



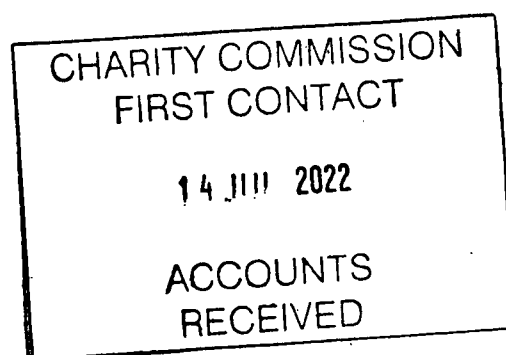
(Registered as the Henry Doubleday Research Association)

REPORT AND CONSOLIDATED FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

Registered as a Charity in England and Wales (No. 298104) and Scotland (No. SC046767)

Company Registered No. 02188402



CONTENTS

	Pages
Board of Trustees' Annual Report	
Objectives and Activities	2
Achievements and Performance	4
Plans for Future Periods	9
Financial Review	10
Structure, Governance and Management	12
Reference and Administrative Details	16
Independent Auditor's Report to the Trustees and Members	17
Consolidated Statement of Financial Activities	20
Consolidated and Charity Balance Sheets	21
Consolidated Cash Flow Statement	22
Notes to the Financial Statements	23

BOARD OF TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

The Trustees of Garden Organic ("the Charity") are called the Board of Trustees. They present their annual report for the year ended 31 December 2021, together with the audited financial statements for that year.

'Garden Organic' was adopted in October 2005 as the working name of the Henry Doubleday Research Association. Garden Organic is a registered Charity in England and Wales (298104) and Scotland (SC046767) and a company (02188402) limited by guarantee.

Objectives and Activities

Organic gardening and growing offer great benefits for all – benefits for the environment and sustainability, for health and well-being, for food security and for building stronger communities. People's growing space, be it a garden, a windowsill, an allotment, a school or community garden, is valued as a place to relax and recharge both mentally and physically. Increasingly, it is also valued as an important space for learning, for reconnecting with nature and the food we eat, and a place where people can take practical actions to adopt sustainable lifestyles.

Using the organic approach to gardening and growing, which Garden Organic has been promoting for over 60 years, we are well placed to ensure that these benefits can be achieved and enjoyed to their full potential.

Our Vision is of a healthy and sustainable world that has embraced organic growing.

Our Mission is to promote organic gardening, focusing on individual, community and school gardens throughout the UK. We will use innovative practices to inspire and encourage people to grow organically, collaborating with others to achieve the greatest impact.

Our Purpose is to get more people growing organically.

Garden Organic's principal objects, as set down in our Articles of Association are to advance education and science for the public benefit by:

- The improvement of scientific and practical horticulture and agriculture in all their branches through the application of organic methods and principles;
- Research into and the study of organic methods and principles of horticulture and agriculture and the dissemination of the useful results thereof;
- The advancement of awareness and knowledge of ecosystems and our impact on them by demonstrating the value of organic methods on a broad education front, both in the United Kingdom and overseas;
- The preservation and protection of the Charity's property at Ryton Gardens (and/or such other properties as the Company may manage or acquire) and the conservation of the wildlife thereon as a centre or centres for scientific research into the practical application of organic methods of agriculture and horticulture and their influence on the wildlife using the property as their natural habitat and to make the same available for inspection and study by members of the public.

Main Activities

Garden Organic empowers individuals to garden and grow in their own homes, gardens and communities. We demonstrate the positive difference organic gardeners make in supporting biodiversity. We aim to nurture and grow a movement of people and organisations that take practical action to conserve seeds, nurture soil, reduce waste, share organic gardening know-how and join us in campaigning for organic growing methods to the benefit of human and planetary health.

BOARD OF TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

Garden Organic prides itself on its innovative work with individuals, and communities ensuring all are able to realise the benefits of sustainable, organic gardening and growing. Our activities fall broadly into three areas – horticultural excellence, volunteer networks and training/education.

We work collaboratively with a wide range of partner organisations across the voluntary, public and private sectors. We are also supported by our members who are a tremendous resource, participating in learning, sharing knowledge and promoting organic growing within their own communities.

Volunteers

Garden Organic is fortunate to have the support of a large number of volunteers who help the organisation to achieve its goals. We are extremely grateful to our hundreds of seed guardians, gardeners, administration support, researchers and community volunteers.

Our standard volunteer activities had to be completely reworked as a result of the pandemic, and we remain hugely grateful to those who found ways to continue to support our work safely, including online workshop delivery, seed collection and drop offs in the car park, and nurturing plants at home. The Charity could not achieve all it does without their support.

Public benefit

The Trustees confirm that they have referred to the guidance contained in the Charity Commission general guidance on public benefit when reviewing the Charity's aims and objectives, its performance and in planning future activities.

When reviewing annual performance progress against the agreed operational plan, the Trustees considered the range of beneficiaries that Garden Organic works with, both our members/supporters and also the numerous individuals reached through our many charitable activities. The Charity shares practical knowledge about organic gardening which generates health, well-being and environmental benefits to a wide audience.

As a membership organisation, approximately one third of our annual income is received from membership subscriptions. This income is used to fund our work through our agreed strategy and operational plans. Our members are active supporters of the Charity and partake in research experiments, contribute to our campaigns, and support the dissemination of good organic gardening and horticultural practice.

BOARD OF TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

Achievements and Performance

In 2018 our Board of Trustees set a new strategy for the Charity with five strategic objectives to further our purpose of getting more people growing organically:

1. We will extend access to organic horticultural knowledge and best practice to the maximum number of people across the whole of the UK.
2. We will protect and share heritage plant resources and promote improved biodiversity through organic practice.
3. We will promote and support research in organic growing.
4. We will be a recognised leader in developing policy for organic growing in the UK.
5. We will manage the Charity as efficiently and effectively as possible.

Below we discuss the Charity's progress against each of these strategic objectives.

1. We will extend access to organic horticultural knowledge and best practice to the maximum number of people across the whole of the UK

Sharing our organic horticultural knowledge

Throughout 2021 we shared our organic growing advice through a range of on and offline channels including social media, our monthly podcast, videos, press articles, resource sheets, The Organic Way magazine and email newsletters. This approach allows us to make our advice accessible to as many people as possible, across all demographics. We were pleased to see high engagement in our information, including over 800,000 website visitors, 90,000 social media followers (across all social channels) and over 200,000 podcast listens.

Press coverage continued to accelerate in 2021 reaching a circulation of almost 19 million readers. Articles were published in major national newspapers and in key horticulture magazines covering issues such as peat use in horticulture, sustainable houseplants and simple organic growing switches. We also continued to produce regular articles for Grow Your Own and Kitchen Garden magazines and Riverford's Wicked Leeks blog and newspaper, to reach beyond the gardening media we also circulated organic growing advice extensively through the local media.

Training Courses

Garden Organic training courses in 2021 we delivered largely through online forms of remote engagement with periodic windows of opportunity for face-to-face engagement.

A total of 88 webinar sessions were delivered to just under 2,000 beneficiaries from across the UK and parts of Europe including public courses, volunteer induction training and skills development, community talks, and school group engagement.

Online self-guided courses continued to offer flexible on-demand training options to complement our instructor-led provision. The total number of courses increased to 15 including additional public paid growing courses, volunteer training, local authority support, and campaign support. Schools projects were also supported with new multimedia resources via dedicated online courses.

When face-to-face delivery restarted we were delighted to welcome people to our organic demonstration garden at Ryton Gardens. We delivered a number of organic growing masterclasses and garden tours to resoundingly positive feedback.

Of particular note in 2021 was the growth and success of our regional/local authority composting support partnership work, providing webinars and online course access to composting knowledge which reached a total of 660 users across 3 regions. Our North Somerset partnership was also shortlisted for both the 2021 Local Authority Recycling Advisory Committee (LARAC), and Awards for Excellence waste and recycling awards.

Education Programmes

Garden Organic outreach work in communities around the UK grew in 2021 despite lockdowns and restrictions to face-to-face engagement. We continued to empower volunteers with the skills and confidence to share organic horticultural knowledge with individuals and groups in their local communities. With face-to-face restrictions at a number of points through the year, volunteers ably turned to technology to deliver webinars and how-to videos to continue sharing the positive environmental

BOARD OF TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

messages of home composting, organic growing, and reducing food waste. The Knowledge Transfer team supported over 350 volunteers around the UK representing both their local commissioned projects and the wider charity as advocates for organic growing. We delivered volunteer projects in nine areas with funding from local and national government, and waste service providers; Cumbria, Shropshire, Staffordshire, Leicestershire, Suffolk, Norfolk, Gloucestershire, North & East Hertfordshire, Dyfi Biosphere. Through the year volunteers recorded more than 2,000 hours of activity.

