Due diligence on implementing partners • Systematic anti-terrorist checks on all suppliers and partners • Situation monitoring in conflict areas and for incidents • Appropriate training for staff for high-risk deployments • Co-operation with country offices to support donor advocacy and mitigate impact on programme delivery • Adjustments to financial budgets and forecasts following specific incidents • Appropriate safeguarding training and policies in place
Impact of operating environment on staff UK Government aid budget cuts have resulted in reduced opportunities for travel and less connection to the organisation's purpose for staff. This poses a risk to the organisation as low morale may lead to higher staff turnover.	• Active engagement with staff on the design of CIUK's new 3-year strategy, enhancing connection to organisational goals and between teams/departments • Annual salary review process • Flexible hybrid working approach implemented in response to staff feedback • Regular one-to-one wellbeing checks with staff • Investment in suitable working-from-home equipment for staff • Continue exit interviews to identify and monitor causes of staff leaving the organisation and corrective action taken

ANTI FRAUD, BRIBERY, CORRUPTION AND EXPLOITATION POLICIES AND SERIOUS INCIDENT REPORTING

Policies and reporting

CARE International has global policies on Anti-Fraud and Corruption and Protection from Sexual Exploitation and Abuse and Child Protection, which apply to all CARE members and operations. We have a Serious Incident Reporting protocol agreed with the UK Board.

The Anti-Fraud and Corruption policy requires all incidents or allegations of fraud, loss, and bribery to be reported to donors and the Finance and Audit Committee, regardless of financial materiality and ensures a consistent approach to fraud awareness, prevention, reporting and investigations across the confederation. In addition to the preventative measures, anti-fraud, corruption, and bribery controls are reviewed by internal audit. All UK staff are required to complete online anti-fraud training, reinforced through refresher training including during Charity Fraud Awareness week.

Serious incidents

Despite our enhanced approach to fraud prevention, the reality is that from time to time we will be victims of fraud. During the year, 13 suspicions of fraud and other incidents were reported to CIUK (2021: 31 fraud reports). Among these, eight related to our overseas programmes and five related to our headquarters' operations. All suspicions were fully investigated, and none were identified as substantiated.

The five headquarters-related incidents were reported to the appropriate authorities, including four serious incident reports to the Charity Commission and one report to the Information Commissioner's Office, in accordance with the CIUK Serious Incident Reporting protocol. Both authorities have since responded that they are assured that the Trustees are dealing with the matters appropriately and responsibly, and the cases are closed.

The significant downward trend in the amount of fraud reports can mainly be attributed to aid cuts, and the closure of our large programmes in Syria, Yemen, and Mozambique, as well as delays in the implementation of several of our projects. Previously, a large majority of our reporting was coming from our programming in the above-mentioned countries. Among the suspicions reported, most related to procurement processes as well as to conflict of interest, and foreign exchange fraud. All suspicions were reported to the donors, primarily FCDO, who confirmed in March 2023 that these cases were closed.

OTHER POLICIES AND STATEMENTS

Safeguarding

For CIUK, the protection of the people we support, our staff, and the partners we work with is paramount. Everyone in CARE, including each Trustee, is instrumental in making safeguarding core to everything we do.

In 2022, work has focused on implementing the recommendations from the safeguarding review conducted in 2021. The primary objective this year has been to strengthen the areas where gaps were identified and build on the best practice approaches.

The Senior Safeguarding Advisor, appointed in August 2021, led on implementing the recommendations made in the review. Significant achievements include:

- **Safer programming**
  In 2022, CIUK introduced a safer programming strategy, to ensure safeguarding is designed into all new programmes. Before a new service is implemented, CIUK and our partners will have co-produced a safeguarding risk management plan, allowing us to track safeguarding implementation across key operational areas. By the end of 2022, all new and existing programmes had a safeguarding action plan.

- **Governance**
  CIUK's strengthened governance structure has improved oversight of safeguarding the people we reach. In 2022, Trustees were kept informed on safeguarding performance through a quarterly report. The report includes updates on risk management and reported incidents. The Senior Safeguarding Advisor attended Trustee meetings to present the paper and field questions from Trustees.

- **Staffing**
  New staff are now subject to enhanced background checking through participation in the misconduct disclosure scheme. In 2022, all new staff attended foundation safeguarding training as a condition of passing probation. This year all staff job descriptions, including Trustees, were subject to a risk assessment to determine the level of exposure to vulnerable groups their role placed them in.

The review, conducted in 2021, has sharpened CIUK's approach to safeguarding. Improved strategic planning ensures safeguarding is designed into our programmes enabling us to plan for resources needed to prevent harm happening and respond swiftly when it does. Enhanced practice has increased Trustees, Senior Management and staff individual and collective understanding of safeguarding.

Equity, Diversity and Inclusion

At CIUK, the starting point for all our work is our belief that poverty is caused by unequal power relations that result in the inequitable distribution of resources and opportunities between women and men, between power-holders and marginalised communities, and between countries. We believe that poverty cannot be overcome without addressing those underlying power imbalances. It is CIUK's mission to work alongside people and communities around the world to remove those power imbalances, in order to achieve social justice and thereby end poverty.

In FY22, we continued to work towards the diversity targets set in FY21 of reducing the Ethnic and the Gender pay gap as well as doubling our disability representation across the organisation.

The voluntary turnover in FY22 increased to 31%, which is a significant increase on FY21, which was 11%. Factors which may have impacted this were the continued absence and eventual closure of the permanent office space, which resulted in a number of staff relocating to outside of London. A major organisation-wide restructure resulted in 22 posts being removed from the structure. In this context, nine redundancies were made, nine staff were redeployed across the organisation and four vacancies were not filled.

One of the non-staff cost reduction measures taken in FY22 was to give up the lease at Camelford House (London, Vauxhall).

Modern Slavery

We continue to monitor compliance with the Modern Slavery Act, and the broader issue of modern slavery, across the following areas:

- Procurement, both UK-based and international
- Selection of programme partners
- HR policies and procedures
- Fundraising and communications

We have supported changes to policies and procedures, incorporating the risks relating to modern slavery.

CARE successfully campaigned for the International Labour Organization Convention to end violence and harassment in the world of work, which was passed in July 2019. We believe the Convention will help address issues of modern slavery in supply chains.

HUMAN RESOURCES

In FY22, a number of learning initiatives continued to be facilitated as follows:

- Unconscious bias training workshop.
- Race, Power and Privilege Workshop to facilitate a conversation around issues of systemic racism within the INGO sector.
- Performance management learning workshops focusing on: Delivering effective 1 to 1s; Setting objectives; and Getting the maximum benefit from the performance management process.
- Micro-aggression workshop, to support the EDI agenda, and help staff recognise and challenge micro-aggressions in the workplace.

ENVIRONMENTAL IMPACT

Statement on Streamlined Energy and Carbon Reporting (SECR) FY22

CIUK did not have an office in FY22, therefore the carbon footprint in FY22 was nil. The table below summaries our legally obligated emissions reporting as required by SECR and includes a comparison to the previous year.

UK Energy Source	FY22	FY21
Electricity kWh (Scope 2)	0 kWh	62,243 kWh
Associated Greenhouse gas emission (Tonnes CO2 equivalent)	0 tonnes CO2e	13.9 tonnes CO2e
Carbon intensity – tonnes CO equivalent per full time equivalent staff	0 tCO2e	0.12tCO2e
Methodology: CO2 Associated greenhouse gases have been calculated using UK Government GHG conversion factors. 100% of our electricity came from renewable sources. CIUK had a Renewable Energy Guarantees of Origin (REGO) backed contract from our supplier declaring that it will procure sufficient electricity from renewable sources to match our demand. However, in compliance with UK government reporting standards, the carbon saving this creates is not included in the standardised carbon footprint reported above. If the lower carbon associated with the purchase of renewable energy was taken into account, the total carbon footprint for FY21 reported above would be substantially lower.		

Flight emissions

CIUK's emissions, including RF (Radiative Forcing) from International Flights, are presented below. This equates to 54.34 tCO2e in total and 0.55 tCO2e per full time equivalent employee. CIUK has increased our carbon footprint on flights in 2022 as we restarted our visits to country offices in order to complete due diligence on programmes that we fund. These activities were suspended during the pandemic.

	FY22	FY21
Flights tCO2 inc RF	54.34 tonnes Co2e	2.97 tonnes Co2e
Flights tCO2 Per Full-time Equivalent Employee	0.55 tonnes Co2e	0.025 tonnes Co2e

Energy efficient actions

During FY22, we restarted our due diligence activities on programmes funded by CIUK. However, we continue to travel overseas only when necessary. There was no electricity usage as we did not have an office during the 2022 financial year; our staff continued to work remotely. Anyone representing CIUK signs a Code of Conduct confirming they will demonstrate commitment to reducing our environmental impact. CIUK contributes to the CARE International Global Climate Smart Report in terms of the action taken to reduce emissions, and to further CARE's global efforts to become a climate smart organisation.

We committed to offset our emissions where we cannot reduce them through credible carbon offset projects that have high social impact and environmental integrity. In FY23, we will contribute to the CARE International Carbon offsetting scheme with the Fair Climate Fund. We are very proud of our CARE joint offsetting programme – BACHAT II – and the steps the CARE confederation is taking to balance out unavoidable emissions from the work that we do. The BACHAT II programme will empower women in rural communities, improve health and safety conditions for families, and contribute to climate resilience – all while reducing emissions.

STATEMENT OF TRUSTEES' RESPONSIBILITIES IN RESPECT OF THE TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

The Trustees are responsible for preparing the Annual Report including the Strategic Report and the financial statements in accordance with applicable law and regulations. Company 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 company law, the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and 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 Companies Act 2006.

They are also responsible for safeguarding the assets of the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Financial statements are published on the Charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the Charity's website is the responsibility of the Trustees. The Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

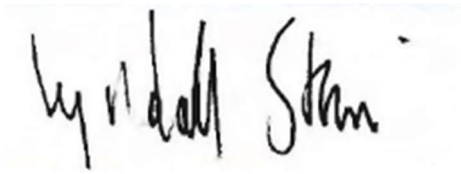
Disclosure of information to auditors

In the case of each of the persons who are Trustee Directors of the company at the date when this report was approved:

- So far as each of the Trustee Directors is aware, there is no relevant audit information (as defined in the Companies Act 2006) of which the company's auditors are unaware; and

- Each of the Trustee Directors has taken all the steps that they ought to have taken as a director to make themselves aware of any relevant audit information (as defined) and to establish that the company's auditors are aware of that information. This confirmation is given and should be interpreted in accordance with the provisions of S418 of the Companies Act 2006.

Approved on 27 September 2023 on behalf of the Board





Lyndall Stein

Chair of Trustees

Sribavan Srisathkurunathan

Chair, Finance and Audit Committee

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS AND TRUSTEES OF CARE INTERNATIONAL UK

Opinion

We have audited the financial statements of CARE International UK ('the charitable company') and its subsidiaries ('the group') for the year ended 30 June 2022 which comprise the consolidated statement of financial activities, consolidated balance sheet, charity balance sheet, consolidated statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and the charitable company's affairs as at 30 June 2022 and of the group's income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

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

Conclusions relating to going concern

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

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's or the group'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 contained within the annual report. The other information comprises the information included in the annual 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 this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report, which includes the directors' report and the strategic report prepared for the purposes of company law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the strategic report and the directors' report included within the trustees' report have been prepared in accordance with applicable legal requirements.

Matters on which we are required to report by exception

In light of the knowledge and understanding of the group and charitable company and their environment obtained in the course of the audit, we have not identified material misstatements in the strategic report or the directors' report included within the trustees' report.

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

- adequate and proper accounting records have not been kept; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of trustees' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 40, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

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

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

Details of the extent to which the audit was considered capable of detecting irregularities, including fraud and non-compliance with laws and regulations are set out below.

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

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We identified and assessed the risks of material misstatement of the financial statements from irregularities, whether due to fraud or error, and discussed these between our audit team members. We then designed and performed audit procedures responsive to those risks, including obtaining audit evidence sufficient and appropriate to provide a basis for our opinion.

We obtained an understanding of the legal and regulatory frameworks within which the charitable company and group operates, focusing on those laws and regulations that have a direct effect on the determination of material amounts and disclosures in the financial statements. The laws and regulations we considered in this context were the Companies Act 2006 together with the Charities SORP (FRS102) 2019. We assessed the required compliance with these laws and regulations as part of our audit procedures on the related financial statement items.

In addition, we considered provisions of other laws and regulations that do not have a direct effect on the financial statements but compliance with which might be fundamental to the charitable company's and the group's ability to operate or to avoid a material penalty. We also considered the opportunities and incentives that may exist within the charitable company and the group for fraud. The laws and regulations we considered in this context for the UK operations were the Charities Act 2011 together with the Charities SORP (FRS102).

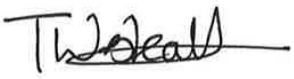
Auditing standards limit the required audit procedures to identify non-compliance with these laws and regulations to enquiry of the Trustees and other management and inspection of regulatory and legal correspondence, if any.

We identified the greatest risk of material impact on the financial statements from irregularities, including fraud, to be within the timing of recognition of grant and legacy income and the override of controls by management. Our audit procedures to respond to these risks included enquiries of management, risk & compliance manager and the Audit & Risk Committee about their own identification and assessment of the risks of irregularities, designing audit procedures over income, sample testing on the posting of journals, reviewing accounting estimates for biases, reviewing regulatory correspondence with the Charity Commission, and reading minutes of meetings of those charged with governance.

Owing to the inherent limitations of an audit, there is an unavoidable risk that we may not have detected some material misstatements in the financial statements, even though we have properly planned and performed our audit in accordance with auditing standards. For example, the further removed non-compliance with laws and regulations (irregularities) is from the events and transactions reflected in the financial statements, the less likely the inherently limited procedures required by auditing standards would identify it. In addition, as with any audit, there remained a higher risk of non-detection of irregularities, as these may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal controls. We are not responsible for preventing non-compliance and cannot be expected to detect non-compliance with all laws and regulations.

Use of our report

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



Tara Westcott
Senior Statutory Auditor
For and on behalf of
Crowe U.K. LLP
Statutory Auditor
Cheltenham, UK

Date: 28 September 2023

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES (INCORPORATING INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 30 JUNE 2022

	Note	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000	*Total funds 2021 £000*
Income from:					
Donations and legacies	3	**5,862**	**9,110**	**14,972**	*11,448*
Charitable activities	4	**4,515**	**18,322**	**22,837**	*50,800*
Other trading activities	5	**178**	**-**	**178**	*190*
Other income		**183**	**396**	**579**	*281*
Total income		**10,738**	**27,828**	**38,566**	*62,719*
Expenditure on:					
Raising funds:	6				
Trading subsidiary costs		**197**	**-**	**197**	*213*
Costs of raising voluntary income		**3,563**	**95**	**3,658**	*3,967*
Charitable activities	7	**5,334**	**22,196**	**27,530**	*63,549*
Total expenditure		**9,094**	**22,291**	**31,385**	*67,729*
Net income/(expenditure)		**1,644**	**5,537**	**7,181**	*(5,010)*
Transfers between funds	16	**(69)**	**69**	**-**	*-*
Net movement in funds		**1,575**	**5,606**	**7,181**	*(5,010)*
Reconciliation of funds:					
Total funds brought forward		**2,943**	**9,075**	**12,018**	*17,028*
Net movement in funds		**1,575**	**5,606**	**7,181**	*(5,010)*
Total funds carried forward		**4,518**	**14,681**	**19,199**	*12,018*

The Consolidated Statement of Financial Activities includes all gains and losses recognised in the year.

The notes on pages 50 to 78 form part of these financial statements.

CARE INTERNATIONAL UK
(A Company Limited by Guarantee)
REGISTERED NUMBER: 1911651

CONSOLIDATED BALANCE SHEET
AS AT 30 JUNE 2022

	Note		2022 £000		*2021 £000*
Fixed assets					
Tangible assets	11		**58**		*122*
Investments	12		**39**		*39*
			97		*161*
Current assets					
Debtors	13	**11,487**		*11,668*	
Cash at bank and in hand		**12,912**		*19,974*	
		24,399		*31,642*	
Creditors: amounts falling due within one year	14	**(5,254)**		*(19,563)*	
Net current assets			**19,145**		*12,079*
Total assets less current liabilities			**19,242**		*12,240*
Creditors: amounts falling due after more than one year	15		**(43)**		*(222)*
Total net assets			**19,199**		*12,018*
Charity funds					
Restricted funds	16		**14,681**		*9,075*
Unrestricted funds	16		**4,518**		*2,943*
Total funds			**19,199**		*12,018*

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

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

Lyndall Stein
Chair of Trustees
Date: **27 September 2023**

Sribavan Srisathkurunathan
Chair, Finance and Audit Committee

CHARITY BALANCE SHEET
AS AT 30 JUNE 2022

	Note		2022 £000		*2021 £000*
Fixed assets					
Tangible assets	11		**58**		*122*
Investments	12		**39**		*39*
			97		*161*
Current assets					
Debtors	13	**11,695**		*12,161*	
Cash at bank and in hand		**12,711**		*19,472*	
		24,406		*31,633*	
Creditors: amounts falling due within one year	14	**(5,232)**		*(19,545)*	
Net current assets			**19,174**		*12,088*
Total assets less current liabilities			**19,271**		*12,249*
Creditors: amounts falling due after more than one year	15		**(43)**		*(222)*
Total net assets			**19,228**		*12,027*
Charity funds					
Restricted funds	16		**14,681**		*9,075*
Unrestricted funds	16		**4,547**		*2,952*
Total funds			**19,228**		*12,027*

The Group has taken advantage of the exemption under s408 of the Companies Act 2006 and has not prepared a separate Statement of Financial Activities for the Charity.

The Charity's net movement in funds for the year was £7,201k (2021 - £(5,001k)).

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

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

Lyndall Stein
Chair of Trustees
Date: **27 September 2023**

Sribavan Srisathkurunathan
Chair, Finance and Audit Committee

CONSOLIDATED STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 30 JUNE 2022

	2022 £000	*2021* *£000*
Cash flows from operating activities		
Net cash used in operating activities	**(7,079)**	*285*
Cash flows from investing activities		
Interest received	**17**	*21*
Loss on disposal of tangible fixed assets	**-**	*59*
Purchase of tangible fixed assets	**-**	*(47)*
Net cash provided by investing activities	**17**	**33**
Change in cash and cash equivalents in the year	**(7,062)**	**318**
Cash and cash equivalents at the beginning of the year	**19,974**	*19,656*
Cash and cash equivalents at the end of the year	**12,912**	*19,974*

The notes on pages 50 to 78 form part of these financial statements

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 30 JUNE 2022

1. General information

CARE International UK is a registered charity (Number 292506) and a private company (Number 1911651) limited by guarantee. The objects of the company, as set out in the Memorandum and Articles of Association, are to relieve poverty and sickness, to promote the preservation and protection of health and to advance education among the world's poor.

2. Accounting policies

2.1 Basis of preparation of financial statements

The financial statements have been prepared in accordance with the Charities SORP (FRS 102) - Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Companies Act 2006.

CARE International UK meets the definition of a public benefit entity under FRS 102. Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy.

The Consolidated Statement of Financial Activities (SOFA) and Consolidated Balance Sheet consolidate the financial statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis.

The Charity has taken advantage of the exemption allowed under section 408 of the Companies Act 2006 and has not presented its own Statement of Financial Activities in these financial statements.

2.2 Going concern

The economic impact of the Covid-19 pandemic led the UK government to reduce official development assistance, which had a significant impact on the income of CIUK in the financial year ending 2022 and beyond. This reduction in income presented a challenging financial environment for the Charity. In response we reduced our operations, resulting in a corporate restructure. Prompt action and prudent financial management during the financial year ended 30 June 2021 and 2022 increased the organisation's free unrestricted reserves to £4.5m (2021: £2.8m). Since 30 June 2022, the Charity has continued to manage its finances effectively – with oversight by Trustees and has started to see Programme volumes return – with several contract wins and extensions.

In preparing the going concern assessment, income and expenditure projections have been extended to 30 June 2025. A baseline projection has been prepared based upon the Board approved FY24 budget – which shows continuing cost control and reflects recent contract wins. In addition to the baseline most likely projection, alternative prudent scenarios have been modelled which consider the impact of potential declines in income of up to 20% in both programme and fundraising. Although unlikely a further scenario has been also prepared – a cumulative crystallization of both scenarios at the same time – to assess the impact such a scenario would have on the financial sustainability of the Charity. In this scenario the charity would have sufficient unrestricted cash resources to continue its operations.

For this reason, the Trustees have concluded that there is no material uncertainty relating to going concern.

2. Accounting policies (continued)

2.3 Income

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

Donations, including regular giving and appeals, are recognised as income once CARE International UK has the right to receive the donation, when it is probable that the economic benefits will be received and that the amount of the donation can be measured reliably.

Income from sponsors is recognised on a receivable basis.

Legacies are accounted for as income once the receipt of the legacy becomes probable and quantifiable and entitlement criteria are established. For pecuniary and residuary legacies this will generally be at the point probate is granted or the receipt of cash whichever is earliest.

