

PESTICIDE ACTION NETWORK UK

England & Wales · Charity number 327215

Details

Other names THE PESTICIDES TRUST, PAN UK

Status Registered

Legal form Charitable company

Company number [02036915](#)

Registered 1986-08-21

Register [View on the Charity Commission register](#)

Contact

Address Brighthelm Centre
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Activities

Objects: THE OBJECTS FOR WHICH THE COMPANY IS ESTABLISHED ARE:- TO CARRY OUT RESEARCH INTO, TO GATHER AND DISSEMINATE INFORMATION RELATION TO THE MANUFACTURE USE, SALE, APPLICATION AND EFFECTS OF PESTICIDES, CHEMICALS AND GASES ANYWHERE IN THE WORLD. TO CARRY OUT RESEARCH INTO, TO GATHER AND DISSEMINATE INFORMATION RELATING TO ALTERNATIVES TO PESTICIDES.

Activities: PAN UK works to eliminate the dangers of toxic pesticides use to human health plus the environment, reduce pesticide use and raise awareness of sustainable alternatives.

Classification

- **How:** Provides Services, Provides Advocacy/advice/information, Sponsors Or Undertakes Research, Acts As An Umbrella Or Resource Body
- **What:** The Advancement Of Health Or Saving Of Lives, The Prevention Or Relief Of Poverty, Overseas Aid/famine Relief, Environment/conservation/heritage
- **Who:** Other Charities Or Voluntary Bodies, The General Public/mankind

Geography

- **Area of benefit:** WORLDWIDE
- Antigua And Barbuda
- Belgium
- Benin
- Ethiopia
- Gabon
- Ghana
- Kenya
- Madagascar
- Mali
- Senegal
- Suriname
- Tanzania
- Zambia
- Zimbabwe
- Throughout England And Wales

Finances

| Period end | Income | Expenditure | Assets | Employees |
|------------|------------|-------------|------------|-----------|
| 2024-12-31 | £1,472,638 | £1,359,498 | £1,182,877 | 15 |
| 2023-12-31 | £1,408,534 | £1,391,110 | £1,069,737 | 14 |
| 2022-12-31 | £1,221,948 | £1,060,062 | £1,052,313 | 12 |
| 2021-12-31 | £943,228 | £949,174 | £890,427 | 12 |
| 2020-12-31 | £1,197,570 | £818,635 | £896,373 | 10 |

Trustees

| Name | Role | Appointed |
|----------------------------|------|------------|
| Aiwerasia Vera Festo Ngowi | | 2021-12-07 |
| BARBARA DINHAM | | 2014-05-16 |
| CHRISTOPHER EVERARD STOPES | | |
| Edward Andrew Moore | | 2020-05-27 |
| LASSE BRUUN | | |
| Sondhya Gupta | | 2022-02-22 |
| Stephanie Morren | | 2023-02-21 |

PESTICIDE ACTION NETWORK UK

England & Wales - Charity number 327215

Accounts

Annual Report and Financial Statements

For the year ended 31 December 2024



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Cover image: Ugayo Women's Spinning Association: One of the income-generating micro-enterprises set up for women as part of PAN UK's cotton work in Southern Ethiopia. These groups bring women together in formal associations to increase yarn volumes and sales. They provide valuable extra cash, serve an important social function and give women an opportunity to improve their confidence and business skills. Credit PAN UK.

The context

Pesticides impact nearly all life on earth. They are designed to kill pests, but it has been estimated that **less than 0.1% of pesticides actually reach their targets**. Pesticide use is increasing globally causing harm to the environment and ecosystems and to human health and farmer livelihoods

It is thought that **over 14 million people have been killed by synthetic pesticides** since the green revolution in the 1960s. Even today, 70 years later, about **385 million cases of non-fatal unintentional pesticide poisonings occur every year** with approximately 11,000 deaths. Pesticide self-poisoning makes up 110,000–168,000 (14–20%) of global suicides. Pesticides are also associated with a multitude of serious illnesses including a range of cancers and neurological, immunological, and reproductive disorders.

Pesticides have been identified as one of the key drivers of global biodiversity loss. Direct effects of pesticides have been linked to population reductions of terrestrial insects, aquatic arthropods, organisms responsible for pollination and natural pest control, birds, and others. Study after study is uncovering the role that pesticides play in dramatic pollinator and insect declines. Bird populations are also suffering significant losses, as the **populations of farmland and common birds in the UK have fallen by 46% and 10% respectively**

For nearly 40 years, Pesticide Action Network UK (PAN UK) has worked to tackle the problems caused by chemical pesticides in the UK and globally.

Mission

Our mission is to end the harms to human health and the environment from pesticides.

Aims

We aim to:

- eliminate hazardous pesticides
- reduce dependence on pesticides
- promote ecologically sound, and socially just, alternatives to chemical pest control

Objects

Our objects are:

1. To carry out research into, to gather and disseminate information relating to the manufacture, use, sale and application and effects of pesticides, chemicals, gases anywhere in the world; and
2. To carry out research into, to gather and disseminate information relating to alternatives to pesticides.

Strategic goals

We completed the process of developing a new strategic plan in 2021 and have just completed our fourth year of work under this framework.

The strategic plan sets out our organisational objectives for the period 2021 to 2025. It also captures our theory of change and the way in which we will work to deliver our objectives. In addition to the main strategic goals, there is also a cross cutting goal associated with information provision to the general public.

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| Goal 1: To reduce pesticide use and related harms in the UK. |
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| 1.1 UK Government puts in place new measures to drive a major reduction in pesticide use by farmers, and defends against threats to existing pesticide standards arising from EU exit. |
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| 1.2 UK Supermarkets take significant steps to reduce pesticide-related harms caused by their supply chains. |
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| 1.3 Local councils go pesticide-free as part of a long-term strategy to achieve national ban on urban-pesticide use. |
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| Goal 2: To reduce pesticide use and related harms in agriculture internationally |
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| 2.1 International Institutions, national authorities and mechanisms support the reduction of pesticide use, the adoption of agroecological methods and the elimination of Highly Hazardous Pesticides (HHPs) in agriculture. |
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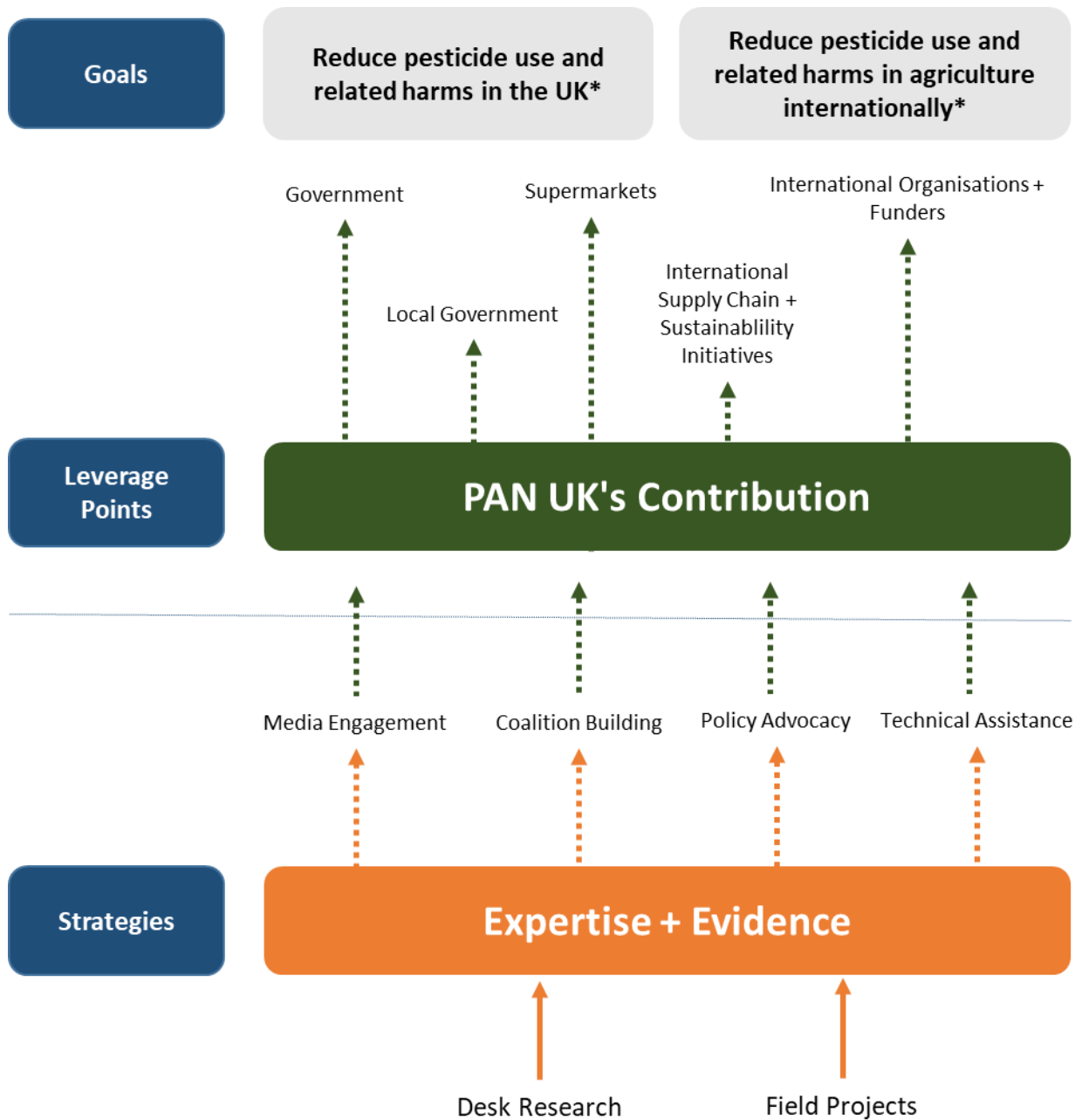
| |
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| 2.2 Key international supply chain initiatives prohibit the use of HHPs, reduce pesticide use and promote the use of alternatives to pesticides. |
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| 2.3 Strengthened evidence base on pesticide-related harms and alternatives to pesticides underpins PAN UK and others' advocacy |
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Towards the end of the year, we commenced work on the next strategic framework which will come into effect at the conclusion of the current one. This work is ongoing at the time of writing this annual report.

How will we achieve the strategic objectives?

Our unique contribution and approach to achieving the strategic objectives is summarised in the diagram below, with the specific activities undertaken in 2024 described on the following pages.



*through the adoption of agroecological solutions and ecologically based alternatives

Goal 1: To reduce pesticide use and related harms in the UK

1.1 UK Government puts in place new measures to drive a major reduction in pesticide use by farmers, and defends against threats to existing pesticide standards arising from EU exit

Significant achievements and activities 2024

This area of work focuses on influencing national-level, political decision makers to take action to drive a reduction in pesticide harms. Originally designed to take advantage of opportunities, and defend against threats emanating from EU exit, we work to ensure that the UK regulatory system is fit-for-purpose in terms of protecting human health and the environment from pesticides. In order to increase our reach and impact, much of this work is conducted with the Pesticide Collaboration which we founded and co-host with RSPB. It also includes a major strand on ensuring that post-Brexit free trade agreements do not weaken UK pesticide protections.

2024 saw another chaotic year from the UK government. Despite our best efforts with the Department for Environment, Food and Rural Affairs (Defra) and parliamentarians, there were few positive moves on pesticides at the national level. Due to the appointment of another new Defra Secretary of State at the end of 2023 (the eighth in ten years!), key policies such as the UK Chemicals Strategy and National Action Plan remained unpublished. In June, a snap general election was called once again halting Defra's work. In July, the new Labour government came to power with Daniel Zeichner MP – who we have spent many years building a relationship with and educating on pesticides – appointed as Farming Minister while Emma Hardy MP was put in charge of chemicals.

Despite these challenges, we managed to make considerable progress at the national-level using both insider and outsider strategies to take advantage of the ever-changing external context.

Our work to protect pollinators from pesticides took a major leap forward in March when we were instrumental in securing a Westminster Hall debate on the use of highly bee-toxic neonicotinoids and briefed both Labour and Lib Dem MPs in the run up. Numerous parliamentarians came out in support of our work not only on neonics but also on pesticide reduction, pet medicines, the cocktail effect, international trade and climate change. In the debate, now Defra Farming Minister Zeichner said “The key point is that we are here again—for the fourth time. It really is a case of déjà vu. We are also still waiting for the National Action Plan on Pesticides. I have had this brief for four and a half years now, and the Pesticide Action Network have been pressing me on this point all the way through.” Thanks to this and years of other lobbying efforts, we secured a public commitment from Labour that, if elected, they would end the cycle of repeat emergency authorisations for neonics. In the second half of the year, we continued working with Defra to ensure the government kept its promise and puts legislation in place to prevent any future backsliding.

In May, we heard from Defra that, thanks to our efforts, the Environmental Land Management Scheme had been expanded to cover new actions for arable and horticulture farmers aimed at reducing herbicide use. Thanks to the Integrated Pest Management standard for which we advocated, 430,000 hectares were being managed without insecticides.

While the General Election was in many ways disruptive to our work, we were able to use it to advance our aims. We produced a Pesticides Manifesto and secured support for it from 25 NGOs including Wildlife Trusts, RSPB and the Nature Friendly Farming Network (NFFN). Using this as our key advocacy tool, we succeeded in securing commitments on pesticide reduction in the Lib Dem and Green manifestos, the first time that pesticides have been mentioned in UK general election manifestos. Following the election, we sent a briefing to all relevant ministers and civil servants outlining the plethora of ways in which the previous government had

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weakened UK pesticide standards and making recommendations for how the new government could fix them. Chemicals Minister Emma Hardy and Defra's Deputy Director for Chemicals both responded to say that the briefing was extremely helpful and they would take our views into consideration. Continuing our election follow-up work, in September, we ran events at Liberal Democrats, Labour and Green Party Conferences. The Lib Dem event was particularly successful with standing room only and was covered by the farming press.

We have continued our work tracking the divergence of EU and UK pesticide standards. In response, the government withdrew approval for 11 pesticides approved in the UK but not the EU. In light of Labour's so-called 'UK/EU rest' and its desire to sign a new Sanitary and Phyto Sanitary (SPS) Agreement with the EU in order to reduce friction on trade, we have increased our focus on divergence. In September, we gave the Guardian an exclusive on a story exposing that the previous UK government had weakened safety limits for pesticides on 115 types of produce. The story was on the front cover of the print edition and was the website's most read story.

Our high-profile work on international trade continued throughout 2024. We worked with Peers for the Planet to table an amendment to the implementing legislation for the Comprehensive and Progressive Trans-Pacific Partnership (CPTPP) in the Lords. While all amendments were rejected, it meant that pesticides were at the centre of discussions and our concerns were quoted again in similar debates in the House of Commons and the Welsh Senned. In July, we sent a briefing to new Trade Minister Douglas Alexander on the UK-India deal which led to a meeting with UK negotiators. Pesticides continue to be mentioned in all high-level political discussions regarding trade thanks to our ongoing efforts.

In addition to these advocacy efforts, we published a range of innovative outputs which garnered significant media attention and underpinned our wider advocacy efforts. For example, in April, we launched research revealing that PFAS pesticides were present in UK food items. The coverage included the front page of the Metro, articles in The Times, Telegraph, Daily Mail, The Sun, Independent, Evening Standard, Daily Mirror and Express. We did TV and radio interviews for Good Morning Britain, ITN, Channel 5 News, BBC Radio Five and LBC. We are now working with CHEM Trust and Fidra on PFAS.

In December, we published the Dirty Dozen, our annual flagship communications product, which analyses the results of the UK government's residue testing and publishes them in a handy list to help inform consumer shopping decisions. We tied it into our work on trade and ports by highlighting our findings that imported food was far more problematic in terms of residues than domestically grown produce. The launch secured coverage including the Guardian, Daily Mail, Independent, Evening Standard and Press Association. It was also covered widely in the farming press and travelled well on social media, driving 700 new subscribers to our mailing list.

Throughout 2024, we met with a wide range of political decision makers including MPs and Peers from all the major parties and high-level civil servants from Defra and the Department for Business and Trade.

Plans for 2025

With a fairly new government, 2025 should be an interesting year for UK pesticide policy. Long-awaited government strategies are expected to be published, ending the stagnation of the previous seven years. The new Labour government hopes to improve trading relations with the EU which could have hugely positive implications for UK pesticide standards. They have also promised to end repeat 'emergency' permissions of neonics, demonstrating their commitment to nature. With all that in mind, our national-level work aims to make progress with the following objectives in 2025.

The UK Government;

- Introduces ambitious pesticide reduction targets and the monitoring systems required to underpin them when it publishes the National Action Plan on the Sustainable Use of Pesticides.

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- Expands and strengthens measures designed to support farmers to transition away from reliance on pesticides and adopt safer and more sustainable alternatives.
- Prevents post-Brexit trade deals from weakening UK standards that are designed to protect human health and the environment from pesticides.
- Commits to dynamic regulatory alignment with EU pesticide standards.
- Makes significant progress towards introducing a UK-wide ban on urban pesticide use.

In addition, glyphosate (the world's most widely used herbicide) is coming up for reapproval in the UK in December 2026. In preparation, in 2025, we will be building a coalition of NGOs and other key stakeholders to both conduct their own work on the topic and to strengthen and echo our calls. Since glyphosate is a Highly Hazardous Pesticide (HHP) due to its links to cancer, we will be calling for it not to be reapproved. However, if it is granted a new license then it should be with an accompanying set of restrictions designed to both reduce overall use and limit the impact of glyphosate exposure on human health and the environment. These restrictions/conditions should include:

- Shorter approval period of five years (instead of the usual 15)
- Ban on sales to the public
- Ban on use in the amenity sector
- Ban on pre-harvest desiccation

While we tend not to campaign on individual active substances, glyphosate is different because it allows us to raise almost all of the issues we work on including farming, urban and amateur use, corporate capture of the regulatory system, weaknesses in the approvals regime, resistance, human health, biodiversity, water quality and residues in water and food. As such, it will be a key focus of our work in both 2025 and 2026.

1.2 UK Supermarkets take significant steps to reduce pesticide-related harms caused by their supply chains

Significant achievements and activities 2024

PAN UK's supermarkets campaign combines public-facing communications with behind-the-scenes advocacy, with the aim of reducing pesticide-related harms linked to the global supply chains of the top ten UK supermarkets. We continue to be the only organisation working with UK supermarkets on pesticides.