In the early part of 2021 we finished our lottery funded Growing Communities project delivered in partnership with national charity Family Action, and funded by the National Lottery Communities Fund. This project was independently evaluated and described as a 'unique, dynamic, and specialist community horticulture project'. Through organic community growing, the project helped tackle the increasingly acute and widespread problems that many residents face, including poor health and wellbeing, isolation and exclusion, food poverty, climate and environmental justice, diversity, and local skills and employability.

Later in 2021 we began work on the Tyfu Dyfi Project in mid-Wales funded by the European Agricultural Fund for Rural Development and the Welsh Government. This pilot project which will run until June 2023 is about demonstrating how communities can be involved in their local food systems.

We have continued our work with schools in the West Midlands as part of the Edible Playgrounds project alongside the charity Trees for Cities. We sent Garden Organic Grow / Grow and Cook packs to more than 200 schools via our partnership with Learning Through Landscapes. We also continued delivery of activities for Young Carer groups in the Midlands with funding from Children In Need.

Members' Advice

One benefit of membership to Garden Organic is the ability to email our experts for help with organic growing challenges. Around 900 queries were answered through the year which was similar to the past few years. Slugs and snails were the top pests that members sought advice on, while potato and tomato blight were the most challenging diseases and the most common other problems were weather related. Other areas of concern were problems with fruit, plastic residues in gardens, compost and growing vegetables. We are keen to look at how we can develop and improve our advisory service to ensure it is more accessible and prepared for future organic growing challenges.

Demonstration Garden, Ryton Organic Gardens

2021 saw the garden in its first full growing year since the pandemic began. Our public tours were well attended and well received, showcasing organic gardening to include all of our key principles in practice. A canopy went up in the latter part of 2021 and this will aid us in 2022 to utilise the space for workshops, and events so that we can engage with more people outdoors over a longer season. Our comfrey collection is expanding and at the end of 2021 we had 17 out of a possible 35 varieties growing on site. The potager area was extremely productive and we partnered up with the Salvation Army, providing them with fresh organic produce with which to feed their clients and educate them about organic growing. The majority of our plants are now grown in house and we are working hard to limit the amount of materials leaving site. We emphasise reduce, reuse, recycle and reclaim as much as possible to encourage less waste and reduce our own carbon footprint.

As well as using the garden to educate visitors, we also produced and shared a number of short videos demonstrating practical growing techniques which were shared widely. We were also pleased to produce a number of films with our partners, Viridian Nutrition, to raise awareness of the benefits of organic growing to their audience. Having the garden as a resource for our wider outreach work is hugely beneficial for Garden Organic.

2. We will protect and share heritage plant resources and promote improved biodiversity through organic practice

Heritage Seed Library (HSL)

Another year of successful growing trials meant we were able to add 7 rediscovered heritage varieties to the collection. These included an ex-commercial variety "Histon Cropper" tomato, no longer available to buy, and "Rhondda Black" Runner bean, an heirloom Welsh variety developed in the 1960s. Unfortunately one variety was lost from the collection due to the discovery of a seed borne virus and nowhere to re-source from. These changes take the total collection to 778 rare varieties.

BOARD OF TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

A total of 153 heritage varieties were grown for seed, both on site and by our fantastic community of Seed Guardians. We were pleased to introduce a free online induction course to support them. At harvest, once our conservation requirements had been met, the equivalent of 45,665 packets have been made available for future distribution.

Our list of partner gardens and organisations growing heritage varieties continues to grow and we were delighted to welcome 14 English Heritage gardens as members of the Heritage Seed Library growing local varieties relevant to their properties. Some have also taken on the role of Seed Guardians, helping to conserve varieties by producing and returning seed.

Towards the end of the year we shared 149 varieties with our members via the 2021 annual seed list. These included 19 rediscovered heritage varieties not previously available. Amongst the new varieties were "Angel" climbing French bean, with its mysterious seed markings, and "Arancia" Chard, with its beautiful yellow-orange stems. Sixty four of these HSL varieties were a certified organic seed with the others grown by volunteers in accordance with our Principles of Organic Gardening.

Our ambitions for future expansion of HSL started with plans to maximise existing space at Ryton as well as our community beyond the site. This work started in 2021 with replacing/renewing of our polytunnels at Ryton Gardens and the usable growing space is being expanded further in 2022 as part of ongoing aspirations for the Heritage Seed Library

3. We will promote and support research in organic growing

Members' Experiments



Biostimulant trial: In 2021, we focussed our members' experiments work on one experiment, to allow time to develop this work. The experiment, examining the use of a novel biostimulant as a method of pest control was sent out to 24 sites.

The biostimulant was made from frass which contains chitin and is thought to provide protection against attack from insects such as flea beetle. It is made by feeding food waste to soldier fly larvae then collecting the discarded insect cases and droppings, so it is a natural product with good environmental credentials.

In conjunction with the National Institute of Agricultural Botany (NIAB), we tested the effects of frass on pest damage applied either to the soil or as a seed coating developed by Wasware. The seed treatment may have caused a small reduction in incidence of flea beetle, but it was difficult to tell whether this effect was real. Flea beetle was only present in low numbers, making it difficult to assess whether the treatments were having an impact. It was difficult to draw firm conclusions from this trial so we will be repeating the experiment on a wider scale and in a season with higher flea beetle pressure to investigate it more fully.

Research

Aside from the members' experiments, we continue to work with other organisations including Coventry and York Universities. With Coventry we are exploring the benefits of dig and no dig methods through soil analysis and taking part in a project exploring the compostability of bioplastics.

We also began to review and develop what our science output should be going forward. A science workshop was organised and held with academic partners in the autumn of 2021. The aim of the workshop was to identify key research gaps, themes and potential partners for collaborative citizen science research in small scale, domestic and urban growing/gardening that address one, or a combination, of the themes of climate change, biodiversity loss and food security. The workshop was attended by delegates from Garden Organic, Coventry University, SRUC (Scotland's Rural College), Warwick University, York University and University of Birmingham. It identified many research gaps and was a useful way of making us focus on what is truly relevant to Garden Organic as well as what is possible within a citizen science approach but also within existing or easily identifiable and engageable networks/partners. We also identified

BOARD OF TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

themes and key players that we should be working with. The overall conclusion from participants was that we should take this work further with an expanded team which we will be prioritising through 2022

4. We will be a recognised leader in developing policy for organic growing in the UK

Campaigns

As the government's deadline for the voluntary ban on peat ended in December 2020 with little response from the horticultural industry, we pushed ahead with our *For Peat's Sake* campaign to eliminate peat from horticulture. We were involved in a number of high profile activities throughout the year, launching a dedicated campaign website full of information on the issues surrounding peat extraction, a pledge for growers to commit to going peat-free and a range of different resources to support successful peat-free growing.

Included within these resources we introduced a peat free growing talk and online course which were both well received. Over 100 growers attended the talk and over 200 accessed the online course, which was also showcased in the COP26 Virtual Peatlands Pavilion co-ordinated by the International Union for Conservation of Nature.

We joined forces with a number of aligned organisations and individuals including the NGO Peat Group and the Peat Free April campaign to work collaboratively on addressing the issues around peat extraction. We also secured significant press coverage around the campaign, in both the horticultural and general media, helping to bring this issue higher up the public consciousness.

Throughout the year, thanks to the work of Garden Organic and our collaborators, we saw a significant shift in public opinion around peat use. This has been reflected in a high of high profile retailers removing or committing to remove peat from their bagged compost. Unfortunately there remains an issue around the use of peat in potted plants, and the horticultural industry is still, on the whole, slow to react, but we will continue to support growers to make informed, sustainable choices and switch to peat-free growing.

2021 also saw the introduction of the Pesticide Collaboration, of which Garden Organic is an active member. The collaboration brings together over 40 health and environmental organisations, academics, trade unions, farming networks and consumer groups to work together to reduce pesticide-related harms in the UK. The collaboration is a fantastic step forward, linking horticulture and agriculture with human health for the first time. We feel strongly that this group is a positive force for change and look forward to inputting on behalf of our members and supporters.

English Organic Forum

Our engagement with the English Organic Forum (EOF) has been less this past year after we handed over the secretariate duties to OF&G (Organic Farmers & Growers). The work of the EOF in 2021 has also focused heavily on the post-Brexit agricultural support systems which are of less relevance to Garden Organic and our members, but we have continued to engage where we feel our input is needed and we can contribute the most.

We are also represented on the Scottish equivalent, the Scottish Organic Stakeholders Group (SOSG). We have spent time engaging with the group overall and specifically within the research, training and advice sub-groups to ensure that gardening and small-scale horticulture gets a hearing. The group submitted a 9-point proposition to the Scottish Government which included the call for the development of a 'Scottish Organic Action Plan', targets for land managed organically, targets for increasing Scottish organic food in public procurement and to recognise the potential contribution that organic food and farming can make when developing relevant wider policies. We were part of a group who met with the Scottish Government to discuss these propositions.