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

Income earned under contracts with donors where payments are contingent on the achievement of specified results is recognised in the SOFA in proportion to the stage of completion of the project. Where it is probable that total contract costs exceed total contract income, the expected deficit is recognised immediately. Income and expenditure in relation to these contracts are recognised within restricted funds, with any resulting surplus or deficit shown as a transfer to or from unrestricted funds.

Contributions and donations in kind are recorded at fair values during the year of contribution and recorded as restricted income and expenditure in the SOFA.

Income tax recoverable in relation to donations received under Gift Aid or deeds of covenant is recognised at the time of the donation.

Other income is recognised in the period in which it is receivable and to the extent the goods have been provided or on completion of the service.

Income from trading activities is accounted for on an accrual basis.

2. Accounting policies (continued)

2.4 Expenditure

Expenditure is recognised once there is a legal or constructive obligation to transfer economic benefit to a third party, it is probable that a transfer of economic benefits will be required in settlement and the amount of the obligation can be measured reliably. Expenditure is classified by activity. The costs of each activity are made up of the total of direct costs and shared costs, including support costs involved in undertaking each activity. Direct costs attributable to a single activity are allocated directly to that activity. Shared costs which contribute to more than one activity and support costs which are not attributable to a single activity are apportioned between those activities on a basis consistent with the use of resources. Central staff costs are allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use.

Expenditure on raising funds includes all expenditure incurred by the Group to raise funds for its charitable purposes and includes costs of all fundraising activities events and non-charitable trading.

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

All expenditure is inclusive of irrecoverable VAT.

2.5 Government grants

Government grants are credited to the Consolidated Statement of Financial Activities as the related expenditure is incurred.

2.6 Tangible fixed assets and depreciation

Tangible fixed assets costing £1000 or more are capitalised and recognised when future economic benefits are probable and the cost or value of the asset can be measured reliably.

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

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

Depreciation is provided on the following bases:

Leasehold improvements	- over the remaining life of the lease
Office and other equipment	- 7 years
IT equipment	- 3 years

2. Accounting policies (continued)

2.7 Investments

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

Investments in subsidiaries are valued at cost less provision for impairment.

2.8 Debtors

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

2.9 Cash at bank and in hand

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

2.10 Liabilities and provisions

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

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

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

2.11 Financial instruments

The Group only has financial assets and financial liabilities of a kind that qualify as basic financial instruments. Basic financial instruments are initially recognised at transaction value and subsequently measured at their settlement value with the exception of bank loans which are subsequently measured at amortised cost using the effective interest method.

2.12 Operating leases

Rentals paid under operating leases are charged to the Consolidated Statement of Financial Activities on a straight-line basis over the lease term.

The Charity had no operating lease commitments in the year. The policy remains relevant as the Charity commenced a lease on an office building in October 2022.

2. Accounting policies (continued)

2.13 Pensions

Contributions to the defined contribution pension scheme are recognised in the SOFA when they are payable. The money purchase nature of the scheme assures there will be no funding deficit or surplus accruing to the Charity in the future. The pension scheme is independently administered. The assets of the scheme are held separately from those of the Charity.

The Charity also participates in the Pensions Trust Growth Plan. This is a multi-employer pension scheme where it is not possible to separately identify the assets and liabilities of participating employers. This is a money purchase arrangement with historical guarantees. The scheme is subject to the funding legislation outlined in the Pensions Act 2004. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme. A full actuarial valuation for the scheme was carried out as of 30 September 2019, which showed a deficit. The pension trustees have asked for the participating employers to pay additional contributions to the scheme to eliminate this funding shortfall. These recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities. The liability recognised for this obligation is the net present value of the deficit reduction contributions payable under the plan and is held as a provision in the Balance Sheet. The current overall position of the fund and the assumptions made are provided in Note 23.

2.14 Taxation status

Care International UK is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK Corporation tax purposes. Accordingly, the Charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter three Part 11 Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes. The Charity's trading subsidiary will pay available profits to the Charity under the Gift Aid scheme, thereby eliminating or reducing their respective corporation tax liabilities.

The Charity is able to partially recover Value Added Tax (VAT). Expenditure subject to VAT that is not recoverable is recorded in the Accounts inclusive of VAT. The subsidiary trading company makes qualifying donations of taxable profit to the Charity to the full extent allowable. Unless material, any Corporation Tax liability arising in the subsidiary is included within the expenditure by the Group.

2.15 Fund accounting

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

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

2. Accounting policies (continued)

2.16 Areas of significant judgement and estimates

Significant accounting judgements and estimates
The Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. These judgements and estimates are continually evaluated, based upon experience, reasonable expectations of the outcome of future event and professional and expert advice. The significant judgements and estimates that could impact the carrying amounts of assets and liabilities are detailed below:

Income recognition
Income recognition requires judgement to appropriately apply the income accounting policies across the many complex funding streams the Charity has. Note 2.3 (on page 13) details the accounting principles adopted and their application across the significant funding streams. The judgements are continually reassessed and where appropriate provision is made for contingencies or deferrals are made to account for conditions yet to be fulfilled.

Cost Allocation methodology
The cost allocation methodology requires a judgement as to the most appropriate basis to use to apportion Support Costs. These are reviewed annually to assess whether the basis adopted continues to be reasonable. Support Costs are allocated on a pro rata basis, based on their use as measured by direct expenditure.

Pensions Trust scheme deficit
The assumptions underpinning the measurement of the Pension Trust liability depend upon significant judgements and estimates. Details of the potential liability relating to withdrawal from the Pensions Trust scheme are set out in Note 23. The Trustees consider the probability of this liability crystallising to be remote.

Lendwithcare
Lendwithcare funds are not presented as part of CARE International UK's assets. To ensure this remains appropriate, legal advice has been obtained and is updated on a regular basis. Any updates to the terms and conditions are scrutinised to ensure that it continues to be appropriate for CARE International UK to operate and disclose that the scheme is an agency arrangement.

The Trustees do not consider there to be any other areas of significant judgement or estimates.

3. Income from donations and legacies

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000
Donations			
Individual and corporate donors including legacies	5,737	5,230	**10,967**
Disasters Emergency Committee (DEC)	125	3,880	**4,005**
Total 2022	5,862	9,110	**14,972**

	Unrestricted funds 2021 £000	*Restricted funds 2021 £000*	*Total funds 2021 £000*
Donations			
Individual and corporate donors including legacies	*4,463*	*5,541*	*10,004*
Disasters Emergency Committee (DEC)	*86*	*1,358*	*1,444*
Total 2021	*4,549*	*6,899*	*11,448*

4. Income from charitable activities

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000
Foreign, Commonwealth & Development Office/ Department for International Development (DFID)	2,015	16,165	**18,180**
European Commission including Directorate for Humanitarian Aid and Civil Protection	36	172	**208**
Other Donors and Funders	2,464	1,985	**4,449**
	4,515	18,322	**22,837**

4. Income from charitable activities (continued)

	Unrestricted funds 2021 £000	*Restricted funds 2021 £000*	*Total funds 2021 £000*
Foreign, Commonwealth & Development Office/ Department for International Development (DFID)	*4,021*	*40,578*	*44,599*
European Commission including Directorate for Humanitarian Aid and Civil Protection	*94*	*2,416*	*2,510*
Other Donors and Funders	*1,709*	*1,982*	*3,691*
	5,824	*44,976*	*50,800*

5. Income from other trading activities

Income from trading subsidiary

The trading income from the wholly owned subsidary, CARE International Enterprises Limited, derives from:

- Providing IT support to seven European CARE International members and their respective country offices
- Fees charged to corporate partners for use of the CARE name and logo
- Royalty income from book sales

	Unrestricted funds 2022 £000	**Total funds 2022 £000**	*Total funds 2021 £000*
Total trading income	178	**178**	*190*
Total 2021	*190*	*190*	

6. Expenditure on raising funds

Costs of raising voluntary income

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000
Individuals	1,922	55	**1,977**
Institutional donors	321	-	**321**
Corporate donors	357	17	**374**
Media & Communications	613	-	**613**
Support costs	350	23	**373**
	3,563	95	**3,658**

	Unrestricted funds 2021 £000	*Restricted funds 2021 £000*	*Total funds 2021 £000*
Individuals	*2,225*	*59*	*2,284*
Institutional donors	*302*	*-*	*302*
Corporate donors	*569*	*27*	*596*
Media & Communications	*540*	*-*	*540*
Support costs	*206*	*39*	*245*
	3,842	*125*	*3,967*

6. Expenditure on raising funds (continued)

Expenditure on Trading Activities

The trading costs incurred by the wholly owned subsidiary, CARE International Enterprises Limited, comprise:

	Unrestricted funds 2022 £000	Total funds 2022 £000	*Total funds 2021 £000*
Trading subsidiary costs	197	**197**	*213*

7. Analysis of expenditure on charitable activities

Summary by fund type

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total 2022 £000
Humanitarian response	2,385	11,144	**13,529**
Development work	2,640	10,950	**13,590**
Advocacy	309	102	**411**
	5,334	22,196	**27,530**

	Unrestricted funds 2021 £000	*Restricted funds 2021 £000*	*Total 2021 £000*
Humanitarian response	*2,894*	*38,524*	*41,418*
Development work	*2,526*	*19,160*	*21,686*
Advocacy	*378*	*67*	*445*
	5,798	*57,751*	*63,549*

8. Analysis of expenditure by activities

	Activities undertaken directly 2022 £000	Support costs 2022 £000	Total funds 2022 £000
Humanitarian response	12,220	1,309	**13,529**
Development work	12,276	1,314	**13,590**
Advocacy	371	40	**411**
	24,867	2,663	**27,530**

	Activities undertaken directly 2021 £000	*Support costs 2021 £000*	*Total funds 2021 £000*
Humanitarian response	*38,972*	*2,446*	*41,418*
Development work	*20,406*	*1,280*	*21,686*
Advocacy	*417*	*28*	*445*
	59,795	*3,754*	*63,549*

9. Support costs

Support costs in 2022 amounted to £3.0m (2021: £4m) and a breakdown by area of expenditure is provided in the table below. The allocation of support costs to fundraising and charitable activity has been provided in Notes 6 & 8.

	Unrestricted funds 2022 £000	**Restricted funds 2022 £000**	**Total funds 2022 £000**
Management	1,143	-	**1,143**
Office costs	60	10	**70**
Finance & IT	725	13	**738**
Human resources	367	162	**529**
Governance	556	-	**556**
	2,851	185	**3,036**

	Unrestricted funds 2021 £000	*Restricted funds 2021 £000*	*Total funds 2021 £000*
Management	*1,105*	*-*	*1,105*
Office costs	*651*	*-*	*651*
Finance & IT	*946*	*500*	*1,446*
Human resources	*347*	*135*	*482*
Governance	*312*	*3*	*315*
	3,361	*638*	*3,999*

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	2022 £000	*2021 £000*
Included within Unrestricted Support Costs are the following:		
Fees payable to the Charity's auditor for the audit of the Charity's annual accounts	**124**	*78*
Depreciation charges	**64**	*232*
Operating lease - property rent	**-**	*202*

10. Staff costs

	Group 2022 £000	*Group 2021 £000*
Wages and salaries	**4,646**	*5,075*
Social security costs	**447**	*514*
Contribution to defined contribution pension schemes	**229**	*322*
Remeasurement of defined benefit pension schemes	**(132)**	*-*
	5,190	*5,911*

Included within Wages and salaries costs are termination costs of £34k (2021: £34k) and other staff costs of £282k (2021: £8k). Termination costs relate to a limited number of redundancies and settlement agreements paid during the year.

In addition to full-time permanent staff, CARE International UK employed temporary staff at a cost of £189k (2021: £46k). This was due to some positions being filled on an interim basis. These costs are included in other staff costs.

The Charity participates in a multi-employer defined benefit pension scheme adminstered by The Pensions Trust (TPT). The Charity recognises a liability in relation to the agreed deficit funding arrangement, and the amount recognised is the net present value of the deficit reduction contributions payable. At the year-end, TPT remeasured the contribution schedule, and as a result, the net present value of the liability was reduced by £132k. The original liability expense was treated as a staff cost, and the corresponding remeasurement has been treated in the same manner.

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

	Group 2022 No.	*Group 2021 No.*
Charitable activities	**48**	*61*
Fundraising	**32**	*38*
Support	**18**	*20*
Staff seconded to other CARE members	**-**	*1*
	98	*120*

10. Staff costs (continued)

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

	Group 2022 No.	*Group 2021 No.*
In the band £60,001 - £70,000	**4**	*9*
In the band £80,001 - £90,000	**1**	*2*
In the band £130,001 - £140,000	**1**	*1*

The highest paid individual in the organisation is the Chief Executive Officer. In 2022 the Chief Executive's remuneration (pay and pension) placed him in the £130,001-£140,000 band (2021: £130,001-£140,000 band).

CARE International UK has formal pay scales in place for all levels of staff. We benchmark our salaries each year against similar organisations in the NGO sector and pay at the median of salaries for each grade. We are a London living wage employer.

The remuneration of the Chief Executive is set by the Ethics and People Committee. The remuneration of the Senior Management Team is set by the Ethics and People Committee in consultation with the Chief Executive.

Our pay ratio (the ratio between the highest paid member of CARE International UK staff and the median) is 3.0 (2021: 3.2) and this ratio is one of the indicators used to monitor the organisation's approach to pay.

Employer contributions are made to a defined contribution pension scheme in respect of 6 higher paid employees (2021: one). Total employer contributions in respect of higher paid employees during the year amounted to £26k (2021: £50k).

The key management personnel of the Charity are the Trustees and the senior management team. The short-term employee benefits for the senior management team for 2022 was £526k (2021: £425k).

Termination costs relate to a limited number of redundancies, where payments were made to staff in lieu of notice. No ex-gratia payments were made.

Trustees' remuneration and expenses

None of the members of the Board received any remuneration for their work as trustees (2021: Nil). Expenses reimbursed to trustees for travel undertaken on the Charity's behalf in 2022 totaled £1,092 (2021: £174). The Charity paid £21.6k for Combined Liability insurance, which includes trustees' indemnity insurance cover. In 2021 this was covered within the Professional Indemnity Insurance policy, at a cost of £16.8k. Trustees' donations were £2.6k (2021: £5.8k).

11. Tangible fixed assets

Group and Charity

	Office equipment £000	Computer equipment £000	Total £000
Cost or valuation			
At 1 July 2021	**3**	**257**	**260**
At 30 June 2022	**3**	**257**	**260**
Depreciation			
At 1 July 2021	**1**	**137**	**138**
Charge for the year	**-**	**64**	**64**
At 30 June 2022	**1**	**201**	**202**
Net book value			
At 30 June 2022	**2**	**56**	**58**
At 30 June 2021	*2*	*120*	*122*

12. Fixed asset investments

Group and Charity	Unlisted investments £000
Cost or valuation	
At 1 July 2021	**39**
At 30 June 2022	**39**
Net book value	
At 30 June 2022	**39**
At 30 June 2021	*39*

The Unlisted Investment represents a cash investment in CARE International Revolving Loan Fund (see paragraph b below).

a) Subsidiary company investments held by the Charity include a £2 (2021: £2) investment in the subsidiary company at cost. The Charity holds 100% of the issued share capital of CI Enterprises Limited, which is registered in England and Wales. The Company's principal activity is to undertake trading for the Charity. A summary of the subsidiary's results and its financial position as at 30 June 2022 is given in Note 18.

b) During the year CARE International participated in the Revolving Fund established with other members of the CARE International Confederation, maintaining its investment of €45,500. The Fund, which is administered by the CARE International Secretariat in Geneva, is used to provide short-term interest-bearing loans to finance cash flow needs of members for projects across CARE International, where funds are received from donors after they are needed for implementation.

13. Debtors

	Group 2022 £000	*Group 2021 £000*	Charity 2022 £000	*Charity 2021 £000*
Due within one year				
Receivable from donors and funders	**4,583**	*2,918*	**4,583**	*2,918*
Due from subsidiary undertaking	**-**	*-*	**292**	*554*
Other debtors	**420**	*365*	**336**	*306*
Prepayments and accrued income	**2,217**	*163*	**2,217**	*161*
Program advances to CARE country offices and partner	**4,267**	*8,222*	**4,267**	*8,222*
	11,487	*11,668*	**11,695**	*12,161*

Program advances to CARE country offices and partners represent funds transferred to enable program implementation, which have not yet been utilised.

14. Creditors: Amounts falling due within one year

	Group 2022 £000	*Group 2021 £000*	Charity 2022 £000	*Charity 2021 £000*
Provision for pension plan recovery	**29**	*65*	**29**	*65*
Payable to donors and funders	**12**	*373*	**12**	*373*
Trade creditors	**1,688**	*270*	**1,688**	*269*
Funds due to CARE country offices and partners	**2,652**	*18,040*	**2,652**	*18,040*
Other creditors	**164**	*260*	**164**	*246*
Accruals and deferred income	**709**	*555*	**687**	*552*
	5,254	*19,563*	**5,232**	*19,545*

Funds due to CARE country offices and partners represent funds utilised for programme implementation for active awards, which have not yet been transferred by CARE International UK.

	Group 2022 £000	*Group 2021 £000*	Charity 2022 £000	*Charity 2021 £000*
Deferred income at 1 July	**25**	*104*	**25**	*104*
Amounts released from previous periods	**(25)**	*(79)*	**(25)**	*(79)*
	-	*25*	**-**	*25*

Deferred income represents income relating to multi-year contract payments and performance related grants paid in advance.

15. Creditors: Amounts falling due after more than one year

	Group 2022 £000	*Group 2021 £000*	Charity 2022 £000	*Charity 2021 £000*
Other loans	**43**	*222*	**43**	*222*

16. Statement of funds

Statement of funds - current year

	Balance at 1 July 2021 £000	Income £000	Expenditure £000	Transfers in/out £000	Balance at 30 June 2022 £000
Unrestricted funds					
General Funds	**2,943**	**10,738**	**(9,094)**	**(69)**	**4,518**
Restricted funds					
Donations & Legacies					
Individual and corporate donors including legacies	**3,967**	**5,225**	**(3,319)**	**667**	**6,540**
Disaster Emergency Committee (DEC)	**73**	**3,880**	**(1,810)**	**-**	**2,143**
Charitable Activities					
Foreign, Commonwealth & Development Office/ Department for International Development (DFID)	**2,391**	**16,163**	**(14,405)**	**(468)**	**3,681**
European Commission including Directorate for Humanitarian Aid and Civil Protection	**186**	**166**	**(208)**	**159**	**303**
Other donors and miscellanous restricted funds	**2,458**	**2,394**	**(2,549)**	**(289)**	**2,014**
	9,075	**27,828**	**(22,291)**	**69**	**14,681**
Total of funds	**12,018**	**38,566**	**(31,385)**	**-**	**19,199**

16. Statement of funds (continued)

The restricted funds represent unexpended balances on donations and grants given for specific purposes, for which conditions have been imposed as to their use. The funds have been grouped by donor as the project restrictions are set by the donors. Within each grouping, there are numerous restricted programmes for which the funding can only be spent in specific geographical areas and on specific activities. The material balances are further explained below:

• **Individual and corporate donors including legacies** represent donations raised by CIUK and legacies left to the Charity which are for our restricted appeals. A significant proportion of this restricted funding relates to the Ukraine appeal and is to be spent on providing aid to Ukrainian refugees.

• CIUK are a member of the **Disaster Emergency Committee** and we receive restricted funding to run programmes resulting from their emergency appeals. This fund grouping relates to funds received from the DEC as a result of their Ukraine and Afghanistan appeals, and their coronavirus appeals for Syria and India, which must be spent responding to those appeals.

• The **Foreign, Commonwealth & Development Office (FCDO)/Department for International Development (DFID)** fund grouping represents the balance of funds received from FCDO, DFID & UK Government sub-awards towards a number of restricted programmes. These include the Adolescent Girls' Education in Somalia programme, Building Local Resilience programmes in Syria, Gender Equality programme in the West Bank, and the Recover, Reintegration and Resilience programme in Afghanistan.

• The **other donor and miscellaneous** restricted funds includes all other restricted programmes, including grants from the START network, other CARE International members, the UN and trusts and foundations, which are restricted in terms of the geographical area and purpose that they can be spent on. No individual programme fund within this category is material. The restricted funds generating the most income in FY2022 are the Volant Trust Covid-19 response fund which is for providing access to Covid-19 healthcare, and the Cote d'Ivoire Youth Promotion Initiative.

Transfers between funds are summarised as follows:

£260k was transferred from Restricted to Unrestricted funds, in relation to the clearing of remaining balances on restricted fund codes and awards which had ended prior to 1 July 2022, where the Charity had confirmed that no obligations to donors or partners remained. In most instances, these remaining balances occured as a result of expenditure incurred to implement the awards being coded elsewhere in advance of receiving and recording the corresponding income.

£95k was transferred from Unrestricted to Restricted funds to correct the treatment of cost recovery relating to prior years.

£234k was transferred from Unrestricted to Restricted funds following legal advice sought by the Charity regarding the classification of funds.