In 2024, the campaign was dominated by the process around preparing and launching the supermarket ranking, which we publish every two years. This began in February when we started designing the survey we send to all supermarkets which contains more than more than 70 questions on six topics: 'phasing out the most hazardous pesticides', 'supporting suppliers to adopt non-chemical alternatives', 'reducing residues in food' and 'protecting pollinators'. All ten supermarkets participated in the ranking which was published in November. While the ranking process is a huge amount of work, it does continue to drive significant change in supermarket policies and behaviour, and supermarkets repeatedly tell us how important it is to them. For example:

- Waitrose: *"...the survey has highlighted some areas of focus which we will continue to work on over the coming months".*
- M&S: *"You can be sure we'll be working hard to put some clear water between us and Waitrose in the coming 2 years! Let's maintain dialogue and have your direction as our strategy develops."*
- Asda: *"We are reflecting on all aspects and some points you raised will be prioritised."*
- Aldi: *"Now that the PAN Survey has been published, we're keen to arrange a meeting to go through your recommendations for how we can strengthen our pesticides policy."*

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The ranking travelled well on social media and was shared by a range of like-minded organisations and individuals. Our e-action which accompanied the ranking launch saw 12,729 emails sent to supermarket CEOs by the end of the year. The emails called for supermarkets to do more to protect pollinators by committing to phase out highly-bee toxic pesticides from their global supply chains by 2030 and go pesticide-free around all their UK stores and car parks. We had 7,076 users and 16,302 views of our supermarket webpages in November and December, a 250% increase in average monthly traffic in 2024.

In the first half of the year, we continued our direct engagement with supermarkets, holding bilateral meetings with technical staff at M&S, Asda, Sainsbury's, Tesco and the Co-op. These meetings involve us presenting recommendations for improvements to company pesticide policies while supermarkets provide us with updates on their ongoing efforts.

We also began a specific stream of work encouraging supermarkets to look at farmworker poisonings in their global supply chains which – despite data suggesting that 44% of farmers are poisoned by pesticides every year – remain largely invisible both to the companies themselves and customers. In April, we arranged for an ILO expert to present a new methodology for conducting health and safety risk assessments with worker participation, with seven of the top ten supermarkets in attendance. We also ran a trial of our pesticide poisoning monitoring app T-MAPP with one of the big supermarkets, the first time it has been used by a large corporation. While the trial was challenging for a variety of reasons it gave us useful learnings regarding running such a project in a commercial setting and our plan is to try again with an adapted approach. Overall, our work to bring the issue of farmworker poisoning to the fore has been a success. While some supermarkets continue to be in denial over the issue of worker poisoning, we are now working with others to strengthen their internal policies.

In March, we ran an e-action for World Wildlife Day asking supermarkets to stop selling pesticide products. It resulted in another 4,000 emails being sent and Lidl subsequently became the third supermarket – and first 'discount retailer' – to stop selling pesticides. Only five of the top ten supermarkets now continue to sell gardening pesticides, while just four still sell toxic pet tick and flea treatments.

Building on our knowledge of helping councils to end urban pesticide use, we have been advising supermarkets on how to end their own use of amenity pesticides. Thanks to this, six supermarkets are now trialling non-chemical alternatives to pesticides for use around their stores and car parks and considering planting bee-friendly plants on verges. It remains to be seen which will be first!

While most supermarkets continue to make incremental progress on reducing pesticide harms based on our advice, the most significant win in 2024 was the launch of M&S' much-improved new pesticide policy which includes:

- Banning 14 Highly Hazardous Pesticides (HHPs) and flagging an additional 32 for phase out.
- Creating new channels which enable farmworkers to report poisoning incidents.
- Setting up a funding programme designed to support its international growers to reduce their use of the most toxic pesticides and trial and adopt non-chemical alternatives.
- Introduction of a full ban on the use of neonicotinoids on any crops that produce flowers attractive to bees.
- A new policy that when EU and UK Maximum Residue Limits diverge the stronger of the two is used.

Plans for 2025

In 2025, we will significantly increase our focus and capacity on the supermarkets campaign. UK supermarkets are not experiencing the financial crisis faced by local and national government and are therefore more able to fund pesticide reduction work. With this in mind, we have hired our first full-time dedicated Supermarkets

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Campaigner. She begins her role in January 2025 and we are excited to see how this increase in capacity can build on the significant impacts we are already having within the retail sector.

One of the first tasks for our new Campaigner will be to lead an update of the supermarkets campaign strategy. However, we do already have some plans in place for the year which are as follows:

- Individual meetings with the top ten supermarkets to reiterate the priority recommendations we identified in the 2024 ranking, secure commitments for implementation from them and agree next steps. We are pleased to already have meetings in the diary with all ten supermarkets during quarter 1 of 2025.
- A series of roundtable events in partnership with the Nature Friendly Farming Network (NFFN) featuring UK farmers working hard to reduce pesticide use.
- A project sharing supermarket best practice case studies on their efforts to reduce pesticide use and help suppliers to adopt non-chemical alternatives.
- Production of briefings on ending the sale of pesticide products and amenity pesticide use to enable our contacts at supermarket, who mostly work in fresh produce, to approach colleagues in other departments with our asks.
- A revamp of the supermarket section of our website and relaunch of the broader campaign communications to ensure that we are communicating more regularly with our supporters on the topic.
- Our biannual horizon scanning documents which provide supermarkets with an overview of upcoming UK, EU and international policy developments on pesticides.

1.3 Local councils go pesticide-free as part of a long-term strategy to achieve national ban on urban-pesticide use

Significant achievements and activities 2024

The Pesticide-Free Towns (PFT) campaign aims to end urban pesticide use by UK councils through working directly with decision-makers and providing residents with the tools and information they need to act. While urban pesticide use only makes up 10-15 percent of the UK's total pesticide usage, it is the second most common route of exposure for UK citizens after diet.

Now in its tenth year, the PFT campaign continues to secure major impacts at the local level. In 2024, an additional 20 councils either went pesticide-free, committed to do so, or took major steps towards this goal thanks to our efforts. They include the London Boroughs of Richmond, Hackney and Kingston, Birmingham, Newtown Abbott, Warwick District, Newquay, Kidderminster, Rochford District and Frome. We have provided direct advice and support to an additional thirty UK councils. Turning to local residents, seven new PFT campaigns were established and we provided bespoke support to existing campaigners in a wide range of locations. We also ran two well-attended Campaigner Catch-up events and secured a range of local and national media coverage for the campaign, often in conjunction with local residents.

We continued to use our convening power to run four peer-to-peer events, bringing councillors and council officers together from across the UK to share learnings, seek advice and motivate each other. We also expanded our suite of materials aimed at supporting both local campaigners and land managers. In 2024, this included the publication of a Pesticide-Free Schools policy and advice for campaigners on what to do if their council declares bankruptcy.

Despite these successes, it is becoming harder to secure and maintain local level wins, largely due to the funding crisis engulfing local councils. In January 2024, Brighton Council informed us that they would be returning to using glyphosate on pavements. We immediately sprang into action, giving interviews to both local and national media. We briefed opposition councillors and local MPs and mobilised allies, like-minded

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organisations and community groups from across the city, culminating in a well-attended protest outside the Town Hall during which the lead Councillor came and spoke to the protestors. In May, in response to articles in national media that were spreading misinformation thereby destabilizing efforts by other UK councils to go pesticide-free, we published a Brighton 'myth busting' blog which we have shared with councillors, campaigners and journalists across the UK. We continued our efforts over the summer by mobilising 50 community groups and schools from across the city to write a joint letter to the Council calling for them to revert to being pesticide-free.

In response to the challenging external context, we have made a number of adjustments to our strategy, including increasing our engagement with other (non-council) major land managers. In 2024, this included advising Gatwick Airport, Oxford University, Nottingham Community Housing Association, schools, university campuses and conservation organisations.

We have also significantly increased our focus on securing a nationwide ban on urban use. This very much follows the example of France which introduced a nationwide ban on urban pesticide use in 2017, once a sufficient number of local authorities had made the move themselves. In 2024, we worked with ClientEarth to draft legislation banning pesticide use by English Councils. We presented the Bill to MPs and Peers at a parliamentary event, and it was tabled by both Baroness Bakewell in the House of Lords and Green MP, Sian Berry in the Commons (the second reading in the Commons is planned for 2025). In order to give the Bill the best chance of becoming law we also invested in mobilising the public to call for a national ban. We were instrumental in the design and implementation of the first phase of the Pesticide Collaboration's public campaign calling for a ban on urban use which secured 20,000 petition signatures. We also conducted media work calling attention to the need for a national ban including interviews on LBC and Radio 2 and a Guardian article tied to the Olympics highlighting that Paris has been pesticide-free for many years. With the aim of ensuring that the years of local level works feeds into national level efforts, we drafted and organised a letter from councillors calling for a nationwide an on urban pesticide use which was signed by more than 200 councillors from across the UK. Following the General Election, we wrote to the new Chemical Minister Emma Hardy. She responded expressing interest in hearing more about banning urban use and a roundtable with her and a number of councillors that have led their councils to become pesticide-free is planned for early 2025. In preparation for meeting the Minister, we produced a briefing for Defra on the support that councils need from central government in order to go pesticide-free (produced in consultation with councils).

This national level work has only been possible because we have reduced the amount of staff time spent on the local-level work. Due to its grassroots nature, and our success in attracting so many local campaigns, it had become an incredibly labour-intensive campaign that, at one point, was taking up 50% of the team's capacity (despite urban pesticide use only constituting 10-15% of all usage in the UK). We therefore took the opportunity of our PFT campaigner leaving in August to shift priorities. PFT is now being run by our policy officer with support from our communications team. We continue to advise councils that approach us but are no longer reaching out proactively to councils. We have also reduced the support we offer to local residents, although continue to create public-facing materials and provide bespoke advice when we are asked. The new Labour government appears to have genuine interest in eliminating urban pesticide use so we are confident that – ten years into the PFT campaign - this shift in capacity from local to national level work is the best chance of achieving our ultimate goal of making all our villages, towns and cities pesticide-free.

Plans for 2025

As outlined above, the PFT campaign will continue its local level work while increasing focus on achieving a nationwide ban on urban pesticide use.

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At the local level, we will continue to provide bespoke advice to both councils and local residents who approach us. We will use our convening power to run two meetings of the Pesticide-Free London Leaders Network which is aimed at helping London councils that are relatively far along on their journey to go entirely pesticide-free. We will also run two sessions of our wider Peer-to-Peer events which are attended by councils from all over the UK. Our work advising other major land managers (such as schools, universities and housing associations) will continue, as will our ongoing publication of relevant materials and briefings.

In terms of pushing for a national ban, we have a range of major activities planned, including:

- Roundtable meeting with Defra Minister for Chemicals, Emma Hardy. We have arranged for councillors that have made their area pesticide-free to attend so they can share their experiences directly with the Minister. At the meeting, we will hand over our letter signed by 200+ councillors calling for UK government support for councils to go pesticide-free. We will also hand over a briefing detailing what that support should look like.
- Work with Sian Berry MP to gain parliamentary support for her Bill banning urban pesticide use by English councils (which we drafted with ClientEarth).
- Publishing an in-depth case study on how France managed to ban all non-agricultural pesticides and what has happened since, pulling out key learnings for the UK.
- Based on 3,400+ Freedom of Information requests, we will publish a report and set of infographics reporting on the current status of urban pesticide use by UK councils.
- Launch a study looking at the presence of pesticide residues in children's playgrounds.

Goal 2: To reduce pesticide use and related harms in agriculture internationally

2.1 International Institutions, national authorities and mechanisms support the reduction of pesticide use, the adoption of agroecological methods and the elimination of HHPs in agriculture

Significant achievements and activities 2024

One of PAN UK's great strengths is its ability to collaborate with a wide range of allies. This approach makes best use of our specialist expertise in pesticides while building wider support for our issues and increasing pressure for positive change. Through chairing PAN International's Advocacy Working Group, active engagement in outside networks and by nurturing strategic relationships, PAN UK's work has significantly increased the diversity and strength of voices supporting and pledging action on Highly Hazardous Pesticides (HHPs) and increased uptake of agroecology.

The Global Framework on Chemicals (GFC) is a broad international policy instrument on chemicals and waste, and joins the Global Biodiversity Framework (GBF), and the Paris Agreement of the UN Framework Convention on Climate Change as humanity's response to the triple planetary crises of biodiversity loss, climate change, and pollution. These problems are closely connected and pesticides are an important driver for all three crises.

In late 2023, PAN UK successfully mobilised support to secure Target A7 of the Global Framework on Chemicals (GFC) to phase out use of HHPs in agriculture; the adoption of a Resolution to establish a Global Alliance on HHPs; and Target D5 on agroecology. Following that success, PAN UK moved to highlight synergies between these commitments and complementary pledges across different multilateral environmental agreements (including the Global Biodiversity Framework, GBF, and UN Climate Change) which has introduced action on HHPs and agroecology to new audiences and constituencies. We have seen large multistakeholder entities, such as the Agroecology Coalition (with over 40 governments as members) come on board to support action on HHPs under the umbrella of the Global Alliance, and place pesticides on the table in the context of food system reform for climate mitigation and adaptation. Many parts of governments who did not know about HHPs now do, and most key stakeholders across nearly all sectors actively support a phase out. This is major progress.

PAN UK is now a key member of three working groups developing indicators to be used in national reporting on GFC targets, including the HHP phase out, which will 'put the flesh on the bones' of targets.

A goal to halve the risk from pesticides by 2030 was agreed as Target 7 of the Global Biodiversity Framework of the Convention on Biological Diversity (CBD) in late 2022 (which PAN UK helped to secure), and since then we have worked hard to influence interpretation of the target and, through highly targeted lobbying and technical inputs into a global experts group, have significantly influenced and strengthened the indicator that will be used to measure and report national and international progress. Over this time, we have coordinated with allies such as Third World Network, Biovision/Global Alliance for the Future of Food and the World Wide Fund for Nature (WWF), to name a few.

Plans for 2025

Critical decisions on indicators under both the GBF and GFC are likely to be taken during 2025, and we are working to ensure they will help to cement measurements that lead to meaningful action on HHPs. PAN UK continues to follow these deliberations closely and to actively counter arguments from opponents that seek to weaken such measures.

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Over 2025, we will encourage countries to set bold national targets for HHP elimination – contributing to wider pesticide risk (and use) reductions – and increased support for agroecology as key contributions to action plans under the three international policy instruments to address pollution (GFC), biodiversity loss (GBF), and climate change (UNFCCC).

We will step up our work pushing for action on HHPs to be central to GFC sectoral ‘Implementation Programmes’ – which are UN coordination mechanisms intended to drive delivery of the GFC. Our primary focus at this stage is on a textile sector IP, which offers an opportunity to drive action to address HHPs in cotton production. A meeting in Paris in February 2025 offers an important opportunity to engage with UN organisations and other stakeholders to shape the new textiles Implementation Programme.

Our role in the Global Alliance on HHPs – expected to be formally established in 2025 – will be instrumental in driving HHP phaseout. We will step up pressure for its establishment as an effective, multistakeholder forum as soon as possible in 2025. Once it is established, we will increase our efforts to encourage parties and supply chain actors to become active members to tackle HHPs in agriculture.

Over 2025 we will continue to publish evidence of the harms caused by hazardous pesticides and to push for action to tackle these harms. In the first quarter of the year, for example, we will publish a peer reviewed study of acute pesticide poisoning among cotton farmers in Tanzania and bring this evidence to decision makers in Africa and in global cotton supply chains. We will also bring this evidence to UN organisations and governments at the Conference of Parties of the Rotterdam and Stockholm Conventions in April/May 2025.

2.2 Key international supply chain initiatives prohibit the use of HHPs, reduce pesticide use and promote the use of alternatives to pesticides

Significant achievements and activities 2024

Sustainable supply initiatives offer a key point of leverage to reduce the use and harms of pesticides in global agriculture. Over the past two decades, PAN UK has contributed to the development of voluntary standards and leading multi-stakeholder initiatives in export-orientated tropical agricultural commodity crops, which have been a hotspot of pesticide related harms. Thanks to our expertise spanning field level practices to global policymaking, we are able to contribute to the development of effective sustainability standards and support the implementation of high-quality support on alternatives for smallholder farmers. Over the years we have worked with Fairtrade, Global Coffee Platform and the Forest Stewardship Council for example.

PAN UK has a long-standing focus on cotton, due to the high use of pesticides in general and Highly Hazardous Pesticides in particular in this crop. As we have described in section 2.3, our work to support cotton farmers to adopt agroecological practices is having incredibly positive impact. Meanwhile, we are working closely with several key actors to encourage the take up of good practices at a much larger scale. The Organic Cotton Accelerator (OCA) and Better Cotton Initiative were a focus of our work with multi-stakeholder initiatives in 2024, both are well connected to farmers and working through them enables our small team to have an outsized impact on actual implementation.

PAN UK was a founding member of the Organic Cotton Accelerator (OCA). PAN UK’s director Keith Tyrell has served on OCA’s Board of Trustees since its founding in 2016, and as Chair of the board from 2020 until 31 December 2024. During this time, OCA has grown at pace, driving increased production of pesticide-free cotton, and providing quality support to farmers in India, Pakistan and Türkiye.

Through our membership of the Better Cotton Initiative, participation in governance and standard setting procedures, we aim to reduce the negative impacts of pesticides and promote training and good practice among 2.2 million Better Cotton farmers, who account for 22% of global cotton production.

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Better Cotton established strong targets on pesticide risk reduction, including HHP phase-out by 2028 and an overall reduction target of 50% by 2030. It has also significantly enhanced its farmer support programmes and funding allocation in 2024.

We have also worked to support quality implementation by providing technical support on pesticides and non-chemical alternatives. In 2024 we have supported Better Cotton with three tools, including:

1. **The Food Spray Method**, a non-chemical approach to managing pests through the promotion of natural predatory insects. It was developed by PAN UK in our projects in Benin and Ethiopia. Following in-depth training of trainers, Better Cotton has now trained 214,970 farmers in India to use the food spray method, with further expansion planned. A great example of how we test innovations in our projects and then work with others to deliver larger scale impact. Food Spray - Pesticide Action Network UK (pan-uk.org).
2. **Tool for Monitoring Acute Pesticide Poisoning (T-MAPP)**: Understanding conditions of pesticide use and pesticide poisoning of smallholder farmers and farmworkers using PAN UK's health monitoring tool.
3. **Assessing and driving improvement in pest management practices through PAN UK's IPM Ladder**. Better Cotton is rolling out PAN UK's IPM ladder, a training and assessment tool designed to drive better understanding and adoption of the various practices that help to reduce dependence on pesticides.