5. We will manage the Charity as efficiently and effectively as possible

Covid-19

Despite the ongoing restrictions and staff absences caused by Covid-19, Garden Organic has continued to find new and innovative ways to support organic growers. We followed government guidance throughout the pandemic and believe that the charity is now in a stronger position to move forward in a more digital age. We would like to thank our members and stakeholders for their patience and ongoing support throughout this difficult time.

BOARD OF TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

Members & Supporters

2021 was a mixed year for many of our members. Whilst the interest in organic growing sparked during the 2020 lockdown continued, many people experienced ongoing financial uncertainty through job losses and increased cost of living. As a result of this we ended the year with a slight reduction in the total number of members. However, interest in the Heritage Seed Library remained strong, and we were pleased to see a slight increase in HSL members to just short of 7,000.

During the summer we surveyed our members, to understand how members think we are doing in terms of charitable work, service and membership benefits. This research provided useful feedback, helping to identify ways we can continually improve. Below are a selection of the key highlights:

- Campaigning work, seed conservation and information/advice sharing were rated the three most important areas of Garden Organic's work.
- 95% of respondents wanted us to work to address issues surrounding sustainability in gardening, including the use of peat and plastics.
- Members rated The Organic Way magazine as the top benefit of joining, with the 10% discount at The Organic Gardening catalogue in second position.

Organic Gardening Catalogue

The Organic Gardening Catalogue (OGC) has had a very successful year; producing three catalogues and maintaining some of the increase in sales that it saw in 2020 during the start of the pandemic.

We saw some significant changes following the sale of Suttons Consumer Products Ltd, our partner in producing the catalogue, to BVG Group/ Thompson and Morgan. We have built a strong relationship with the new team and they have shown that they are very committed to continuing to work with Garden Organic.

Staff

Following our achievement of the Bronze level Thrive at Work wellbeing accreditation, we are now working towards the Silver level. The health and well-being of our employees is integral to everything we do and we are proud that a staff survey in 2021 showed that 100% of the respondents believed that the charity took positive action on health and well-being and that they felt supported by the management team.

Volunteers

Garden Organic benefits from the time and efforts of very many volunteers who support the charity both at our Head Office at Ryton Gardens and across the country in our various outreach projects. The charity would not be able to achieve all it does without their support.

In order to ensure our volunteers have the best possible experience of their time with Garden Organic, we have a volunteer working group which met regularly throughout 2021. In particular in 2021, volunteers from across the charity have been offered monthly online training webinars on a range of topics designed to both upskill, share learning and inspire activity. To support the utilisation of technology during periods of national lockdown volunteers were provided with training using Zoom in order to continue sharing sessions with their local communities.

Diversity

We're proud of our inclusive culture at Garden Organic, but believe we can always improve. As part of our commitment to Acevo's 'Eight principles to address the diversity deficit in Charity leadership', we continue to follow our action plan. In particular, we have benchmarked our current levels of diversity across the organisation and also reviewed our recruitment processes to ensure anonymity.

BOARD OF TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

Plans for Future Periods

If ever there was a time to promote the benefits of organic gardening it is surely now. In the past twelve months, we've seen challenges to food supply chains, a raised awareness of biodiversity loss and the need to adapt to extreme weather events. We appear to be entering the age of the pandemic.

In the summer of 2021 we surveyed key stakeholders across the organic gardening sector to understand how we were perceived externally. The research showed that Garden Organic was considered a well-respected and trusted authority on organic growing, and a valued collaboration partner. The integrity and depth of our charity was reinforced across the interviews. We also surveyed our members, staff and volunteers. Our members support us for the work we do campaigning for organic and sustainable growing. They value our advice and information and hold the Heritage Seed Library dear. Garden Organic is appreciated as a charity that *does*.

Our strategic focus for the next three years is on four areas:

1. Inspiring and enabling people to successfully grow food and flowers, to compost and conserve resources and to take part in campaigning on relevant issues
2. Expanding our heritage seed conservation programme to address continued loss of seed diversity, and offer resilience to extremes of climate with ambition to promote the importance of local seed varieties more widely
3. Working with local decision makers and partners across the UK to nurture the soil and maximise biodiversity on all patches of land around them and provide greater access to gardening and growing for all.
4. Restoring our reputation as a research association by gathering and sharing evidence, upgrading our programme of members' experiments and building on our base of academic relationships to address organic scepticism and share knowledge grounded in fact.

Our internal structure has been strengthened in 2021 with a renewed emphasis on community delivery and academic research to evidence the myriad benefits of organic growing in private and public garden settings. In 2022 we will turn our attention to our external engagement and will be creating a framework for measuring our impact.

Our three year business plan, which commenced in early 2022, was devised to ensure our work has a positive impact at a time when there are tremendous opportunities. The boom in gardening during the pandemic shifted the demographic – with around 1.5M new gardeners being under the age of 45. This surge has been met by a reciprocal response from companies, organisations and individuals all now offering gardening advice, campaigns and products. This has led to an exceptionally 'noisy' space with the need for a well-positioned and clearly articulated unique selling point (USP) to stand out.

The business plan will deliver against the strategy by streamlining our activities across our four directorates and working in partnership with external associates and organisations as follows:

- Developing our membership
- Building a movement
- Organic growing expertise
- Conserving rare seed
- Supporting communities
- Gathering the evidence
- Following best practice

At the time of writing we are acutely aware of the war in Ukraine and have been considering the impact for us. Fuel prices have soared, food and cost of living prices are expected to rise dramatically. We are considering the impact of rising cost of living for our staff, the impact on our ability to deliver on existing commitments and how we can respond to an ever greater need to stem biodiversity loss and promote food growing at local level as central to human health.

We are ready to rise to the challenge and galvanise positive action from individuals, organisations and communities to support biodiversity by growing flowers, fruit and vegetables the organic way.

BOARD OF TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

Financial Review

We finished 2021 with an unrestricted surplus of £173,233 (2020 – restated deficit of £67,874) before actuarial movements on the defined benefit pension scheme.

The Charity has a variety of funding sources, which offers some resilience against economic instability. In particular, our membership give us unrestricted income which we are able to spend across our charitable activities, whilst also funding some of the Charity's support costs.

Our net current assets position ended the year at £129,857 (2020 - £242,424).

Whilst our unrestricted funds balance at the end of the year is £839,590 (2020 restated - £342,357), this includes a liability for our defined benefit pension scheme. The Charity has agreed a payment schedule with the trustees of the pension scheme and believes that the payments for this liability can be met out of future income streams. This liability was restated during the year and further information can be found in the notes to the accounts.

The accounting policies, under which the financial results are prepared, are included in note 1 to the accounts.

Unrestricted Reserves

Reserves are needed to bridge the gap between the spending and receiving of resources over time. They also enable the Charity to cover unplanned emergency expenditure and to fund activities that would not happen otherwise. The Trustees annually review the Charity's reserves policy and agree that a general reserve of £500,000 is required, which is approximately equal to three months unrestricted, non-trading expenditure, since we believe this would usually be sufficient to cover any emergency requirements.

In order to meet the reserves requirements noted above, the Charity must consider its available funds. The Charity calculates these available funds by taking its unrestricted, undesignated funds and excluding its fixed asset investments and adding back its pension liability. This means at 31 December 2021, the Charity has available funds of £171,896 (2020 - £211,077) in order to meet its reserves.

Trustees are aware that they do not have sufficient available fund to meet their reserves policy, and are budgeting carefully in future years in order to meet the reserves target.

Restricted Reserves

Restricted income remains central to the work of Garden Organic. At the end of the year we held restricted reserves of £28,920 (2020 - £112,040), which are not available for general use, but are put aside for specific projects. During the year, we continued to run our restricted activities to further the Charity's work in a variety of projects whilst developing opportunities for new funding. The award of these restricted funds will enable Garden Organic to do more work than we would otherwise be able to do.

Investments

Following the sale of Ryton Organic Gardens in 2019, the Charity had surplus funds which the Trustees decided to invest for the long term. We reviewed and updated our investment policy and in 2019/2020 the Charity went through a selection process to identify a suitable investment manager. Abrdn (formerly Aberdeen Standard Capital) were selected and are now working with the Board of Trustees to manage the Charity's investments.

The Charity applies an ethical screen to its investment portfolio. This screen avoids any exposure to investments in companies with poor environmental credentials and also avoids exposure to companies who are not aligned to our ethics and values.

Further information on the Charity's investment holdings can be found in note 12 to the accounts.

BOARD OF TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

Fundraising

Garden Organic is registered with the Fundraising Regulator and as such follows its rules regarding Charity fundraising. We ensure that any fundraising from the general public, including from our members and supporters, is transparent and responsible. We have processes in place to ensure our fundraising is not overly intrusive and does not put potential donors under undue pressure, particularly those who may be more vulnerable.