Transfers between the restricted fund categories were processed to ensure that the ending fund balances by donor group, as presented in this note, agree to the sum of the ending fund balances by donor group as per our ledger system. As such:

• £433k was transferred in to the 'Individual and corporate donors including legacies' fund category,
• £220k was transferred in to the 'European Commission including Directorate for Humanitarian Aid and Civil Protection' fund category,
• £409k was transferred out of the 'FCDO/DFID' category, and
• £244k was transferred out of the 'Other donors and miscellaneous restricted funds' category.

16. Statement of funds (continued)

Statement of funds - prior year

	Balance at 1 July 2020 £000	*Income £000*	*Expenditure £000*	*Transfers in/out £000*	*Balance at 30 June 2021 £000*
Unrestricted funds					
General Funds	*1,805*	*10,844*	*(9,853)*	*147*	*2,943*
Restricted funds					
Donations & Legacies					
Individual and corporate donors including legacies	*6,887*	*5,541*	*(8,441)*	*(20)*	*3,967*
Disaster Emergency Committee (DEC)	*(68)*	*1,358*	*(1,235)*	*18*	*73*
Charitable Activities					
Foreign, Commonwealth & Development Office/ Department for International Development (DFID)	*7,086*	*40,578*	*(45,109)*	*(164)*	*2,391*
European Commission including Directorate for Humanitarian Aid and Civil Protection	*(1,827)*	*2,416*	*(425)*	*22*	*186*
Other donors and miscellanous restricted funds	*3,145*	*1,982*	*(2,666)*	*(3)*	*2,458*
	15,223	*51,875*	*(57,876)*	*(147)*	*9,075*
Total of funds	*17,028*	*62,719*	*(67,729)*	*-*	*12,018*

When preparing the Notes to the Accounts for the year ended 30 June 2022, the Charity identified that the Statement of Funds note included in the signed Accounts for the year ended 30 June 2021 did not agree to the Consolidated Statement of Financial Activities for the year ended 30 June 2021, as one adjustment had not been incorporated into the Statement of Funds note. In order to correctly report the Y.E. 2021 comparators in this note, the Income and Expenditure relating to Individual and corporate donors during the year ended 30 June 2021 has been updated, in order to accurately reflect the income and spend as reported in the Consolidated Statement of Financial Activities for the year ended 30 June 2021.

17. Analysis of net assets between funds

Analysis of net assets between funds - current year

	Unrestricted funds 2022 £000	Restricted funds 2022 £000	Total funds 2022 £000
Tangible fixed assets	58	-	**58**
Fixed asset investments	39	-	**39**
Current assets	5,659	18,740	**24,399**
Creditors due within one year	(1,195)	(4,059)	**(5,254)**
Creditors due in more than one year	(43)	-	**(43)**
Total	4,518	14,681	**19,199**

Analysis of net assets between funds - prior year

	Unrestricted funds 2021 £000	*Restricted funds 2021 £000*	*Total funds 2021 £000*
Tangible fixed assets	*122*	*-*	*122*
Fixed asset investments	*39*	*-*	*39*
Current assets	*4,297*	*27,345*	*31,642*
Creditors due within one year	*(1,279)*	*(18,284)*	*(19,563)*
Creditors due in more than one year	*(222)*	*-*	*(222)*
Total	*2,957*	*9,061*	*12,018*

18. Subsidiary

The Charity owns the whole of the issued ordinary share capital of CI Enterprises Ltd, a company registered in England and Wales (Company number 02306212) and whose registered address is c/o Ashurst LLP, London Fruit and Wool Exchange, 1 Duval Square, London, England, E1 6PW.

The subsidiary is used for trading activities to provide income for the Charity. The activities during the year were the provision of IT support to seven European CARE International Member offices and their respective country offices, fees charged to corporate partners for use of the CARE name and logo and receiving royalty income from book sales.

	2022	*2021*
	£000	*£000*
Total trading income	**178**	*190*
Cost of Sales	**(173)**	*(143)*
Gross profit	**5**	*47*
Administrative expenses	**(25)**	*(56)*
(Loss) before qualifying charitable donation and taxation	**(20)**	*(9)*
Taxation	**-**	*-*
(Loss) after taxation	**(20)**	*(9)*

The aggregate of the assets and liabilities were:

	2022	*2021*
	£000	*£000*
Assets	**285**	*556*
Liabilities	**(314)**	*(565)*
(Deficit)	**(29)**	*(9)*

CI Enterprises Limited has entered a binding deed of covenant to pay all its taxable profits to its parent charity, CARE International UK, as a qualifying charitable donation. Ordinarily these taxable profits transferred to the parent entity are recognised through equity rather than as an expense through the profit and loss, and therefore an operating profit exists at the balance sheet date. If the qualifiying distribution is made within 9 months of the year end, no corporation tax is due on the profits.

For the year ended 30 June 2022 no qualifying distribution was made to CARE International UK as CI Enterprises Limited made a loss.

19. Lendwithcare

Lendwithcare is a peer-to-peer lending relationship between individuals and organisations based in the UK and people in low-income countries. It is an innovative way of raising microfinance to help entrepreneurs in developing countries to lift themselves out of poverty.

The total number of lenders, since the scheme's inception in April 2010, is 74,864 (2021: 69,005) with 49,524 (2021: 48,373) active lenders as at 30 June 2022. Active lenders are defined as a lender who has logged in, made a loan, or received a repayment in the last 12 months.

The total value of loans made to entrepreneurs since the inception of the scheme has been £39.6m. This has supported 170,670 (2021: 151,103) entrepreneurs since the beginning of the scheme. In compliance with the Charities SORP (FRS102), the Charity, as agent, discloses the value of funds added to the scheme; funds loaned to entrepreneurs through microfinance partners, which includes both new funds from lenders and funds repaid to lenders and then re-loaned to another entrepreneur; together with the balances held at 30 June 2022.

Funds received

The value of new funds added to the scheme during the year, by existing and new lenders, is:

	2022	*2021*
	£000	*£000*
Added to the scheme	**2,109**	*2,222*
Withdrawn	**(199)**	*(193)*
	1,910	*2,029*

Funds paid

The total value of loans (from new funds and funds re-loaned) during the year is:

	2022	*2021*
	£000	*£000*
Loans during the year	**6,048**	*4,893*
	6,048	*4,893*

19. Lendwithcare (continued)

Balance held as agent

The amount of lenders funds held:

	2022 £000	*2021* *£000*
Amounts held by CIUK at year-end as agent	**2,941**	*2,708*
	2,941	*2,708*

Lenders' funds do not form part of the assets of CARE International UK and are therefore not consolidated within the financial statements. They are not available for use by the Charity.

The operating costs of the scheme of £0.9m (2021: £0.9m) are included in expenditure on raising funds (individuals) within the financial statements and in Note 6. These are the costs of managing the scheme and raising new funds for the scheme.

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

	Group 2022 £000	*Group* *2021* *£000*
Net income/expenditure for the year (as per Statement of Financial Activities)	**7,181**	*(5,010)*
Adjustments for:		
Depreciation charges	**64**	*232*
Interest receivable	**(17)**	*(21)*
Decrease in debtors	**181**	*3,427*
(Decrease)/ increase in creditors	**(14,488)**	*1,657*
Net cash provided by/(used in) operating activities	**(7,079)**	*285*

21. Analysis of cash and cash equivalents

	Group 2022 £000	*Group 2021 £000*
Cash in hand	**12,912**	*19,974*
Total cash and cash equivalents	**12,912**	*19,974*

22. Analysis of changes in net debt

	At 1 July 2021 £000	Cash flows £000	At 30 June 2022 £000
Cash at bank and in hand	**19,974**	**(7,062)**	**12,912**
Debt due within 1 year	**(65)**	**36**	**(29)**
Debt due after 1 year	**(222)**	**179**	**(43)**
	19,687	**(6,847)**	**12,840**

23. Pension commitments

All new employees are auto-enrolled into a Group Personal Pension Plan with Royal London (formerly Scottish Life) comprising a 5% employer contribution and 3% employee contribution.

Contributions to the scheme for the year were £438k (2021: £426k) and at the end of June 2022 there were 79 members in the scheme (2021: 108).

The Charity also participates in a multi-employer defined benefit scheme administered by The Pensions Trust. This scheme was closed to new members at the end of April 2014, and existing members continue to benefit from a 7.5% employer contribution against a 4% employee contribution.

Contributions to the scheme for the year were £50k (2021: £52k) and at the end of June 2022 there were 9 members in the scheme (2021: 10).

Contributions to the multi-employer scheme paid into The Pensions Trust's Growth Plan ("the Plan") up to and including September 2001 have been converted to defined amounts of pension payable from Normal Retirement Date. From October 2001, contributions were invested in personal funds which have a capital guarantee, and which are converted to pension on retirement, either with the Growth Plan or by purchasing an annuity.

23. Pension commitments (continued)

Following a change in legislation in September 2005, there is technically a potential liability to CARE International UK, applicable to employers with pre-October 2001 liabilities in the Plan. When an employer withdraws from a pension scheme which is in deficit, the employer is required by law to pay its share of the deficit, calculated on a statutory basis (known as the buy-out basis). If Plan liabilities exceed assets, a buy-out debt will exist if CARE International UK withdraws all employees from the scheme. The leaving employer's share of the buy-out debt is the proportion of the Plan's pre-October 2001 liability attributable to employment with the leaving employer compared with the total amount of the Plan's pre-October 2001 liabilities. Given the number of factors to be considered in determining the liabilities the debt can fluctuate over time.

The Pensions Trust estimates that the cost of withdrawal from the Plan would be £762k based on the financial position of the Plan at 30 September 2021 (2020: £1.17m). The cost of withdrawal has since been revised to £417k based on the financial position of the Plan at 30 September 2022. The Pensions Trust has advised that an employer will only be deemed to have withdrawn if it has no active members remaining in the Plan and no eligible employees to whom to offer membership to the Plan. The chance of this debt crystallising is therefore considered remote. CARE International UK has no intention of withdrawing from the scheme and will continue to make a provision for the recovery of pension deficit amounts.

Under the Pensions Trust recovery plan, deficit contributions made by CARE International UK during the year were £65k (2021: £75k). This recovery plan is intended to run to 2025. In compliance with the Charities Statement of Recommended Practice (FRS102), the provision for the net present value of the future contributions to the deficit recovery plan is held on the Balance Sheet. Details of this provision are given in Notes 14 & 15, Creditors.

24. Related party transactions

The Charity is a member of the Disasters Emergency Committee (DEC) and in the year paid a subscription of £34.7k (2021: £39.7k). As an automatic part of membership, CARE International UK's Chief Executive is a trustee of the DEC. The Charity receives funds from DEC appeals and amounts received and receivable in the year were £4.0m (2021: £1.4m).

25. Donor funding

The information in the table below is provided to meet special conditions in restricted grant agreements requiring CARE International UK to disclose cash received from these grants in the Annual Financial Accounts.

	Cash received	
	2022	2021
	£'000	£'000
Comic Relief		
Sport for Social Change - Empowering female advocates	-	22
(DEC) Disasters Emergency Committee		
WASH Restoration and Livelihoods Recovery for More Resilient Communities in Central Sulawesi	-	187
Mozambique- Restoring access to WASH and Education in the aftermath of Cyclone phase 2	-	785
Syria: Winter COVID-19 Response: Increased access to protection services, WASH and Winter NFIs for IDPs and Host communities in North East Syria. Yemen: Emergency COVID-19 response for crisis-affected population in Amran, Yemen.	-	516
DEC Coronavirus Appeal 2020 (Syria) 2nd phase	720	15
DEC Coronavirus Appeal India 2020	368	-
DEC Afghanistan Crisis Appeal	736	-
DEC Ukraine Appeal	2,096	-
Foreign Common and Development office/(DFID) Dept. for Int'l Dev't		
Developing resilience of households and communities affected by conflict in Northern, Central and Southern Syria	3,541	8,712
Seizing the moment: Working toward Gender Equality in Government Structures and Policies with a focus on the Ministry of Women Children and Youth Affairs	-	171
Strengthening Resilience to Climate Change in Western Kenya phase 2	-	67
Sahel Covid-19 Response in Chad, Niger and Mali	-	1,429
Multisector Humanitarian Response Programme Extension	-	22,637
DFID Somalia Social Norms and Participation Programmed (SNaP) ; Challenging Harmful Attitudes and Norms for Gender Equity and Empowerment in Somalia (CHANGES) Project - via SAVE the Children Somalia	-	85
Steps Towards Afghan Girls' Educational Success PHASE II (STAGES II) - via Aga Khan Foundation	1,019	1,884
PWC	1,095	2,113
Improving Gender Attitude Transition and Education - (IGATE-T)- via Worldvision UK	337	527
Weather and Climate Information Services for Africa (WISER)- via IGAD Climate Prediction and Application	-	166
Adolescent Girls' Education in Somalia (AGES) via PWC	3,915	2,853
COVID-19 Response WASH in Quarantine / Isolation Facilities at Siranchowk, Gandaki, Ajirkot, Shahid Lakhan, Chumnumbri and Dharche Gaunpalikas of Gorkha- via Mott MacDonald Limited	-	182
COVID-19 Secondary Impact Resilience Response in Province 2, 5, and Karnali- via Save the Children International in Nepal	142	532
The Afghanistan Recovery, Reintegration, and Resilience Programme- via Norwegian Refugee Council	682	16
Building Resiliency and Gender Equality of the Most Marginalised Communities through Multi-Sector Approaches to Delivering Quality Sexual and Reproductive Health and Rights" project - via Marie Stopes International	469	650
Building Resiliency and Gender Equality of the most marginalised communities through Multi-sector Approaches to delivering quality sexual and reproductive health and rights (Co-creation phase)- via Marie Stopes International	-	50
Gender transformative and Equitable Natural REsource Management for Resilience, Social Cohesion and Peace (GENRE+)	431	-
MEPP CSSF: Gender Equality in the Occupied Palestinian Territories	874	-
DFID WASH Reconstruction Intervention Track 3	220	-
Women Lead in Emergencies: Strengthening GBV Response in Tigray	38	-
Achieving sustainable forest management through community managed protected areas in Madagascar	44	-

Jersey Overseas Aid Commission		
Response to WASH needs and Covid 19 prevention in Yemen	-	200
My Healthy Schools	28	-
JOA Yemen WASH 2022	120	-
The Power of Nutrition		
Gujarat Nutrition Programme- Project Vrudhhi	245	196
Project Vruddhi: Strengthening nutrition and health services in Gujarat, India	141	-
UKAID Match		
Help Her Live Learn and Earn (HELP)	5	145
United Nations Peacebuilding Fund		
Mobilisation of Committed Youth for the Consolidation of Peace in Cote d'Ivoire - Gender and Youth Promotion Initiative	333	317
EC		
EC Inside Syria	1,117	-
Wanbel Wantaim (Peace Together) in Papua New Guinea's Highlands	255	-
WWF USAID Governance		
Documenting Community Score Cards and other Social Accountability Mechanisms	6	-
START Network		
Alert 419 - DRC Flooding Learning Grant	-	10
Alert 450 - Yemen Flooding	-	300
Alert 454 - Sudan Displacement due to Conflict	-	275
Alert 469 - South Sudan Flooding	-	125
Alert 494 - Fiji Cyclone	-	54
Alert 509 - DRC Displacement due to Conflict	-	99
Alert 514 - Timor-Leste Flooding	-	40
Alert 564 – Emergency response to conflict displacement in Chad	66	-
Alert 591 - Uganda CrossBoarder	282	-
Alert N-04 – Cold Wave Anticipatory Emergency Response - Nepal	200	-
Alert CV19 099 - Togo Covid-19 Response	-	81
Pakistan Floods	-	80
Seroja NTT Indonesia Cyclone Emergency Response (SINCERE)- via World Vision UK	-	51
Pakistan Heatwave	-	38
Pakistan Floods	-	100
Pakistan Heatwave 2021 - Jacobabad	33	-
Pakistan Heatwave 2021 - Multan	35	-
Nepal Alert03 flood	150	-
START FUND- Flood Response in Mid and Western Nepal	30	-
Tool development Nepal Cold-Hot Wave	35	-
Heatwave Response in District Sibi 2022	57	-

LEGAL & ADMINISTRATIVE INFORMATION

Trustees

Lyndall Stein (Chair) **1** [appointed Chair of Board of Trustees 1 August 2022]
Nigel Chapman (Acting Chair from 6 October 2021 to 31 July 2022) **1, 2**
Carolyn Clarke (Chair) **1** [resigned 6 October 2021]
Edward Bickham **1** [resigned 8 December 2022]
Esther Kwaku **3**
Nadine Nohr **3**
Edward Sparrow **3**
Khalid El Ansari **2**
Desiree D'Souza **2**
Anita Yuen **2**
Sribavan Srisathkurunathan **2** [appointed 29 March 2023]
Kate Tench **1** [resigned 6 October 2021]
Maliha Khan **1** [resigned 7 April 2023]
Stephen Oxley **2** [resigned 4 July 2023]

Additional committee members

Wendy Fenton **1** [resigned 20 March 2023]
Nasra Ismail **1**

1 Programme and Policy Committee
2 Finance and Audit Committee
3 Ethics and People Committee

Senior management team

Laurie Lee	Chief Executive Officer [to 30 Jun 2022]
Eamon Cassidy	Chief Executive Officer [from 4 Jul 2022 to 6 Jul 2023]
Helen McEachern	Chief Executive Officer [from 21 Aug 2023]
Eva Dixon	Finance Director/COO [from 3 Aug 2020 to 1 Nov 2021]
Sarah Barton	Interim Finance Director [from 19 Oct 2021 to 7 Jun 2022]
Dallan Cunniffe	Interim Finance Director [from 6 Jun 2022 to 5 Dec 2022]
Leo Skyner	Finance Director [from 14 Nov 2022]
Erin Segilia Chase	Director, Fundraising, Partnerships & Comms [to 18 Feb 2023]
Laura Griffin	Director, Fundraising, Partnerships & Comms [from 13 Feb 2023]
Helen Thompson	Director of Programme Delivery [from 1 Jul 2021 to 30 Jun 2022] Director of Programme and Policy from 1 Jul 2022]
	Interim Chief Executive Officer [from 7 Jul 2023 to 25 Aug 2023]
Laurent Martial	Director of Programme Quality [from 1 Jul 2021 to 30 Jun 2022]

Company information

Registered Office

C/O Ashurst LLP
London Fruit and Wool Exchange
1 Duval Square, London E1 6PW

Auditors

Crowe U.K. LLP
4th Floor, St James House
St James' Square
Cheltenham GL50 3PR

Bankers

Barclays Bank plc
Level 28
1 Churchill Place
London E14 5HP

Solicitors

Ashurst LLP
London Fruit and Wool Exchange
1 Duval Square, London E1 6PW

Thank you to everyone who has supported CARE in the last year.

This includes all those people who have made one-off or regular donations or taken part in fundraising events and campaigns. Your support is invaluable in helping us to save lives, defeat poverty and achieve social justice around the world. We couldn't do it without you.

Thank you

STATUTORY DONORS

Conflict, Stability and Security Fund through the Foreign and Commonwealth Office (CSSF)

Disasters Emergency Committee (DEC)

European Commission (EC)

Foreign, Commonwealth and Development Office (FCDO)

Guernsey Overseas Aid

Jersey Overseas Aid

United Nations Development Programme (UNDP)

United Nations Office for Project Services (UNOPS)

United Nations Peacebuilding Fund (UNPBF)

TRUSTS, FOUNDATIONS & CHARITIES

Action Aid UK

Aga Khan Foundation UK

Thani Bin Abdullah Bin Thani Al-Thani Humanitarian Fund

Beatitudes

Better Cotton Initiative (BCI)

Bloom Foundation

Cheruby Trust

Comic Relief

Concoran Foundation

The Big Give

The Cotton Trust

The Calvert Family Charitable Trust

Equality and Human Rights Commission (EHRC)

The Fawcett Society

Ford Foundation

Global Challenges Research Fund

Grace Trust

Halcrow Trust

International Rescue Committee UK (IRC)

The IPSOS Foundation

Islamic Relief Worldwide (UK)

James Percy Foundation

Jimmy Choo Foundation

Joseph Rowntree Reform Trust

The Lord Deedes of Aldington Charitable

The MacDaibhidh Charitable Trust

Marie Stopes International

Mercy Corps Europe

Norwegian Refugee Council

Oxfam GB

Oxford Brookes University

Plan International UK

People’s Postcode Lottery

The Positive Action for Children Fund

The Power of Nutrition

Results for Development

Save the Children

Solidarites International

St Clare & St Francis Trust

START Fund

START Network

The Talent Fund / Make Humanity Great Again

Tony Blair Institute

VIIV Healthcare

World Vision UK

COMPANIES

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DMG Media
The Eurika Charity
GlaxoSmithKline (GSK)
Goldman Sachs
Hogan Lovells
IHG (InterContinental Hotels Group)
KPMG
London Grammar
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Muzimo
N Brown Group
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Primark Stores (Ltd)
Société General
Sotheby's
Stars Group Ltd
The One Foundation
Toast
Twinings
Unilever
Vulnerable Supply Chains Facility
White Cube
WISE

KEY SUPPORTERS

Thank you so much to those who donated to our following urgent appeals:

Ukraine Humanitarian Appeal

Afghanistan Emergency Appeal

Lendwithcare's Future Fund Appeal

Lendwithcare's Big Give Christmas Challenge

Typhoon Rai Emergency Appeal

CARE INTERNATIONAL UK

England & Wales - Charity number 292506

Accounts

CARE International UK Annual Report
For the year ended 30 June 2021

75 years of CARE



CARE Bangladesh/2020, Anne Larrass/CARE/2010, Josh Estey/CARE/2005, Sabine Wilke/CARE/1996, CARE/Maik Rositzki/2015, Laura Gilmour/ CARE/2015, CARE/2015

CARE International UK Annual Report 2020/21

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STRATEGIC REPORT

2020/21: CARE IN NUMBERS

CARE International and the United Nations Global Goals: Impact 2015 – 2020

CARE International UK (CIUK) is a member of the global CARE International confederation, an international organisation working in 104 countries around the world. CARE supports poor and marginalised people and communities to overcome injustice and tackle poverty.