After the success of our IPM ladder for cotton, we have now created an IPM Ladder for onion and produced IPM guidance for onion producers and extension agents. This work was conducted in partnership with PAN Ethiopia and Bees for Development. Heavy pesticide use in onions was harming human health and also affecting bees, which are valued by farmers for their pollination services, honey and beeswax.

PAN UK's Sustainable Cotton Ranking and Cotton Papers (Cotton and Corporate Responsibility, Cotton and Climate, Cotton and Labour) were published in 2023 and 2024 bringing attention to the state of sustainability in the cotton sector and proposing recommendations for the private and public sector.

Beyond cotton, PAN UK is a member of the Global Coffee Platform (GCP). In 2024, PAN UK concluded work with GCP's Pesticide Action Group on establishing a plan for meeting GCP's commitment to phasing-out HHPs by 2030, from coffee sustainability schemes recognised by GCP. There are now 27 schemes recognised by the GCP, covering 74% of global coffee purchases. Over 2025 we will be working to hold companies to account for action on achieving the objective of HHP-free coffee production.

PAN UK has also led the pesticides section of the Chocolate Scorecard, a collaborative initiative of 40+ civil society organisations to grade all major companies operating in the cocoa supply chain such as traders, processors, manufacturers or retailers. PAN UK has redeveloped the pesticides component of the annual ranking, enabling the network to advocate for strong action on pesticide harm by supply chain actors, and we are now seeing clear improvements from leading chocolate companies. PAN UK is also developing a new collaboration to collect data and raise awareness of the impacts of pesticides in cocoa production.

In 2024, the concept of regenerative agriculture gained momentum among mainstream corporate actors. Without any widely agreed definition, many competing frameworks have emerged with varying requirements on reducing pesticide harms. For example, the current draft of REGEN10 – a regenerative agriculture initiative with high-level corporate and government support with the ambition to roll out its framework to over half of global agriculture production and land - is very weak on pesticides. The draft framework does not reflect global commitments made to phase-out HHPs, under the Global Framework on Chemicals, or to reduce pesticide risk to biodiversity by at least half, as enshrined in the Global Biodiversity Framework. We submitted

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recommendations and have continued to engage with the secretariat to encourage the incorporation of global commitments in REGEN10's outcomes framework. REGEN10 have delayed the release of a final version of the framework until 2025, and we will watch its development closely.

Plans for 2025

We will continue to engage with standards and other supply chain actors to secure stronger commitments to reducing reliance on pesticides, phasing out HHPs and promoting agroecology. We will press them to increase resources for farmer training in agroecological practices and to collect more robust data on the negative impacts of pesticides on their producers in order to drive more effective action. In addition to close direct engagement with certain standards, particularly members of the ISEAL group of major sustainability standards, we will make the case to a wider community of supply chain actors for a transition to agroecological practice based on case studies from our own projects and we will encourage suitable actors into global spaces such as the Global Alliance on HHPs in order to advocate for higher standards on HHPs and agroecology and to share learning and experience.

In the first quarter of 2025 we will be supporting Be Slavery Free to rank chocolate companies on their pesticide policies and actions through the Chocolate Scorecard (described above). We also plan to work with the NGO INKOTA and the Centre for Pesticide Suicide Prevention based in Edinburgh University to collect new data on pesticide poisoning among cocoa farmers in West Africa and to bring this to the attention of chocolate companies sourcing cocoa in the region, to national and regional authorities and consumers. In a similar way, PAN UK will be supporting the efforts of its allies to establish a new coffee scorecard, which will include a ranking exercise concerning pesticide use in coffee.

2.3 Strengthened evidence base on pesticide-related harms and alternatives to pesticide use to underpin PAN UK and others advocacy

Significant achievements and activities 2024

Cotton in Benin

Our work to tackle harms caused by pesticides in the cotton sector saw some very significant progress in 2024. Over the last three years we have almost doubled the number of organic cotton producers we support in Benin to 8,870, including 2,552 women (29%). This work was conducted in partnership with OBEPAB (L'Organisation Béninoise pour la Promotion de l'Agriculture Biologique), Aid by Trade Foundation (AbTF) and Reinhart and supported by Traid and GIZ. The increased scale of organic cotton production has put Benin's organic cotton sector on the map and improved our access to key decision makers in Benin, as well as traders of organic cotton and other supply chain actors. Partners worked together to build a stronger relationship with SODECO, the main cotton ginner in Benin, who accepted an invitation to join the consortium for a new project funded by GIZ, Traid, AbTF and Reinhart, which was secured in the latter part of 2024. The new project will continue to offer support to existing organic producers, plus it will adapt existing services for conventional cotton farmers to transition to organic cotton production. Funding for a further three years has been secured with a high probability of further funding opportunities in the pipeline that will extend beyond this three-year period. We are working towards a significant scaling up of organic production within mainstream systems which would not only bring significant benefits to an expanding group of beneficiaries, but it would deliver an important message to the cotton sector globally regarding the viability of organic cotton production at scale based on agroecological principles. It would also enable OBEPAB to share their wealth of expertise with other cotton programmes across the region.

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Understanding unintentional acute pesticide poisoning

In 2024, the implementation of T-MAPP – our mobile phone-based app which was developed with the support of the C&A/Laudes Foundation, to collect data on pesticide poisoning – was significantly ramped up. T-MAPP provides much needed insights into the conditions of use of pesticides and the prevalence of unintentional acute pesticide poisoning and wider health and livelihood impacts. Critically, it gives regulators hard data identifying the pesticides involved that can be used to help them prioritise the most damaging pesticides for removal.

In 2024, T-MAPP was deployed across seven countries and in 10 different languages in partnership with various organisations including UN agencies, national governments, non-governmental organisations, academic institutions and sustainability standards. Over 11,500 questionnaire responses were submitted in 2024. In total, since its launch, T-MAPP has now been used to collect data from over 14,500 individuals across 11 countries and in 14 languages.

Since early 2024, T-MAPP has been used by partners in the health sector in Sri Lanka, in collaboration with the Centre for Pesticide Suicide Prevention (CPSP) at the University of Edinburgh, to undertake a novel longitudinal study of 1,200 pesticide applicators, with interviews every two months over a two-year period. Also, with CPSP and partners in the Nepal Ministry of Agriculture, over 600 farmers and farm workers were interviewed about their experience of unintentional acute pesticide poisoning over the last 12 months. Following data analysis, the results of this study were presented at the CPSP annual group meeting, alongside reflections on the benefits of T-MAPP by the project partner. With the FAO, a second phase of work was undertaken across three countries in Central Asia, building on work in 2023 to collect data from 1,200 individuals in areas with high prevalence of pesticide poisoning. In the second half of the year, we started trialling T-MAPP in India and Pakistan as part of the monitoring systems at Better Cotton, collecting data from over 5000 individuals.

In addition, T-MAPP data collected in 2021 on the experience of Caribbean vegetable farmers, was published in a peer-reviewed journal. A second paper, featuring T-MAPP data from Tanzania, will be published in 2025.

Governments that have used T-MAPP, and subsequently banned pesticides identified as causing poisoning, include Trinidad and Tobago, and Nepal.

Tackling harms from pesticides in Ethiopia

Vegetables and grass pea

Since 2018, PAN UK has partnered with PAN Ethiopia to promote agroecological vegetable production methods to help reduce intensive pesticide use by smallholder farmers in the Central Rift Valley, Lake Ziway area (with support from Traid) and near Bahir Dar in Amhara region (in collaboration with Bees for Development and with support from the Darwin Initiative).

In the Lake Ziway area, intensive use of agrochemicals had degraded soils and farmers had responded by using 2-3 times the recommended rate of synthetic fertilizers to try to secure reasonable yields. As part of our work to improve soil health we introduced vermicompost to support farmers to reduce dependence on costly and environmentally damaging chemical inputs while protecting their yield and income. The trials have proved successful, and we saw the approach being more widely shared and adopted in 2024. The results are also influencing the cotton farmers we work with further south in Ethiopia, who grow vegetables in the dry season.

Straw mulching is another ecological practice which has many benefits, including moisture retention, weed suppression and reducing disease incidence. Expanding the straw mulching trials, providing training for farmers and technical support to facilitate adoption has resulted in wide acceptance and promotion by the district and village level agriculture offices. The project has been very successful in building productive relationships with

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Government agricultural services. This work aligns with the government's strategy to mainstream more sustainable approaches into the crop production system.

The project is also supporting a self-help group of women in the Lake Ziway area to establish a new Participatory Guarantee System (PGS), which is a local certification system that provides reassurance to customers about the standard to which the product has been grown. In this case it will reassure consumers that their vegetables have been grown without the use of Highly Hazardous Pesticides. Our market research indicates that this will help the women to secure a favourable price and increased demand for their vegetables, whether on the open market or in hotels and restaurants.

Cotton

The current project in Ethiopia offers technical support to approximately 7,000 cotton producers to help them use low-cost agroecological techniques to produce a healthy crop and a good yield whilst reducing or eliminating the use of harmful and costly pesticides. Farmers are being trained in a range of techniques including intercropping, mulching and using locally available botanical preparations (such as neem leaf extract) instead of pesticides. The project also increases access to good quality cotton seed and fosters farmers' cooperatives to improve market opportunities for farmers. In a promising development the Gamo Development Association (GDA) has joined the organic cotton movement in Arba Minch. GDA, a business-focused community development organisation has dedicated 35 ha of cotton farm for seed multiplication. It is hoped that this will solve the inadequate supply of cotton seed to growers in the area and beyond. GDA signed contract farming agreements with four co-ops under the project and committed to buy cotton from IPM trained farmers.

Dr Stephanie Williamson retires

Finally, we want to pay tribute to our colleague Dr Stephanie Williamson who retired in June 2024 after over two decades of brilliant work at PAN-UK. We are so grateful to Stephanie for all her expertise and hard work over the years. Thankfully, she captured some of her experience in many valuable resources, from the book 'Replacing Chemicals with Biology: Phasing out Highly Hazardous Pesticides with Agroecology' to papers, field guides and manuals to help us and the wider world to continue to learn from her work.

Plans for 2025

Our priority is to secure new funding for 2025 in order to continue the valuable collaboration with partners in Ethiopia and Benin to test innovations; deliver effective training and support to cotton and vegetable farmers in IPM/agroecological practice; and to measure the impact. We will continue to use evidence and experience from the field to develop training resources and tools in order to disseminate learning and good practice more widely. We will also use the evidence to support our advocacy messages.

PAN UK will implement agreements to use T-MAPP with partners in Sri Lanka, Nepal, Morocco, Central Asia to collect data on acute pesticide poisoning among farmers and farm workers and to use the information to advocate for targeted regulatory measures to reduce harms from pesticides.

The team will continue to develop new training resources and to adapt field tools to encourage wider uptake of agroecological methods, which can build climate resilience. We will also continue to publish a variety of communications, including peer-reviewed papers, to offer pesticide regulators and other decision makers evidence of the benefits of replacing certain HHPs with safer alternatives.

Fundraising review

The majority of our funds are provided by trusts, foundations and institutional donors and these are raised through direct approaches, in response to requests for proposals from these organisations or as unsolicited donations. We raise a small but important proportion of our income each year from individual giving. Most of this income is unsolicited although we undertake an annual Christmas appeal designed to increase donations. For this appeal, fundraising communications were sent electronically to existing supporters and social media was used to raise awareness of the campaign. The original communications were followed up once, but we took great care to ensure that we protected the public from undue pressure and persistent communications. No complaints were received regarding the fundraising activity undertaken in 2024 and we are satisfied with the success of this campaign.

We use a supporter database to manage communications, including those related to fundraising, with our supporters. This is a key tool in ensuring the quality and success of our communications.

We are not currently registered with the Fundraising Regulator as this is a relatively minor area of work for us. We have received advice from a fundraising consultant regarding approaches to adopt and how to ensure our fundraising activity is effective and legal.

Financial review

2024 was another positive year for our organisational finances and we remain in a strong financial position at 31 December.

Our income for the year was £1,472,638, exceeding the total income in 2023, which was itself the highest figure in recent memory. This total figure is the combination of a decrease in unrestricted income from £336,445 to £184,855 and an increase in restricted income from £1,042,089 to £1,287,783. In 2023, we received an unrestricted grant of £50,000 from the Esmee Fairbairn Foundation to respond to cost of living pressures and a further grant of £110,000 from another longstanding donor intended to fund activities in 2024. These were not replicated in 2024 and account for the decrease in unrestricted income. The increase in restricted funding is primarily driven by the receipt of a grant from GIZ for our Benin cotton project (more detail in Section 2.3) at the end of 2024, where the majority of the funding is intended for work in 2025. This is unlikely to be repeated in 2025 and so we are expecting to see a fall in both restricted and total income in that year.

Total expenditure for 2024 was broadly equivalent to that in 2023 (£1,359,498 in 2024 compared to £1,391,110 in 2023) and the split of expenditure across the different strategic areas was broadly similar as well. The stability at the top level though masks some more significant changes in how expenditure was incurred across different cost types. The biggest changes here were: 1) an increase in staff costs of £67,074 resulting partly from year on year salary increases but mainly from three staff who were recruited during 2023 working for a full year in 2024; and 2) a decrease in grants to partners of £96,652 following the end of a grant that PAN UK was administering on behalf of the wider PAN network.

Of the total expenditure, £245,881 was funded by unrestricted funds and £1,113,617 was funded by restricted funds. This is an increase of £76,148 in expenditure funded by unrestricted funds and reflects the fact that one of our most significant donors towards Goal 1 activities switched to providing unrestricted funding in 2024. Many, but not all, of the costs that would previously have been charged to their restricted funding were consequently charged to unrestricted funds.

Overall, we saw a net increase in funds in 2024 of £113,140 split between a decrease in unrestricted funds of £47,474 and an increase in restricted funds of £160,614. The decrease in unrestricted funds essentially relates to us spending the grant of £110,000 received at the end of 2023 to fund work in 2024 whilst the increase in restricted funds mostly relates to the GIZ funding received in advance.

Total funds carried forward at the year-end were £1,182,877, of which £679,638 was unrestricted. These reserves are largely held as cash.

Reserves policy

Reserves are that part of a charity's unrestricted funds that are freely available to spend on any of the charity's purposes. These funds are important to a charity because they support the charity in managing the risk of insolvency, service closures, etc. in the event of future financial difficulties.

Each year, as part of the annual budget process, we undertake a review of the key risks facing the charity and the range of potential financial impacts of these risks. Once completed, the individual risks and ranges are reviewed together to determine the potential exposure of the organisation and, therefore, the level of reserves that should be held.

Our financial model is based on securing restricted funding to cover organisational and salary costs. This funding is often in the form of large grants of defined length and so there is a risk of funding gaps appearing if a grant ends without an immediate replacement. We manage this risk by seeking to diversify funding streams,

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seeking out longer term funding and increasing our unrestricted income but we also need to hold reserves to manage any gaps.

In addition to this risk, we also hold reserves to manage the risk of unforeseen operating costs, especially staff costs, and to support the management of working capital on large grants where we have to pre-finance expenditure before receiving the income.

Having made an assessment of the potential financial impacts of these risks and considered how these might materialise, we have determined that we should hold reserves in the range of £410,000 to £585,000. This is roughly equivalent to six to nine months of the total salaries plus core organisational costs budgets.

The current free unrestricted reserves are £679,638 (all unrestricted reserves are free as there are no designations and the net book value of fixed assets is nil), which is above the target range. This is a reduction from the end of the previous year and reflects our decisions to use our unrestricted funds to cover particular areas of expenditure rather than try and fundraise more restricted funds, given that our reserves are above our target range.

We have established a set of criteria to be used to guide the expenditure of these unrestricted reserves to avoid spending for spending's sake. In 2025 we are intending to use a portion of these reserves to support the salary of the Communications Assistant role. It is also likely that we will use a portion of our unrestricted reserves to bridge the gap between restricted funding for Goal 2 activities coming to an end and new funding being secured i.e. we will be using our reserves to manage the risks that we have identified as a reason for holding them in the first place.

Going concern

We have worked hard to develop a strong and resilient organisation and to build unrestricted reserves. This is challenging for PAN UK given the difficulties in building an unrestricted reserve whilst being reliant on restricted funding. However, the organisation has been fortunate to receive many one-off items of unrestricted income in recent years and has delivered strong underlying performance, with full recovery of costs on restricted funds. This has helped us to generate and maintain healthy levels of unrestricted reserves that ensure that PAN UK will remain a going concern.

The Board reviews the financial performance of the organisation and future funding on a quarterly basis, based on agreed contracts and estimates of potential future funding based on the best available evidence. Having prepared detailed projections for 2025 and considering what we know already for 2026 – including confirmed contracts and a moderate and realistic estimate from pending funding applications and other sources, plus an estimate of likely inflation impacts – the board of Trustees considers that there is adequate funding to continue operating for the next twelve months. The accounts have therefore been prepared on a going concern basis.

Principal risks and uncertainties

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finance of the charity, and are satisfied that systems are in place to mitigate the charity's exposure to the major risks. The risk assessment is reviewed regularly at senior management and Board level, the severity of the risks is assessed and mitigations are determined and the implementation is monitored.

The table below highlights some of the most significant risks that have been identified and the key mitigations that are in place:

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| Risk | Mitigations |
|--|--|
| Restricted grants end without a replacement lined up. | Review of reserves policy to consider appropriate level of reserves to hold to manage this risk. Focus on securing funds from new donors and increasing the number of multi-year grants. |
| Health, safety or security issues arising during overseas travel | Travel policy developed including measures such as: improved risk assessments, mandatory travel training, review of corporate travel insurance. |
| Natural disasters, conflict or disease in project area prevents effective delivery of projects | Situations closely monitored with project partners. Contingency plans considered in project designs. Engagement with donors on project risks. |
| Funders objectives not achieved | Development and implementation of a strong project management system. Regular communication with funders to ensure priorities are understood and that any challenges in implementation are communicated. |
| Breaches or loss of the T-MAPP database or the source code | Data regularly backed up and migrated. Source code is held separately by PAN UK. |
| Breach of IT network – website hacked, ransomware, viruses etc | IT usage policy in place. Contract with IT service company to provide external expertise. Regular back ups of core data. Anti-virus software installed on all computers. |

Structure, governance and management

The charity is constituted as a charitable company limited by guarantee, and was set up by a Memorandum of Association on 14 July 1986. It is governed by its Articles of Association as amended by special resolutions of 2 December 2009, 15 February 2000 and 13 April 1989. Legal responsibility for the management and stewardship is vested in the Board of trustees.

The Board consisted of eight trustees as at 31 December 2024 (the maximum number is 12). The names of the trustees who served during the year are set out later in this annual report. The Board met five times in 2024.