All fundraising is carried out by our own employees – we do not use third parties to raise funds on our behalf. We continually monitor and review our fundraising methods, and can confirm that we received no complaints in 2021 (2020 – nil).

Pensions

Garden Organic offers a defined contribution pension scheme to all of its employees.

We previously offered our staff a multi-employer defined benefit pension scheme, which closed to future accrual in 2008. This scheme is in deficit, with our financial liability reflected on the balance sheet. Further details can be found in note 17 to the accounts.

Going Concern

The Trustees have considered the impact of Covid-19 on the Charity as part of their review of going concern. Whilst the Charity's operations and finances have been impacted, the Charity continues to adapt to the changing circumstances and deliver against its charitable objectives, despite the pandemic. The Trustees have reviewed their future plans and believe they have sufficient resources to continue as a going concern.

BOARD OF TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

Structure, Governance and Management

Garden Organic is governed by its Articles of Association. These were updated in 2021 and adopted by the membership on 17th September 2021. Garden Organic is a company limited by guarantee.

The Board of Trustees is responsible for the overall governance of the Charity.

Board of Trustees

Trustees are elected by the membership or co-opted by the Board, where a skills gap is identified. The total number of Trustees may not exceed eleven and each may serve a maximum of three terms of office, with each term being for a period of three years. All Trustees must be members of Garden Organic. There is an annual invitation to the membership to put themselves forward to join the Board of Trustees.

New Trustees undergo an induction process, meeting fellow trustees and senior members of staff. Relevant information on the Charity, the role of a trustee and other background information that is considered useful by the Chair and Chief Executive is shared with them. They are also encouraged to attend new trustee training and are supported by a "buddy", a fellow trustee, for the first year. New Trustees are encouraged to join committees or working groups, depending on their skills and experience and to visit the Charity's activities in action.

The Board of Trustees meets together formally at least four times a year, to discuss the strategic plan, to consider performance and policies and to manage the overall governance of the Charity. Topics discussed during the year included finance, strategy, risk, governance, performance, policies, the following year's budget and the business plan.

The Trustees who served during the period up to the date of this report are as follows:

Margaret Eyre (Chair)
Dr Andrew Collins (Vice-Chair)
Judith Wayne (Vice-Chair, resigned 17th September 2021)
Keith Arrowsmith (Treasurer, co-opted from 17th September 2021)
Steve Howell (Treasurer until 17th September 2021)
Adam Alexander
Marjan Bartlett-Freriks
Liam Gaffney
Naomi L'Estrange (resigned 17th September 2021)
David Robinson (appointed 18th October 2021)
Amanda Sandford
Emma Sayer (co-opted 17th September 2021)
Keith Walker (resigned 13th January 2022)
Kevin Wissett-Warner (resigned 7 June 2021)

Executive Team

The Board of Trustees works closely with the Chief Executive and Executive Team to ensure that the Charity is managed effectively. The Chief Executive is responsible for the day-to-day management of the Charity's affairs and for implementing policies agreed by the Board of Trustees. The Executive Team assists the Chief Executive and meet at least monthly throughout the year.

The Executive Team who served during the period up to the date of this report are as follows:

James Campbell (resigned 31 st July 2021)	Chief Executive
Fiona Taylor (appointed 1 st June 2021)	Chief Executive
Colette Bond (appointed 1 st April 2021)	Director of Horticultural Engagement
Julie Court	Chief Operating Officer and Company Secretary

BOARD OF TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

Don Murray (appointed 1 st November 2020, resigned 5 th March 2021)	Director of Organic Horticulture
Bruce Pearce (appointed 8 th November 2021)	Director of Horticultural Science
Hannah Rogers	Director of Membership and Communications

Staff

Garden Organic aims to be an organisation where people feel part of a team and work together for a shared purpose. Staff meetings are held regularly, with reports from the Executive and Management Teams on matters both strategic and financial, and with work updates from colleagues as well as health & well-being information. Notes are taken and circulated to all staff, including those who are not based at the Charity's head office or not able to attend.

Garden Organic supports equal opportunities and has a policy of recruitment and promotion on the basis of aptitude and ability without discrimination. We are proud to be a Disability Confident Employer and endeavour to make our sites as accessible as possible. Garden Organic employs people with disabilities and supports people with learning or physical difficulties, or special educational needs, with their organic growing.

Pay Policy for Key Management Personnel

The Trustees consider the Board of Trustees and the Executive Management Team make up the key management personnel of the Charity. They are in charge of directing and controlling, running and operating the Charity.

All Trustees give their time freely and no Trustee received remuneration in the year. Details of their expenses are disclosed in note 9 to the accounts.

The Board of Trustees approve the overall salary policy. They set the pay for the Chief Executive and work with the Chief Executive to set the salaries of the Executive Team. They benchmark salaries and benefits against pay levels for roles in similar not-for-profit organisations, adjusting for any variation in the level of responsibility within the role.

Group Structure

The Charity has a wholly owned subsidiary, Organic Enterprises Limited. The subsidiary carries out trading activities to raise funds which it gift aids to the Charity, and during the financial year it made an operating profit of £ 36,059 (2020: £43,482).

The Charity has another wholly owned subsidiary, Garden Organic Limited. This is a dormant company.

Other than the subsidiary companies, the Charity does not have any other related parties and therefore has no related party transactions to disclose.

Committees & Subsidiary Boards

The Board of Trustees delegates the exercise of certain powers in connection with the management and administration of the Charity as set out below. Regular reporting back to the Board of Trustees controls this. The whole Board of Trustees makes all significant decisions on recommendations from the committees and working groups.

Finance and General Purposes Committee

The Finance Committee comprises Trustees, who are independent of the management and free of any relationship that, in the opinion of the Board of Trustees, would interfere with the exercise of independent judgement as members of the Committee.

The Committee meets at least four times a year. It is responsible for overseeing and reviewing regularly all financial aspects of the Charity's activities, including its operational and strategic plans, so as to ensure its short and long term viability, and communicating these matters to the Board of Trustees in a timely manner.

BOARD OF TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

Investment Committee

The Committee is made up of Trustees who are independent of the management. It meets quarterly and is responsible for overseeing the investment manager and reviewing the Charity's investment performance.

Audit and Risk Committee

The Audit and Risk Committee is made up of Trustees who are independent of the management. It meets quarterly and is responsible for overseeing and reviewing regularly the effectiveness of the governance, internal control, risk management and compliance systems, as well as liaising with the external auditors independently from management.

Organic Enterprises Limited Board

The Organic Enterprises Limited Board is made up of Trustees, Executive Team members and independent directors. This Board acts "at arms length" from the Charity. It meets at least quarterly and is responsible for overseeing the Charity's commercial and trading activities with the aim of generating a profit to be gift aided to Charity. The Organic Enterprises Board also advises the charity in commercial matters.

Garden Organic Limited Board

Garden Organic Limited's Board is made up of one Trustee. Since this company does not trade, its Board meets only once per year.

Risk Management

The Board of Trustees, working with the Senior Management Team, oversee the Charity's risk management processes. Risk registers are maintained across the Charity to monitor risk and, where possible, to identify mitigating actions which reduce the impact of adverse events. These registers include strategic, operational and project risks such as income generation, expenditure budgets, legal compliance and external communications. Risks are evaluated by the management team and scored for likelihood, financial impact, reputational impact and management tolerance, and mitigating actions are put in place. The risk registers are reviewed monthly by the Management Team, with high-scoring and strategic risks being reviewed quarterly by the Audit and Risk Committee and biannually by the Board of Trustees.

This work identifies a number of strategic risks which the Charity is managing. These include financial risks, such as the reduction in the Charity's income and increasing costs. We are focusing on our fundraising activities and identifying potential alternative sources of income. We are continuing to closely monitor our financial results against our budgets, with the aim that our expenditure is kept in line with our income.

The most significant non-financial risks facing the Charity are those that potentially impact our reputation. We communicate with our members and wider supporters using both traditional and digital media as appropriate and as budgets allow. We also continually update our website and knowledge hub to be the expert source of on-line organic horticultural information. We apply our ethics policy to review any potential new relationships with donors, suppliers and partners.

The Charity also recognises the risks posted by covid-19 and in particular, its impact on the staff and charitable delivery.

Charity Governance Code

The Board has made the decision to follow the Charity Governance Code which sets out the principles and recommended good practice for effective governance in charities. The Board has assessed the Charity's performance against the code and is now implementing an action plan to improve governance practices and comply with the code.

In 2021, the Charity updated its governing documents and also reviewed role descriptions for trustee roles and various policies such as sustainability and whistleblowing policies. The business plan identifies as a priority area of work for 2022 the need to improve measurement and reporting of our charitable impact. The Board is also looking to improve diversity in its trustee recruitment process and is reviewing its scheme of delegated authority.