CARE International UK plays a major role in achieving CARE's goals by raising funds for the confederation's work around the world and providing programme support and expertise. In 2021 CARE International UK continued to host CARE's global Women's Economic Justice, Inclusive Governance and Emergency Shelter teams to provide strategic leadership, technical advice and support to the global CARE confederation.
The work highlighted in this report was directly supported by CARE International UK.

CARE International's 2015-2020 strategy was completed in 2020 and the new Vision 2030 was approved. CARE's worldwide impact over 2015-2021:

- **83** countries have contributed towards changing the lives of 161 million people.
- CARE International and its partners have contributed to significant change in **11 of the 17 Global Goals,** the largest contributions being to Global Goals 1 (poverty), 17 (partnerships), 3 (health), 8 (inclusive growth) and 5 gender equality).
- **GLOBAL GOAL 1:** 73.9 million people supported with quality humanitarian assistance, access to basic services or to reduce poverty in 51 countries.
- **GLOBAL GOAL 2:** 22.6 million people helped to increase food security, or improve nutrition or sustainable agriculture in 54 countries.
- **GLOBAL GOAL 3:** 43.3 million women supported to exercise their right to sexual and reproductive health in 44 countries.
- **GLOBAL GOAL 4:** 4.4 million children helped to access better quality or more inclusive education services in 30 countries.
- **GLOBAL GOAL 5**: 13.8 million women and girls supported to increase their levels of empowerment and gender equality in 70 countries.
- **GLOBAL GOAL 6:** 10.2 million people helped to access clean water or improved sanitation services in 31 countries.
- **GLOBAL GOAL 8**: 17.6 million people supported to increase their economic empowerment and dignified work in 65 countries.
- **GLOBAL GOAL 10:** 12.5 million people supported from most excluded groups experiencing reduced inequality in 58 countries.
- **GLOBAL GOAL 13:** 5.9 million people supported to strengthen their ability to build climate resilience or reduced their vulnerabilities in 40 countries.
- **GLOBAL GOAL 16:** 4.5 million people increased their meaningful participation in decision making in 47 countries.
- **GLOBAL GOAL 17:** 57.9 million people have seen improvements in their lives derived from 255 advocacy and influencing successes in 54 countries.

MESSAGE FROM CARE INTERNATIONAL UK CHAIR

This annual report covers the 12 months from July 2020 to June 2021. It was a period of great hardship and upheaval. The UK went through two economic lockdowns. This was the period of most Covid deaths globally. And, sadly, the UK government responded by reducing its international assistance budget by 30%. There were also some things to celebrate.

CARE celebrated its 75th Anniversary in 2020. CARE was founded on 27 November 1945 to provide relief for those starving in Europe and elsewhere due to the Second World War, which had just ended. The first CARE Packages arrived in Le Havre, France, on 11 May 1946, containing canned meats, powdered milk, dried fruits, cooking fat, coffee and chocolate. CARE Packages were sent to Europe, Japan and beyond. Over one million CARE Packages were sent from the USA to widows and families in Britain, to be distributed by the Women's Institute and other charities.

More than 75 years later, in 2022, CARE is providing food and other essential items once again, to people suffering the effects of war in Europe. We have learned a lot in between. Today, we also provide psychological support and protection from sexual violence. And we also provide cash where possible, to refugees who have left Ukraine. But in Ukraine, people need actual food and essential items, just like the CARE Packages 75 years ago.

We also celebrated on 25 June 2021, when a new global law to came into force to outlaw all forms of violence and harassment at work, including sexual violence and harassment. Convention 190 of the International Labour Organization (ILO) was signed by 186 countries in 2019 and has now been ratified by 11 countries, including the UK on 7 March 2022. CARE worked with others in civil society, business and governments across the world for three years to campaign for this Convention. Now that it has come into force, it will particularly protect 500 million women in over 50 countries that had no other domestic legal protections for women at work.

The Covid pandemic which started in early 2020 was growing rapidly during the period covered by this report. By 1 July 2020 there had been 11 million cases and over 500,000 deaths worldwide. By 30 June 2021, there had been 184 million cases and four million deaths.

In this report, we explain what CARE International UK has done to respond to the Covid pandemic around the world. We have seen in the UK as well as around the world that the impact of Covid has discriminated, even though the virus can't. In everything we have done, we have worked to reduce inequalities in the way Covid support was provided to people from different groups, including women.

Most of the G7 richest advanced economies in the world increased their national aid budgets in response to the global Covid pandemic. Disappointingly, the UK Government was the only G7 country to cut its budget during the pandemic. It announced in November 2020 that it would breach the UK's legal obligation and the Government's manifesto commitment to provide 0.7% of national income in official development assistance to improve the welfare of people in countries with less wealth than the UK. In July 2021, the Chancellor announced this would continue to at least 2024/25.

As set out in this report, CARE International UK worked with politicians of all parties and with other charities to campaign against these cuts. As the National Audit Office has recently said: “There was limited consideration of the impact on development outcomes.” It also said that the cuts disproportionately hurt bilateral programmes — which were cut by 53%, despite the total aid cuts amounting to 30%. This has had a direct impact on CARE International UK. Like many other charities, we have seen our partnership to implement UK Government funded development and humanitarian programmes shrink by 75% since the cuts. This report sets out the very significant impact this has had on our programmes around the world, as well as on our staff, and organisation, in the UK.

We have been working to improve diversity and inclusion, and experiences for all staff, since a Gender, Equality and Diversity audit in 2018. We recognise that we have not yet made as much progress as we need to. The Covid-19 pandemic and aid cuts have not helped but are not excuses. We are continuously reviewing and improving policies and procedures, and training staff and Trustees in various ways. We have invested in dedicated staff and training and we will continue to do so.

Looking ahead to 2021/22, we saw massive new humanitarian emergencies in Afghanistan and Ukraine. Responding to these emergencies is a key priority for us in 2021/22 and we will report on our response to these emergencies in more detail in our 2022 Annual Report.

We would like to thank all of our supporters, without whom none of the impact described in this report would be possible. We are particularly grateful to individual people who have continued giving to support CARE International UK’s work, despite all of the financial pressures created by the Covid pandemic and lockdowns. In addition, we are very grateful to our many corporate partners who decided that the global Covid pandemic was a reason to increase their support for charities, including CARE International UK. We have used these funds to support people around the world suffering from the health, economic and social consequences of the pandemic.

I would also like to thank all staff, volunteers and Trustees of CARE International UK. The combination of the pandemic and working remotely, with the huge cuts to international development made by the UK Government, have made for an exceptionally challenging year for CARE International UK as well as many other UK international charities. I am grateful for and impressed by the resilience and commitment which staff, volunteers and Trustees have all shown in achieving our mission despite these challenges.



Lyndall Stein
Chair of the Board of Trustees

CARE INTERNATIONAL UK IMPACT AND HIGHLIGHTS

75 years of CARE

CARE's 75th year was celebrated in 2020.

CARE was set up in the USA in 1945 under the name Cooperative for American Remittances to Europe to respond to the devastation and scarcity World War 2 had wrought. Originally, Americans paid $10 to send a 'CARE Package', containing food and supplies, to someone in Europe.

To mark the anniversary CARE International UK shared stories that celebrate the power of the kindness of strangers and inspire people to take action today. We asked the public to share stories of 'Acts of Kindness' by strangers that had impacted their lives.

We shared stories such as memories from Berlin and Britain in World War I in 1947, and more recently Mozambique 2020.

Bernd's story

Bernd Kadritzke shared his memories of receiving CARE packages in Germany after the war ended:

"We received a package every few months, beautifully wrapped with coloured paper we had never seen before. I still remember the excitement, as we had to wait until our father came home from work before we were allowed to open them.

The most excited person was my grandmother, who was hoping for 'real' coffee because you could only buy 'Kaffee-Ersatz' in the shops. I remember her grabbing the coffee tin, pressing it against her and jumping up and down like a child!

There were also sweets for us children. To this day I remember the taste of the chocolate. Every time a CARE packet came, it was like Christmas – after 70 years a very big thank you to CARE."

10 Years of Lendwithcare

In November 2020, Lendwithcare celebrated ten years of providing life-changing microloans to small business owners across a range of low-income countries. The project was launched by CARE International UK to provide the UK public with a means of directly supporting low-income entrepreneurs with a loan. This approach provides the entrepreneurs supported through Lendwithcare with the means to make positive changes to their businesses themselves, and when the loans are repaid the lenders can recycle their funds to support more entrepreneurs in need of funding.

To celebrate the 10-year anniversary we created an annual Future Fund Appeal to raise funds to cover the operational and growth costs of the initiative. This will ensure we can continue sending 100% of the funds loaned by supporters to entrepreneurs via our local development partners.

- In the last 10 years Lendwithcare has raised £33 million to support 151,000 small businesses.
- This has benefited 468,000 family members and supported 53,000 jobs.

Lendwithcare: Nancy's story



Nancy Chaima is an experienced and committed solar entrepreneur who first received funding through Lendwithcare in 2019. She is a dedicated member of the Financing Energy Business Cooperative in Malawi and received funding through Lendwithcare's partnership with SolarAid to purchase a stock of phone-charging solar lights.

Families living without access to electricity are forced to rely on poor quality torches or, worse, candles and kerosene lamps to escape the dark. These alternatives are dangerous, expensive, polluting, impact children's education and lead to preventable deaths.

The solar lights that Nancy sells offer a simple solution. When a family has access to solar energy, everything changes. Up to 15% of household income is saved from no longer having to buy batteries, kerosene or candles, children can study safely, and CO2 emissions are reduced by an estimated one tonne per household.

In 2021, Nancy received further support from Lendwithcare lenders to support her business through the challenges presented by Covid-19:

"With Covid-19 in our midst it hasn't been easy for every business to cope and mine became bankrupted and did not have stock to sell, but with the loan that was given, my business was able to revive."

"My goal [is] to see every house in my community with solar lamps… and ten years from now I would like my business to grow and be able to reach out to as many people as it can and I have all the stock necessary at all times. Personally I would like my life to change that I should be able to live in a good house, own a car and improve the livelihood of my family."

Lendwithcare: Carbon positive grants

Lendwithcare's model has lending at its core for more than ten years. A key part of our diversification strategy is to encourage financial support that addresses climate change, whilst improving the lives of those we seek to help through grants as well as loans.

The carbon positive grants option was launched using a CARE India project to provide clean cooking stoves to low-income women in one of the poorest regions of India through a partnership with the Fair Climate Fund. They will verify the amount of CO2 reduced and this will be certified by Gold Standard and Fairtrade International.

In January 2022, also with the Fair Climate Fund, there was an additional project to provide clean cookstoves in Rwanda using sawdust pellets that provide an even greater level of carbon reduction.

Subsequently, we hope to include other projects, such as agroforestry through coffee/cacao planting, generating an income for small-holder farmers as well as preserving forest cover that encourages reforestation; construction of household bio-digesters; and solar cookstoves.

We decided to build in the opportunity to promote other grants through the Lendwithcare website. This led to the launch of typhoon Rai Emergency Appeal supporting the work of local partner, a Co-operative in the Philippines whose members were badly affected by the typhoon.

Responding to the Covid-19 pandemic



Asafuzzaman Captain/CARE Bangladesh



*above figures relate to CARE Global

Responding to complex emergencies - Yemen



Hamza Al-Qadimi/CARE/2020

CARE is one of the few international aid agencies with an established presence in Yemen, where we have worked since 1993. We are focusing on making sure that people in the hardest-hit and most hard-to-reach areas have access to emergency supplies and assistance with meeting their basic needs, including food and water.

The near-collapse of public services – only 45% of health facilities in Yemen remain, with limited functionality – means that we are also providing sanitation, hygiene, and livelihoods support.

Our response to COVID-19 included providing PPE to ensure medical professionals can remain safe, using local radio and TV to reach most of the population with health and safety messaging, providing hygiene kits and training on handwashing and protection to communities, and supporting local authorities in reconnecting and upgrading water and sewage networks.

Responding to complex emergencies - Syria



Violet/CARE 2020

CARE has been working in Syria since 2013 and has reached more than 7.2 million people since the beginning of the crisis. We also support refugee families in neighbouring countries including Jordan, Lebanon and Turkey, and those crossing into Europe.

Working with local Syrian partners, we are delivering emergency assistance as well as longer-term support, including:

- Humanitarian assistance. We are providing shelter, clean water, nutritious food, cash support, sanitation facilities and protection services.
- Building resilience and providing livelihood opportunities. Our projects support people to restart their livelihoods and protect their existing assets to increase their resilience to absorb new shocks.
- Water, sanitation and hygiene. Projects include supporting communities with access to safe water and sanitation services. CARE hygiene promoters, based within the community, help raise awareness for public health risks and show good hygiene practices.
- Skills Development and Women's Economic Empowerment. We support Syrian women and vulnerable families to become economically empowered and self-reliant.
- Protection. CARE integrates critical protection services, including psychosocial support to help people cope with the high and continuous levels of stress caused by poverty and war.

Wednesday for Women - Crack the Crisis



Julie Edwards/ CARE/ 2021

CARE International UK, Action Aid, Plan International and other organisations focussing on women's rights and gender justice in the UK called on G7 leaders to shift the dial for gender justice once and for all. We urged Boris Johnson and the G7 to not let Covid-19 roll back gender equality by a generation.

CARE International UK asked the public to sign a petition to stop the roll back. We highlighted that G7 needed to:

- Tackle violence against women and girls.
- Tackle inequality in unpaid care.
- Support women and girls' leadership.
- Stop harmful aid cuts.



On 22nd September, #Wednesday4Women brought together organisations, activists, allies and leaders across the women and girls sector in the UK and globally as part of The Great Big Green Week – the biggest week of action on climate change ever in the UK. We called for public and parliamentary support for strong UK Government action on gender justice and climate change.

Climate change is the fight that unites us all. That's why as supporters of gender justice and women's rights we called on the UK Government to make sure they deliver:

- The unprecedented ambition needed to limit global warming to 1.5 degrees - As the world's scientists have pointed out, every fraction of a degree counts as the world's most marginalised women and girls feel the impacts first and hardest.
- Increased international financial support to communities - including women's rights organisations - on the frontline of the climate crisis to adapt to climate change and address loss and damage.
- Specific targets of how the UK's climate finance will deliver on gender equality and reach women's organisations.
- Investment for a fossil fuel free future that creates green jobs, and prioritises a feminist and women's rights perspective.
- Climate decision-making which is transparent, inclusive and equitable and ensures diverse women's voices and participation, including in the UK's COP26 team.

FINANCIAL PERFORMANCE

Income

Total income was £62.7m in the year ended 30 June 2021 (2020: £73.9m), of which £51.9m (2020: £62.4m) was restricted to international programmes. This reduction in income is mainly due to a decrease in available funding from our largest institutional donor, the Foreign Commonwealth & Development Office (FCDO) / Department for International Development (DFID), which dropped to £44.6m in the year ended June 2021 (2020: £52.9m). This was largely the result of the UK government scaling back official development assistance while reallocating resources to the ongoing domestic Covid-19 pandemic response. Meanwhile, total restricted and unrestricted income from individuals and corporations increased slightly to £10.0m in the year ended June 2021 (2020: £9.9m). We continued to support the Disasters Emergency Committee (DEC) through campaigns and deploying communications staff, receiving funding of £1.4m (2020: £0.4m) from DEC appeals.

Given the change in the UK's commitment to the 0.7% set-aside of GDP for official development assistance and continued delays in DFID & FCDO procurement processes, new grants signed were significantly lower than in prior years and we anticipate a much more significant decline in restricted income from these sources in future years.

Unrestricted income was £10.8m in the year ended June 2021 (2020: £11.5m), this decline of £0.7m is largely due to a diversification of income streams in response to the pandemic.

Expenditure

Total expenditure was £67.7m in the year ended June 2021 (2020: £71.1m), of which restricted spend on international programmes was £57.9m (2020: £59.7m). Humanitarian programme expenditure represented 65% of our charitable expenditure (2020: 73%), reflecting our continued focus in this area.

We spent £4.0m in the year ended June 2021 to generate £11.4m from donations and legacies from individuals and corporate partners (2020: spent £3.8m to generate £10.4m).

Given the challenging environment and uncertainty about future funding levels for international humanitarian action and development, cost reduction plans were implemented, and overall unrestricted expenditure was reduced to £9.9m in the year ended June 2021 (2020: £11.4m).

In the latter part of the financial year ended 30 June 2021 we set our operating budget for the 2021/22 financial year, to ensure that we maintain capacity to position ourselves for new partnerships and donors and to provide high quality technical support to CARE programmes. We continue to monitor fundraising performance against a challenging external environment and have committed to increase investment in income growth (especially from new individual donors) when the fundraising climate improves.

Restricted Deficit, Unrestricted Surplus and Reserves

As at 30 June 2021 we carried forward £9.1m of restricted funds associated with multi-year grants for use in future years (2020: £15.2m). This reduction stems from spending down grant funding secured and recognised as income in prior years at a higher rate than new income was secured and recognised.

As the reduction in unrestricted expenditure was significantly greater than the decline in unrestricted income during the year ended 30 June 2021, we generated net unrestricted income of £1.1m. Combined with other changes to net assets this resulted in an increase in unrestricted reserves from £1.8m to £2.9m.

Free unrestricted reserves, which do not include amounts related to fixed assets, increased from £1.4m to £2.8m.

Free reserves are held to ensure continuity of the Charity's ongoing and future activities, including:

- Protection against fluctuations in income, particularly year to year changes in the portfolio of donor-funded programmes.
- Mitigation against the financial risks arising from the changing nature of aid, especially the movement towards payments by results in both grants and contracts.
- Investment in innovation to support CARE's strategic objectives.
- To enable the orderly cessation of activities should it ever be required.

All charities are required to consider how much they need to hold in reserves. The extent varies depending on the scale and nature of the charities activities.

The Board has set its policy to maintain a minimum level of £1.5m to £2m reserves. Given the current operating environment, it recognises that maintaining a higher level of free reserves may be prudent.

Cash and Short-Term Deposits

Cash and short-term deposits remained stable during the year ended 30 June 2021, increasing slightly from £19.7m to £20.0m. Most of these funds represents cash received for donor-funded projects and are obligated against specific activities. Of the total cash balance, £17.2m is restricted while the unrestricted cash balance held by the CARE International UK group was £2.7m.

Going concern

The economic impact of the Covid-19 pandemic led the UK government to reduce official development assistance, which had a significant impact on the income of CARE International UK in the financial year ending 2021 and going forward. This reduction in income presented a challenging financial environment for the Charity, and we amended our strategy and operations, resulting in a corporate restructure.

Prompt action and prudent financial management during the financial year ended 30 June 2021 increased the organisation's free unrestricted reserves to £2.8m (2020: £1.4m).

Since 30 June 2021, the Charity has continued its process to adjust to lower UK government official development assistance, including restructuring Programme Teams, strengthening our cost recovery and cash management processes. Unaudited unrestricted cash was £3.4m on 30 June 2022 (2021: £2.8m). Operating budgets for FY22 onwards are set conservatively and subject to oversight by the Trustees.

In preparing the going concern assessment, income and expenditure projections have been extended to 30 June 2024. A baseline projection has been prepared based upon the FY23 Reforecast, and first draft of the FY24 budget as presented to the Board in March 2023 – which shows continuing cost control and reflects recent contract wins.

In addition to the baseline projection, alternative scenarios have been modelled which consider the impact of potential declines in income of up to 20% in both programme and fundraising, as well as a further increase in inflation. A further scenario has been also prepared – a cumulative crystallization of all anticipated scenarios at the same time – to assess the impact such a scenario would have on the financial sustainability of the Charity. In this scenario the charity would have sufficient unrestricted cash resources to continue its operations.

In addition to the scenarios set out above, the Trustees acknowledge that historic and current issues in filing statutory information risk undermining funders' confidence in the Charity. In the event that the income scenarios noted above were to double in their magnitude as a result of funders withdrawing or pausing funding, CIUK would have insufficient unrestricted cash resources to meet its obligations as they fall due and would therefore be unable to continue operations at least 12 months from the expected date of approval of the financial statements. While mitigations could be put in place, for example a reduction in staff and non-staff costs, the challenges in doing so within a reasonable timeframe and the resultant knock on impact on programme delivery and fundraising are uncertain. For this reason, the Trustees have concluded that there is material uncertainty relating to going concern. Trustees remain committed to taking all available actions required in terms of cash management and control of expenditure to ensure a worst-case scenario is avoided.