Decisions of the board are made by consensus. The Executive Director prepares a brief of the issues and decisions required. These may then be discussed with the Chair of the Board and/or the Treasurer of the Board before circulation to the full Board. In cases where a decision is required between Board meetings, all members are circulated with information and feedback given.

The Board delegates the day-to-day running of the charity to the Executive Director, who is recruited and appointed by the Board. The Executive Director reports regularly to the trustees on the financial and operational performance of the charity, and where necessary, other staff report to the trustees on issues appropriate to their work area. The Board has an outline schedule for the meetings held each year that ensures that the Board is able to fulfil its responsibilities.

Recruitment and appointment of trustees

We aim to recruit trustees from organisations which represent the constituencies it seeks to serve (health, environment, development organisations and trades unions), as well as members who will bring specific expertise (e.g. media, financial, management, pesticide-related). Members of the Board give their time voluntarily and are not remunerated beyond repayment of expenses to cover travel to meetings.

The Board has in place a skills matrix which details the skills it has identified as being essential for the governance of the organisation. Each trustee has assessed themselves against each skill and perspective area to identify those areas which are represented poorly and which are strong, which informs the process of recruitment. Other considerations for the Board with respect to trustee recruitment are the social, gender and ethnic mix of the board. This information is used to help guide trustee recruitment strategy. Trustees are sought via PAN UK's website, through PAN UK's organisational networks, via trustee and other search websites and occasionally through advertising.

Induction and training of trustees

Once recruited, trustees are required to participate in an induction programme. Each trustee is issued with an induction pack which includes the following documents:

- Charity commission guidance for trustees The Essential Trustee (CC3)
- It's your decision: charity trustees and decision making (CC27)
- Memorandum and articles of association
- Latest audited accounts and trustees' report and latest management accounts
- Minutes of recent meetings
- Summary of PAN UK strategy Risk register
- Trustee list and staff list

In addition, new trustees are invited to meet with key staff and to visit the offices.

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A 'Board update' is provided to each Board meeting with progress reports and activities of each project, publications, outreach activities, funding and donor news, and relevant organisational matters. Management accounts are also provided at each meeting.

Trustees are encouraged to identify development needs which PAN UK seeks to meet.

Key management personnel

The Trustee Board are responsible for setting pay for key management personnel. Pay for key management personnel will always be discussed and agreed during the Trustee Board meetings. In 2019, the Board approved the creation of a new staff / salary structure including five separate salary bands. The salary bands were benchmarked through comparison with peer organisations and the NICVA pay scale. Each role was assigned to a salary band based on the job description and responsibilities of that role. This includes the key management personnel. These salary bands took effect from 1 January 2020. The salary bands, and individual salaries, have been reviewed at the end of each year and a cost of living allowance increase set. PAN UK undertook a new benchmarking exercise in 2023 to ensure that staff salaries have remained fair and competitive during this period of challenging inflation and the different responses that organisations have had to this.

For 2024, a cost of living allowance increase of 4% for all staff plus a non-consolidated one-off of £600 for non-senior management staff was approved by the Board that took effect from 1 January 2024.

Related parties and relationships with other organisations

PAN UK plays a significant role in the global Pesticide Action Network (PAN). The global PAN consists of five Regional Centres, located in Africa, Asia and the Pacific, Europe, Latin America and North America. While each of the five Regional Centres is institutionally independent, they maintain regular coordination and collaboration. They have formed an institutional umbrella body 'PAN Regional Centres', but it has a limited turnover and does not employ staff directly. PAN UK hosts one of the two co-ordinators for PAN International and receives funding for this role. PAN UK is also active in the working groups convened by PAN International – including chairing the group which co-ordinates the network's international advocacy activities. PAN UK has also established joint programmes and projects with separate PAN Regional Centres, in particular PAN Africa and its member organisations, and in these cases funds and activities are specified in separate contracts.

PAN UK also seeks to work with other organisations on joint projects, where the projects fit the overall goals of all organisations involved. PAN UK is part of a number of coalitions and multi-stakeholder initiatives, and takes an active role in, for example, Sustain; the alliance for better food and farming, the Global Coffee Platform and the Better Cotton Initiative.

Public benefit

We develop our strategic plans to ensure that we provide public benefit and achieve our objectives. When reviewing our aims and objectives, and in planning activities and setting policies for the year ahead, the trustees confirm they have referred to the guidelines contained in the Charity Commission's general guidance on public benefit.

Diversity, equity, inclusion and justice

PAN UK is committed to social justice and doing whatever it can to promote diversity, equity and inclusion and oppose racism and other forms of discrimination in our programmes and within the organisation. In putting this into practice, PAN UK views diversity in its broadest form which includes, but is not limited to, the consideration of race, nationality, gender, age, class, disability, sexuality, language and educational background.

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PAN UK established a diversity working group in 2021 to consider how we can turn this commitment into a reality within the organisation. This group ran for two years and addressed many of the more straightforward areas that required attention. In 2023, it was felt that this group had run its course and so, in order to inject more momentum and ownership into this process, we changed the way we manage this process so that the whole staff team is involved in the decisions around which areas to focus on and then sub-groups of staff are created of staff who have most expertise on whatever area we choose to look at. In 2024, we took part in a food and racial justice working group coordinated by Sustain which prompted us to take specific actions including holding a monthly staff meeting to shape our approach to diversity, equity, inclusion and justice, looking again at our recruitment processes and also reviewing some of our internal documents such as the Pesticide Free Towns code of conduct.

PAN UK is also a contributor to the RACE (Racial Action for the Climate Emergency) report, which seeks to increase racial diversity within the environmental movement. We gather diversity data from staff and trustees in order to make a submission to the report each year regarding the diversity of the organisation and this contributes to sector wide statistics. Part of our submission also looks at the actions that the organisation is taking to improve diversity. In 2023, the RACE report published transparency cards for each organisation that took part and the one for PAN UK can be found at <https://www.race-report.uk/transparency-cards/pesticide-action-network-uk>. Given the small size of the staff team at PAN UK, this does not include staff statistics but it does provide detail on the steps that the organisation has taken to date.

In spite of this progress, we recognise that we have more to do and are committed to advancing our work on DEIJ.

Key people and suppliers

| | |
|------------------------------------|---|
| Trustees | Barbara Dinham, Chair Edward Moore, Treasurer Lasse Bruun Sondhya Gupta Stephanie Morren Vera Ngowi Christopher Stopes Anthony Youdeowei |
| Company Secretary | Keith Tyrell |
| Registered office | Brighthelm Centre North Road Brighton BN1 1YD |
| Telephone | 01273 964230 |
| Website | www.pan-uk.org |
| E-mail | admin@pan-uk.org |
| Company registration number | 02036915 (England and Wales) |
| Charity registration number | 0327215 |
| Auditors | Goldwins Limited Chartered Accountants 75 Maygrove Road West Hampstead London NW6 2EG |
| Bankers | Co-operative Bank Plc City Office 80 Cornhill London EC3V 3NJ National Westminster Bank Plc Brixton Branch 504 Brixton Road London SW9 8EB Triodos Bank Deanery Road Bristol BS1 5AS |

Statement of responsibilities of the trustees

The trustees (who are also directors of Pesticide Action Network UK for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the directors' report) and the financial statements in accordance with 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).

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 income and expenditure of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for maintaining proper accounting records which 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 auditors are 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 auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditors

Goldwins limited were re-appointed as the auditors of the charitable company during the year and have expressed their willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 28 May 2025 and signed on their behalf by;



Barbara Dinham, Chair

Independent auditor's report

To the members of Pesticide Action Network UK

Opinion

We have audited the financial statements of Pesticide Action Network UK (the 'charitable company') for the year ended 31 December 2024 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 December 2024 and of its incoming resources and application of resources, including its income and expenditure for the year then ended.
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.
- 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 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 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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual 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, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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.

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

Use of our report

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

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the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Epton

Anthony Epton (Senior statutory auditor)

for and on behalf of

Goldwins Limited,
Statutory Auditor,
Chartered Accountants,
75 Maygrove Road,
West Hampstead,
London, NW6 2EG

23 June 2025

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STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income and expenditure account)

For the year ended 31 December 2024

| | | 2024 | 2024 | 2024 | 2023 |
|------------------------------------|-----------|-----------------|------------------|------------------|------------------|
| | | Unrestricted | Restricted | Total | Total |
| | Notes | funds | funds | funds | funds |
| | | £ | £ | £ | £ |
| Income from: | | | | | |
| Donations and legacies | 3 | 136,926 | - | 136,926 | 336,353 |
| Charitable activities: | | | | | |
| Goal 1 (UK) | 4 | - | 324,973 | 324,973 | 267,790 |
| Goal 2 (International) | 4 | 32,174 | 962,810 | 994,984 | 796,608 |
| Information provision | 4 | - | - | - | - |
| Other trading activities | 5 | 351 | - | 351 | 531 |
| Investment income | 6 | 13,542 | - | 13,542 | 7,252 |
| Other income | 7 | 1,862 | - | 1,862 | - |
| Total income | | 184,855 | 1,287,783 | 1,472,638 | 1,408,534 |
| Expenditure on: | | | | | |
| Raising funds | 8 | 1,064 | - | 1,064 | 1,161 |
| Charitable activities: | | | | | |
| Goal 1 (UK) | 8 | 34,286 | 278,507 | 312,793 | 317,621 |
| Goal 2 (International) | 8 | 186,967 | 762,987 | 949,954 | 1,000,629 |
| Information provision | 8 | 23,564 | 72,123 | 95,687 | 71,699 |
| Total expenditure | | 245,881 | 1,113,617 | 1,359,498 | 1,391,110 |
| Net income / (expenditure) | 9 | (61,026) | 174,166 | 113,140 | 17,424 |
| Transfer between funds | | 13,552 | (13,552) | - | - |
| Net movement in funds | | (47,474) | 160,614 | 113,140 | 17,424 |
| Total funds brought forward | | 727,112 | 342,625 | 1,069,737 | 1,052,313 |
| Total funds carried forward | 17 | 679,638 | 503,239 | 1,182,877 | 1,069,737 |

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

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BALANCE SHEET

As at 31 December 2024

| | Notes | 2024 £ | 2023 £ |
|---|-------|-------------------------|-------------------------|
| Fixed assets | | | |
| Tangible assets | 12 | - | - |
| Current assets | | | |
| Debtors | 13 | 41,212 | 35,366 |
| Cash at bank and in hand | 19 | <u>1,148,005</u> | <u>1,042,957</u> |
| | | 1,189,217 | 1,078,323 |
| Creditors: amounts falling due within one year | 14 | <u>(6,340)</u> | <u>(8,586)</u> |
| Net current assets | | 1,182,877 | 1,069,737 |
| Net assets | | <u>1,182,877</u> | <u>1,069,737</u> |
| Represented by: | | | |
| Restricted funds | 17 | 503,239 | 324,625 |
| Unrestricted funds | | | |
| - General fund | 17 | 679,638 | 727,112 |
| Total funds | | <u>1,182,877</u> | <u>1,069,737</u> |

The financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the trustees on 28 May 2025 and signed on their behalf by



Barbara Dinham, Chair

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STATEMENT OF CASH FLOWS

For the year ended 31 December 2024

| | Note | 2024 £ | 2024 £ | 2023 £ | 2023 £ |
|---|-----------|---------------|-------------------------|--------------|-------------------------|
| Net cash provided by operating activities | 18 | | 91,506 | | 53,296 |
| Cash flows from investing activities: | | | | | |
| Interest / rent / dividends from investments | | 13,542 | | 7,252 | |
| | | <u>13,542</u> | | <u>7,252</u> | |
| Cash provided by investing activities | | | <u>13,542</u> | | <u>7,252</u> |
| Change in cash and cash equivalents in the year | | | 105,048 | | 60,548 |
| Cash and cash equivalents at the beginning of the year | | | 1,042,957 | | 982,409 |
| | | | <u>1,042,957</u> | | <u>982,409</u> |
| Cash and cash equivalents at the end of the year | 19 | | <u><u>1,148,005</u></u> | | <u><u>1,042,957</u></u> |

NOTES TO THE FINANCIAL STATEMENTS

1 Accounting policies

a) Basis of preparation

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) - (Charities SORP FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

c) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

e) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

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g) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

h) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services and activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.
- Expenditure includes attributable VAT which cannot be recovered.

i) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charitable activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the basis of staff time.

j) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

| | |
|--------------------------------|-----|
| Furniture and office fittings | 25% |
| Computer and similar equipment | 25% |

l) Debtors

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

m) 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 account.

n) Creditors and provisions

Creditors and provisions are recognised where the charity has 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

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be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Financial instruments

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

p) Pensions

The Company's pension policy is to make a contribution to employees' pension schemes of 8% of gross salary. The employee can choose to contribute as well. Contributions are recognised as expenditure as they fall due and are allocated between activities and restricted and unrestricted funds in line with staff time spent on these.

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2 Detailed comparatives for the statement of financial activities

| | 2023 Unrestricted £ | 2023 Restricted £ | 2023 Total £ |
|------------------------------------|---------------------------|-------------------------|--------------------|
| Income from: | | | |
| Donations | 336,353 | - | 336,353 |
| Charitable activities: | | | |
| Goal 1 (UK) | - | 267,790 | 267,790 |
| Goal 2 (International) | 22,309 | 774,299 | 796,608 |
| Information provision | - | - | - |
| Other trading activities | 531 | - | 531 |
| Investment income | 7,252 | - | 7,252 |
| Total income | 366,445 | 1,042,089 | 1,408,534 |
| Expenditure on: | | | |
| Raising Funds | 1,161 | - | 1,161 |
| Charitable activities: | | | |
| Goal 1 (UK) | 4,730 | 312,891 | 317,621 |
| Goal 2 (International) | 154,790 | 845,839 | 1,000,629 |
| Information provision | 9,052 | 62,647 | 71,699 |
| Total expenditure | 169,733 | 1,221,377 | 1,391,110 |
| Net income / (expenditure) | 196,712 | (179,288) | 17,424 |
| Transfer between funds | 2,932 | (2,932) | - |
| Net movement in funds | 199,644 | (182,220) | 17,424 |
| Total funds brought forward | 527,468 | 524,845 | 1,052,313 |
| Total funds carried forward | 727,112 | 342,625 | 1,069,737 |

3 Income from donations and legacies

| | Unrestricted £ | Restricted £ | 2024 Total £ | 2023 Total £ |
|------------------------------|-------------------|-----------------|--------------------|--------------------|
| Gifts | | | | |
| - Laudes Foundation | 85,471 | - | 85,471 | 88,169 |
| - Tolkien Trust | - | - | - | 110,000 |
| - Esmee Fairbairn Foundation | - | - | - | 50,000 |
| - A and J Charitable Trust | - | - | - | 10,000 |
| Other gifts | 51,455 | - | 51,455 | 58,190 |
| Legacies | - | - | - | 19,994 |
| | 136,926 | - | 136,926 | 336,353 |

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4 Income from charitable activities

| | Unrestricted | Restricted | 2024 Total | 2023 Total |
|---|---------------|------------------|------------------|------------------|
| | £ | £ | £ | £ |
| Goal 1: To reduce pesticide use and related harms in the UK | | | | |
| Chapman Charitable Trust | - | 24,000 | 24,000 | 22,000 |
| Earthsong Foundation | - | 5,000 | 5,000 | 5,000 |
| Esmee Fairburn Foundation | - | 100,036 | 100,036 | 100,000 |
| John Ellerman Foundation | - | 30,000 | 30,000 | 30,000 |
| Lund Trust | - | 58,000 | 58,000 | - |
| Natracare | - | - | - | 5,000 |
| RSPB | - | 67,937 | 67,937 | 65,199 |
| The Savitri Waney Charitable Trust | - | 40,000 | 40,000 | 40,591 |
| Total Goal 1 | - | 324,973 | 324,973 | 267,790 |
| Goal 2: To reduce pesticide use and related harms in agriculture internationally | | | | |
| Aid by Trade Foundation | - | 25,037 | 25,037 | 17,367 |
| Bees for Development | - | 3,950 | 3,950 | 3,314 |
| C & A Foundation | - | - | - | 11,161 |
| CS Fund | - | - | - | (41) |
| University of Edinburgh | - | 131,437 | 131,437 | 49,677 |
| Flotilla Foundation | - | 85,976 | 85,976 | 88,725 |
| GIZ | - | 293,420 | 293,420 | 141,608 |
| PAN North America | - | 64,311 | 64,311 | 62,845 |
| Paul Reinhart AG | - | - | - | 78,193 |
| TRAID | - | 303,741 | 303,741 | 233,568 |
| UN Food and Agriculture Organisation | - | 54,938 | 54,938 | 87,882 |
| Consultancy | 32,174 | - | 32,174 | 22,309 |
| Total Goal 2 | 32,174 | 962,810 | 994,984 | 796,608 |
| Information Provision | | | | |
| Total Information Provision | - | - | - | - |
| Total Income from charitable activities | 32,174 | 1,287,783 | 1,319,957 | 1,064,398 |

5 Income from other trading activities

| | Unrestricted | Restricted | 2024 Total | 2023 Total |
|-------------------------------------|--------------|------------|---------------|---------------|
| | £ | £ | £ | £ |
| Publication sales and subscriptions | 58 | - | 58 | 27 |
| Other trading activities | 293 | - | 293 | 504 |
| | 351 | - | 351 | 531 |

6 Income from investments

| | Unrestricted | Restricted | 2024 Total | 2023 Total |
|-----------------|---------------|------------|---------------|---------------|
| | £ | £ | £ | £ |
| Bank interest | 12,621 | - | 12,621 | 6,522 |
| Bank fee refund | 921 | - | 921 | 730 |
| | 13,542 | - | 13,542 | 7,252 |

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7 Other income

| | Unrestricted | Restricted | 2024 | 2023 |
|--------------|---------------------|-------------------|--------------|--------------|
| | £ | £ | Total | Total |
| | | | £ | £ |
| Other income | 1,862 | - | 1,862 | - |
| | 1,862 | - | 1,862 | - |

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8 Analysis of expenditure

Current reporting period

| | Basis of allocation | Charitable activities | | | | | | 2023 Total | |
|-----------------------|---------------------|-----------------------|----------------|----------------|-----------------------|----------------|------------------|------------------|------------------|
| | | Cost of raising funds | Goal 1 (UK) | Goal 2 (Intl) | Information provision | Support costs | Governance costs | | 2024 Total |
| | | £ | £ | £ | £ | £ | £ | £ | |
| Staff costs | Direct | - | 237,523 | 380,911 | 70,466 | 91,915 | - | 780,815 | 713,741 |
| Direct costs | Direct | 1,064 | 20,615 | 42,154 | 9,007 | - | - | 72,840 | 90,262 |
| Grants to partners | Direct | - | - | 439,240 | - | - | - | 439,240 | 535,892 |
| Support costs - rent | Direct | - | - | - | - | 23,475 | - | 23,475 | 22,859 |
| Support costs - other | Direct | - | - | - | - | 31,625 | - | 31,625 | 22,730 |
| Governance costs | Direct | - | - | - | - | - | 11,503 | 11,503 | 5,626 |
| | | 1,064 | 258,138 | 862,305 | 79,473 | 147,015 | 11,503 | 1,359,498 | 1,391,110 |
| Support costs | % staff costs | - | 50,689 | 81,289 | 15,037 | (147,015) | - | - | - |
| Governance costs | % staff costs | - | 3,966 | 6,360 | 1,177 | - | (11,503) | - | - |
| 2024 Total | | 1,064 | 312,793 | 949,954 | 95,687 | - | - | 1,359,498 | 1,391,110 |
| 2023 Total | | 1,161 | 317,621 | 1,000,629 | 71,699 | - | - | - | 1,391,110 |

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Previous reporting period

Charitable activities

| Basis of allocation | Cost of raising funds | Goal 1 | Goal 2 | Information provision | Support costs | Governance costs | 2023 Total |
|-----------------------|-----------------------|----------------|------------------|-----------------------|----------------|------------------|------------------|
| | | (UK) | (Intl) | | | | |
| Staff costs | - | 229,557 | 347,118 | 55,071 | 81,995 | - | 713,741 |
| Direct costs | 1,161 | 33,161 | 48,589 | 7,351 | - | - | 90,262 |
| Grants to partners | - | - | 535,892 | - | - | - | 535,892 |
| Support costs - rent | - | - | - | - | 22,859 | - | 22,859 |
| Support costs - other | - | - | - | - | 22,730 | - | 22,730 |
| Governance costs | - | - | - | - | - | 5,626 | 5,626 |
| | 1,161 | 262,718 | 931,599 | 62,422 | 127,584 | 5,626 | 1,391,110 |
| Support costs | - | 52,581 | 66,118 | 8,885 | (127,584) | - | - |
| Governance costs | - | 2,322 | 2,912 | 392 | - | (5,626) | - |
| 2023 Total | 1,161 | 317,621 | 1,000,629 | 71,699 | - | - | 1,391,110 |

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Of the total expenditure in 2024, £245,881 was unrestricted (2023: £169,733) and £1,113,617 was restricted (2023: £1,221,377).