BOARD OF TRUSTEES' ANNUAL REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

Auditors

A resolution for the re-appointment of Azets Audit Services as auditors will be proposed at the forthcoming Annual General Meeting.

Statement of Trustees' Responsibilities

The Trustees (who are also directors of Garden Organic for the purposes of company law) are responsible for preparing the Trustees' Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for the year. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities (Statement of Recommended Practice (Charities SORP (FRS 102)));
- make judgements and 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 charitable company will continue in operation.

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

In so far as the Trustees are aware:

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

This report has been prepared in accordance with the Accounting and Reporting by Charities: Statement of Recommended Practice (Charities SORP (FRS 102)).

By Order of the Board of Trustees

Margaret Eyre, Chair of Trustees

Date: 7 June 2022

REFERENCE AND ADMINISTRATIVE DETAILS

AS AT 31 DECEMBER 2021

Company Number 02188402

The following details are current at the date of signing the accounts:

Patron:

H.R.H. The Prince of Wales, KG, KT, GCB

President:

Professor Tim Lang, PhD, FFPH

Vice-presidents:

Raymond Blanc

Susan Hampshire

Thelma Barlow

Ambassadors:

Prof. Chris Baines

Rosie Boycott

Bob Flowerdew

Alys Fowler

Caroline Holmes

Alan Romans

Bob Sherman

James Wong

The Board of Trustees:

Margaret Eyre (Chair)

Dr Andrew Collins (Vice-Chair)

Keith Arrowsmith (Treasurer)

Steve Howell

Adam Alexander

Marjan Bartlett-Freriks

Liam Gaffney

David Robinson

Amanda Sandford

Dr Emma Sayer

Chief Executive:

Fiona Taylor

Executive Team:

Colette Bond (Director of Horticultural Engagement)

Julie Court (Chief Operating Officer and Company Secretary)

Bruce Pearce (Director of Horticultural Science)

Hannah Rogers (Director of Membership and Communications)

Registration Numbers

Charity Commission in England & Wales 298104

Office of the Scottish Charity Regulator SC046767

Companies House 02188402

Registered office:

Ryton Organic Gardens

Ryton on Dunsmore

Coventry

CV8 3LG

Charity Advisors:

Auditors:

Azets Audit Services Ltd

Chartered Accountants

2nd Floor, Regis House

45 King William Street

London

EC4R 9AN

Solicitors:

Lodders Solicitors LLP

Number Ten

Elm Court

Stratford upon Avon

Warwickshire

CV37 6PA

Bankers:

Lloyds TSB

Southpoint House

Harcourt Way

Meridian Business Park

Leicester

LE19 1WF

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS

AS AT 31 DECEMBER 2021

Company Number 02188402

Opinion

We have audited the financial statements of Garden Organic (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2020 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charitable Parent Company Balance Sheet, the Consolidated Cash Flow Statement 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 parent charitable company's affairs as at 31 December 2021, 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 and 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. 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 group's or parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

Other information

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

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

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

- the information given in the trustees' report incorporating the directors' report for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the directors' report has been prepared in accordance with applicable legal requirements.

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS

AS AT 31 DECEMBER 2021

Company Number 02188402

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the group and parent charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' 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's 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 and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement, the trustees (who are also the directors of the parent 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 groups and 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 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 auditor under the Companies Act 2006 and report in accordance with this Act.

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 specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

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

GARDEN ORGANIC
(Registered as the Henry Doubleday Research Association)

INDEPENDENT AUDITOR'S REPORT TO THE TRUSTEES AND MEMBERS

AS AT 31 DECEMBER 2021

Company Number 02188402

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. 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 and its trustees those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the 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.

Azets Audit Services
John Howard (Senior Statutory Auditor)
For and on behalf of Azets Audit Services
Statutory Auditors
2nd Floor, Regis House
45 King William Street
London
EC4R 9AN

Date: 16 June 2022

CONSOLIDATED STATEMENT OF FINANCIAL ACTIVITIES

AS AT 31 DECEMBER 2021

Company Number 02188402

	Notes	Unrestricted Funds 2021 £	Restricted Funds 2021 £	Total Funds 2021 £	Total Funds 2020 Restated £
Income from					
Donations, membership and legacies	3	1,395,873	20,000	1,415,873	1,237,228
Charitable activities	4	175,587	34,346	209,933	358,950
Other trading activities	5	72,507	-	72,507	97,005
Investments		22,120	-	22,120	8,653
Other income		3,304	-	3,304	36,663
Total		1,669,391	54,346	1,723,737	1,738,499
Expenditure					
Raising funds	6	737,650	-	737,650	712,471
Charitable activities	7	957,790	102,530	1,060,320	1,180,394
Total		1,695,440	102,530	1,797,970	1,892,865
Net Income/(Expenditure)		(26,049)	(48,184)	(74,233)	(154,366)
Transfers between funds		34,936	(34,936)	-	-
Net movement in funds		8,887	(83,120)	(74,233)	(154,366)
Net gains on investments	12	164,346	-	164,346	79,573
		173,233	(83,120)	90,113	(74,793)
Actuarial gains/(losses) on defined benefit pension schemes	17	324,000	-	324,000	(446,000)
		497,233	(83,120)	414,113	(520,793)
Reconciliation of funds					
Total funds brought forward		342,357	112,040	454,397	975,190
Total funds carried forward	18	839,590	28,920	868,510	454,397

All of the results are from continuing activities and include all gains and losses recognised in this year and last.

Unrealised gains on investments have been included in the statement of financial activities as required by the Statement of Recommended Practice "Accounting and Reporting by Charities"

The surplus for the year for Companies Act purposes comprises the net incoming resources for the year plus realised gains of £70,385 (2020 - £949) on investments and was £320,152 (2020 - deficit of £599,417).

The notes on pages 23 to 38 form part of these financial statements.

CONSOLIDATED AND CHARITY BALANCE SHEETS

AS AT 31 DECEMBER 2021

Company Number 02188402

		Group		Charity	
		2021	2020	2021	2020
			Restated		Restated
	Notes	£	£	£	£
Fixed assets					
Tangible fixed assets	11	109,505	119,574	109,505	119,574
Investments	12	1,529,694	1,375,280	1,529,703	1,375,289
		<u>1,639,199</u>	<u>1,494,854</u>	<u>1,639,208</u>	<u>1,494,863</u>
Current assets					
Debtors	13	162,527	131,547	184,039	156,576
Cash at bank and in hand		355,007	509,319	332,738	482,959
		<u>517,534</u>	<u>640,866</u>	<u>516,777</u>	<u>639,535</u>
Creditors: Amounts falling due within one year	14	(387,677)	(398,442)	(386,929)	(397,120)
Net current assets		<u>129,857</u>	<u>242,424</u>	<u>129,848</u>	<u>242,415</u>
Total assets less current liabilities		<u>1,769,056</u>	<u>1,737,278</u>	<u>1,769,056</u>	<u>1,737,278</u>
Creditors: Amounts falling due after more than one year	16	(38,546)	(38,881)	(38,546)	(38,881)
Provisions for liabilities	17	(862,000)	(1,244,000)	(862,000)	(1,244,000)
Net assets		<u>868,510</u>	<u>454,397</u>	<u>868,510</u>	<u>454,397</u>
Reserves					
Restricted funds	18	28,920	112,040	28,920	112,040
Unrestricted funds:					
- other charitable funds		839,590	342,357	839,590	342,357
		<u>868,510</u>	<u>454,397</u>	<u>868,510</u>	<u>454,397</u>

The financial statements were approved by the Board of Trustees on 7/6/22 and signed on their behalf by:-

Keith Arrowsmith
Honorary Treasurer

The notes on pages 23 to 38 form part of these financial statements.

CONSOLIDATED CASH FLOW STATEMENT

FOR THE YEAR ENDED 31 DECEMBER 2021

		2021	2020
	Notes	£	Restated £
Cash flows from operating activities			
Net cash provided by operating activities	19	(168,416)	(426,051)
Cash flows from investing activities			
Interest income		22,120	8,653
Purchase of tangible fixed assets		(17,948)	(132,859)
Proceeds from sale of investments		947,123	894,611
Purchase of investments		(937,191)	(2,190,318)
		<u>14,104</u>	<u>(1,419,913)</u>
Change in cash and cash equivalents in the year		(154,312)	(1,845,964)
Cash and cash equivalents at the beginning of year		<u>509,319</u>	<u>2,355,283</u>
Cash and cash equivalents at the end of the year		<u>355,007</u>	<u>509,319</u>
Analysis of cash and cash equivalents		31 December 2021 £	31 December 2020 £
Cash and cash equivalents at the end of the year		<u>355,007</u>	<u>509,319</u>

The notes on pages 23 to 38 form part of these financial statements.