Trading subsidiary

The Charity's wholly owned subsidiary carries out trading activities for the Charity. These activities provided a loss before tax of £9k in the year ended 30 June 2021 (2020: £74k). As such, no qualifying distribution in the form of gift aid was payable to CARE International UK.

PLANS FOR THE FUTURE

CARE International UK Objectives for FY22

- **COP26** (delayed from 2021)

One of our objectives in 2021 was to ensure a successful COP26 Climate Summit in Glasgow, to reduce emissions to achieve no more than 1.5 degrees of global warming and to provide developing countries with the finance to address loss and damage already suffered and to adapt to the impacts still to come. While this report sets out much of the preparatory work that we did, the COP26 Summit was delayed from November 2020 to November 2021 and so remained an objective for our financial year 2021.

- **Work with NGOs to restore FCDO leadership on gender equality**

As set out in this report, there was a substantial impact on women and girls and gender equality from the UK Government's aid cuts in 2021. One of our objectives in FY22 is to work with new leadership at the Foreign, Commonwealth and Development Office to reverse cuts to programmes which prioritise gender equality and to restore gender equality as a top priority for the FCDO International Development Strategy.

- **Respond to emergencies in Afghanistan, Ukraine**

The humanitarian situation in Afghanistan deteriorated significantly in 2021. Already under pressure from drought, Covid and conflict, this was compounded by an economic and banking crisis in late 2021 leading to many people losing their livelihoods and millions of people going hungry. One of our objectives in 2022 is to deliver programmes, fundraise and advocate to ensure that people in Afghanistan receive the humanitarian assistance they need.

The Ukraine conflict began in March 2022, towards the end of our financial year 2022. Our immediate objective is to fundraise and plan an effective response, with a particular focus on the risks to women and children. In our 2022 Annual Report we will say more about the longer-term response plan and achievements.

- **Implement a Fundraising strategy to diversify income following FCDO aid cuts**

Diversifying our sources of income is a long-term objective but is even more urgent in 2021 and beyond following the 75% drop in funding from the UK Government for our work. We will be particularly focused on funding from the private sector, individuals and Trusts and Foundations.

- **Updated Strategy**

In 2021, CARE International launched Vision 2030 which sets out an ambitious an ambitious approach to tackling poverty and injustice agreed by CARE International UK and all members of the CARE Confederation.

Vision 2030 recognises that CARE's expertise lies in our holistic and inclusive approach to tackling poverty and injustice. It also recognises that women and girls experience poverty, hardship, climate, conflict and health emergencies very differently to men, and require specialized approaches that do not universally exist. For this reason, CARE will continue to place the specific needs and rights of women and girls at the heart of all we do.

Vision 2030 also reflects the lessons we have learned about the need to influence change beyond the communities where we work directly. We will do this by scaling up proven models, advocating for pro-poor policies, strengthening social accountability and giving voice to social movements and excluded groups.

Vision 2030 recognises that civil society has evolved significantly over recent decades. We have learned that to tackle poverty and injustice sustainably, we need to invest in civil society strengthening in ways that accelerate change and promote accountability. We will adapt our internal systems and ways of working to achieve this.

The CARE International UK Strategy was due to be updated in this reporting period following on from the new CARE International Confederation Vision 2030. Work started on this in the second quarter of 2020/21 but was paused as a result of the impact of the cuts to UK Government official development assistance announced in November 2020. It was agreed that the priority should be to focus on the immediate impact of those cuts rather than a longer-term vision. We will take forward work to develop the CARE International Strategic Plan for CARE International UK that will set out our specific contribution to Vision 2030 and how CARE International UK will change and evolve to deliver this effectively, and this will be reported on in the relevant annual report.

- **Updated Equity, Diversity and Inclusion Action Plan**

Continuous learning and improvement on diversity and inclusion remains an objective for us. The Gender, Equality and Diversity plan that we have followed since our audit in 2018 is being updated in 2023 as part of the overall Strategy. It will reflect the progress, lessons and shortfalls we have seen over the last three years. We will report against our first wave of Diversity Targets in 2023.

- **Finance Improvement Plan**

The completion and publication of our 2020 Annual Report was delayed. One of the reasons for this was that we had to review and clear a backlog within programme administration. We are taking remedial action to prevent such incidents recurring. The implementation of a Financial Improvement Plan began in 2022 and remains ongoing. Many of the actions have been addressed and we are targeting final completion of all actions by June 2024.

DIRECTORS' REPORT

STRUCTURE, GOVERNANCE AND MANAGEMENT

Legal structure

CARE International UK is a registered charity (Number 292506) and a private company (Number 1911651) limited by guarantee. The objects of the company, as set out in the Memorandum and Articles of Association, are to relieve poverty and sickness, to promote the preservation and protection of health and to advance education among the world's poor.

Related organisations

CARE International has a wholly owned subsidiary CI Enterprises Ltd, a company registered in England and Wales (Company No. 02306212). CI Enterprises is used for trading activities to provide income for the Charity.

Board of Trustees and Governing Committees

The governing body of the Charity is the Board of Trustees (as listed on page 60). The Board meets formally four times a year. Trustees delegate responsibilities to the Committees, CEO and Management Team in line with the approved Delegated Authorities Policy. There are three standing committees:

- Programme and Policy Committee
- Finance and Audit Committee
- Ethics and People Committee (replacing the Ethics and Risk Committee and the Nominations and Remuneration Committee)

These committees are made up of members of the Board and other independent individuals with relevant experience under specific terms of reference from the Board. CARE International UK held 4 board meetings and 16 committee meetings during 2020/21. Attendance at board meetings was 86% and attendance by individual Trustees at committee meetings was 51/64 (80%).

Potential candidates for both the Board and committees are recruited through an open and transparent process, including by advertisement in the press, online and through trustee recruitment organisations, as well as on the CARE International UK website. The Ethics and People Committee selects potential new members of the Board who are then approved by the Board before appointment.

A formal HR induction process is followed for new Board and committee members. We also introduce them to the Charity as a whole and help them to form connections with our staff. We make sure they know about their legal duties and check if they need any professional development to thrive in the role.

Members of the Board and committees serve for a three-year period and may be re-elected for normally one and a maximum of two further three-year terms. None of the members of the Board received any remuneration for their work as trustees. Reasonable expenses are covered, to ensure there are no socio-economic barriers to being a trustee.

Management Team

The key management personnel of the Charity are the Senior Management Team (as listed under Organisational Details on page 60). The remuneration of the Chief Executive is set by the Ethics and People Committee, and the remuneration of the Senior Management Team is set by the same committee in consultation with the Chief Executive.

Remuneration Policy and CEO pay

The Ethics and People Committee approve the salaries for our CEO, Senior Management Team and the organisational pay structures. Our pay framework is structured across 11 distinct salary grades and all jobs are evaluated before being placed in a grade. We benchmark our salaries each year against similar organisations in the NGO sector and pay at the median of salaries for each grade, and are a London living wage employer. We are currently undergoing a pay review focussed on our grading and pay structure and recommendations are expected in May 2023.

The highest paid individual in the organisation is the Chief Executive Officer. In 2021 the Chief Executive's remuneration (pay and pension) placed him in the £130,001-£140,000 band (2020: £130,001-£140,000 band).

Our pay ratio (the ratio between the highest paid member of CARE International UK staff and the median) is 3.2 (2020: 3.2) and this ratio is one of the indicators used to monitor the organisation's approach to pay.

None of the members of the Board received any remuneration for their work as trustees (2020: Nil). Expenses reimbursed to trustees for travel undertaken on the Charity's behalf in 2021 totaled £174 (2020: Nil).

Governance and Trustee duties

CARE International UK's Board of Trustees has adopted the Charity Governance Code for larger charities and regularly monitors performance against the Code. Following the Board's self-assessment (published in July 2018 and refreshed in November 2020) against the recommendations of the Code the Ethics and People Committee agreed that the Board met the recommendations of the Code but needed to focus more on diversity. Recruitment of new Trustees has addressed this. The organisation takes diversity and inclusion issues seriously and is planning on conducting training courses and open discussion sessions to help bring this to the forefront of conscious awareness.

The Charity paid £16.8k in 2021 (2020: £9.3k) for trustees' Indemnity Insurance cover.

Statement of compliance with Section 172

As a registered company CARE International UK is also bound by the reporting requirements of company law and as part of this the Trustees of CARE International UK are required to state how they have complied with their duties under Section 172(1) of the Companies Act 2006. Trustees must act in a way they consider, in good faith, would be most likely to promote the success of CARE to achieve its charitable purposes in compliance with section 172 Companies Act 2006.

The Board of Trustees delegate day to day management and decision making to the Chief Executive and other members of the Senior Management Team whose responsibility it is to ensure that the Charity's activities are carried out in compliance with agreed plans and policies. Details of the structure and activities of the Board and its standing committees are provided above and under the Legal and Administrative section at the end of this report.

The table below sets out the key decision taken by the Board during the year and how the interests of our stakeholders and the wider factors set out in Section 172 of the Companies Act 2006 were taken into account.

Restructure as a result of cuts to aid budget	The organisation embarked on a **corporate restructure in FY21** to achieve substantive savings in order to have a balanced budget in FY22. This was the direct consequence of cuts in the aid budget in from 0.7% to 0.5% which has impacted on CARE International UK's income predictions.	Key considerations: • Change management process and the impact on employees. • How CARE International UK could continue to achieve its impact and charitable objectives with a reduced budget. • Impact on current and future beneficiaries.

In carrying out their duties the Trustees have regard, amongst other matters, to:

- **The likely consequences of any decision in the long term**

The scope of our vision and strategic goals are summarised on page 2. Optimising our support to poor and marginalised people and communities to overcome injustice and tackle poverty is the desired outcome of our operations. Consideration of sustainability and the long-term consequences of strategic proposals is part of the Board's decision-making process. External circumstances sometimes change and if necessary, we adapt our plans to respond to changing needs.

- **The interests of the Charity's employees**

Our people and culture are vital to the successful delivery of our strategic goals. CARE International UK embraces diversity and inclusiveness within our organisation. Our diversity team – made up of staff from all levels, including our CEO (Chief Executive Officer) – has actively promoted improvements in the way we operate internally. The membership of the Board of Trustees reflects this emphasis.

- **The need to foster the Charity's business relationships with suppliers, customers and others**

We identify the following as the key stakeholders with whom we foster ongoing relationships:
• Foreign & Commonwealth Development Office (FCDO)
• Private sector potential and existing partners (not whole private sector)
• British public potential and existing supporters (not whole British public)

- **The desirability of the Charity in maintaining a reputation for high standards of business conduct**

We espouse the values we wish to influence, support and sustain in our programmes in our engagement with our own donors, suppliers, partners and other stakeholders. Our reputation and credibility are vital to the successful delivery both of our strategic goals and our day-to-day activities.

- **The need to act fairly as between members of the Charity**

The Trustees are the only members of the Charity and their responsibilities relate to the objects of the Charity. The Charity is run to achieve its charitable purposes and not in the interests of its members. Issues of fairness between the members do not arise.

Change of Auditor

In February 2023 CARE International UK commenced a tender exercise in order to appoint a new external auditor for the year ended 30 June 2022 onwards. The audit for the year ended 30 June 2021 will be the last audit completed by BDO LLP, and Crowe LLP will be appointed to complete the audit for the year ended 30 June 2022 onwards.

FUNDRAISING STATEMENT

CARE International UK seeks to maintain the highest possible standards in our fundraising and engagement activities and will never take the kindness and generosity of the British public for granted. Individual supporters who have chosen to support our work – either through single or regular donations, campaigning, participating in fundraising events, responding to an emergency appeal, or giving a loan to an entrepreneur through our Lendwithcare.org website – all make it possible for us to continue to save lives, support women and girls and to be there for the world's most vulnerable people. We are grateful to them every day and strive to keep earning their trust and their support by providing the highest standards of service and supporter experience.

Care International UK strives to raise funds from organisations that share the same values and ethics and that exist in the same moral space. CARE International UK also continues to be registered with the Fundraising Regulator and is an Organisational Member of the Institute of Fundraising. We adhere to the Code of Fundraising Practice across all public engagement and fundraising activities and continue to engage with both regulatory bodies to ensure all our fundraising activities are compliant and following best practice.

We have continued to review and update our consent and privacy policies in order to stay fully compliant with the General Data Protection Regulations (GDPR). It is important that our supporters are happy with how we communicate with them, that they understand when there is a legitimate interest for us to do so, and that they are clear on what we do and don't do with their personal information.

We have continued to work closely with professional fundraising and marketing agencies over the last year, who have supported and helped to deliver our fundraising activities. We undertake a rigorous due diligence and tender process before starting to work with any suppliers and have strict contracts in place with existing suppliers, which include clauses on GDPR, CARE International UK's own vulnerable circumstances policy, human trafficking laws, and the Modern Slavery Act. Close monitoring of all fundraising and marketing campaigns is essential, including regular spot checks and mystery shopping, as it is very important to us that the agencies with which we work meet the high standards we set for ourselves.

We continue to be immensely proud of the stewardship service provided by our dedicated Supporter Care team, who are often the first point of contact that the British public will have with CARE International UK. During 2020/21 our fundraising and engagement activities reached TV, online and print audiences. In this year, just four complaints were received (2020: five complaints) . We continue to treat all complaints seriously and ensure they are thoroughly investigated and responded to.

At CARE International UK we are committed to protecting vulnerable people. In 2022 we produced a new vulnerable circumstances policy focussed on vulnerable circumstances rather than labelling a person as vulnerable, which is a more inclusive approach and allows us to offer a more tailored approach. This policy is now on our website and an internal version is circulated to all staff quarterly. Our Senior Supporter Care Officer has undertaken further training on Vulnerable Circumstances and has shared this training with staff across the organisation.

PUBLIC BENEFIT STATEMENT

The trustees confirm that they have complied with the duty in the Charities Act 2011 to have due regard to the Charity Commission's general guidance on public benefit, 'Charities and Public Benefit'. That guidance addresses the need for all charities' aims to be, demonstrably, for the public benefit. The objects of the Company, as set out in the Articles of Association, are to relieve poverty and sickness, to promote the preservation and protection of health and to advance education among the world's poor. CARE International UK's approach to fighting poverty in our outcome areas (humanitarian response; women's economic empowerment; maternal and child health; food and nutrition) through a focus on gender equality, inclusive governance and resilience and by advocating on behalf of the poorest and most vulnerable people, allows us to meet directly the following criteria for public benefit as defined by the Charity Commission guidance:

- The prevention or relief of poverty.
- The advancement of human rights, conflict resolution or reconciliation or the promotion of religious or racial harmony or equality and diversity.
- The relief of those in need, by reason of gender, age, ill-health, disability, financial hardship or other disadvantage.
- The advancement of health and the saving of lives.
- The advancement of education.
- The advancement of environmental protection or improvement.

We are clear in our aims and objectives and adhere to codes of governance which reach across the wider humanitarian sector, including the Sphere Handbook (a set of principles and standards agreed by the major humanitarian organisations, including CARE), the Red Cross code of conduct, and the Core Humanitarian Standards on Quality and Accountability (CHS). CARE federation is now externally verified against the Core Humanitarian Standard, following an external audit by the Humanitarian Quality Assurance Initiative in early 2020.

Our approach is to listen to the people we work for and take great care to 'do no harm'. We aim to help the poorest and most marginalised members of society, and no person is excluded on the grounds of race, religion, gender, sexual orientation, or social position.

INTERNAL CONTROL ENVIRONMENT

Internal control

The Trustees have overall responsibility for ensuring that the Charity has an appropriate system of control, financial and otherwise. They are responsible for keeping proper accounting records which 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 Companies Act 2006.

The systems of internal control are designed to provide assurance against material misstatement or loss. They include:

- Strategic plan and budgets approved by the Board.
- Regular monitoring of Key Performance Indicators (KPIs) and progress against the strategic plan.
- Quarterly consideration by the Board of financial performance and variance from budgets; scenario planning in response to external drivers of uncertainty.
- The use of committees in meeting their duties and delegating certain functions of the Board.

- Appropriate identification, management and reporting of risks.
- Implementation of key policies and procedures.
- Structured delegated and financial authorities which are signed off by the Board.
- Internal auditing, carried out in accordance with the Audit Charter, encompassing overseas projects and UK processes and procedures.

Trustees continue to review the adequacy of the Charity's internal control systems with the Senior Management Team. This is undertaken quarterly as part of the Risk Assurance Framework which distinguishes between 11 main risk areas. Each risk area has a dedicated risk owner and a Board committee responsible for its oversight. As part of the risk review, the trustees consider whether the controls in place are sufficient for the organisational purposes.

In accordance with the Audit Charter, a risk-based internal audit approach is taken, and the annual audit plan is approved by the Finance and Audit Committee.

In the view of the Board, internal audit is sufficiently independent with unrestricted access to the Finance and Audit Committee and the Board of CARE International UK.

During the year, less internal work was carried out due to the impact that Covid restrictions had on our staff's ability to perform overseas visits, necessitating remote auditing. Furlough also impacted the internal audit plan. Following the work to reconcile a backlog of historical balances on previously completed projects, the Board increased investment in the finance team to improve financial controls to ensure that accounting for all active projects is fully up-to-date and that the accounting for finished projects is completed promptly. An external assurance firm was engaged subsequent to year end to supplement the internal audit work already performed and to support with additional reviews of fund accounting, LendwithCare and financial controls in order to provide additional assurance to the Board. As a result of this, a finance improvement plan was prepared to address all of the recommended improvements. We have already started work and a number of key improvements have been introduced; we aim to complete all actions by June 2024.

The Board believes that the Charity's other internal controls are adequate and meet with guidelines issued by the Charity Commission. The Board recognises that continuing to develop and strengthen CARE International UK's internal controls is a key priority moving forward and has ensured that the resources and expertise are in place to do so by expanding the core finance team and committing further investment to internal audit.

RISK MANAGEMENT AND PRINCIPAL RISKS

CARE International UK recognises the risks that we face due to the nature and context of our work. The Board of Trustees, as the ultimate risk owner, has a Risk Management Policy and an established risk management process.

Strategic risks are reviewed and discussed quarterly by the Senior Management Team's Risk Management Committee. The Senior Management Team is responsible for the management of the key risks and ensuring effective mitigation is in place. CARE International UK uses recognised risk management protocols and standards assessing financial, operational, regulatory, external, and strategic risks.

CARE regularly updates its Risk Assurance Framework that differentiates between 11 distinct risk areas. Each risk area is managed by a risk owner and overseen by a Board committee. These risk areas are reviewed quarterly at the Risk Management Committee meetings, and reports prepared for the relevant Board committees. The Board sets the Charity's Risk Appetite in these key risk areas.

The significant risks for CARE International UK, as well as for the broader Charity and development sector, stem directly or indirectly from the outbreak of a global pandemic, and the associated economic downturn. These risks and the Board's plans to manage those risks are summarised below:

Identified risk	Measures in place to manage the risks:
Financial Stability & fundraising: The organisation continues to be overly reliant on FCDO and changes there and to the global economy may impact our ability to fundraise as well as affect our organisational costs.	• Programmes have been adapted to mitigate impact on income. • Careful monitoring of fundraising market and CARE International UK financial performance. • Ongoing actions taken to rebuild reserves. • Relationship building, advocacy and influencing FCDO priorities. • Ongoing strategic review of organisational priorities to ensure financial sustainability.
Systems and controls: Failure to have appropriate systems and controls in place would leave us vulnerable to fraud, cyber-attacks, data breaches or unable to meet the compliance requirements of our regulators and donors. In prior year, work began to reconcile a backlog of historical balances on previously completed projects. We have recognised that further investment in our teams and infrastructure is necessary to ensure that our systems and controls are maintained at an appropriate standard.	• Internal audit reviews carried out regularly and we are in process of expanding resources in this area through collaboration with CARE USA. • External assurance assessment performed and actions underway to address any issues identified. • Cyber audit performed and recommendations in process of being implemented. • Finance improvement plan in place and in process of being implemented. • Additional resources have been recruited to enhance our control environment.
Environments where we operate	• Due diligence on implementing partners.

Increases our financial and operational risks including: disruptions in programming; loss of access; delays in activities; loss of project documentation, physical threat and safeguarding risks. In some countries financial sanctions apply.	• Systematic anti-terrorist checks on all suppliers and partners. • Situation monitoring in conflict areas and for incidents. • Appropriate training for staff for high risk deployments. • Co-operation with country offices to support donor advocacy and mitigate impact on programme delivery. • Adjustments to financial budgets and forecasts following specific incidents. • Appropriate safeguarding training and policies in place.
Impact of operating environment on staff: Changes in the operating environment as a result of Covid-19 and recent aid budget cuts have resulted in reduced opportunities for travel and less connection to the purpose for staff. This poses a risk to the organisation as low morale may lead to higher staff turnover.	• Active engagement with staff on CARE's 2030 Vision. • Annual salary review process (subject to budget constraints). • Plans in place to return to an office with a flexible hybrid approach envisaged in response to staff feedback. • Consultation with staff led to the formation of new values for the organisation. • Regular one-to-one wellbeing checks with staff. • Investment in suitable working-from-home equipment for staff. • Continue exit interviews to identify and monitor causes of staff leaving the organisation and corrective action taken.