Grants to partners in 2024 includes grants to Pesticide Action Nexus Association, Ethiopia of £149,954 (2023: £132,460), Organisation Béninoise pour la Promotion de l'Agriculture Biologique, Benin of £229,780 (2023: £251,066), Kazakhstan Growers Union, Kazakhstan of £17,638 (2023: £21,641), Komyobihoi Diyor, Tajikistan of £25,080 (2023: £17,437), BIOM, Kyrgyzstan of £16,788 (2023: £18,177).

Grants to partners in 2023 also includes grants to People's Coalition on Food Sovereignty, Philippines of £5,725, Pesticide Action Network Africa, Senegal of £5,718, Pesticide Action Network Asia Pacific, Malaysia of £66,651, Observatorio Latinoamericano de Conflictos Ambientales (OLCA), Chile of £5,738, Pesticide Action Network North America, United States of America of £5,738 and Pestizid Actions-Netzwerk, Germany of £5,541.

9 Net income / (expenditure) for the year

| This is stated after charging / (crediting): | 2024 | 2023 |
|--|--------------|--------------|
| | £ | £ |
| Operating lease rentals: | | |
| Property | 23,475 | 22,859 |
| Other equipment | 439 | 404 |
| Auditor's remuneration: audit fees | 4,000 | 4,000 |
| Foreign exchange (gains) / losses | 6,089 | 6,643 |
| | <u>6,089</u> | <u>6,643</u> |

10 Analysis of staff costs, trustee remuneration and expenses and the cost of key management personnel

| Staff costs were as follows: | 2024 | 2023 |
|---|----------------|----------------|
| | £ | £ |
| Salaries and wages | 660,632 | 604,615 |
| Social security costs | 67,333 | 60,831 |
| Employer's contribution to defined contribution pension schemes | 52,850 | 48,295 |
| | <u>780,815</u> | <u>713,741</u> |

The number of employees with employee benefits (excluding employer's pension and national insurance contributions) greater than £60,000 per annum was as follows.

| Range | 2024 | 2023 |
|--------------------|-------------|-------------|
| | No. | No. |
| £70,000 to £79,999 | 0 | 1 |
| £80,000 to £89,999 | 1 | 0 |

The total employee benefits (including employer's pension and national insurance contributions) of the key management personnel were £95,684 (2023: £91,632).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2023: £nil). No charity trustees received payment for professional or other services supplied to the charity (2023: £nil). Charity trustees were reimbursed expenses of £719 during the year (2023: £nil).

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Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

| | 2024 | 2023 |
|-----------------------|-------------|-------------|
| | No. | No. |
| Charitable activities | 12.5 | 12.0 |
| Support | 2.0 | 2.0 |
| | 14.5 | 14.0 |

11 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

12 Tangible fixed assets

| | Furniture, fittings and equipment | Total |
|-------------------------------|--|--------------|
| | 2024 | 2024 |
| | £ | £ |
| Cost | | |
| At the start of the year | 2,061 | 2,061 |
| Additions in year | - | - |
| Disposals in year | - | - |
| At the end of the year | 2,061 | 2,061 |
| Depreciation | | |
| At the start of the year | 2,061 | 2,061 |
| Charge for the year | - | - |
| Eliminated on disposal | - | - |
| At the end of the year | 2,061 | 2,061 |
| Net book value | | |
| At the end of the year | - | - |
| At the start of the year | - | - |

All of the above assets are used for charitable purposes

13 Debtors

| | 2024 | 2023 |
|----------------|---------------|---------------|
| | £ | £ |
| Trade debtors | 34,367 | 34,065 |
| Other debtors | 1,000 | 1,250 |
| Prepayments | - | 51 |
| Accrued income | 5,845 | - |
| | 41,212 | 35,366 |

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14 Creditors: amounts falling due within one year

| | 2024 | 2023 |
|-----------------|--------------|--------------|
| | £ | £ |
| Trade creditors | 964 | 2,069 |
| Other creditors | - | 210 |
| Accruals | 5,376 | 6,307 |
| | 6,340 | 8,586 |

15 Pension scheme

The Company's pension policy is to make a contribution to employees' pension schemes of 8% of gross salary. The employee can choose to contribute as well. Contributions are recognised as expenditure as they fall due.

16 Analysis of net assets between funds

| | 2024 | | |
|--|----------------|----------------|------------------|
| | Unrestricted | Restricted | Total funds |
| | £ | £ | £ |
| Tangible fixed assets | - | - | - |
| Net current assets | 679,638 | 503,239 | 1,182,877 |
| Net assets at the end of the year | 679,638 | 503,239 | 1,182,877 |
| | 2023 | | |
| | Unrestricted | Restricted | Total funds |
| | £ | £ | £ |
| Tangible fixed assets | - | - | - |
| Net current assets | 727,112 | 342,625 | 1,069,737 |
| Net assets at the end of the year | 727,112 | 342,625 | 1,069,737 |

| | At 1 January | Income | Expenditure | | At 31 |
|---------------------------------|------------------|------------------|------------------|-----------------|------------------|
| | 2024 | & gains | & losses | Transfers | December |
| | £ | £ | £ | £ | 2024 |
| | | | | | £ |
| Restricted funds: | | | | | |
| Goal 1 (UK) | 121,353 | 324,973 | 278,507 | (62,371) | 105,448 |
| Goal 2 (International) | 221,272 | 962,810 | 762,987 | (23,304) | 397,791 |
| Information provision | - | - | 72,123 | 72,123 | - |
| Total restricted funds | 342,625 | 1,287,783 | 1,113,617 | (13,552) | 503,239 |
| General funds | 727,112 | 184,855 | 245,881 | 13,552 | 679,638 |
| Total unrestricted funds | 727,112 | 184,855 | 245,881 | 13,552 | 679,638 |
| Total funds | 1,069,737 | 1,472,638 | 1,359,498 | - | 1,182,877 |

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| Movements in funds in previous reporting period | At 1 January 2023 £ | Income & gains £ | Expenditure & losses £ | Transfers £ | At 31 December 2023 £ |
|---|------------------------|---------------------|---------------------------|----------------|--------------------------|
| Restricted funds: | | | | | |
| Goal 1 (UK) | 218,661 | 267,790 | 312,891 | (52,207) | 121,353 |
| Goal 2 (International) | 306,184 | 774,299 | 845,839 | (13,372) | 221,272 |
| Information provision | - | - | 62,647 | 62,647 | - |
| Total restricted funds | 524,845 | 1,042,089 | 1,221,377 | (2,932) | 342,625 |
| General funds | 527,468 | 366,445 | 169,733 | 2,932 | 727,112 |
| Total unrestricted funds | 527,468 | 366,445 | 169,733 | 2,932 | 727,112 |
| Total funds | 1,052,313 | 1,408,534 | 1,391,110 | - | 1,069,737 |

Transfers between funds

Transfers between funds comprise three separate types of transaction. The largest transfers are from Goal 1 and Goal 2 to information provision. This reflects the fact that restricted income is received to support activities relating to Goal 1 and Goal 2 (so the income is accounted for there) but some of these activities are information provision and so the funds need to be transferred to match the expenditure. Of the rest, some of the transfers relate to exchange gains or losses on restricted funds that require a transfer to or from unrestricted funds to bring the restricted fund back into balance and some represent a cumulative underspend on restricted funds where the donor has provided approval that this can be transferred to unrestricted funds.

Purposes of restricted funds

Goal 1 (UK)

This is our work to reduce pesticide use and related harms in the UK. This includes engagement with the UK Government, supermarkets and local councils. This work is described in more detail in the annual report.

Goal 2 (International)

This is our work to reduce pesticide use and related harms internationally. To achieve this objective, we work with international institutions, national authorities and key supply chain initiatives. We also act to build the evidence base to encourage action, including the delivery of projects in Benin and Ethiopia. This work is described in more detail in the annual report.

Information provision

This work raises awareness about the harms caused by pesticides. It is done in various ways, including publishing information booklets, posters and leaflets as well as through our online communications channels.

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18 Reconciliation of net income / (expenditure) to net cash flow from operating activities

| | 2024 | 2023 |
|---|---------------|---------------|
| | £ | £ |
| Net income / (expenditure) for the reporting period (as per the statement of financial activities) | 113,140 | 17,424 |
| Interest, rent and dividends from investments | (13,542) | (7,252) |
| (Increase) / decrease in debtors | (5,846) | 40,681 |
| Increase / (decrease) in creditors | (2,246) | 2,443 |
| Net cash provided by / (used in) operating activities | 91,506 | 53,296 |

19 Analysis of cash and cash equivalents

| | At 1 January 2024 £ | Cash flows £ | Other changes £ | At 31 December 2024 £ |
|--|------------------------------------|-----------------------------|--------------------------------|--|
| Cash at bank and in hand | 1,042,957 | 105,048 | - | 1,148,005 |
| Total cash and cash equivalents | 1,042,957 | 105,048 | - | 1,148,005 |

20 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

| | Property 2024 £ | 2023 £ | Equipment 2024 £ | 2023 £ |
|------------------|--------------------------------|-------------------|---------------------------------|-------------------|
| Less than 1 year | 23,304 | 23,424 | 304 | 304 |
| 1 – 5 years | 5,826 | 5,856 | 25 | 25 |
| | 29,130 | 29,280 | 329 | 329 |

21 Contingent assets or liabilities

There are no contingent assets or liabilities existing.

22 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

23 Related party transactions

PAN UK is related to Pesticide Action Network Europe (PAN Europe), a company registered in England and Wales, by virtue of the fact that PAN UK is one of the founding members of PAN Europe and currently sits on PAN Europe's Board. PAN Europe's objectives closely relate to PAN UK's objectives and from time to time PAN UK supports PAN Europe's projects by providing administrative support and technical support. PAN UK paid a €300 membership subscription to PAN Europe.

PESTICIDE ACTION NETWORK UK

England & Wales - Charity number 327215

Accounts

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The context

Pesticides impact nearly all life on earth. They are designed to kill pests, but it has been estimated that **less than 0.1% of pesticides actually reach their targets**. Pesticide use is increasing globally causing harm to the environment and ecosystems and to human health and farmer livelihoods

It is thought that **over 17 million people have been killed by synthetic pesticides** since green revolution in the 1960s. Even today, 70 years later, about **385 million cases of non-fatal unintentional pesticide poisonings occur every year** with approximately 11,000 deaths. Pesticide self-poisoning makes up 110,000–168,000 (14–20%) of global suicides. Pesticides are also associated with a multitude of serious illnesses including a range of cancers and neurological, immunological, and reproductive disorders.

Pesticides have been identified as one of the key drivers of global biodiversity loss. Direct effects of pesticides have been linked to population reductions of terrestrial insects, aquatic arthropods, organisms responsible for pollination and natural pest control, birds, and others. Study after study is uncovering the role that pesticides play in dramatic pollinator and insect declines. Bird populations are also suffering significant losses, as the **populations of farmland and common birds in the UK have fallen by 46% and 10%** respectively

For over 35 years, the Pesticide Action Network UK (PAN UK) has worked to tackle the problems caused by chemical pesticides in the UK and globally.

Mission

Our mission is to end the harms to human health and the environment from pesticides.

Aims

We aim to:

- eliminate hazardous pesticides
- reduce dependence on pesticides
- promote ecologically sound, and socially just, alternatives to chemical pest control

Objects

Our objects are:

1. To carry out research into, to gather and disseminate information relating to the manufacture, use, sale and application and effects of pesticides, chemicals, gases anywhere in the world; and
2. To carry out research into, to gather and disseminate information relating to alternatives to pesticides.

Strategic goals

We completed the process of developing a new strategic plan in 2021 and have just completed our third year of work under this framework.

The strategic plan sets out our organisational objectives for the period 2021 to 2025, including interim objectives for 2023 to allow us to track our progress. It also captures our theory of change and the way in which we will work to deliver our objectives. In addition to the main strategic goals, there is also a cross cutting goal associated with information provision to the general public.

| |
|---|
| Goal 1: To reduce pesticide use and related harms in the UK. |
|---|

| |
|---|
| 1.1 UK Government puts in place new measures to drive a major reduction in pesticide use by farmers, and defends against threats to existing pesticide standards arising from EU exit. |
|---|

| |
|--|
| 1.2 UK Supermarkets take significant steps to reduce pesticide-related harms caused by their supply chains. |
|--|

| |
|---|
| 1.3 Local councils go pesticide-free as part of a long-term strategy to achieve national ban on urban-pesticide use. |
|---|

| |
|---|
| Goal 2: To reduce pesticide use and related harms in agriculture internationally |
|---|

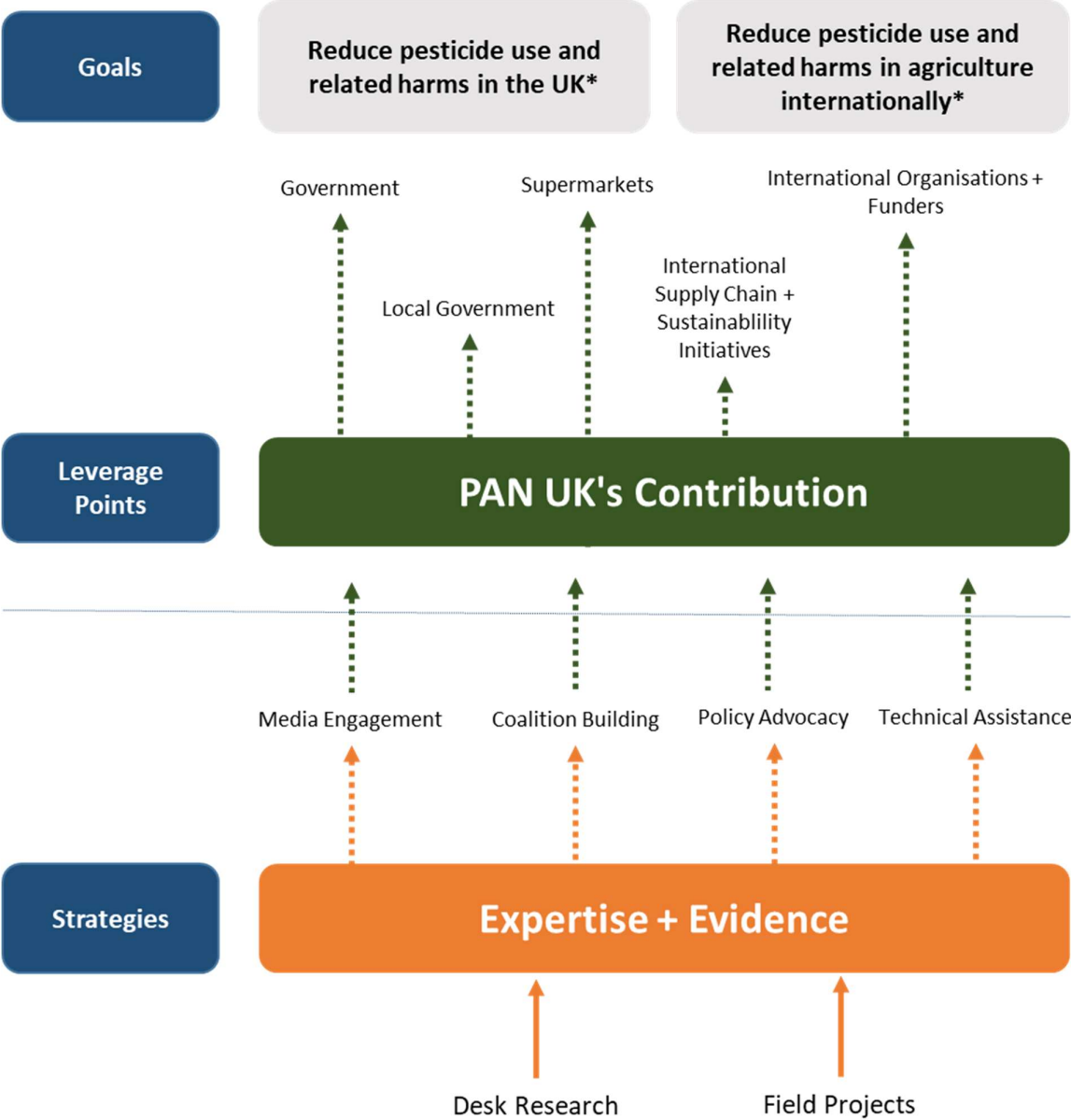
| |
|---|
| 2.1 International Institutions, national authorities and mechanisms support the reduction of pesticide use, the adoption of agroecological methods and the elimination of Highly Hazardous Pesticides (HHPs) in agriculture. |
|---|

| |
|---|
| 2.2 Key international supply chain initiatives prohibit the use of HHPs, reduce pesticide use and promote the use of alternatives to pesticides. |
|---|

| |
|---|
| 2.3 Strengthened evidence base on pesticide-related harms and alternatives to pesticide use to underpin PAN UK and others advocacy |
|---|

How will we achieve the strategic objectives?