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

1. Accounting policies

a) General information and basis of preparation

Garden Organic (Registered as the Henry Doubleday Research Association) is a charitable company limited by guarantee in the United Kingdom. In the event of the Charity being wound up, the liability in respect of the guarantee is limited to £10 per member of the Charity. The address of the registered office is Ryton Organic gardens, Ryton on Dunsmore, Coventry, CV8 3LG. The nature of the Charity's operations and principal activities are given within the Trustees' Annual Report.

The Charity constitutes a public benefit entity as defined by FRS 102. The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Charities Act 2011, the Companies Act 2006, the Charities Accounts (Scotland) Regulations 2016 and Charities and Trustee Investment (Scotland) Act 2005.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the Charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

The actuarial liability for the defined benefit pension scheme included within the provisions for liabilities in respect of the pension scheme has been restated for 2020, which has impacted both the opening and closing liability included within the balance sheet as well as the charges put through the Statement of Financial Activities in that year. Further information can be found in notes 17 and 18.

b) Basis of consolidation

These financial statements consolidate the results of the Charity and its wholly owned subsidiaries Organic Enterprises Limited and Garden Organic Limited on a line-by-line basis in accordance with FRS 102 section 9 and the SORP (FRS 102) section 24.

Details of the subsidiaries are given in note 12 of the financial statements.

A separate statement of financial activities for the charitable company has not been present because the charitable company has taken advantage of the exemption afforded by section 408 of the Companies Act 2006.

c) Going Concern

The financial statements have been prepared on a going concern basis as the trustees believe that no material uncertainties exist. The trustees have considered the level of funds held and expected level of income and expenditure for 12 months from authorising these financial statements. The budgeted income and expenditure is sufficient with the level of reserves for the charitable company to be able to continue as a going concern.

d) Funds

Restricted funds – these are funds that can only be used for specific restricted purposes within the objects of the Charity. Restrictions arise when specified by the donor or when funds are raised for particular restricted purposes.

Unrestricted general funds – these are funds that can be used in accordance with the charitable objects at the discretion of the Trustees.

Designated funds – these are funds that have been set aside by the trustees for particular purposes.

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

e) Income

All incoming resources are included in the Statement of Financial Activities when the Charity is entitled to the income and the amount can be quantified with reasonable accuracy.

Membership subscriptions are accounted for on an accruals basis providing an allowance for deferred income for subscriptions received in advance.

Legacy income has been accounted for on the basis of cash received, or where receipt of written confirmation of the Charity's entitlement to a legacy has provided certainty of receipt.

Income from the Job Retention Scheme has been accounted for on an accruals basis.

Income from grants, including capital grants, is included in incoming resources when these are receivable unless entitlement is conditional on the delivery of a specific performance by the Charity. Where donors impose conditions that must be met before the Charity has unconditional entitlement, the income is deferred and not included in incoming resources until the pre-conditions for use have been met.

Donations are accounted for when received and treated according to the donor's wishes. Donated facilities are included at the value to the Charity where this can be quantified and a third party is bearing the cost. No amounts are included in the financial statements for services donated by volunteers.

f) Expenditure

Expenditure is accounted for on an accruals basis. Any irrecoverable element of VAT is included with the item of expense to which it relates.

Charitable expenditure comprises those costs incurred by the Charity in the delivery of its activities and services for its beneficiaries. It includes both costs allocated directly to such activities and those costs of an indirect nature necessary to support them.

Governance costs are those incurred in connection with administration of the Charity and compliance with constitutional and statutory requirements.

g) Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation

Depreciation is provided on all tangible fixed assets, other than freehold land, at rates calculated to write off the cost or valuation, less estimated residual value, of each asset evenly over its expected useful life, or lease period if shorter, as follows:-

Fixtures and fittings	10% to 25% straight line
-----------------------	--------------------------

Assets are only capitalised if cost is greater than £1,000

h) Fixed asset investments

Investments held as fixed assets are stated at market value at the balance sheet date. The Statement of Financial Activities includes the net gains and losses arising on revaluations and disposals throughout the year.

i) Debtors

Other debtors are recognised at the settlement amount due. Prepayments are valued at the amount prepaid.

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

j) Cash at bank and in hand

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

k) Creditors

Creditors are recognised when there is a present obligation resulting from a past event that will probably result in the transfer of funds to a third party and the amount due to settle the obligation can be measured or estimated reliably.

Other creditors and accruals are recognised at their settlement amount due.

l) Loans and borrowings

Loans and borrowings are initially recognised at the transaction price including transaction costs. Subsequently, they are measured at amortised cost using the effective interest rate method, less impairment. If an arrangement constitutes a finance transaction it is measured at present value.

m) Pension costs

During the year, the Charity contributed to a defined contribution stakeholder scheme available to all. The assets of the scheme are held separately from those of the company in independently managed funds. The pension costs charge represents contributions payable by the Charity to the funds.

The Charity also contributed to a multi-employer defined benefit pension scheme for certain individuals. This scheme was closed to future accruals on 31 December 2008. See note 17.

n) Taxation

The charitable company 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 charitable company is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part II 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.

o) Finance and operating leases

Assets obtained under hire purchase contracts and finance leases are capitalised as tangible assets and depreciated over the shorter of the lease term and their useful lives. Obligations under such agreements are included in creditors net of the finance charge allocated to future periods. The finance element of the rental payment is charged to the profit and loss account on a straight line basis.

Rentals under operating leases are charged against income on a straight-line basis over the period of the lease.

p) Judgement and key sources of estimation uncertainty

The preparation of the financial statements requires management to make judgements, estimates and assumption about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experiences and other factors that are considered relevant.

Accounting estimates and assumptions

(i) Multi-employer defined benefit pension scheme

The Charity has an obligation to pay a deficit funding arrangement in respect of the multi-employer defined benefit pension scheme. The deficit is calculated based on an actuarial estimation of the liability and the principal assumptions are included in note 17. The present value of the obligation depends on a number of factors including the RPI rate and the discount rate on corporate bonds.

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

(ii) *Useful economic lives of tangible assets*

The annual depreciation charge of tangible assets is sensitive to changes in the estimated useful economic lives and residual values of the assets. The useful economic lives and residual values are re-assessed annually. They are amended when necessary to reflect current estimates, based on technological advancement, future investments, economic utilisation and the physical condition of the assets. See note 11 for the carrying amount of the fixed assets, and note 1(g) for the useful economic lives for each class of assets.

2.	Net income/(expenditure) for the year:		2021	2020
			£	£
	This is stated after charging:			
	Depreciation on owned tangible fixed assets		28,107	15,286
	Operating lease rentals – Plant and machinery		4,116	4,116
	Auditors' remuneration - audit services (Charity: £9,110)		10,300	8,293
			<u> </u>	<u> </u>
3.	Income from Donations, Membership and Legacies			
		Unrestricted Funds	Restricted Funds	Total Funds
		£	£	2021
				2020
				£
	Donations and gifts	154,237	20,000	174,237
	Legacies	511,764	-	511,764
	Membership	585,822	-	585,822
	Gift aid recovery	144,050	-	144,050
		<u>1,395,873</u>	<u>20,000</u>	<u>1,415,873</u>
				<u>1,237,228</u>
4.	Income from Charitable Activities			
		Unrestricted Funds	Restricted Funds	Total Funds
		£	£	2021
				2020
				£
	Fees for gardening projects	52,889	-	52,889
	Government and public authority payments	122,698	18,978	141,676
	Charitable grants	-	15,368	15,368
		<u>175,587</u>	<u>34,346</u>	<u>209,933</u>
				<u>358,950</u>
5.	Income from Other Trading Activities			
		Unrestricted Funds	Restricted Funds	Total Funds
		£	£	2021
				2020
				£
	Income from trading activities	71,107	-	71,107
	Sponsorship	1,400	-	1,400
		<u>72,507</u>	<u>-</u>	<u>72,507</u>
				<u>97,005</u>

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

6. Expenditure on Raising Funds

	Activities undertaken directly	Support costs (Note 8)	Total Funds 2021	Total Funds 2020 Restated
	£	£	£	£
- Membership	256,476	155,034	411,510	445,645
- Fundraising and publicity	146,466	133,082	279,548	206,544
- Other trading activities	26,156	20,436	46,592	60,282
	<u>429,098</u>	<u>308,552</u>	<u>737,650</u>	<u>712,471</u>

7. Expenditure on Charitable Activities

	Activities undertaken directly	Support costs (Note 8)	Total Funds 2021	Total Funds 2020 Restated
	£	£	£	£
- Education and training	409,965	63,618	473,583	569,221
- Heritage Seed Library	296,328	47,122	343,450	342,566
- Research	78,421	6,984	85,405	82,718
- Ryton Gardens	133,190	24,692	157,882	185,889
	<u>917,904</u>	<u>142,416</u>	<u>1,060,320</u>	<u>1,180,394</u>