ANTI FRAUD, BRIBERY, CORRUPTION AND EXPLOITATION POLICIES AND SERIOUS INCIDENT REPORTING

Policies and reporting

CARE International has global policies on Anti-Fraud and Corruption and Protection from Sexual Exploitation and Abuse and Child Protection, which apply to all CARE members and operations. We have a Serious Incident Reporting protocol agreed with the UK Board.

The Anti-Fraud and Corruption policy requires all incidents or allegations of fraud, loss and bribery to be reported to donors and the Finance and Audit Committee, regardless of financial materiality and ensures a consistent approach to fraud awareness, prevention, reporting and investigations across the confederation. In addition to the preventative measures, anti-fraud, corruption and bribery controls are reviewed by internal audit. All UK staff are required to complete online anti-fraud training, reinforced through refresher training including during Charity Fraud Awareness week.

Serious incidents

Despite our enhanced approach to fraud prevention, the reality is that from time to time we will be victims of fraud. During the year 31 suspicions of fraud were reported to CARE International UK (2020: 42 fraud reports), all of which were in relation to our overseas programmes. These were fully investigated and it was identified that 3 reports were unsubstantiated and 28 were substantiated. The downward trend in the amount of fraud reports can mainly be attributed to aid cuts, which affected our large programmes in Syria, Yemen, and Mozambique. Two incidents were reported to the Charity Commission, one case related to forged bank deposit slips in Mozambique, and the other related to alleged discrimination of staff in Syria. The former issue was also reported to local police in Mozambique. The latter issue was also reported to FCDO and DEC, who closed this case in May and November 2021, respectively, as the investigation by CARE USA found the allegations to be unfounded. Overall, the reported incidents related to corruption at community committees, theft, falsification of expenses by staff, inflated procurement and collusion by staff with vendors, and false beneficiary information.

In addition, in 2021, we have submitted reports of serious incidents to the Charity Commission regarding our drop in income from UK official development assistance and the delay to the 2020 accounts. The Charity Commission have responded that they are assured that the trustees are dealing with the matters appropriately and responsibly.

Serious incidents have been reported to the relevant donors and UK bodies, including the Charity Commission, as appropriate, and in accordance with the CARE International UK Serious Incident Reporting protocol.

OTHER POLICIES AND STATEMENTS

Safeguarding

CARE International UK's commitment to safeguarding is guided by the principle that the welfare of the people and communities we work with is paramount.

CARE International UK continues to provide training on safeguarding to staff across the confederation, emphasising the importance of reporting and whistleblowing. CARE International UK has a zero-tolerance approach to safeguarding and protection, and consequently investigates all concerns raised.

Our safer programming approach ensures that everyone who comes into contact with our work is protected. We have strict systems in place to assess, mitigate, and manage the risks of harm our work presents. Designing safeguarding into the work we do helps us to put enough resources in the right places to prevent harm happening - and ensures we have the processes in place to respond swiftly when it does.

In 2021 CARE International UK achieved the following milestones to increase our safeguarding capacity:

- Completed a review of our current safeguarding systems.
- Provided training to all current UK based staff.
- Appointed a senior safeguarding advisor.
- Developed a safeguarding risk management planning tool for existing and new programmes.

Our commitment to safeguarding means we continually improve our service by learning from the concerns that are raised and the action that is taken. Our safeguarding standards continue to evolve and continue to be community focused and designed around the work we deliver in proximity to needs of the people and communities we support.

Equality, Diversity and Inclusion

At CARE International UK, the starting point for all our work is our belief that poverty is caused by unequal power relations that result in the inequitable distribution of resources and opportunities between women and men, between power-holders and marginalised communities, and between countries. We believe that poverty cannot be overcome without addressing those underlying power imbalances. It is CARE International UK's mission to work alongside people and communities around the world to remove those power imbalances, in order to achieve social justice and thereby end poverty.

We recognise that CARE International UK is not a specialised anti-racism organisation. We therefore want to be thoughtful about how we can be a true ally of others who are leading the anti-racism movement. We know that we need to work both to be a non-racist organisation and an anti-racist organisation.

In 2021, CARE International UK has become a more diverse and inclusive organisation. An ethnicity pay review has been completed, we have established new diversity targets, added statements into new job descriptions and incorporated gender, equity and diversity questions included in all recruitment interviews together with REDI (Racial, Equality, Diversity and Inclusion) training programmes to all staff.

Modern Slavery

We continue to monitor compliance with the Modern Slavery Act, and the broader issue of modern slavery, across the following areas:

- Procurement, both UK-based and international.
- Selection of programme partners.
- HR policies and procedures.
- Fundraising and communications.

We have supported changes to policies and procedures, incorporating the risks relating to modern slavery.

CARE successfully campaigned for the International Labour Organization Convention to end violence and harassment in the world of work, which was passed in July 2019. We believe the Convention will help address issues of modern slavery in supply chains.

Human Resources

In FY21, a number of learning initiatives were facilitated as follows:

- Unconscious bias training workshop.
- Race, Power and Privilege Workshop to facilitate a conversation around issues of systemic racism within the INGO sector.
- Performance management learning workshops focusing on: Delivering effective 1 to 1s; Setting Objectives; and Getting the maximum benefit from the performance management process.

The pandemic had a positive impact on annual staff turnover at CARE International UK in FY21, by reducing it to 11% annually (as % of total staff) which is the lowest level since 2014.

The organisation embarked on a corporate restructure in FY21 to achieve substantive savings in order to have a balanced budget in FY22. This was the direct consequence of cuts in the aid budget in from 0.7% to 0.5% which has impacted on CARE International UK's income predictions.

We are also proud of the support we receive from our volunteers. In FY21 six volunteers assisted us with editing of entrepreneur profiles for the Lendwithcare website.

ENVIRONMENTAL IMPACT

Statement on Streamlined Energy and Carbon Reporting (SECR) FY21

For electricity usage in CARE International UK's office, the carbon footprint in FY21 was 13.9 tonnes CO2e. This represents a carbon intensity of 0.12 tonnes CO2e per employee at CARE International UK. The table below summaries our legally obligated emissions reporting as required by SECR and includes a comparison to the previous year.

UK Energy Source	FY20	FY21
Electricity kWh (Scope 2)	91,567 kWh	62,243 kWh
Associated Greenhouse gas emission (Tonnes CO2 equivalent)	21.15 tonnes CO2e	13.9 tonnes CO2e
Carbon intensity – tonnes CO equivalent per employee	0.18 tonnes CO2e	0.12 tonnes CO2e
Methodology: CO2 Associated greenhouse gases have been calculated using UK Government GHG conversion factors. 100% of our electricity comes from renewable sources. CARE International UK has a Renewable Energy Guarantees of Origin (REGO) backed contract from our supplier declaring that it will procure sufficient electricity from renewable sources to match our demand. However, in compliance with UK government reporting standards, the carbon saving this creates is not included in the standardised carbon footprint reported above. If the lower carbon associated with the purchase of renewable energy was taken into account, the total carbon footprint reported above would be substantially lower.		

Flight emissions

CARE International UK's emissions, including RF (Radiative Forcing) from International Flights, are presented below. This equates to 2.97 tonnes CO2e and 0.025 tonnes CO2e per employee. CARE International UK has reduced our carbon footprint on flights by 215 tonnes CO2e since the last financial year.

	FY20	FY21
Flights tCO2e inc RF	217.88 tonnes CO2e	2.97 tonnes CO2e
Flights tCO2e Per Employee	1.85 tonnes CO2e	0.025 tonnes CO2e

Energy efficient actions:

During FY21, CARE International UK staff only took flights for emergency deployment and there were few emissions due to staff working remotely. Anyone representing CARE International UK signs a Code of Conduct confirming they will demonstrate commitment to reducing our environmental impact. CARE International UK contributes to the CARE International Global Climate Smart Report in terms of the action taken to reduce emissions, and to further CARE's global efforts to become a climate smart organisation.

We committed to offset our emissions where we cannot reduce them through credible carbon offset projects that have high social impact and environmental integrity. In FY22 we will contribute to the CARE International Carbon offsetting scheme with the Fair Climate Fund. We are very proud of our CARE joint offsetting programme - BACHAT II - and the steps the CARE confederation is taking to balance out unavoidable emissions from the work that we do. The BACHAT II programme will empower women in rural communities, improve health and safety conditions for families, and contribute to climate resilience – all while reducing emissions.

STATEMENT OF TRUSTEES'

RESPONSIBILITIES IN RESPECT OF THE TRUSTEES' ANNUAL REPORT AND FINANCIAL STATEMENTS

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

Company 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 company law the Trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the group and 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 Companies Act 2006.

They are also responsible for safeguarding the assets of the group and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

Financial statements are published on the Charity's website in accordance with legislation in the United Kingdom governing the preparation and dissemination of financial statements, which may vary from legislation in other jurisdictions. The maintenance and integrity of the Charity's website is the responsibility of the trustees. The Trustees' responsibility also extends to the ongoing integrity of the financial statements contained therein.

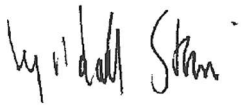
Disclosure of information to auditors

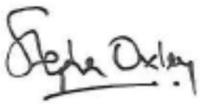
In the case of each of the persons who are Trustee Directors of the company at the date when this report was approved:

- so far as each of the Trustee Directors is aware, there is no relevant audit information (as defined in the Companies Act 2006) of which the company's auditors are unaware; and

- each of the Trustee Directors has taken all the steps that they ought to have taken as a director to make themselves aware of any relevant audit information (as defined) and to establish that the company's auditors are aware of that information. This confirmation is given and should be interpreted in accordance with the provisions of S418 of the Companies Act 2006.

Approved on 21 June 2023 on behalf of the Board





Lyndall Stein	Stephen Oxley
Chair of Trustees	Chair, Finance and Audit Committee

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF CARE INTERNATIONAL UK

Opinion on the financial statements

In our opinion, the financial statements:

- give a true and fair view of the state of the Group's and of the Parent Charitable Company's affairs as at 30 June 2021 and of the Group's 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 Companies Act 2006.

We have audited the financial statements of CARE International UK ("the Parent Charitable Company") and its subsidiaries ("the Group") for the year ended 30 June 2021 which comprise the consolidated statement of financial activities, the group and Charity balance sheets, the consolidated 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 Group and the Parent Charitable Company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements.

Material uncertainty related to going concern

We draw attention to note 1(c) in the financial statements, which indicates that the Trustees acknowledge that historic and current issues impact on the Charity's ability to forecast future income and expenditure and therefore the availability of unrestricted cash over the going concern period.

As stated in Note 1c), these events or conditions indicate that a material uncertainty exists that may cast significant doubt on the charity's ability to continue as a going concern.

Our opinion is not modified in respect of this matter.

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.

Other information

The Trustees are responsible for the other information. The other information comprises the information included in the Annual Report, other than the financial statements and our 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.

Other Companies Act 2006 reporting

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

- the information given in the Trustees' Report, which includes the Directors' Report and the Strategic report prepared for the purposes of Company Law, for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the Strategic report and the Directors' Report, which are included in the Trustees' Report, have been prepared in accordance with applicable legal requirements.

In the light of the knowledge and understanding of the Group and the Parent Charitable Company and its environment obtained in the course of the audit, we have not identified material misstatement in the Strategic report or the Trustees' report.

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

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

Responsibilities of Trustees

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

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

Auditor's responsibilities for the audit of the financial statements

We have been appointed as auditor under the Companies Act 2006 and report in accordance with the Act and relevant regulations made or having effect thereunder.

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an 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:

Non-compliance with laws and regulations

Based on:

- Our understanding of the Group, and the sector in which it operates;
- Discussion with management and those charged with governance, Finance and Audit Committee and the charitable company's legal advisers;
- Obtaining and understanding of the Group's policies and procedures regarding compliance with laws and regulations; and
- Review of third party legal advice obtained by the Charitable company

we considered the significant laws and regulations to be the applicable accounting framework and UK tax legislation.

The Group is also subject to laws and regulations where the consequence of non-compliance could have a material effect on the amount or disclosures in the financial statements, for example through the imposition of fines or litigations. We identified such laws and regulations to be the Charities Act 2011, and health and safety legislation etc.

Our procedures in respect of the above included:

- Review of minutes of meeting of those charged with governance for any instances of non-compliance with laws and regulations;
- Review of correspondence with regulatory and tax authorities for any instances of non-compliance with laws and regulations;
- Review of financial statement disclosures and agreeing to supporting documentation;
- Involvement of tax specialists in the audit of the subsidiary entity; and
- Review of the third party legal advice, obtained by the charitable company, relating to the treatment of restricted appeal income and associated expenditure.

Fraud

We assessed the susceptibility of the financial statements to material misstatement, including fraud. Our risk assessment procedures included:

- Enquiry with management and those charged with governance, the Finance and Audit Committee and internal audit regarding any known or suspected instances of fraud;
- Obtaining an understanding of the Group's policies and procedures relating to:
    - Detecting and responding to the risks of fraud; and
    - Internal controls established to mitigate risks related to fraud.
- Review of minutes of meeting of those charged with governance for any known or suspected instances of fraud;
- Discussion amongst the engagement team as to how and where fraud might occur in the financial statements;
- Performing analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud; and
- Reviewing reports made to the regulator.

Based on our risk assessment, we considered the areas most susceptible to fraud to be management override, income recognition and programme restricted fund accounting.

Our procedures in respect of the above included:

- Testing a sample of journal entries throughout the year, which met a defined risk criteria, by agreeing to supporting documentation;
- Testing recognition and categorisation of programme income and expenditure, during the year, to ensure in accordance with applicable accounting policies and grant agreements;
- Assessing significant estimates made by management for bias, including donation, grant and legacy income recognition; recognition of direct and overhead costs allocated to restricted emergency fundraising appeals; and
- Testing of negative restricted fund balances at the year-end for recoverability.

We also communicated relevant identified laws and regulations and potential fraud risks to all engagement team members and remained alert to any indications of fraud or non-compliance with laws and regulations throughout the audit.

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

DocuSigned by:
Fiona Condron
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Fiona Condron (Senior Statutory Auditor)
For and on behalf of BDO LLP, statutory auditor
Gatwick, UK

Date: 21 June 2023

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

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

For the Year Ended 30 June 2021

	Notes	*2021* Unrestricted funds *£'000*	*2021* Restricted funds *£'000*	***2021* Total funds *£'000***	*2020* Unrestricted funds *£'000*	*2020* Restricted funds *£'000*	***2020* Total funds *£'000***
Income from:							
Donations and legacies	2	4,549	6,899	**11,448**	5,203	5,157	**10,360**
Charitable activities	2	5,824	44,976	**50,800**	5,867	57,206	**63,073**
Other trading activities	2	190	-	**190**	227	-	**227**
Other income		281	-	**281**	217	-	**217**
Total income	11	**10,844**	**51,875**	**62,719**	**11,514**	**62,363**	**73,877**
Expenditure on:							
Raising funds	3	3,842	125	**3,967**	3,833	-	**3,833**
Trading costs	3	213	-	**213**	153	-	**153**
Total cost of raising funds		**4,055**	**125**	**4,180**	**3,986**	**-**	**3,986**
Charitable activities							
Humanitarian response	4	2,894	38,524	**41,418**	4,570	44,681	**49,251**
Development work	4	2,526	19,160	**21,686**	2,252	15,010	**17,262**
Advocacy	4	378	67	**445**	618	-	**618**
Total charitable activities		**5,798**	**57,751**	**63,549**	**7,440**	**59,691**	**67,131**
Total expenditure	11	**9,853**	**57,876**	**67,729**	**11,426**	**59,691**	**71,117**
Transfers between Funds	11	147	(147)	-	-	-	-
Net Income/(net expenditure)		**1,138**	**(6,148)**	**(5,010)**	**88**	**2,672**	**2,760**
Fund balances brought forward		**1,805**	**15,223**	**17,028**	**1,717**	**12,551**	**14,268**
Fund balances carried forward		**2,943**	**9,075**	**12,018**	**1,805**	**15,223**	**17,028**

The results for the year shown above all derive from continuing operations. There are no recognised gains or losses for the year other than those shown above.

The accompanying notes on pages 40 to 64 form an integral part of these Financial Statements.

GROUP AND CHARITY BALANCE SHEET

As at 30 June 2021

Registered company number: 1911651

	Notes	Group 2021 £'000	Group 2020 £'000	Charity 2021 £'000	Charity 2020 £'000
Fixed Assets					
Tangible Fixed Assets	7	122	366	122	366
Investments	8	39	39	39	39
		161	**405**	**161**	**405**
Current Assets					
Debtors	9	11,668	15,095	12,161	15,357
Cash		19,974	19,656	19,472	19,382
		31,642	**34,751**	**31,633**	**34,739**
Creditors					
Amounts falling due within one year	10	(19,563)	(17,847)	(19,545)	(17,835)
Net Current Assets		**12,079**	**16,904**	**12,088**	**16,904**
Creditors					
Amounts falling due after one year	10	(222)	(281)	(222)	(281)
Net assets		**11,857**	**16,623**	**11,866**	**16,623**
TOTAL ASSETS		**12,018**	**17,028**	**12,027**	**17,028**
Represented by					
Restricted funds	11	**9,075**	**15,223**	**9,075**	**15,223**
Unrestricted funds		**2,943**	**1,805**	**2,952**	**1,805**
TOTAL FUNDS	12	**12,018**	**17,028**	**12,027**	**17,028**

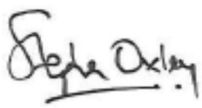
The accompanying notes on pages 40 to 64 form an integral part of these Financial Statements. The Group has taken advantage of the exemption under s408 of the Companies Act 2006 and has not prepared a separate Statement of Financial Activities for the Charity. Net Expenditure for CARE International UK in the year was £5.0m (2020: Net Income of £2.8m)

Approved by the Board and authorised for issue on 21 June 2023.



Lyndall Stein

Chair of Trustees



Stephen Oxley

Chair, Finance and Audit Committee

CONSOLIDATED STATEMENT OF CASH FLOWS

For the Year Ended 30 June 2021

	2021 *£'000*	*2020* *£'000*
Cash flows from operating activities		
Net (expenditure)/income for the year	(5,010)	2,760
Adjustments for:		
Interest receivable	(21)	(54)
Depreciation charges	232	218
Decrease/(Increase) in debtors	3,427	(2,193)
Increase in creditors and provisions	1,657	5,540
Net cash from operating activities	**285**	**6,271**
Cash flows from investing activities		
Interest received	21	54
Disposal of tangible fixed assets	59	-
Purchase of tangible fixed assets	(47)	(135)
Net cash from/(used in) investing activities	**33**	**(81)**
Net increase in cash and cash equivalents	**318**	**6,190**
Cash and cash equivalents at beginning of year	**19,656**	**13,466**
Cash and cash equivalents at end of year	**19,974**	**19,656**

NOTES TO THE ACCOUNTS

For the year ended 30 June 2021

1. Accounting policies

a) Basis of preparation

The financial statements of the Charity, which is a public benefit entity have been prepared under the historical cost convention in accordance with:

- the Financial Reporting Standard (FRS102) Applicable in the UK and Republic of Ireland;
- the Accounting and Reporting by Charities: Statement of Recommended Practice (Charities SORP (FRS102)) 2nd Edition;
- the Charities Act 2011; and
- and Companies Act 2006.

The Charity has adapted the Companies Act formats to reflect the Charities SORP and the special nature of the Charity's activities. The principal accounting policies are set out below and have been applied consistently throughout the current year and the comparative year.

b) Basis of consolidation

The Consolidated Statement of Financial Activities (SOFA) and Balance Sheet consolidate the Financial Statements of the Charity and its subsidiary undertaking. The results of the subsidiary are consolidated on a line by line basis. No separate SOFA has been presented for the Charity alone as permitted by the Companies Act 2006 (Section 408). The Charity has also taken the exemption under FRS102 (1.12(b)) to not include a parent only cash flow statement in these accounts.

c) Going concern

The economic impact of the Covid-19 pandemic led the UK government to reduce official development assistance, which had a significant impact on the income of CARE International UK in the financial year ending 2021 and going forward. This reduction in income presented a challenging financial environment for the Charity, and we amended our strategy and operations, resulting in a corporate restructure.

Prompt action and prudent financial management during the financial year ended 30 June 2021 increased the organisation's free unrestricted reserves to £2.8m (2020: £1.4m).

Since 30 June 2021, the Charity has continued its process to adjust to lower UK government official development assistance, including restructuring Programme Teams, strengthening our cost recovery and cash management processes. Unaudited unrestricted cash was £3.4m on 30 June 2022 (2021: £2.8m). Operating budgets for FY22 onwards are set conservatively and subject to oversight by the Trustees.