Our unique contribution and approach to achieving the strategic objectives is summarised in the diagram below, with the specific activities undertaken in 2023 described on the following pages.



*through the adoption of agroecological solutions and ecologically based alternatives

Goal 1: To reduce pesticide use and related harms in the UK

1.1 UK Government puts in place new measures to drive a major reduction in pesticide use by farmers, and defends against threats to existing pesticide standards arising from EU exit

Significant achievements and activities 2023

It has been another challenging year for national-level advocacy work, with the UK government remaining largely chaotic and ineffective. In particular, the Department for Environment, Food and Rural Affairs (DEFRA) has failed to deliver a range of key strategies and plans that have been promised for many years, most notably the UK Chemicals Strategy and National Action Plan on the Sustainable Use of Pesticides.

Despite these delays, we were able to secure some significant national-level wins in 2023, both in terms of introducing new measures to drive pesticide reduction and defending against threats to existing standards.

One of the most significant of those wins came in January when the Government finally confirmed that it would introduce a standard on Integrated Pesticide Management (IPM) as part of the Environmental Land Management Scheme (ELMS) which pays farmers to operate more sustainably. IPM is an approach to managing weeds, pests and disease under which pesticides are used as a very last resort, if at all. The new IPM standard pays farmers £45 per hectare to not spray insecticides as well as further payments for creating an IPM plan and new wildlife-friendly habitats. This is a crucial part of England's post-Brexit farming subsidy scheme and a measure which we have worked for many years to secure.

We also managed to see off, arguably, the biggest threat to UK pesticide standards in decades, which came in the form of the Retained EU Law (Revocation and Reform) Bill. In its original form, this draft legislation would have seen all EU-derived laws (which include the majority of existing bans on specific pesticides as well as a raft of other legislation designed to protect human health and environment from pesticide harms) disappear at the end of 2023 unless specifically maintained by the UK Government. Working in coalition with the environmental movement and civil society more broadly, we were not able to stop the bill from passing but did succeed in removing its sunset clause, thereby eliminating the immediate threat to existing UK pesticide standards.

Our work to prevent new trade deals from undermining UK pesticide standards has remained extremely active and high-profile. In 2023, we focussed on the UK-India deal and the Pacific trade deal (CPTPP), making written submissions to a wide range of bodies including the Trade and Agriculture Commission and Food Standards Agency. We also produced parliamentary and media briefings on both deals which led to numerous mentions in parliamentary debates, government reports and the press. Thanks to our efforts, pesticides are now firmly at the top of the political agenda when it comes to trade and food standards.

In preparation for a likely change of government in 2024, we increased our focus on influencing the policies of the key opposition parties during 2023. We have conducted a variety of meetings and events which have enabled us to build excellent relationships with relevant shadow ministers within Labour's frontbench team. For example, in February, we briefed four Labour MPs on pesticides and trade who have since taken up our concerns. We ran a packed event at Labour Party conference at which Shadow Farming Minister Daniel Zeichner committed to ending emergency authorisations for neonicotinoids and strengthening ELMS under a Labour government. We also succeeded in influencing the Liberal Democrats' manifesto development process, and many of our positions were incorporated into the party's food and farming policy (see page 154), including *"We would significantly strengthen the pesticide approval process for any future pesticides that are*

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developed...We would adopt the 'precautionary principle' and demand a high burden of proof on new pesticides impacts, both individually and cumulatively."

In order to drive the political agenda, keep pesticides in the news, highlight previously unknown issues and expand our audience, we published a range of innovative outputs that have garnered significant attention in 2023.

In June, we launched a new report analysing the government's latest agricultural pesticide usage figures. Our analysis revealed a mixed picture, showing that while overall pesticide use is falling, the use of certain Highly Hazardous Pesticides (including glyphosate) is rising significantly. Off the back of the launch, we secured a two and a half page spread in the Daily Mail regarding health concerns around glyphosate links to cancer.

PAN UK and the Pesticide Collaboration launched a new joint report on Pesticides and the Climate Crisis at an event in the House of Commons, with parliamentarians from every political party in attendance. The report detailed how pesticides exacerbate the climate emergency throughout their lifecycle. It was designed to undermine recent attempts by the agrochemical industry to present pesticides as a viable solution to climate change. It also called for governments to include pesticide reduction in climate policies.

In September, we launched research showing that 36 pesticide active substances are approved for use in the UK that are no longer permitted in the EU. Our press release secured the top story on the Guardian, live interviews for LBC and Radio 4, and continues to be quoted widely.

Our major project on pets and pesticide poisoning launched in November. The launch consisted of two main outputs: firstly, a broad policy report looking at all the various ways in which UK pets are exposed to pesticides and outlining solutions. Secondly, we published an open letter to the UK government calling for a ban on existing pet medicines (tick and flea treatments) containing active substances that have been deemed to harmful for use on crops. Thanks to our coalition-building efforts, the letter was supported by 24 environmental and veterinary organisations and secured significant media coverage. Since the launch, our work in this area has been mentioned a number of times in parliament and the press, and we have met with a range of civil servants, parliamentarians and academics on the topic.

Throughout 2023, we met with a wide range of political decision makers including MPs and Peers from all the major parties and high-level civil servants from Defra. Much of PAN UK's work targeting national-level decision-makers is conducted jointly with the Pesticide Collaboration, which we co-host with RSPB. The Collaboration brings together 80+ health and environmental organisations, academics, trade unions, farming networks and consumer groups, working under a shared vision to urgently reduce pesticide-related harms in the UK.

Plans for 2024

2024 is likely to be a general election year in the UK and while we are expecting a change in government, this is not guaranteed. We are, therefore, operating in an extremely uncertain external environment so will need to be ready to adapt our work accordingly. With that in mind, our national-level work aims to make progress with the following objectives in 2024.

The UK Government;

- Introduces ambitious pesticide reduction targets, and the monitoring systems required to underpin them.
- Expands and strengthens measures designed to support farmers to transition away from reliance on pesticides and adopt safer and more sustainable alternatives.
- Prevents post-Brexit trade deals from weakening UK standards that are designed to protect human health and the environment from pesticides.

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- Acts to reduce the harmful impacts of pet medicines that contain pesticide active substances banned for use on crops.
- Makes significant progress towards introducing a UK-wide ban on urban pesticide use.

Major planned outputs include; a joint report with the Pesticide Collaboration and Women's Environment Network looking at pesticides in period products and the impact on women's health; an analysis of the impending UK-Turkey Free Trade Agreement (part of our 'Toxic Trade' series); an investigation exposing weaknesses of the UK border testing regime and its ineffectiveness at detecting food imports contaminated with pesticides; an expose on PFAS chemicals in UK food; and a high-profile communications campaign on urban pesticide use, led by the Pesticide Collaboration (which is closely linked to the Pesticide-Free Towns campaign mentioned below).

In the run up to the general election, we will continue our efforts to influence the positions of all political parties and plan to host a 'pesticide hustings' in the summer. We will also be working to influence a range of UK Government policy and legislative processes through direct engagement and other advocacy activities, including responding to the eventual publication of the UK's National Action Plan on the Sustainable Use of Pesticides (NAP) and follow up work to implement its commitments.

1.2 UK Supermarkets take significant steps to reduce pesticide-related harms caused by their supply chains

Significant achievements and activities 2023

PAN UK's supermarkets campaign combines public-facing communications with behind-the-scenes advocacy, with the aim of reducing pesticide-related harms linked to the global supply chains of the top ten UK supermarkets.

In 2023, we made great progress on influencing the pesticide policies of the UK's ten largest supermarkets.

Marks & Spencer (M&S) made a raft of improvements based on our advice, including placing greater restrictions on the use of five highly bee-toxic pesticides within its global supply chains. It also introduced a new policy that when EU and UK safety limits for how much of a pesticide is allowed to appear in food diverge it automatically adopt the more precautionary option. M&S also became the first UK supermarket to mirror the EU's "Candidates for Substitution" scheme which is designed to help identify pesticides to prioritise for substitution with less harmful chemical or non-chemical alternatives.

Morrisons also made a number of positive changes. With the aim of reducing pesticide residues in food, the company changed the trigger point for investigation from 80 percent of the legal limit set by regulators to 50 percent. This is a positive move since many supermarkets only take action when the legal residue limit is actually exceeded. Morrisons also stopped selling products containing pyrethrins and cypermethrin (insecticides) in its gardening range and replaced them with "non-toxic" alternatives. It will be conducting a full review of its range of gardening pesticide products in 2024. In autumn, the company became the first of the top ten UK supermarkets to run a proactive public communications campaign about pesticides when it trialled signs on shelves in several stores explaining that insects may be present in fresh produce due to reduced pesticide use.

On the basis of our recommendations, Waitrose expanded its residue testing regime to include routine testing of grains (rice, couscous, etc), meat, dairy and fish. Previously the company was only testing fruit and vegetables. The company also started sharing best practice case studies on pesticide reduction and IPM techniques through new initiative 'Fantastic Farmers', not just with their own growers, but with the wider farming community.

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We continued working closely with Co-op in 2023 and were delighted when it added two highly bee-toxic neonicotinoids (imidacloprid and clothianidin) to its priority list for phase out throughout its supply chains. The company is the first private sector actor to trial T-MAPP, PAN UK's innovative app for monitoring and reporting pesticide poisonings of workers and growers. Results from the trial should be available in 2024.

In 2023, Sainsbury's also placed greater restrictions on a number of bee-toxic pesticides and told us that their use of the lethal herbicide paraquat has decreased significantly.

In addition to these wins with individual supermarkets, we also used our convening power to bring supermarkets together to hear from experts in pesticide reduction and discuss common obstacles and solutions. We ran three roundtable events in 2023, each of which was attended by staff from at least seven of the top ten supermarkets. We have begun to use these events to move beyond our traditional focus on fruit and vegetables and to encourage supermarkets to look at pesticide use in other parts of their supply chains. The topics covered in 2023 were: 'Reducing glyphosate usage in agriculture and amenity', 'Worker health: monitoring and preventing acute poisoning' and 'Phasing-out Highly Hazardous Pesticides from chocolate supply chains'. One supermarket staff member contacted us after the event on chocolate to say "A totally, fascinating brilliant session highlighting that we need to do much more."

A core part of our supermarkets campaign is mobilising customers to raise their voices with supermarkets directly to let them know that they care about pesticides and want retailers to take action. In 2023, we once again ran our online action calling for an end to the sale of garden pesticides – over 35,000 emails were sent in 2023. We also ran an action calling for supermarkets to ban bee-toxic pesticides from their supply chain which garnered 17,000 emails. As detailed above, M&S, Co-op and Sainsbury's have all placed further restrictions on a number of bee-toxic pesticides since receiving these emails from their customers.

We continue to lobby all ten of the UK's biggest supermarkets. This year we met at least once with the following supermarkets; Aldi, Asda, Morrisons, Sainsbury's, Tesco and Waitrose. We also began sending 'horizon scanning' documents to supermarkets twice per year which outline upcoming changes in UK and EU regulations as well as what's coming up in terms of international frameworks and conventions.

Plans for 2024

We plan to publish our next supermarket ranking towards the end of 2024. It is a huge piece of work starting with designing the survey itself which, this time around, will be stripped back to put more focus on the topics that have the greatest impact in terms of reducing pesticide related harms. A number of new topics that align with other areas of our work will also be added, for example pet medicines and whether supermarkets are using amenity pesticides around their stores and car parks. In order to increase public engagement around the ranking, our plan is to this time mark supermarkets on their efforts under three main headings - protecting consumer health, protecting the health of farmers and agricultural workers and protecting the environment, all emotive topics that resonate with the public. When the ranking launches, we will provide mechanisms for the public to contact supermarket CEOs directly calling for them to take action to reduce pesticide harms.

In addition to the survey and ranking, we will also continue our bespoke advocacy with individual supermarkets. This involves providing detailed advice to their technical staff on a range of issues including how to phase out the most hazardous pesticide from their global supply chains and ways in which they can better support their suppliers to adopt non-chemical alternatives. Our advice is provided through a range of methods including regular face-to-face meetings and written submissions.

Following great feedback from supermarkets, we will continue to provide our 'horizon scanning' service, looking ahead to key changes within EU, UK and international legislative and regulatory frameworks to help supermarkets ascertain which particular chemicals are likely to face imminent restrictions.

We will continue our efforts with the Co-op to trial our pesticide poisoning app and look forward to having results from the trial to share with other supermarkets by the end of 2024

1.3 Local councils go pesticide-free as part of a long-term strategy to achieve national ban on urban-pesticide use

Significant achievements and activities 2023

2023 was a positive but also challenging year for the Pesticide-Free Towns (PFT) campaign. On the one hand, the levels of interest in urban pesticides continued to grow amongst both members of the public and councils. Recognition of the biodiversity crisis, and the potential role of urban nature in helping to alleviate it, has never been so widespread. As a result, we are increasingly approached by local authorities seeking our help to go pesticide-free and reducing the need for active outreach, which characterised the early years of the campaign. On the flipside, however, the campaign experienced some external setbacks. UK councils are facing an unprecedented financial crisis with many declaring bankruptcy and freezing their pesticide reduction programmes. In addition, the EU granted glyphosate an additional ten-year license, a decision that some UK councils have chosen to misinterpret as guaranteeing its safety. Subsequently, a few councils returned to using pesticides, which the British press has reported on with unexplainable glee.

Despite this, the PFT campaign made great progress in 2023. Thanks to our efforts, an additional 17 UK councils either went entirely pesticide-free or implemented measures to significantly reduce pesticide use. The list includes Wandsworth, Westminster and Kingston-upon-Thames (London), Solihull, Exeter, Plymouth, Manchester City, Norfolk, Surrey and Devon County Councils. A total of 107 UK councils have now taken action to reduce or end urban pesticide use (28% of the UK's 382 local authorities).

In addition to these councils, PAN UK has also provided direct advice, bespoke guidance and inspiration to an additional 30 councils on a range of areas, including how to design trials of non-chemical alternatives, what to include in a pesticide policy and assistance drafting council Motions banning pesticide use. Many of these councils have taken small steps forward including the London boroughs of Barnet, Havering, Islington, Croydon and Southwark.

We worked hard to grow the PFT network and succeeded in establishing 14 new PFT campaigns over the past year. We are now supporting PFT campaigners in 143 locations around the UK, providing them with expertise on both technical matters and strategy and attending local events and council meetings to support their efforts. We ran campaigner catch-up events quarterly and sent out four PFT newsletters in 2023. The campaign's Facebook group remains extremely active and has now grown to over 1,200 members. In addition to supporting PFT campaigners, we have also found ways to engage members of the public who have less time to give. We host an e-action on our site which enables people to quickly and easily contact their elected councillors. We were chosen to feature in Transform Trade's 'Injustice Advent Calendar' which resulted in 3,000 emails being sent to councillors across the country.

While we continue to work with councils and campaigners across the UK, we made a strategic decision to focus significant attention on London on the basis that banishing pesticides from the capital would be a huge step towards securing a nationwide ban. Of the city's 32 boroughs, three are now entirely pesticide-free, six have significantly reduced their use and an additional nine have implemented some measures. PAN UK is now engaging directly with 26 borough councils and supporting PFT campaign groups in 16 boroughs. We have also managed to secure the official support of 50 local and national organisations for the Pesticide-Free London campaign.

In 2023, we ran a series of major activities for London-based councillors and council officers that have enabled us to achieve these results. They included two half-day, in-person workshops aimed at councils new to the PFT

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campaign and two site visits to London boroughs that are already pesticide-free so other councils can see how it's done. We also launched the Pesticide-Free London Leaders' Network, a safe space for London councils that have made significant progress towards going pesticide-free but are yet finish the job. Six councils attended the inaugural meeting and an additional six have expressed an interest.

We continued to expand our suite of materials aimed at both campaigners and councils. In July we launched our innovative Pavement Plant Guide, with 150 people in attendance. The guide helps councils, other land managers and members of the public identify which 'weeds' need to be removed to protect accessibility or infrastructure versus those that pose no risk and bring biodiversity benefits and should therefore be left to grow. We worked with an urban botanist to produce the guide which is the first of its kind and has been incredibly well-received by councils and the public alike. We also published a guide to help councils keep costs down while going pesticide-free, which is vital in the current economic climate.

In addition to the huge amount of local-level work we have also kept up pressure on the UK government and devolved administrations to ban urban pesticides. In 2023, we made particular progress in Wales as a key step towards a UK-wide policy.

Plans for 2024

At the local-level, we will continue to provide bespoke advice and technical guidance to councillors, council staff and other major, urban land managers on how to end pesticide use in towns and cities and boost urban biodiversity. We have repeatedly seen the power of peer-to-peer learning, so will use our convening power to create additional opportunities for councillors and council officers to come together and share learnings.

Given the progress we are making, our proactive focus on London will continue. We will hold at least three meetings of the Pesticide-Free London Leaders Network while expanding the membership to additional councils. In 2024, we are aiming for two London boroughs to end pesticide use all together and to persuade an additional five to take tangible steps towards going pesticide-free that go beyond just commitments.

We will continue to expand our suite of materials and plan to publish guides to help both schools and university campuses to go pesticide-free. Our pets work – which in 2023 focused on tick and flea treatments – will relaunch over the summer, this time focused on accidental poisoning of pets in urban areas which gives the PFT campaign a new angle and the potential to reach new audiences.

We also plan to increase our efforts on achieving a national ban on urban pesticide use. As mentioned above, the Pesticide Collaboration will be launching a high-profile, national campaign drawing in large member organisations such as RSPB. We will make sure to create opportunities for existing PFT campaigners to add value to the national-level campaign. We will also feed in case studies and learnings from our many years of working on this issue at the local level and mobilise existing pesticide-free councils to lobby national government and parliamentarians for a national ban. Ultimately, with the goal of building support in Westminster for banning urban pesticide use.