8. Analysis of Support Costs

	Governance & Finance	IT & Human Resources	Premises	Total Support costs 2021	Total Support costs 2020 Restated
	£	£	£	£	£
- Membership	137,822	9,731	7,481	155,034	183,411
- Fundraising and publicity	122,854	6,488	3,740	133,082	112,178
- Other trading activities	13,452	3,244	3,740	20,436	60,282
- Education and training	-	48,657	14,961	63,618	117,252
- Heritage Seed Library	4,720	16,220	26,182	47,122	57,305
- Research	-	3,244	3,740	6,984	8,602
- Ryton Gardens	-	9,731	14,961	24,692	30,171
	<u>278,848</u>	<u>97,315</u>	<u>74,805</u>	<u>450,968</u>	<u>569,201</u>

Basis of Apportionment of Support Costs

- Governance and Finance costs are apportioned based on income levels
- IT and Human Resources costs are apportioned pro rata based on staff headcount
- Premises costs are apportioned pro rata based on the usage of the grounds/offices

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

9. Analysis of Trustee and Staff Remuneration

	2021	2020 Restated
The aggregate payroll costs were:	£	£
Wages and salaries	888,360	885,980
Social security costs	71,607	67,047
Employer's contribution to defined contribution pension scheme	56,024	53,001
Operating costs of defined benefit pension scheme	58,000	(26,000)
	<u>1,073,991</u>	<u>980,028</u>
The average number of staff employed by the group during the financial year amounted to:	No.	No.
Total number of staff:		
Raising Funds	2	3
Charitable Activities	29	27
Support Staff	14	14
	<u>45</u>	<u>44</u>

The Trustees received no remuneration during the year under review. Travelling, subsistence and accommodation expenses were reimbursed to 5 Trustees totalling £2,871 (2020: £817 to 2 Trustees).

During the year, no employee received total emoluments in the range £60,001 - £70,000 (2020 one in the range £60,001 - £70,000). In 2020, pension contributions relating to this employee of £4,812 were paid into the defined contribution pension scheme.

The key management personnel of the Charity comprise the Trustees, the Chief Executive Officer and the Executive Team as noted on page 12. The total employee benefits of the key management personnel were £267,749 (2020: £243,256).

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

10. Comparative for the Statement of Financial Activities (Restated)

	Notes	Unrestricted Funds	Restricted Funds	Total Funds
		2020	2020	2020
		£	£	£
Income from				
Donations, membership and legacies	3	1,237,228	-	1,237,228
Charitable activities	4	162,079	196,871	358,950
Other trading activities	5	97,005	-	97,005
Investments		8,653	-	8,653
Other income		36,663	-	36,663
Total		1,541,628	196,871	1,738,499
Expenditure				
Raising funds	6	712,471	-	712,471
Charitable activities	7	1,004,645	175,749	1,180,394
Total		1,717,116	175,749	1,892,865
Net Income/(Expenditure)		(175,488)	21,122	(154,366)
Transfers between funds		28,041	(28,041)	-
Net movement in funds		(147,447)	(6,919)	(154,366)
Net gains on investments	12	79,573	-	79,573
		(67,874)	(6,919)	(74,793)
Actuarial gains/(losses) on defined benefit pension schemes	17	(446,000)	-	(446,000)
		(513,874)	(6,919)	(520,793)
Reconciliation of funds				
Total funds brought forward		856,231	118,959	975,190
Total funds carried forward	18	342,357	112,040	454,397

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

11. Tangible Fixed Assets

	Fixtures & Fittings & Total £
Group and Charity	
Cost or Valuation	
At 1 January 2021	233,376
Additions	17,948
Disposals	-
At 31 December 2021	251,324
Depreciation	
At 1 January 2021	(113,802)
Depreciation charge	(28,017)
Disposals	-
At 31 December 2021	(141,819)
Net Book Value	
31 December 2021	109,505
31 December 2020	119,574

12. Investments

	2021 £	2020 £
Investments managed by Investment Manager		
Market Value		
At 1 January 2021	1,375,280	-
Additions	937,191	2,190,318
Disposals at opening market value	(947,123)	(894,611)
	1,365,348	1,295,707
Realised and unrealised profit on investments	164,346	79,573
At 31 December 2021	1,529,694	1,375,280

The additions/disposals figures above include an initial investment into the cash liquidity fund.

The historical cost of the investment portfolio (excluding cash) at 31 December 2021 was £1,395,226 (2020 - £1,274,001). All the investments are held primarily to provide an investment return for the Charity.

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

	2021	2020
	£	£
Fixed asset investment split		
Equities	989,387	638,692
Fixed Interest – UK	157,290	152,812
Property	55,745	33,751
Alternatives	186,285	105,907
Sterling Liquidity Funds	100,000	421,773
	<hr/>	<hr/>
Cash held by Investment Manager	1,488,707	1,352,935
	40,987	22,345
	<hr/>	<hr/>
	1,529,694	1,375,280
	<hr/>	<hr/>

The following investments comprise of more than 5% of the value of the total portfolio:

	Market Value	% of Portfolio	Market Value	% of Portfolio
ASI Ethical Corp BD (UK Corporate Bonds)	123,665	8.31%	82,632	6.11%
ASI Standard Liquidity Sterling Fund (Liquidity Fund)	100,000	6.72%	421,773	31.17%

Investments in Group Undertakings

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Shares in group undertakings	-	-	9	9
	<hr/>	<hr/>	<hr/>	<hr/>

Net income from the subsidiary trading activities

Organic Enterprises Limited is a 100% subsidiary with company number 0178247 whose registered office is Ryton Organic Gardens, Ryton On Dunsmore, Coventry, West Midlands, CV8 3LG. During the year it was the sole trading subsidiary with the principal activities of leasing retail, catering and office premises and the production and distribution of certain publications.

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

The results for this subsidiary were as follows:

	2021	2020
	£	£
Profit and Loss account		
Turnover	-	20,444
Cost of sales	-	(2,052)
Gross profit/(loss)	-	18,392
Other income	56,387	50,820
Administrative and other expenses	(20,328)	(25,730)
Net profit prior to gift aid to the Charity	<u>36,059</u>	<u>43,482</u>
Net assets at 31 December 2021	<u>7</u>	<u>7</u>

Garden Organic Limited is a 100% subsidiary with company number 07269077 and registered office at Ryton Organic Gardens, Ryton On Dunsmore, Coventry, West Midlands, CV8 3LG. It has a share capital of £2. This company has not traded during the period under review.

Investments in group undertakings comprise:

	£	£
Organic Enterprises Limited	7	7
Garden Organic Limited	2	2
	<u>9</u>	<u>9</u>

13. Debtors

	Group		Charity	
	2021	2020	2021	2020
	£	£	£	£
Trade debtors	54,165	79,603	47,244	64,312
Amount owed from group undertakings	-	-	37,212	40,320
Other debtors	87,784	39,324	79,005	39,324
Prepayments	20,578	12,620	20,578	12,620
	<u>162,527</u>	<u>131,547</u>	<u>184,039</u>	<u>156,576</u>

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

14. Creditors: amounts falling due within one year

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
Trade creditors	77,817	60,682	77,817	59,758
Amount owed to group undertakings	-	-	2	2
Other taxation and social security	15,136	29,603	15,136	29,603
Other creditors	18,572	17,782	18,572	17,782
Accruals and deferred income (note 15)	276,152	290,375	275,402	289,975
	<u>387,677</u>	<u>398,442</u>	<u>386,929</u>	<u>397,120</u>

15. Deferred income

	£
Deferred income at 1 January 2021	275,275
Released during year	(469,312)
Deferred in 2021	446,076
Deferred income at 31 December 2021	<u>252,039</u>

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
Deferred income due within one year	213,493	236,394	213,493	236,394
Deferred income due after more than one year	38,546	38,881	38,546	38,881
	<u>252,039</u>	<u>275,275</u>	<u>252,039</u>	<u>275,275</u>

16. Creditors: amounts falling due after more than one year

	Group		Charity	
	2021 £	2020 £	2021 £	2020 £
Accruals and deferred income (note 15)	38,546	38,881	38,546	38,881
	<u>38,456</u>	<u>38,881</u>	<u>38,456</u>	<u>38,881</u>

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

17. Pension Schemes

Defined Benefit Scheme

Garden Organic together with its subsidiary, Organic Enterprises Limited, and other institutions participates in the Mercury Provident Pension Scheme. The assets of the scheme are held separately from those of Garden Organic, being managed by the Mercury Provident Pension Scheme trustee.

On 1 September 2020, Garden Organic's share of assets and liabilities within the scheme were segregated from those of other employers and are now being managed in a separate, stand alone, section – the HDRA Section of the Mercury Provident Pension Scheme (the Scheme). The segregated liabilities of the Scheme were calculated by a qualified actuary and were used to calculate the pension liability in the balance sheet as at 31 December 2020.