In preparing the going concern assessment, income and expenditure projections have been extended to 30 June 2024. A baseline projection has been prepared based upon the FY23 Reforecast, and first draft of the FY24 budget as presented to the Board in March 2023 – which shows continuing cost control and reflects recent contract wins.

1. Accounting policies (continued)

c) Going concern (continued)

In addition to the baseline projection, alternative scenarios have been modelled which consider the impact of potential declines in income of up to 20% in both programme and fundraising, as well as a further increase in inflation. A further scenario has been also prepared – a cumulative crystallization of all anticipated scenarios at the same time – to assess the impact such a scenario would have on the financial sustainability of the Charity. In this scenario the charity would have sufficient unrestricted cash resources to continue its operations.

In addition to the scenarios set out above, the Trustees acknowledge that historic and current issues in filing statutory information risk undermining funders' confidence in the Charity. In the event that the income scenarios noted above were to double in their magnitude as a result of funders withdrawing or pausing funding, CIUK would have insufficient unrestricted cash resources to meet its obligations as they fall due and would therefore be unable to continue operations at least 12 months from the expected date of approval of the financial statements. While mitigations could be put in place, for example a reduction in staff and non-staff costs, the challenges in doing so within a reasonable timeframe and the resultant knock on impact on programme delivery and fundraising are uncertain. For this reason, the Trustees have concluded that there is material uncertainty relating to going concern. Trustees remain committed to taking all available actions required in terms of cash management and control of expenditure to ensure a worst-case scenario is avoided.

d) Income Recognition

Income is included in the SOFA when the Charity is legally entitled to the income and the amount can be quantified with reasonable accuracy and receipt is probable.

Donations, including regular giving and appeals, are recognised as income once CARE International UK has the right to receive the donation, when it is probable that the economic benefits will be received and that the amount of the donation can be measured reliably.

Income from sponsors is recognised on a receivable basis.

Income from Gift Aid tax reclaims on donations is recognised on an accruals basis, covered under a valid Gift Aid declaration.

Recognition of legacy income is dependent on the type of legacy:

- Pecuniary legacies are recognised when notification is received.
- Residuary legacies are recognised when entitlement is established, and the value can be measured reliably. This is typically on grant of probate.

Grants and contracts

All income is considered unrestricted unless specifically restricted by the donor or raised in an appeal for a specific purpose. Grants are included in 'Donations and legacies' in the SOFA from the following sources:

- Governments and other agencies;
- Corporates, trusts and foundations; and
- Major donors that provide core funding or are of a general nature.

Where income from grants and contracts is for the specific provision of goods and services in the furtherance of our purpose it is included as 'Charitable activities'.

1. Accounting policies (continued)

Grants and contracts (continued)

Grant and contract income is accrued once all conditions that would permit entitlement have been met. Income is only deferred when the Charity has to fulfil conditions before becoming entitled to it or where the donor has specified that the income is to be expended in a future accounting period. Similarly, where entitlement occurs before income is received the income is accrued.

Income earned under contracts with donors where payments are contingent on the achievement of specified results is recognised in the SOFA in proportion to the stage of completion of the project. Where it is probable that total contract costs exceed total contract income, the expected deficit is recognised immediately. Income and expenditure in relation to these contracts are recognised within restricted funds, with any resulting surplus or deficit shown as a transfer to or from unrestricted funds.

Contributions in kind

Contributions and donations in kind are recorded at fair values during the year of contribution and recorded as restricted income and expenditure in the SOFA.

Trading

Income from trading activities is accounted for on an accrual basis.

e) Expenditure

All expenditure is accounted for on an accruals basis and is classified in the SOFA according to the activity to which it relates. Where costs cannot be directly attributed to particular classifications, where practicable, they have been allocated to activities on a basis consistent with use of the resources.

Central overhead costs (classified as Support Costs) are allocated to operational and fundraising functions based on their use measured by total direct costs incurred by those functions.

Governance costs are those which relate to the provision of the governance infrastructure of the Charity. Included within this category are costs associated with the strategic management of the Charity's activities, and all trustee and committee costs. In accordance with FRS102, these costs are classified as Support Costs.

Charitable activities expenditure includes both costs incurred directly by CARE International UK and indirectly where CARE International UK sub-contracts programme implementation to CARE country offices and other Partners but continues to provide management and oversight to these programmes.

Fundraising expenditure represents the total costs of fundraising includes the costs of disseminating information in support of the charitable activities.

1. Accounting policies (continued)

f) Property and equipment

Fixed assets are stated at cost less accumulated depreciation. Items costing less than £1,000 are not capitalised. Fixed assets are defined as non-programme capital expenditure for buildings, equipment, software and leasehold improvements. Depreciation is provided on a straight-line basis over the estimated useful lives of the assets as follows:

- Leasehold improvements: over the remaining life of the lease
- IT equipment: 3 years
- Office and other equipment: 7 years

g) Operating leases

Rentals paid under operating leases are charged to the SOFA on a straight-line basis over the term of the lease.

h) Fund accounting

Unrestricted funds comprise funds available for use at the discretion of the Trustees in furtherance of the objectives of the Charity. Restricted funds are subject to specific restrictions imposed by donors or by the purpose of the appeal under which they were raised.

i) Foreign currencies

Transactions in foreign currencies are translated into sterling at the rate of exchange ruling at the date of the transaction. Financial instruments are retranslated at the rate of exchange at the balance sheet date. All exchange differences are included in the financial statements and accompanying notes. Sterling is both the functional and presentational currency of the Charity.

j) Pensions

Contributions to the defined contribution pension scheme are recognised in the SOFA when they are payable. The money purchase nature of the scheme assures there will be no funding deficit or surplus accruing to the Charity in the future. The pension scheme is independently administered. The assets of the scheme are held separately from those of the Charity.

The Charity also participates in the Pensions Trust Growth Plan. This is a multi-employer pension scheme where it is not possible to separately identify the assets and liabilities of participating employers. This is a money purchase arrangement with historical guarantees. The scheme is subject to the funding legislation outlined in the Pensions Act 2004. Participating employers are legally required to meet their share of the scheme deficit on an annuity purchase basis on withdrawal from the scheme. A full actuarial valuation for the scheme was carried out as of 30 September 2019, which showed a deficit. The pension trustees have asked for the participating employers to pay additional contributions to the scheme to eliminate this funding shortfall. These recovery plan contributions are allocated to each participating employer in line with their estimated share of the scheme liabilities. The liability recognised for this obligation is the net present value of the deficit reduction contributions payable under the plan and is held as a provision in the Balance Sheet. The current overall position of the fund and the assumptions made are provided in Note 17.

1. Accounting policies (continued)

k) Taxation status

The organisation is a registered charity within the meaning of Para 1 Schedule 6 Finance Act 2010. As such, the Charity is potentially exempt from taxation in respect of income or capital gains within categories covered by the Corporate Tax Act 2010 (Chapter 3 of Para 11) and of the Taxation of Chargeable Gains Act 1992 (Section256), to the extent that such income or gains are applied exclusively to charitable purposes. The Charity is able to partially recover Value Added Tax (VAT). Expenditure subject to VAT that is not recoverable is recorded in the Accounts inclusive of VAT. The subsidiary trading company makes qualifying donations of taxable profit to the Charity to the full extent allowable. Unless material, any Corporation Tax liability arising in the subsidiary is included within the expenditure by the Group.

l) Areas of significant judgement and estimates

Significant accounting judgements and estimates
The Trustees are required to make judgements, estimates and assumptions about the carrying amounts of assets and liabilities that are not readily apparent from other sources. These judgements and estimates are continually evaluated, based upon experience, reasonable expectations of the outcome of future event and professional and expert advice. The significant judgements and estimates that could impact the carrying amounts of assets and liabilities are detailed below:

Income recognition
Income recognition requires judgement to appropriately apply the income accounting policies across the many complex funding streams the Charity has. Note 1d (on pages 41 and 42) details the accounting principles adopted and their application across the significant funding streams. The judgements are continually reassessed and where appropriate provision is made for contingencies or deferrals are made to account for conditions yet to be fulfilled.

Cost Allocation methodology
The cost allocation methodology, including the determination of restricted fundraising costs, requires judgement as to the most appropriate basis to use to apportion Support Costs. These are reviewed annually to assess whether the basis adopted continues to be reasonable. Support Costs are allocated on a pro rata basis, based on their use as measured by direct expenditure.

Pensions Trust scheme deficit
The assumptions underpinning the measurement of the Pension Trust liability depend upon significant judgements and estimates. Details of the potential liability relating to withdrawal from the Pensions Trust scheme are set out in Note 20. The Trustees consider the probability of this liability crystallising to be remote.

Lendwithcare

Lendwithcare funds are not presented as part of CARE International UK's assets. To ensure this remains appropriate, legal advice has been obtained and is updated on a regular basis. Any updates to the terms and conditions are scrutinised to ensure that it continues to be appropriate for CARE International UK to operate and disclose that the scheme is an agency arrangement.

The Trustees do not consider there to be any other areas of significant judgement or estimates.

2a. Consolidated Income from donations, legacies and charitable activities by source

	2021 *Unrestricted funds* *£'000*	*2021* *Restricted funds* *£'000*	***2021*** ***Total funds*** ***£'000***	*2020* *Unrestricted funds* *£'000*	*2020* *Restricted funds* *£'000*	***2020*** ***Total funds*** ***£'000***
Donations and legacies						
Individual and corporate donors including legacies	4,463	5,541	**10,004**	5,157	4,786	**9,943**
Disasters Emergency Committee (DEC)	86	1,358	**1,444**	46	371	**417**
Total Donations and legacies	**4,549**	**6,899**	**11,448**	**5,203**	**5,157**	**10,360**
Charitable activities						
Foreign, Commonwealth & Development Office/ Department for International Development (DFID)	4,021	40,578	**44,599**	4,082	48,806	**52,888**
European Commission including Directorate for Humanitarian Aid and Civil Protection	94	2,416	**2,510**	156	1,384	**1,540**
Other Donors and Funders	1,709	1,982	**3,691**	1,629	7,016	**8,645**
Total Charitable Activities	**5,824**	**44,976**	**50,800**	**5,867**	**57,206**	**63,073**
Grand Total Donations & Charitable Activities	**10,373**	**51,875**	**62,248**	**11,070**	**62,363**	**73,433**

2b. Other trading activity

The trading income from the wholly owned subsidiary, CARE International Enterprises Limited, derives from:

- providing IT support to seven European CARE International members and their respective country offices
- fees charged to corporate partners for use of the CARE name and logo,
- royalty income from book sales

	2021 Unrestricted funds *£'000*	**2020** Unrestricted funds *£'000*
Total trading income	190	227
	190	**227**

3a. Expenditure on raising funds

	2021 Unrestricted funds £'000	*2021 Restricted funds £'000*	***2021 Totals funds £'000***	*2020 Unrestricted funds £'000*	*2020 Restricted funds £'000*	***2020 Totals funds £'000***
Individuals	2,225	59	**2,284**	2,724	-	**2,724**
Institutional donors	302	-	**302**	349	-	**349**
Corporate donors	569	27	**596**	447	-	**447**
Media & Communications	540	-	**540**	125	-	**125**
Support costs (Note 4 and 5)	206	39	**245**	188	-	**188**
Total	**3,842**	**125**	**3,967**	**3,833**	**-**	**3,833**

3b. Expenditure on trading activities

The trading costs incurred by the wholly owned subsidiary, CARE International Enterprises Limited, comprise:

	2021 *Unrestricted funds £'000*	***2020*** *Unrestricted funds £'000*
Cost of sales	143	150
Administrative costs	56	3
	199	**153**
Taxation on profits	14	-
	213	**153**

For the year ended 30 June 2020 the directors failed to make a qualifying distribution within 9 months of the year end to CARE International UK and therefore a corporation tax charge of £14,129 was incurred.Whilst this charge was reflected in the CI Enterprises Limited Financial Statements for the year ended 30 June 2020, it was not reflected in the CARE International UK Financial Statements for the year ended 30 June 2020, as these were signed off before the Subsidiary Financial Statements. In order to ensure that fund balances are correct as at 30 June 2021, the 2020 corporation tax charge has been disclosed in the trading costs for the year ended 30 June 2021 within these financial statements. Going forward, the directors will ensure that a qualifying distribution is made within the period of 9 months after the balance sheet date.

For the year ended 30 June 2021 the directors were not required to make a qualifying distribution within 9 months of the year end as CI Enterprises Limited made a loss of £9,161, and no corporation tax charge was incurred.

4. Expenditure

	2021 Functional Expenditure			Support Cost Allocation		2021 Total Expenditure		
	Unrestricted Expenditure	Restricted Expenditure	Total Expenditure	Unrestricted Expenditure	Restricted Expenditure	Unrestricted Expenditure	Restricted Expenditure	Total Expenditure
	£000	*£000*	*£000*	*£000*	*£000*	*£000*	*£000*	*£000*
Expenditure on Raising Funds (includes Trading Costs)	3,849	86	3,935	206	39	4,055	125	4,180
Expenditure on Charitable Activities								
Humanitarian	838	38,134	38,972	2,056	390	2,894	38,524	41,418
Development	1,450	18,956	20,406	1,076	204	2,526	19,160	21,686
Advocacy	355	62	417	23	5	378	67	445
Subtotal	6,492	57,238	63,730	3,361	638	9,853	57,876	67,729
Support Cost Reallocation	3,361	638	3,999	(3,361)	(638)	-	-	-
Total Expenditure	**9,853**	**57,876**	**67,729**	**-**	**-**	**9,853**	**57,876**	**67,729**

	2020 Functional Expenditure			Support Cost Allocation		2020 Total Expenditure		
	Unrestricted Expenditure	Restricted Expenditure	Total Expenditure	Unrestricted Expenditure	Restricted Expenditure	Unrestricted Expenditure	Restricted Expenditure	Total Expenditure
	£000	*£000*	*£000*	*£000*	*£000*	*£000*	*£000*	*£000*
Expenditure on Raising Funds (includes Trading Costs)	3,798	-	3,798	188	-	3,986	-	3,986
Expenditure on Charitable Activities								
Humanitarian	2,163	44,681	46,844	2,407	-	4,570	44,681	49,251
Development	1,388	15,010	16,398	864	-	2,252	15,010	17,262
Advocacy	588	-	588	30	-	618	-	618
Subtotal	7,937	59,691	67,628	3,489	-	11,426	59,691	71,117
Support Cost Reallocation	3,489	-	3,489	(3,489)	-	-	-	-
Total Expenditure	**11,426**	**59,691**	**71,117**	**-**	**-**	**11,426**	**59,691**	**71,117**

5. Support costs

Support costs in 2021 amounted to £4.0m and a breakdown by area of expenditure is provided in the table below. The allocation of support costs to fundraising and charitable activity has been provided in note 4.

	2021 Unrestricted funds	*2021 Restricted funds*	***2021 Totals funds***	*2020 Unrestricted funds*	*2020 Restricted funds*	***2020 Totals funds***
Support Costs	*£'000*	*£'000*	***£'000***	*£'000*	*£'000*	***£'000***
Management	1,105	-	1,105	1,191	-	1,191
Office costs	651	-	651	769	-	769
Finance & IT	946	500	1,446	970	-	970
Human resources	347	135	482	329	-	329
Governance	312	3	315	230	-	230
Total	**3,361**	**638**	**3,999**	**3,489**	**-**	**3,489**

Included in Unrestricted Support Costs are the following:

	Total 2021 £'000	*Total 2020 £'000*
Auditor's remuneration	78	89
Depreciation charges (see Note 7)	232	219
Operating lease - property rent	202	567

6. Staff costs

	Total 2021 £'000	*Total 2020 £'000*
Wages and salaries	5,033	4,678
Social security costs	514	487
Pension costs	322	286
Termination costs	34	-
Other staff costs	8	306
Total	**5,911**	**5,757**

The average number of UK employees was:	**2021 Number**	**2020 Number**
Charitable activities	61	58
Fundraising	38	36
Support	20	21
Total CIUK employees	119	115
Staff seconded to other CARE members	1	1
Total	**120**	**116**

6. Staff Costs (continued)

In addition to full-time permanent staff, CARE International UK employed temporary staff at a cost of £46,000 (2020: £87,000). This was due to some positions being filled on an interim basis. These costs are included in other staff costs.

The number of CARE International UK employees whose remuneration (wages and employer pension contribution) during the year amounted to over £60,000 was as follows:

	Number of Employees	
	2021	2020
£60,001 - £70,000	9	3
£70,001 - £80,000	-	1
£80,001 - £90,000	2	2
£130,001 - £140,000	1	1
	12	**7**

The highest paid individual in the organisation is the Chief Executive Officer. In 2021 the Chief Executive's remuneration (pay and pension) placed him in the £130,001-£140,000 band (2020: £130,001-£140,000 band).

CARE International UK has formal pay scales in place for all levels of staff. We benchmark our salaries each year against similar organisations in the NGO sector and pay at the median of salaries for each grade. We are a London living wage employer.

The remuneration of the Chief Executive is set by the Ethics and People Committee. The remuneration of the Senior Management Team is set by the Ethics and People Committee in consultation with the Chief Executive.

Our pay ratio (the ratio between the highest paid member of CARE International UK staff and the median) is 3.2 (2020: 3.2) and this ratio is one of the indicators used to monitor the organisation's approach to pay.

Employer contributions are made to a defined contribution pension scheme in respect of one higher paid employee (2020: one). Total employer contributions in respect of higher paid employees during the year amounted to £50k (2020: £36k).

The key management personnel of the Charity are the Trustees and the senior management team (see page 60). The short-term employee benefits (as defined in FRS102 28.4: wages, pension and social security contributions) for the senior management team for 2021 was £425k (2020: £445k).

Termination costs relate to a limited number of redundancies, where payments were made to staff in lieu of notice. No ex-gratia payments were made.

None of the members of the Board received any remuneration for their work as trustees (2020: Nil). Expenses reimbursed to trustees for travel undertaken on the Charity's behalf in 2021 totaled £174 (2020: Nil). The Charity paid £16.8k (2020: £9.3k) for trustees' Indemnity Insurance cover. Trustees' donations were £5.8k (2020: £7k).

7. Tangible fixed assets

Group and Charity, 2021	*Leasehold Improvements*	*Office Equipment*	*IT Equipment & Software*	***Total 2021***
	£'000	*£'000*	*£'000*	***£'000***
Cost				
At 1 July 2020	205	241	1,047	**1,493**
Additions	-	-	47	**47**
Disposals	(205)	(238)	(837)	**(1,280)**
At 30 June 2021	-	**3**	**257**	**260**
Depreciation				
At 1 July 2020	183	171	773	**1,127**
Charge for the year	22	64	146	**232**
Disposals	(205)	(235)	(782)	**(1,221)**
At 30 June 2021	-	**1**	**137**	**138**
Net book value				
At 30 June 2021	-	**2**	**120**	**122**
At 30 June 2020	**22**	**70**	**274**	366

Group and Charity, 2020	*Leasehold Improvements*	*Office Equipment*	*IT Equipment*	***Total 2020***
	£'000	*£'000*	*£'000*	***£'000***
Cost				
At 1 July 2019	205	238	915	**1,358**
Additions	-	3	132	**135**
At 30 June 2020	**205**	**241**	**1,047**	**1,493**
Depreciation				
At 1 July 2019	162	149	597	**908**
Charge for the year	21	22	176	**219**
At 30 June 2020	**183**	**171**	**773**	**1,127**
Net book value				
At 30 June 2020	**22**	**70**	**274**	366
At 30 June 2019	**42**	**90**	**319**	**451**

8. Investments

Group and Charity	*2021*	*2020*
	£'000	*£'000*
Market value		
Opening balance at 1 July	39	39
Closing balance at 30 June	**39**	**39**

The Unlisted investment represents a cash investment in CARE International Revolving Loan Fund (see paragraph b below).

a) Subsidiary company investments held by the Charity include a £2 (2020: £2) investment in the subsidiary company at cost. The Charity holds 100 per cent of the issued share capital of CI Enterprises Limited, which is registered in England and Wales. The Company's principal activity is to undertake trading for the Charity. A summary of the subsidiary's results and its financial position as at 30 June 2021 is given in Note 14.

b) During the year CARE International participated in the Revolving Fund established with other members of the CARE International Confederation, maintaining its investment of €45,500. The Fund, which is administered by the CARE International Secretariat in Geneva, is used to provide short term interest-bearing loans to finance cash flow needs of members for projects across CARE International, where funds are received from donors after they are needed for implementation.

9. Debtors

	Group 2021 £'000	Group 2020 £'000	Charity 2021 £'000	Charity 2020 £'000
Receivable from donors and funders	2,918	4,506	2,918	4,506
Program advances to CARE country offices & partner	8,222	9,038	8,222	9,037
Prepayments and accrued income	163	623	161	623
Due from Subsidiary undertaking	-	2	554	410
Other Debtors	365	926	306	781
Total	**11,668**	**15,095**	**12,161**	**15,357**

Program advances to CARE country offices and partners represent funds transferred to enable program implementation, which have not yet been utilised.