Goal 2: To reduce pesticide use and related harms in agriculture internationally

2023 was a momentous year for global pesticide policy (see 2.1).

We can confidently communicate the benefits of agroecological approaches because we develop and test them with thousands of farmers. Our partnerships in Ethiopia and Benin have not only had very positive impact on thousands of participating farmers but also been crucial to informing our approach and enabling us to develop and test new tools and training resources. We are increasingly using our tools and experience to position ourselves as 'knowledge partners' that can support the wider adoption of good practice e.g. within sustainability standards and UN programmes.

2.1 International Institutions, national authorities and mechanisms support the reduction of pesticide use, the adoption of agroecological methods and the elimination of HHPs in agriculture

Significant achievements and activities 2023

Historic Global Commitments on Chemicals, Pesticides, and Agriculture

The recent Climate COP28 (UNFCCC), the new Global Framework on Chemicals (GFC) and the Global Biodiversity Framework all now demand stronger action from the agriculture sector to address the triple planetary crisis of climate change, chemical pollution and biodiversity loss. PAN UK played an important role in securing new commitments on Highly Hazardous Pesticides (HHPs) and agroecology in the latter two processes in particular. The synergies that now exist between these policy processes provide valuable new opportunities to push for stronger action.

In 2021 we were told by the Pesticides Registrar for Trinidad and Tobago that the authorities were using data we had collected on acute pesticide poisoning with the University of the West Indies in their review of certain HHPs. This data provided post registration surveillance information that was previously unavailable. As a result, five Highly Hazardous Pesticides (HHPs) were identified for phaseout; paraquat, methomyl, oxamyl, alpha cypermethrin and thiodicarb. The national ban fully came into force in 2023.

Since 2021, PAN UK has worked in eight more countries to collect similar data on acute pesticide poisoning. In 2023, we worked with FAO to tackle problems caused by HHPs in Central Asia. We researched potential alternatives to two important HHPs in the region and supported local partners to use our mobile app T-MAPP (Tool for Monitoring Acute Pesticide Poisoning) to collect data on acute pesticide poisoning among farmers and farm workers in Kyrgyzstan, Kazakhstan and Tajikistan. We are working with national authorities in those countries to alert them to the hazards caused by certain pesticide products and to support them to identify safer alternatives.

The Global Framework on Chemicals (GFC)

The GFC was adopted at the 5th International Conference on Chemicals Management (ICCM5) in September 2023 to replace its predecessor 'SAICM'. This is the preeminent UN policy instrument for chemicals and waste for the post-2020 period. The GFC and its resolutions incorporate several historic policy commitments to reform chemicals trade, pesticides use, and agriculture. Key among these are:

- Target A5: 'by 2030, Governments work towards notifying, regulating or prohibiting the export of chemicals they have prohibited nationally, in line with their international obligations'.

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- Target A7: 'by 2035, stakeholders have taken effective measures to phase out highly hazardous pesticides in agriculture where the risks have not been managed and where safer and affordable alternatives are available, and to promote transition to and make available those alternatives'.
- Target D5: stipulates that 'By 2030, Governments implement policies and programmes to increase support to safer and more sustainable agricultural practices, including agroecology, integrated pest management and the use of non-chemical alternatives, as appropriate.'

A Global Alliance on Highly Hazardous Pesticides will also be established as a voluntary multi-stakeholder initiative to spearhead the phase-out of HHPs in agriculture, and to increase support for alternatives to pesticides, agroecological farming and Integrated Pest Management (IPM).

Convention on Biological Diversity (CBD)

Thanks in part to PAN UK's advocacy, the 2022 Kunming-Montreal Global Biodiversity Framework (KMGBF) now includes targets for the reduction in the risk from pesticides and highly hazardous chemicals and a substantial increase in the practice of agroecology. Our focus in 2023 was on the development of a robust monitoring framework in relation to the key targets plus a favourable interpretation of the targets as they are addressed in national biodiversity action plans (NBSAPs).

COP28 UNFCCC

In November, PAN UK supported partners from PAN International who attended COP28 and produced a briefing paper on how prioritising agroecology in agricultural and food system transformation can help reduce greenhouse gas (GHG) emissions and increase resilience to climate change.

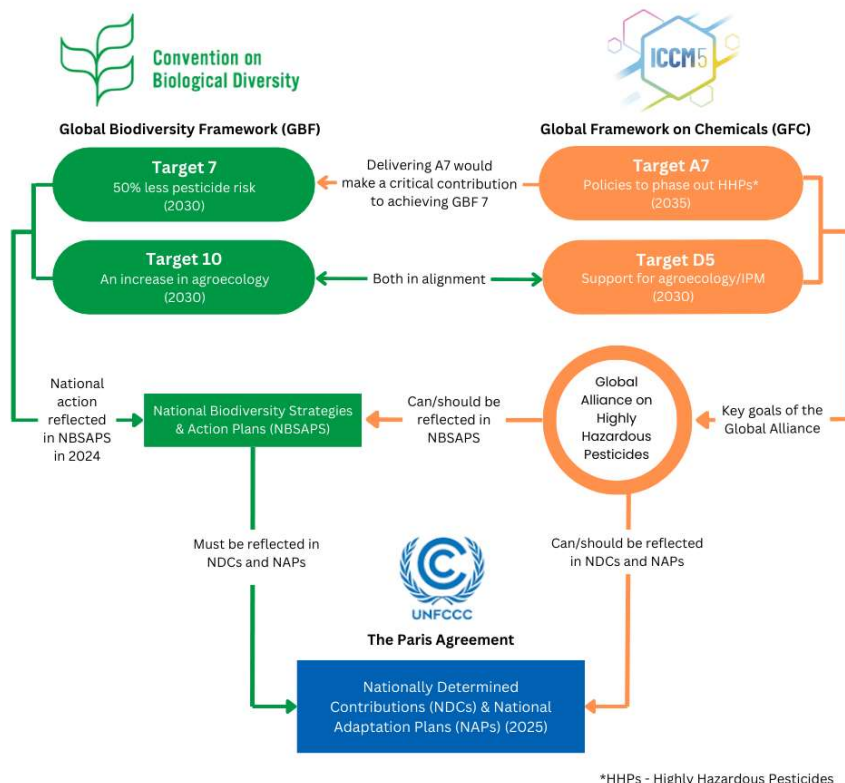
Plans for 2024

The fact that these three key global processes all now recognize the central importance of adopting sustainable agricultural systems and addressing the harms caused by pesticides gives us a much stronger position to work from. Our main objective in 2024 will be to ensure that the new global commitments on pesticides and agroecology are interpreted in a robust way within the relevant monitoring frameworks and are adequately reflected in national planning and reporting mechanisms (see figure on next page).

Another key objective in 2024 is to ensure that the UN FAO establishes an effective multistakeholder Global Alliance on HHPs as mandated by GFC; to secure a central position for PAN UK in its operation; and to encourage relevant countries and organisations to participate. We are also working with national authorities and sustainability standards to identify the most harmful pesticides and replace them with safer alternatives. We will work with these actors to share such information with other countries around the world – including by publishing peer reviewed papers identifying best practice and effective solutions.

The new Global Framework on Chemicals received almost no media coverage last year despite representing the most significant global commitment on chemical pollution since 2006. Generating compelling narratives and engaging with a range of audiences is vitally important to elevate our work with decision makers and attract resources. However, our topics often seem offputtingly complex to the uninitiated. Therefore, we plan to organise online events this year to explain key issues and establish relationships with target groups including journalists, decision-makers and donors.

Integrating the GFC and Global Alliance on HHPs into Biodiversity and Climate Action



2.2 Key international supply chain initiatives prohibit the use of HHPs, reduce pesticide use and promote the use of alternatives to pesticides

Significant achievements and activities 2023

Private sector actors have enormous influence on farmers' practice and, if they choose, can deliver improved practice at a scale and pace that even governments struggle to achieve. Sustainability standards, for example, can reach millions of farmers around the world and prohibit the use of certain pesticides and/or promote good practice and training.

PAN UK worked closely with a number of sustainability standards during 2023 to encourage them to strengthen their pesticide policies and provided tailored support to assist in helping their farmers to reduce reliance on pesticides.

PAN UK sits on the Council of the Better Cotton Initiative and was active in the revision of its standard and the development of its new strategy. The new revised standard for its 2.2 million cotton farmers in 22 countries comes into force in mid-2024 and includes the following commitments:

- Highly Hazardous Pesticides that meet criteria on acute toxicity are prohibited
- Highly Hazardous Pesticides that meet hazard criteria for chronic health are phased out by 2028

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- Where pesticides meet PAN's criteria for HHPs that cause harm to the environment mitigation measures must be implemented
- An Integrated Pest Management (IPM) strategy is developed and implemented which helps to grow a healthy crop, discourages the build-up of pest populations and diseases and preserve and enhance populations of beneficial organisms. Farmers must be made aware of non chemical methods (for example, biological, physical and cultural) for managing key pests, and these methods should be prioritised as part of the IPM strategy.

Alongside the standard revision, PAN has pushed for greater investment in farmer training in IPM/ agroecological methods and is working with BCI to test and adapt tools to help BCI implementing partners to support better farmer practice with respect to pest management.

Alongside this work, PAN UK also engages with other cotton standards including the Organic Cotton Accelerator and the Aid by Trade Foundation.

Nine sustainability standards currently form the IPM Coalition under ISEAL. These nine organisations (which include Fairtrade, Rainforest Alliance and the Global Coffee Platform (GCP)) has publicly committed to the elimination of HHPs and the promotion of more sustainable alternatives. In 2023, PAN UK supported the coalition in the development of a new strategy to stimulate action to address HHPs.

PAN UK has a longstanding engagement with the Global Coffee Platform to encourage it to improve standards on pesticides. GCP has committed to phasing out HHPs by 2030. PAN UK sits on the Global Coffee Platform's Pesticide Action Group to support it to meet the commitment on HHPs and promote agroecology as a part of its phase-out strategy.

PAN UK provides support to the Chocolate Scorecard (coordinated by Be Slavery Free) which ranks chocolate companies on their performance in relation to various criteria, including agrochemical management, in order to drive better practice.

Plans for 2024

We will continue to engage with standards and other supply chain actors to secure stronger commitments to reducing reliance on pesticides, phasing out HHPs and promoting agroecology. In particular, we will press them to increase resources for farmer training in agroecological practices. In addition to close direct engagement with certain standards, we will make the case for a transition to agroecological practice based on case studies from our own projects and we will encourage suitable actors into global spaces such as the Global Alliance on HHPs in order to advocate for higher standards on HHPs and agroecology and to share learning and experience.

2.3 Strengthened evidence base on pesticide-related harms and alternatives to pesticide use to underpin PAN UK and others advocacy

Significant achievements and activities 2023

PAN UK's T-MAPP (Tool for Monitoring Acute Pesticide Poisoning) is a mobile phone app that collects data that is generally missing from other sources. The data is vital to tackling pesticide related harms, allowing users to better understand pesticides in use and their acute effects on human health. T-MAPP increases the rate at which data can be collected and the speed of processing, allowing for swift, informed and targeted action. It also ensures that critical information is collected in a standardised way for analysis across location and time. T-MAPP currently operates in eight languages. Thanks to T-MAPP, we believe that we currently have the largest database of incidents of acute pesticide poisoning in the world.

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In 2023 it was used to collect data in three Central Asian countries where we are working with the national authorities to address harms caused by HHPs. We also established new projects in collaboration with the Centre for the Prevention of Pesticide Suicides and national authorities in Nepal and Sri Lanka.

We are using T-MAPP to identify and publish evidence in relation to pesticides that are known to be associated with large numbers of incidents. This has included policy briefings for decision-makers and peer-reviewed papers.

As well as collecting evidence of the harms caused by synthetic pesticides, we also continued to identify safer alternatives and practices. This included systematically tracking the economic benefits of agroecological practice in our field programmes in Ethiopia and Benin. The cost of synthetic pesticides and fertilisers, which are derived from petrochemicals, escalated rapidly in 2022 and there was a shortage of supply in many countries including Ethiopia in 2022/23. This has made the economic case even stronger for switching to locally sourced, organic alternatives.

PAN UK works with partners OBEPAB in Benin where we have supported almost 9,000 conventional cotton producers to convert to organic cotton production and to establish diverse farming systems that better meet their needs for food and income and increase resilience to climatic shocks. The results are impressive. In a recent survey, the net income for organic cotton producers was three times higher than conventional producers and the return on investment is an estimated £9.40 per £1 spent. If farmers' other crops are included in the calculation then the return on investment rises to over £22 per £1 spent. A follow up survey will be conducted in 2024.

In Ethiopia we work closely with PAN Ethiopia to support cotton and vegetable producers to replace hazardous pesticides with agroecological methods. The cost of synthetic fertiliser has almost doubled in Ethiopia since 2020 and the supply of synthetic pesticides has been disrupted. There is keen interest among farmers and government agricultural services in cheaper, safer, locally sourced alternatives. Droughts and erratic rainfall are becoming increasingly common, so supporting farmers to establish diverse and resilient farming systems is also critically important.

PAN's organic cotton project has trained over 8,500 farmers in agroecological practices in the last decade and established Ethiopia's first certified organic cotton production. A recent survey of 240 cotton farmers showed that trained, lead farmers produced 36% higher cotton yield per ha compared to untrained farmers, demonstrating benefits of the agroecological methods even in the very challenging growing season of 2022. The six co-operatives we set up enable members to access loans and sell their cotton jointly to interested buyers on better terms than the open market.

A second Ethiopian project supports over 1,200 vegetable producers in the ecologically sensitive area around Lake Ziway to grow healthier crops and replace HHPs with effective, safer and sustainable methods. The training has resulted in a 73% reduction in use of insecticides and 17% reduction in use of fungicides among farmers participating in the Farmer Field Schools – a quarter of surveyed farmers had eliminated insecticide use altogether.

One of the most important elements in all of our field projects is training field officers and farmers to identify beneficial invertebrates and pests. An appreciation of the role of natural enemies in keeping pest populations in check leads to a much more sustainable approach to pest management and a more positive attitude to agrobiodiversity. Rather than spraying pesticides at the first sign of an insect in the crop, farmers begin to see the value of diverse insect populations and of providing vegetation habitat for beneficial insects. If they unnecessarily disrupt these natural systems of control they risk making the pest problem worse. Mr Ewnetu Tsegaye, a Government Agronomist from the Department of Agriculture in Southern Ethiopia told us ' One of

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the most important contributions from PAN is that they have equipped us with knowledge and made all of us researchers, the farmers as well as skilled employees.'

Pesticides are known to damage soil microorganisms that are vital for nutrient cycling and soil health. PAN UK works closely with its partners in Ethiopia and Benin to address soil health, since crops grown in healthy soils are less likely to suffer pest and disease problems and are better able to compensate for any damage. For example, we have supported PAN Ethiopia to introduce vermicomposting to farmers and assess its impact on crop production. In onion trials, yields after three seasons have outperformed fields with synthetic fertiliser and saved farmers money. In Benin, our partners OBEPAB have collaborated with local soil scientists to tailor its farmer training to improve soil health. A recent multi-location soil analysis revealed that the mean soil organic carbon in organic farms is 49% higher than conventional farms and the organic soils showed better results in terms of soil pH and soil nitrogen content, too.

In Ethiopia we provide technical support to a project run by Bees for Development, which promotes agrobiodiversity and livelihoods in Amhara Region. It helps farmers and beekeepers by supporting local farmers growing vegetables and food staples to transition away from bee-harming pesticides. This project is helping to support producers by testing and adapting agroecological pest management approaches alongside work to monitor honeybees and other pollinators. In Benin, research is being conducted by our partners, OBEPAB, in collaboration with university researchers to determine the impact of pollinators on cotton yields.

Plans for 2024

Our priority is to secure new funding for 2025 in order to continue the valuable collaboration with partners in Ethiopia and Benin to test innovations; deliver effective training and support to cotton and vegetable farmers in IPM/agroecological practice; and to measure the impact. We will continue to use evidence and experience from the field to develop training resources and tools in order to disseminate learning and good practice more widely. We will also use the evidence to support our advocacy messages.

PAN UK will implement agreements to use T-MAPP with partners in Sri Lanka, Nepal, Morocco, Central Asia to collect data on acute pesticide poisoning among farmers and farm workers and to use the information to advocate for targeted regulatory measures to reduce harms from pesticides.

The team will continue to develop new training resources and to adapt field tools to encourage wider uptake of agroecological methods, which can build climate resilience. We will also continue to publish a variety of communications, including peer-reviewed papers, to offer pesticide regulators and other decision makers evidence of the benefits of replacing certain HHPs with safer alternatives.

Fundraising review

The majority of our funds are provided by trusts, foundations and institutional donors and these are raised through direct approaches, in response to requests for proposals from these organisations or as unsolicited donations. We raise a small but important proportion of our income each year from individual giving. Most of this income is unsolicited although we undertake an annual Christmas appeal designed to increase donations. For this appeal, fundraising communications were sent electronically to existing supporters and social media was used to raise awareness of the campaign. The original communications were followed up once, but we took great care to ensure that we protected the public from undue pressure and persistent communications. No complaints were received regarding the fundraising activity undertaken in 2023 and we are satisfied with the success of this campaign.

We use a supporter database to manage communications, including those related to fundraising, with our supporters. This is a key tool in ensuring the quality and success of our communications.

We are not currently registered with the Fundraising Regulator as this is a relatively minor area of work for us. We have received advice from a fundraising consultant regarding approaches to adopt and how to ensure our fundraising activity is effective and legal.

We renewed our focus on generating unrestricted income in 2021 and set up an unrestricted income working group to consider all aspects of this area in more detail. This group has supported fundraising activity that has taken place during the year and has also been used to generate ideas for additional activity or improvements that could take place.

Financial review

Our income for the year was £1,408,534, which was significantly higher than the previous year and the highest figure that PAN UK has recorded in recent memory. The increase in total income primarily reflects the growth of the organisation to 15 staff members in 2024.

Restricted income was slightly down year on year as a result of timing differences in the receipt of income (i.e. we received around £160,000 of income at the end of 2022 to fund 2023 expenditure) but unrestricted income was significantly higher. Unrestricted income was £366,445 in 2023 compared with £83,794 in 2022. This is primarily the result of two of our longstanding donors providing unrestricted rather than restricted funding and the receipt of a grant of £50,000 from the Esmee Fairbairn Foundation to respond to cost of living pressures. We also received, at the very end of 2023, an unrestricted grant of £110,000 that was applied for as part of the funding for 2024. This has increased unrestricted income in 2023 and will leave to an equivalent deficit in 2024.