Subsequently to the approval of the 2020 Annual Report and Accounts, a qualified actuary has calculated the Scheme liabilities in accordance with FRS 102 and as part of this work has calculated balances for 2020. The 2020 Balance Sheet, Statement of Financial Activities and Cash Flow Statement, along with supporting notes, have all been restated to reflect these new actuarial calculations for 2020.

Pension benefits are linked to the members' final pensionable salaries and service at their retirement (or date of leaving if earlier). The Trustee of the Scheme is responsible for running the Scheme in accordance with the Scheme's Trust Deed and Rules. The Trustee is required to act in the best interests of the beneficiaries of the Scheme.

There are two categories of Scheme members:

- Deferred members: members who have left pensionable service with benefits which have yet to come into payment.
- Pensioner members: members in receipt of pension.

Future Funding Obligation

The Trustee is required to carry out an actuarial valuation every three years. An actuarial valuation of the Scheme was performed by the Scheme Actuary for the Trustee as at 29 December 2018. This valuation revealed a funding shortfall of approximately £2.2million on the assumptions adopted.

The Charity agreed with the Trustee to pay contributions of £10,296.11 per month from 1 October 2021 towards clearing the shortfall by 30 June 2034. Contributions will increase annually by 5% on each 1 January (with the first increase being 1 January 2022). The Charity there expects to pay shortfall contributions of £129,731 to the Scheme during the accounting year beginning 1 January 2022.

However, the Charity's contribution requirement will be reassessed once the results of the formal actuarial valuation being carried out for the Scheme as at 29 December 2021 are known.

The total cost recognised in the year was as follows:

	2021 £	2020 Restated £
Contributions paid	123,000	118,000
Administrative expenses	(51,000)	(62,000)
Settlements in respect of orphan debt	-	(62,000)
Net interest	(14,000)	(20,000)
Recognised in net income/expenditure	58,000	(26,000)

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

Pension revaluation	(324,000)	(446,000)
Recognised in other gains/losses	324,000	(472,000)
Total cost recognised	(382,000)	(472,000)
Orphan settlement payment on segregation	-	302,000
Change in liability	(382,000)	(170,000)

Amounts recognised in the balance sheet are as follows:

	2021 £	2020 Restated £
Market value of assets held at 31 December	2,197,000	1,993,000
Liabilities to members	(3,059,000)	(3,237,000)
Deficit	(862,000)	(1,244,000)

The principal actuarial assumptions used were as follows:

	2021		2020 Restated	
Discount rate	1.80% pa		1.20% pa	
RPI inflation	3.45% pa		2.95% pa	
CPI inflation	2.95% pa		2.45% pa	
Mortality	1.25% pa, (yob)		1.25% pa, (yob)	
Revaluation of deferred pensions	2.95% pa		2.45% pa	
Pensions Increases				
–pre 1988 GMP	Nil		Nil	
–post 1988 GMP	2.45% pa		2.15% pa	
–pre 1997 excess	Nil		Nil	
–1997-2005 pension	2.90% pa		2.45% pa	
–post 2005	2.20% pa		1.95% pa	
Life Expectancy (in years)	Males	Females	Males	Females
For an individual aged 65 in 2021	21.9	24.3	21.9	24.3
At age 65 for an individual aged 45 in 2021	23.2	24.7	23.3	25.7

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

Defined Contribution Scheme

Garden Organic also makes contributions to a defined contribution stakeholder scheme. The pension cost charged to the financial statements in the year in respect of this scheme was £56,024 (2020: £53,001). At the end of the year there were no outstanding contributions payable (2020: £nil).

18. Reserves (Restated)

The Charity has restated its opening and closing balance sheet and reserves for 2020 in respect of the provisions for liabilities for its defined benefit pension scheme – see note 17.

	Unrestricted funds	Restricted Funds (note 21)	Total Funds
	£	£	£
Fund previously reported at 1 January 2020	37,750	118,959	156,709
Restatement in respect of pension scheme liability	818,481	-	818,481
New balance as at 1 January 2020	856,231	118,959	975,190
Restated deficit in 2020	(513,874)	(6,919)	(520,793)
Fund balances at 31 December 2020	342,357	112,040	454,397
Surplus/(deficit) for year	497,233	(83,120)	414,113
Fund balances at 31 December 2021	839,590	28,920	868,510

19. Reconciliation of net income/expenditure to net cash flow from operating activities

	2021	2020 Restated
	£	£
Net income for reporting period (as per the statement of financial activities)	90,113	(74,793)
Adjustments for:		
Depreciation	28,017	15,286
Profit on sale of tangible fixed assets	-	-
Gains on investments	(164,346)	(79,573)
Interest received	(22,120)	(8,653)
Decrease/(increase) in debtors	(30,980)	(2,403)
Increase/(decrease) in creditors	(11,100)	85
Increase/(decrease) in defined benefit pension scheme liability (excluding actuarial gains/losses)	(58,000)	(276,000)
Net cash provided by operating activities	(168,416)	(426,051)

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

20.	Restricted funds – current year	Balance at 1 January 2021 £	Movement in Resources & Transfers £		Balance at 31 December 2021 £
	Projects:				
	Social Therapeutic Horticulture	9,889	-	(6,617)	3,272
	Children in Need	20,692		(5,720)	14,972
	Online Training National Pilot	5,029		(5,029)	-
	Cumbria Master Composter	21,879		(21,879)	-
	Growing Communities	47,040		(47,040)	-
	Edible Gardens	7,511	15,368	(22,580)	299
	For Peat's Sake	-	20,000	(15,195)	4,805
	Tyfi Dyfi Project	-	18,978	(13,406)	5,572
	Total restricted funds	112,040	54,346	(137,466)	28,920
	Restricted funds – prior year	Balance at 1 January 2020 £	Movement in Resources & Transfers £		Balance at 31 December 2020 £
	Projects:				
	Social Therapeutic Horticulture	12,767	-	(2,878)	9,889
	Children in Need	12,092	16,136	(7,536)	20,692
	Online Training National Pilot	39,900	-	(34,871)	5,029
	Cumbria Master Composter	13,594	36,000	(27,715)	21,879
	Cambridge Home Composting	125	-	(125)	-
	Growing Communities	40,481	120,735	(114,176)	47,040
	Edible Gardens	-	24,000	(16,489)	7,511
	Total restricted funds	118,959	196,871	(203,790)	112,040

Projects:

Social Therapeutic Horticulture – A project looking at how we can use organic horticulture to improve different people's lives, including carers and young people.

Children in Need – this project provides fun, environmental activities for young carers. Groups of children aged 6 to 13 have visited Ryton Organic Gardens for an exciting day, sowing seeds, hunting for mini beasts and making pizza during their school holidays. During 2020 these activities were moved online.

Online Training National Pilot – A programme aiming to deliver the organic horticulture training activities on a national, rather than regional, scale, using online delivery and the learnings from our Master Gardener programmes.

Cumbria Master Composter – in partnership with Cumbria County Council, this programme started in May 2019 to raise awareness amongst the public in Cumbria of the benefits of composting, through a network of volunteer advisors.

NOTES TO FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

Growing Communities – a three-year project funded by Reaching Communities (Big Lottery) bringing together the local community to undertake therapeutic gardening activities and learn organic horticultural and life skills.

Edible Gardens – a partnership with Trees for Cities, encouraging children to grow and eat more fruit and vegetables by providing purpose built veg plots and providing training and advice.

For Peat's Sake – a campaign funded by the Network for Social Change to raise awareness of the ongoing problem of peat use in horticulture.

Tyfu Dyfi Project – a multi-partner project running in mid-Wales funded by the European Agricultural Fund for Rural Development and the Welsh Government, demonstrating how communities can be involved with their local food systems.

21. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds 2021	Total Funds 2020 Restated
	£	£	£	£
Fund balances at 31 December 2021 are represented by:				
Tangible fixed assets	109,505	-	109,505	119,574
Investments	1,529,694	-	1,529,694	1,375,280
Current assets	488,614	28,920	517,534	640,866
Current liabilities	(387,677)	-	(387,677)	(398,442)
Creditors amount falling due after more than one year	(38,546)	-	(38,546)	(38,881)
Provisions for liabilities	(862,000)	-	(862,000)	(1,244,000)
Total net assets	839,590	28,920	868,510	454,397

The unrestricted funds include an unrealised investment reserve of £102,680 (2020 - £78,624) relating to unrealised gains on investments in the year.

22. Operating lease commitments

At 31 December 2021 the total future minimum lease payments for the Group under non-cancellable operating leases are as follows:

	2021 £	2020 £
Expiry:		
Within one year	2,734	4,116
Between one and five years	-	2,734
	2,734	6,850

23. Capital commitments

There were capital commitments of £nil (2020: £nil) at the year end.

24. Related Party Transactions

There are no related party transactions during the period (2020: £nil).