10a. Creditors

Amounts falling due within one year	Group 2021 £'000	Group 2020 £'000	Charity 2021 £'000	Charity 2020 £'000
Payable to donors and funders	373	420	373	420
Funds due to CARE country offices and partners	18,040	15,220	18,040	15,220
Trade creditors	270	276	269	276
Accruals	530	692	527	688
Deferred Income	25	104	25	104
Other creditors	260	1,060	246	1,052
Provision for pension plan recovery	65	75	65	75
Total	**19,563**	**17,847**	**19,545**	**17,835**
Amounts falling due after one year				
Provision for pension deficit recovery plan	222	281	222	281
Total	**19,785**	**18,128**	**19,767**	**18,116**

Funds due to CARE country offices and partners represent funds utilised for programme implementation for active awards, which have not yet been transferred by CARE International UK.

10a. Deferred Income

	Group 2021 £'000	Group 2020 £'000	Charity 2021 £'000	Charity 2020 £'000
Balance at 1 July	104	721	104	721
Amounts provided for during the year	-	-	-	-
Amounts released to income during the year	(79)	(617)	(79)	(617)
	25	**104**	**25**	**104**

Deferred income represents income relating to multi-year contract payments and performance related grants paid in advance.

11. Consolidated Statement of Funds (group)

Statement of Funds 2021

	1 July 2020	*Income*	*Expenditure*	*Transfer between funds*	*June 30, 2021*
	£'000	*£'000*	*£'000*	*£'000*	*£'000*
Restricted Funds					
Donations & Legacies					
Individual and corporate donors including legacies	6,886	5,408	(8,322)	(20)	3,952
Disaster Emergency Committee (DEC)	(68)	1,358	(1,235)	18	73
Total Donations and Legacies	**6,819**	**6,766**	**(9,557)**	**(2)**	**4,025**
Charitable Activities					
Foreign, Commonwealth & Development Office (FCDO) / Department for International Development (DFID)	7,086	40,578	(45,109)	(164)	2,391
European Commission including Directorate for Humanitarian Aid and Civil Protection	(1,827)	2,416	(425)	22	186
Other donors and miscellanous restricted funds	3,145	1,982	(2,666)	(3)	2,459
Total Charitable Activities	**8,404**	**44,976**	**(48,199)**	**(145)**	**5,036**
Total Restricted Funds	**15,223**	**51,742**	**(57,757)**	**(147)**	**9,061**
Unrestricted Funds	1,805	10,977	(9,972)	147	2,957
Total funds	**17,028**	**62,719**	**(67,729)**	**-**	**12,018**

Transfers between funds relate to the clearing of the remaining balances on restricted fund codes and awards which had ended prior to 1 July 2021. Once the asset and liability balances for a restriced fund have been closed, and we have confirmed that no obligations to donors or partners remain, the remaining restricted fund balance is transferred to unrestricted funds. In most instances, these remaining balances occured as a result of expenditure incurred to implement the awards being coded elsewhere in advance of receiving and recording the corresponding income.

Statement of Funds 2020

	1 July 2019	*Income*	*Expenditure*	*Transfer between funds*	*June 30, 2020*
	£'000	*£'000*	*£'000*	*£'000*	*£'000*
Restricted Funds					
Donations & Legacies					
Individual and corporate donors including legacies	7,151	4,787	(4,616)	(435)	6,886
Disaster Emergency Committee (DEC)	174	371	(613)	-	(68)
Total Donations and Legacies	**7,325**	**5,158**	**(5,229)**	**(435)**	**6,819**
Charitable Activities					
Foreign, Commonwealth & Development Office (FCDO) / Department for International Development (DFID)	5,674	48,806	(47,968)	574	7,086
European Commission including Directorate for Humanitarian Aid and Civil Protection	(2,735)	1,384	(1,471)	995	(1,827)
Other donors and miscellanous restricted funds	2,287	6,966	(5,023)	(1,134)	3,145
Total Charitable Activities	**5,226**	**57,206**	**(54,462)**	**435**	**8,404**
Total Restricted Funds	**12,551**	**62,363**	**(59,691)**	**-**	**15,223**
Unrestricted Funds					
General Funds	853	11,433	(11,426)	864	1,805
Designated Funds	864	-	-	(864)	-
Designated funds	-	-	-	-	-
Total Unrestricted Funds	**1,717**	**11,514**	**(11,426)**	**-**	**1,805**
Total funds	**14,268**	**73,877**	**(71,117)**	**-**	**17,028**

12. Analysis of net assets between funds

Group	*Fixed assets*	*Current assets*	*Current liabilities*	*Long-term liabilities*	*Total 2021*
2021	*£'000*	*£'000*	*£'000*	*£'000*	*£'000*
Restricted	-	27,345	(18,284)	-	**9,061**
Unrestricted	161	4,297	(1,279)	(222)	**2,957**
Total Funds	**161**	**31,642**	**(19,563)**	**(222)**	**12,018**

Group	*Fixed assets*	*Current assets*	*Current liabilities*	*Long-term liabilities*	*Total 2020*
2020	***£'000***	***£'000***	***£'000***	***£'000***	***£'000***
Restricted	-	30,925	(15,702)	-	15,223
Unrestricted	405	3,826	(2,145)	(281)	1,805
Total Funds	**405**	**34,751**	**(17,847)**	**(281)**	**17,028**

13. Commitments

At 30 June 2021 the Group had no remaining commitments in respect of operating leases which expire within the following periods:

	Land and buildings		**Equipment**	
	Group and Charity	*Group and Charity*	*Group and Charity*	*Group and Charity*
	2021	*2020*	*2021*	*2020*
	£'000	*£'000*	*£'000*	*£'000*
Operating leases expiring				
- within one year	-	231	-	2
- within two to five years	-	-	-	-
- over five years	-	-	-	-
Total	**-**	**231**	**-**	**2**

14. Subsidiary

The Charity owns the whole of the issued ordinary share capital of CI Enterprises Ltd, a company registered in England and Wales (Company number 02306212) and whose registered address is c/o Ashurst LLP, London Fruit and Wool Exchange, 1 Duval Square, London, England, E1 6PW.

The subsidiary is used for trading activities to provide income for the Charity. The activities during the year were the provision of IT support to seven European CARE International Member offices and their respective country offices, fees charged to corporate partners for use of the CARE name and logo and receiving royalty income from book sales.

	2021 *£'000*	*2020* *£'000*
Total trading income	**190**	**227**
Cost of sales	(143)	(150)
Gross profit	**47**	**77**
Administrative expenses	(56)	(3)
(Loss)/Profit before qualifying charitable donation and taxation	**(9)**	**74**
Taxation for the year	-	(14)
(Loss)/Profit after taxation	**(9)**	**60**
The aggregate of the assets and liabilities were		
Assets	**556**	**294**
Liabilities	**(565)**	**(294)**
(Deficit)/Funds	**(9)**	**-**

CI Enterprises Limited has entered a binding deed of covenant to pay all its taxable profits to its parent Charity, CARE International UK, as a qualifying charitable donation. Ordinarily these taxable profits transferred to the parent entity are recognised through equity rather than as an expense through the profit and loss, and therefore an operating profit exists at the balance sheet date. If the qualifiying distribution is made within 9 months of the year end, no corporation tax is due on the profits.

For the year ended 30 June 2021 no qualifying distribution was made to CARE International UK as CI Enterprises Limited made a loss. For the year ended 30 June 2020 a corporation tax charge of £14,129 was incurred, as the qualifying distribution was not made within 9 months of the year end. Going forward, the directors will ensure that a qualifying distribution is made within the period of 9 months after the balance sheet date.

15. Lendwithcare

Lendwithcare is a peer-to-peer lending relationship between individuals and organisations based in the UK and people in low-income countries. It is an innovative way of raising microfinance to help entrepreneurs in developing countries to lift themselves out of poverty.

The total number of lenders, since the scheme's inception in April 2010, is 69,005 (2020: 60,548) with 48,373 (2020: 43,449) active lenders as at 30 June 2021. Active lenders are defined as a lender who has logged in, made a loan, or received a repayment in the last 12 months.

The total value of loans made to entrepreneurs since the inception of the scheme has been £33.6m. This has supported 151,103 (2020: 130,435) entrepreneurs since the beginning of the scheme. In compliance with the Charities SORP (FRS102), the Charity, as agent, discloses the value of funds added to the scheme; funds loaned to entrepreneurs through microfinance partners, which includes both new funds from lenders and funds repaid to lenders and then re-loaned to another entrepreneur; together with the balances held at 30 June 2021.

Funds received

The value of new funds added to the scheme during the year, by existing and new lenders, is:

	2021	*2020*
	£'000	*£'000*
Added to the scheme	2,222	1,771
Withdrawn	(193)	(246)
	2,029	**1,525**

Funds paid

The total value of loans (from new funds and funds re-loaned) during the year is:

	2021	*2020*
	£'000	*£'000*
Loans during the year	4,893	4,565

Balance held as agent

The amount of lenders' funds held:

	2021	*2020*
	£'000	*£'000*
Amounts held by CIUK at year end as agent	**2,708**	**1,882**

Lenders' funds do not form part of the assets of CARE International UK and are therefore not consolidated within the financial statements. They are not available for use by the Charity.

The operating costs of the scheme of £0.9m (2020: £0.9m) are included in expenditure on raising funds (individuals) within the financial statements and in Note 3a. These are the costs of managing the scheme and raising new funds for the scheme.

16. Related Party Transactions

The Charity is a member of the Disasters Emergency Committee (DEC) and in the year paid a subscription of £39.7k (2020: £40k). As an automatic part of membership, CARE International UK's Chief Executive is a trustee of the DEC. The Charity receives funds from DEC appeals and amounts received and receivable in the year were £1.4m (2020: £0.4m).

17. Pensions

All new employees are auto-enrolled into a Group Personal Pension Plan with Royal London (formerly Scottish Life) comprising a 5% employer contribution and 3% employee contribution.

Contributions to the scheme for the year were £426k (2020: £324k and at the end of June 2021 there were 108 members in the scheme (2020: 103).

The Charity also participates in a multi-employer defined benefit scheme administered by The Pensions Trust. This scheme was closed to new members at the end of April 2014, and existing members continue to benefit from a 7.5% employer contribution against a 4% employee contribution.

Contributions to the scheme for the year were £52k (2020: £40k) and at the end of June 2021 there were 10 members in the scheme (2020: 10).

Contributions to the multi-employer scheme paid into The Pensions Trust's Growth Plan ("the Plan") up to and including September 2001 have been converted to defined amounts of pension payable from Normal Retirement Date. From October 2001, contributions were invested in personal funds which have a capital guarantee, and which are converted to pension on retirement, either with the Growth Plan or by purchasing an annuity.

Following a change in legislation in September 2005, there is technically a potential liability to CARE International UK, applicable to employers with pre-October 2001 liabilities in the Plan. When an employer withdraws from a pension scheme which is in deficit, the employer is required by law to pay its share of the deficit, calculated on a statutory basis (known as the buy-out basis). If Plan liabilities exceed assets, a buy-out debt will exist if CARE International UK withdraws all employees from the scheme. The leaving employer's share of the buy-out debt is the proportion of the Plan's pre-October 2001 liability attributable to employment with the leaving employer compared with the total amount of the Plan's pre-October 2001 liabilities. Given the number of factors to be considered in determining the liabilities the debt can fluctuate over time.

The Pensions Trust estimates that the cost of withdrawal from the Plan would be £1.17m based on the financial position of the Plan at 30 September 2020 (2019: £1.18m). The cost of withdrawal has since been revised to £0.76m based on the financial position of the Plan at 30 September 2021. The Pensions Trust has advised that an employer will only be deemed to have withdrawn if it has no active members remaining in the Plan and no eligible employees to whom to offer membership to the Plan. The chance of this debt crystallising is therefore considered remote. CARE International UK has no intention of withdrawing from the scheme and will continue to make a provision for the recovery of pension deficit amounts.

Under the Pensions Trust recovery plan, deficit contributions made by CARE International UK during the year were £0.75m (2020: £0.73m). This recovery plan is intended to run to 2025. In compliance with the Charities Statement of Recommended Practice (FRS102), the provision for the net present value of the future contributions to the deficit recovery plan is held on the Balance Sheet. Details of this provision are given in Note 10a, Creditors.

18. Donor funding

The information in the table below is provided to meet special conditions in restricted grant agreements requiring CARE International UK to disclose cash received from these grants in the Annual Financial Accounts.

	Cash received 2021 £'000	2020 £'000
Comic Relief		
Sport for Social Change - Empowering female advocates	22	40
Humanitarian Rapid Response to Yemen100	-	100
(DEC) Disasters Emergency Committee		
WASH Restoration and Livelihoods Recovery for More Resilient Communities in Central Sulawesi	187	266
Mozambique- Restarting access to WASH and Education in the aftermath of Cyclone phase 2	785	152
Syria: Winter COVID-19 Response: Increased access to protection services, WASH and Winter NFIs for IDPs and Host communities in North East Syria. Yemen: Emergency COVID-19 response for crisis-affected population in Amran, Yemen.	516	-
DEC Coronavirus Appeal 2020 (Syria) 2nd phase	15	-
Foreign Common and Development office/(DFID) Dept. for Int'l Dev't		
Strengthening Access to Fair and Equitable Justice (SAFE JUSTICE)	-	119
Developing resilience of households and communities affected by conflict in Northern, Central and Southern Syria	8,712	16,131
Facilitating Successful Recovery and Preparedness – Idai Response	-	6,994
Seizing the moment: Working toward Gender Equality in Government Structures and Policies with a focus on the Ministry of Women Children and Youth Affairs	171	281
Strenghthening Resilience to Climate Change in Western Kenya phase 2	67	117
Strengthening Resilience to Climate Change in Western Kenya - via DAI		146
Sahel Covid-19 Response in Chad, Niger and Mali	1,429	1,571
Multisector Humanitarian Response Programme	-	14,412
Multisector Humanitarian Response Programme Extension	22,637	946
and Norms for Gender Equity and Empowerment in Somalia (CHANGES) Project - via Save the Children Somalia	85	548
Steps Towards Afghan Girls' Educational Success Phase II (STAGES II) - via Aga Khan Foundation	1,884	1,697
Kobcinta Waxbarashada Gabdhana - Somali Girls Education Promotion - Transition (SOMGEP-T)- via PWC	2,113	3,401
Improving Gender Attitude Transition and Education - (IGATE-T)- via Worldvision UK	527	597
Weather and Climate Information Services for Africa (WISER)- via IGAD Climate Prediction and Application	166	163
The Acccountability in Tanzania Programme Phase 2 (AcT2) - via KPMG		176
Adolescent Girls' Education in Somalia (AGES) via PWC	2,853	3,039
COVID-19 Response WASH in Quarantine / Isolation Facilities at Siranchowk, Gandaki, Ajirkot, Shahid Lakhan, Chumnumbri and Dharche Gaunpalikas of Gorkha- via Mott Macdonald Limited	182	-
COVID-19 Secondary Impact Resilience Response in Province 2, 5, and Karnali - via Save the Children International in Nepal	532	-
The Afghanistan Recovery, Reintegration, and Resilience Programme - via Norwegian Refugee Council	16	-
Building Resiliency and Gender Equality of the Most Marginalised Communities through Multi-Sector Approaches to Delivering Quality Sexual and Reproductive Health and Rights" project - via Marie Stopes International	650	108
Building Resiliency and Gender Equality of the most marginalised communities through Multi-sector Approaches to delivering quality sexual and reproductive health and rights (Co-creation phase) - via Marie Stopes International	50	-
Jersey Overseas Aid Commission		
Response to WASH needs and Covid 19 prevention in Yemen	200	-
My Healthy Schools	-	111
The Power of Nutrition		
Gujarat Nutrition Programme- Project Vrudhhi	196	710
UKAID Match		
Help Her Live Learn and Earn (HELP)	145	271
United Nations Office for Project Service		
The Strengthening Humanitarian Preparedness and Response Programme	-	1,075

18. Donor funding (continued)

	Cash received 2021 £'000	2020 £'000
United Nations Peacebuilding Fund		
Mobilization of Committed Youth for the Consolidation of Peace in Côte d'Ivoire - Gender and Youth Promotion Initiative	317	559
START Network		
Alert 317 - Philippines (Anticipation of Lahar) Learning Grant	-	10
Alert 317 - Philippines Anticipation of volcanic activity - via Christian Aid	-	18
Alert 343 - Sierra Leone Flooding	-	124
Alert 350 - Yemen Flooding	-	99
Alert 368 - Nigeria Flooding - via Action Aid	-	77
Alert 372 Iraq Anticipation of Displacement	-	284
Alert 388 - Philippines Cyclone	-	100
Alert 406 - Honduras	-	150
Alert 417 - Vanuatu Cyclone	-	100
Alert 418 - Tonga Cyclone	-	95
Alert 419 - DRC Flooding Learning Grant	10	208
Alert 420 - Yemen	-	288
Alert 431 - Togo	-	180
Alert 436 - Guatemala	-	95
Alert CV19 058 - Peru Covid-19 Rapid Response to urgent unmet needs of Venezuelan migrants and refugees population	-	60
Alert CV19 082 - Laos Covid-19 response	-	186
Covid-19 Response Timor-Leste - via Oxfam GB	-	35
Emergency project to limit the risk of spread of Covid-19 pandemic in the South of Chad - via Solidarity International	-	69
NPL Covid-19 Response - Protecting the dignity and safety of migrants returnees	-	94
Alert 450 - Yemen Flooding	300	-
Alert 454 - Sudan Displacement due to Conflict	275	-
Alert 469 - South Sudan Flooding	125	-
Alert 494 - Fiji Cyclone	54	-
Alert 509 - DRC Displacement due to Conflict	99	-
Alert 514 - Timor-Leste Flooding	40	-
Alert CV19 099 - Togo Covid-19 Response	81	-
Pakistan Floods	80	-
Seroja NTT Indonesia Cyclone Emergency Response (SINCERE)- via World Vision UK	51	-
Pakistan Heatwave	38	-
Pakistan Floods	100	-

LEGAL & ADMINISTRATIVE INFORMATION

Trustees
Carolyn Clarke (Chair) [1] [resigned 6 October 2021]
Nigel Chapman (Acting Chair from 6 October 2021 to 31 July 2022) [1,2,4]
Lyndall Stein (Chair) [1] [appointed Chair of Board of Trustees 1 August 2022]
Edward Bickham[3] [resigned 8 December 2022]
Esther Kwaku [3,4]
Nadine Nohr[4]
Edward Sparrow[4]
Stephen Oxley[2]
Khalid El Ansari [2,4]
Maliha Khan [3]
Marian Rose[2] [resigned 9 December 2020]
Ebele Okobi[1] [resigned 1 February 2021]
Kate Tench[3] [resigned 6 October 2021]
Desiree D'Souza [appointed 2 March 2021]
Anita Yuen [appointed 2 March 2021]

Additional committee members
Wendy Fenton[3]
Nasra Ismail[3]
Kim Price[2] [resigned 20 September 2020]
Michael Fanning[2][resigned 28 September 2020]

[1] Nominations and Remuneration Committee
[2] Finance and Audit Committee
[3] Programme and Policy Committee
[4] Ethics and People Committee

Senior management team

Laurie Lee	Chief Executive Officer [to 30 June 2022]
Eamon Cassidy	Chief Executive Officer [from 4 July 2022]
Rachel Hewitt	Finance Director/COO [to 11 September 2020]
Eva Dixon	Finance Director/COO [3 August 2020 to 1 November 2021]
Sarah Barton	Interim Finance Director [from 19 October 2021 to 7 June 2022]
Dallan Cunniffe	Interim Finance Director [from 6 June 2022 to 5 December 2022]
Leo Skyner	Finance Director [from 14 November 2022]
Erin Segilia Chase	Director, Fundraising, Partnerships & Comms [to 18 February 2023]
Laura Griffin	Director, Fundraising, Partnerships & Comms [from 13 February 2023]
Frances Longley	Director of Programmes and Policy [to 1 April 2021]
Helen Thompson	Director of Programme Delivery [from 1 July 2021 to 30 June 2022]
	Director of Programme and Policy from 1 July 2022]
Laurent Martial	Director of Programme Quality [from 1 July 2021 to 30 June 2022]

Company information

Registered Office

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Auditors

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Bankers

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London E14 5HP

HSBC plc

UK City of London Commercial Centre
60 Queen Victoria Street
London EC4N 4TR

Solicitors

Ashurst LLP
London Fruit and Wool Exchange
1 Duval Square, London E1 6PW

Thank you to everyone who has supported CARE in the last year.

This includes all those people who have made one-off or regular donations or taken part in fundraising events and campaigns. Your support is invaluable in helping us to fight poverty around the world. We couldn't do it without you.

Thank you

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European Commission (EC)

European Commission's Directorate-General for Humanitarian Aid and Civil Protection (ECHO)

Foreign & Commonwealth Office (FCO)

United Nations Development Programme (UNDP)

United Nations Office for Project Services (UNOPS)

United Nations Peacebuilding Fund (UNPBF)

TRUSTS, FOUNDATIONS & CHARITIES

Action Aid UK

Aga Khan Foundation UK

Thani Bin Abdullah Bin Thani Al-Thani Humanitarian Fund

The Beatitudes Fund

Better Cotton Initiative (BCI)

Comic Relief

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Thank you to those who donated to our following appeals:

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