Total expenditure for 2023 was significantly higher than in 2022 (£1,391,110 in 2023 compared to £1,060,062 in 2022). This growth was driven in the main by increases in expenditure associated with Goal 2 (international). These increases resulted from:

- The recruitment of three additional staff in 2023 (a Digital Product Officer, an International Advocacy Manager and a PAN International Co-ordinator, who is based at PAN UK); and
- An increase in grants to partner organisations of £218,423. Grants to partners are where we work with local organisations to reduce pesticide use in agriculture in countries outside of the UK. These organisations are partners in the planning and implementation of these activities and are best placed to deliver activities at field level. In 2023, we have seen the continued growth of our cotton projects in Benin and Ethiopia, we take on the administration of a funding stream on behalf of the wider PAN International network and we undertake a project with the United Nations Food and Agriculture Organisation in Central Asia.

The overall increase in expenditure has been 85% funded by restricted funds with the remainder funded by unrestricted funds. The increase in expenditure charged to unrestricted funds is primarily the cost of staff working on international supply chain activities under Goal 2 for which we used unrestricted funds to cover the cost.

Overall, we saw a net increase in funds in 2023 of £17,424 split between an increase in unrestricted funds of £199,644 and a decrease in restricted funds of £182,220. As noted above, £110,000 of the increase in unrestricted funds is the result of receiving an unrestricted grant at the very end of 2023 that we are intending to use to fund expenditure in 2024. The reduction in restricted funds was the result of receiving funds at the very end of 2022 to fund expenditure in 2023 and so was anticipated at the start of the year.

Total funds carried forward at the year-end were £1,069,737, of which £727,112 was unrestricted. These reserves are largely held as cash.

Reserves policy

Reserves are that part of a charity's unrestricted funds that are freely available to spend on any of the charity's purposes. These funds are important to a charity because they support the charity in managing the risk of insolvency, service closures, etc. in the event of future financial difficulties.

Each year, as part of the annual budget process, we undertake a review of the key risks facing the charity and the range of potential financial impacts of these risks. Once completed, the individual risks and ranges are

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reviewed together to determine the potential exposure of the organisation and, therefore, the level of reserves that should be held.

Our financial model is based on securing restricted funding to cover organisational and salary costs. This funding is often in the form of large grants of defined length and so there is a risk of funding gaps appearing if a grant ends without an immediate replacement. We manage this risk by seeking to diversify funding streams, seeking out longer term funding and increasing our unrestricted income but we also need to hold reserves to manage any gaps.

In addition to this risk, we also hold reserves to manage the risk of unforeseen operating costs, especially staff costs, and to support the management of working capital on large grants where we have to pre-finance expenditure before receiving the income.

Having made an assessment of the potential financial impacts of these risks and considered how these might materialise, we have determined that we should hold reserves in the range of £400,000 to £575,000. This is roughly equivalent to six to nine months of the total salaries plus core organisational costs budgets. The significant increase from last year reflects the fact that the staff team has increased in size by 25% in 2023 and that staff salaries have increased as a result of cost of living pressures.

The current free unrestricted reserves are £727,112 (all unrestricted reserves are free as there are no designations and the net book value of fixed assets is nil), which is above the target range. £110,000 of this relates to unrestricted income received at the very end of 2023 intended to fund expenditure in 2024 and so we expect an equivalent deficit on unrestricted funds next year. Removing this would leave effective unrestricted reserves of £617,112, which is still above the target range.

We have established a set of criteria to be used to guide the expenditure of these unrestricted reserves to avoid spending for spending's sake. In 2024 we are intending to use a portion of these reserves to support the extension of the contract for a member of staff working on a strategically important piece of work that we are intending to grow and the recruitment of a new Communications Assistant role. Otherwise, we are mindful of the fact that all restricted funding streams for Goal 2 activities are coming to an end between now and April 2025, meaning that we face a significant level of financial risk over the coming two years. Until we have secured follow on funding for these activities we will be cautious in drawing down too much on our unrestricted reserves.

Going concern

We have worked hard to develop a strong and resilient organisation and to build unrestricted reserves. This is challenging for PAN UK given the difficulties in building an unrestricted reserve whilst being reliant on restricted funding. However, the organisation has been fortunate to receive many one-off items of unrestricted income in recent years and has delivered strong underlying performance, with full recovery of costs on restricted funds. This has helped us to generate and maintain healthy levels of unrestricted reserves that ensure that PAN UK will remain a going concern.

The Board reviews the financial performance of the organisation and future funding on a quarterly basis, based on agreed contracts and estimates of potential future funding based on the best available evidence. Having prepared detailed projections for 2024 and considering what we know already for 2025 – including confirmed contracts and a moderate and realistic estimate from pending funding applications and other sources, plus an estimate of likely inflation impacts – the board of Trustees considers that there is adequate funding to continue operating for the next twelve months. The accounts have therefore been prepared on a going concern basis.

Principal risks and uncertainties

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finance of the charity, and are satisfied that systems are in place to mitigate the charity's exposure to the major risks. The risk assessment is reviewed regularly at senior management and Board level, the severity of the risks are assessed and mitigations are determined and the implementation is monitored.

The table below highlights some of the most significant risks that have been identified and the key mitigations that are in place:

| Risk | Mitigations |
|--|--|
| Restricted grants end without a replacement lined up. | Review of reserves policy to consider appropriate level of reserves to hold to manage this risk. Focus on securing funds from new donors and increasing the number of multi-year grants. |
| Health, safety or security issues arising during overseas travel | Travel policy developed including measures such as: improved risk assessments, mandatory travel training, review of corporate travel insurance. |
| Natural disasters, conflict or disease in project area prevents effective delivery of projects | Situations closely monitored with project partners. Contingency plans considered in project designs. Engagement with donors on project risks. |
| Funders objectives not achieved | Development and implementation of a strong project management system. Regular communication with funders to ensure priorities are understood and that any challenges in implementation are communicated. |
| Breaches or loss of the T-MAPP database or the source code | Data regularly backed up and migrated. Source code is held separately by PAN UK. |
| Breach of IT network – website hacked, ransomware, viruses etc | IT usage policy in place. Contract with IT service company to provide external expertise. Regular back ups of core data. Anti-virus software installed on all computers. |

Structure, governance and management

The charity is constituted as a charitable company limited by guarantee, and was set up by a Memorandum of Association on 14 July 1986. It is governed by its Articles of Association as amended by special resolutions of 2 December 2009, 15 February 2000 and 13 April 1989. Legal responsibility for the management and stewardship is vested in the Board of trustees.

The Board consisted of eight trustees as at 31 December 2023 (the maximum number is 12). The names of the trustees who served during the year are set out later in this annual report. The Board met five times in 2023.

Decisions of the board are made by consensus. The Executive Director prepares a brief of the issues and decisions required. These may then be discussed with the Chair of the Board and/or the Treasurer of the Board before circulation to the full Board. In cases where a decision is required between Board meetings, all members are circulated with information and feedback given.

The Board delegates the day-to-day running of the charity to the Executive Director, who is recruited and appointed by the Board. The Executive Director reports regularly to the trustees on the financial and operational performance of the charity, and where necessary, other staff report to the trustees on issues appropriate to their work area. The Board has an outline schedule for the meetings held each year that ensures that the Board is able to fulfil its responsibilities.

Recruitment and appointment of trustees

We aim to recruit trustees from organisations which represent the constituencies it seeks to serve (health, environment, development organisations and trades unions), as well as members who will bring specific expertise (e.g. media, financial, management, pesticide-related). Members of the Board give their time voluntarily and are not remunerated beyond repayment of expenses to cover travel to meetings.

The Board has in place a skills matrix which details the skills it has identified as being essential for the governance of the organisation. Each trustee has assessed themselves against each skill and perspective area to identify those areas which are represented poorly and which are strong, which informs the process of recruitment. Other considerations for the Board with respect to trustee recruitment are the social, gender and ethnic mix of the board. This information is used to help guide trustee recruitment strategy. Trustees are sought via PAN UK's website, through PAN UK's organisational networks, via trustee and other search websites and occasionally through advertising.

Induction and training of trustees

Once recruited, trustees are required to participate in an induction programme. Each trustee is issued with an induction pack which includes the following documents:

- Charity commission guidance for trustees The Essential Trustee (CC3)
- It's your decision: charity trustees and decision making (CC27)
- Memorandum and articles of association
- Latest audited accounts and trustees' report and latest management accounts
- Minutes of recent meetings
- Summary of PAN UK strategy Risk register
- Trustee list and staff list

In addition, new trustees are invited to meet with key staff and to visit the offices.

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A 'Board update' is provided to each Board meeting with progress reports and activities of each project, publications, outreach activities, funding and donor news, and relevant organisational matters. Management accounts are also provided at each meeting.

Trustees are encouraged to identify development needs which PAN UK seeks to meet.

Key management personnel

The Trustee Board are responsible for setting pay for key management personnel. Pay for key management personnel will always be discussed and agreed during the Trustee Board meetings. In 2019, the Board approved the creation of a new staff / salary structure including five separate salary bands. The salary bands were benchmarked through comparison with peer organisations and the NICVA pay scale. Each role was assigned to a salary band based on the job description and responsibilities of that role. This includes the key management personnel. These salary bands took effect from 1 January 2020. The salary bands, and individual salaries, have been reviewed at the end of each year and a cost of living allowance increase set. PAN UK undertook a new benchmarking exercise in 2023 to ensure that staff salaries have remained fair and competitive during this period of challenging inflation and the different responses that organisations have had to this. The overall conclusion of this was that, with one exception, the salary bands have remained appropriate.

For 2024, a cost of living allowance increase of 4% plus a non-consolidated one-off of £600 for non-senior management staff has been approved by the Board to take effect from 1 January 2024.

Related parties and relationships with other organisations

PAN UK plays a significant role in the global Pesticide Action Network (PAN). The global PAN consists of five Regional Centres, located in Africa, Asia and the Pacific, Europe, Latin America and North America. While each of the five Regional Centres is institutionally independent, they maintain regular coordination and collaboration. They have formed an institutional umbrella body 'PAN Regional Centres', but it has a limited turnover and does not employ staff. PAN UK has established joint programmes and projects with separate PAN Regional Centres, in particular PAN Africa and its member organisations, and in these cases funds and activities are specified in separate contracts.

PAN UK also seeks to work with other organisations on joint projects, where the projects fit the overall goals of all organisations involved. PAN UK is part of a number of coalitions and multi-stakeholder initiatives, and takes an active role in, for example, Sustain; the alliance for better food and farming, the Global Coffee Platform and the Better Cotton Initiative.

Public benefit

We develop our strategic plans to ensure that we provide public benefit and achieve our objectives. When reviewing our aims and objectives, and in planning activities and setting policies for the year ahead, the trustees confirm they have referred to the guidelines contained in the Charity Commission's general guidance on public benefit.

Diversity, equity, inclusion and justice

PAN UK is committed to social justice and doing whatever it can to promote diversity, equity and inclusion and oppose racism and other forms of discrimination in our programmes and within the organisation. In putting this into practice, PAN UK views diversity in its broadest form which includes, but is not limited to, the consideration of race, nationality, gender, age, class, disability, sexuality, language and educational background.

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PAN UK established a diversity working group in 2021 to consider how we can turn this commitment into a reality within the organisation. Over the past two years we feel that we have picked off most of the low hanging fruit that existed within the organisation and now have a decision to make on what the focus of our work should be. In order to inject more momentum and ownership into this process we have changed the way we manage this process so that the whole staff team is involved in the decisions around which areas to focus on and then sub-groups of staff are created of staff who have most expertise on whatever area we choose to look at. This process has recently started and we will be selecting the next priorities early in 2024.

PAN UK is also a contributor to the RACE (Racial Action for the Climate Emergency) report, which seeks to increase racial diversity within the environmental movement. We gather diversity data from staff and trustees in order to make a submission to the report each year regarding the diversity of the organisation and this contributes to sector wide statistics. Part of our submission also looks at the actions that the organisation is taking to improve diversity. In 2023, the RACE report published transparency cards for each organisation that took part and the one for PAN UK can be found at <https://www.race-report.uk/transparency-cards/pesticide-action-network-uk>. Given the small size of the staff team at PAN UK, this does not include staff statistics but it does provide detail on the steps that the organisation has taken to date.

Key people and suppliers

| | |
|------------------------------------|---|
| Trustees | Barbara Dinham, Chair Edward Moore, Treasurer Lasse Bruun Elizabeth Gadd (resigned 30 May 2023) Sondhya Gupta Stephanie Morren Vera Ngowi Christopher Stopes Anthony Youdeowei |
| Company Secretary | Keith Tyrell |
| Registered office | Brighthelm Centre North Road Brighton BN1 1YD |
| Telephone | 01273 964230 |
| Website | www.pan-uk.org |
| E-mail | admin@pan-uk.org |
| Company registration number | 02036915 (England and Wales) |
| Charity registration number | 0327215 |
| Auditors | Goldwins Limited Chartered Accountants 75 Maygrove Road West Hampstead London NW6 2EG |
| Bankers | Co-operative Bank Plc City Office 80 Cornhill London EC3V 3NJ National Westminster Bank Plc Brixton Branch 504 Brixton Road London SW9 8EB Triodos Bank Deanery Road Bristol BS1 5AS |

Statement of responsibilities of the trustees

The trustees (who are also directors of Pesticide Action Network UK for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the directors' report) and the financial statements in accordance with 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).

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 income and expenditure of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for maintaining proper accounting records which 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 auditors are 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 auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditors

Goldwins limited were re-appointed as the auditors of the charitable company during the year and have expressed their willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 30 May 2024 and signed on their behalf by;



Barbara Dinham, Chair

Independent auditor's report

To the members of Pesticide Action Network UK

Opinion

We have audited the financial statements of Pesticide Action Network UK (the 'charitable company') for the year ended 31 December 2023 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 December 2023 and of its incoming resources and application of resources, including its income and expenditure for the year then ended.
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.
- 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 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 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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual 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, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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.

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

Use of our report

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

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the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Epton

Anthony Epton (Senior statutory auditor)

for and on behalf of

Date: 5 June 2024

**Goldwins Limited,
Statutory Auditor,
Chartered Accountants,
75 Maygrove Road,
West Hampstead,
London, NW6 2EG**

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STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income and expenditure account)

For the year ended 31 December 2023

| | | 2023 | 2023 | 2023 | 2022 |
|------------------------------------|-----------|----------------|------------------|------------------|------------------|
| | | Unrestricted | Restricted | Total | Total |
| | Notes | funds | funds | funds | funds |
| | | £ | £ | £ | £ |
| Income from: | | | | | |
| Donations and legacies | 3 | 336,353 | - | 336,353 | 53,803 |
| Charitable activities: | | | | | |
| Goal 1 (UK) | 4 | - | 267,790 | 267,790 | 371,343 |
| Goal 2 (International) | 4 | 22,309 | 774,299 | 796,608 | 742,648 |
| Information provision | 4 | - | - | - | 50,000 |
| Other trading activities | 5 | 531 | - | 531 | 77 |
| Investment income | 6 | 7,252 | - | 7,252 | 4,077 |
| Total income | | 366,445 | 1,042,089 | 1,408,534 | 1,221,948 |
| Expenditure on: | | | | | |
| Raising funds | 7 | 1,161 | - | 1,161 | 632 |
| Charitable activities: | | | | | |
| Goal 1 (UK) | 7 | 4,730 | 312,891 | 317,621 | 314,865 |
| Goal 2 (International) | 7 | 154,790 | 845,839 | 1,000,629 | 690,343 |
| Information provision | 7 | 9,052 | 62,647 | 71,699 | 54,222 |
| Total expenditure | | 169,733 | 1,221,377 | 1,391,110 | 1,060,062 |
| Net income / (expenditure) | 8 | 196,712 | (179,288) | 17,424 | 161,886 |
| Transfer between funds | | 2,932 | (2,932) | - | - |
| Net movement in funds | | 199,644 | (182,220) | 17,424 | 161,886 |
| Total funds brought forward | | 527,468 | 524,845 | 1,052,313 | 890,427 |
| Total funds carried forward | 16 | 727,112 | 342,625 | 1,069,737 | 1,052,313 |

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

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BALANCE SHEET

As at 31 December 2023

| | Notes | 2023 £ | 2022 £ |
|---|-------|-------------------------|-------------------------|
| Fixed assets | | | |
| Tangible assets | 11 | - | - |
| Current assets | | | |
| Debtors | 12 | 35,366 | 76,047 |
| Cash at bank and in hand | 18 | 1,042,957 | 982,409 |
| | | <u>1,078,323</u> | <u>1,058,456</u> |
| Creditors: amounts falling due within one year | 13 | (8,586) | (6,143) |
| Net current assets | | <u>1,069,737</u> | <u>1,052,313</u> |
| Net assets | | <u><u>1,069,737</u></u> | <u><u>1,052,313</u></u> |
| Represented by: | | | |
| Restricted funds | 16 | 342,625 | 524,845 |
| Unrestricted funds | | | |
| - General fund | 16 | 727,112 | 527,468 |
| Total funds | | <u><u>1,069,737</u></u> | <u><u>1,052,313</u></u> |

The financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the trustees on 30 May 2024 and signed on their behalf by



Barbara Dinham, Chair

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STATEMENT OF CASH FLOWS

For the year ended 31 December 2023

| | Note | 2023 £ | 2023 £ | 2022 £ | 2022 £ |
|---|-----------|--------------|------------------|--------------|----------------|
| Net cash provided by operating activities | 17 | | 53,296 | | 85,141 |
| Cash flows from investing activities: | | | | | |
| Interest / rent / dividends from investments | | 7,252 | | 4,077 | |
| | | <u>7,252</u> | | <u>4,077</u> | |
| Cash provided by investing activities | | | <u>7,252</u> | | <u>4,077</u> |
| Change in cash and cash equivalents in the year | | | 60,548 | | 89,218 |
| Cash and cash equivalents at the beginning of the year | | | 982,409 | | 893,191 |
| | | | <u>982,409</u> | | <u>893,191</u> |
| Cash and cash equivalents at the end of the year | 18 | | <u>1,042,957</u> | | <u>982,409</u> |

NOTES TO THE FINANCIAL STATEMENTS

1 Accounting policies

a) Basis of preparation

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) - (Charities SORP FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

c) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

e) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

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g) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

h) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services and activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.
- Expenditure includes attributable VAT which cannot be recovered.

i) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charitable activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the basis of staff time.

j) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

| | |
|--------------------------------|-----|
| Furniture and office fittings | 25% |
| Computer and similar equipment | 25% |

l) Debtors

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

m) 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 account.

n) Creditors and provisions

Creditors and provisions are recognised where the charity has 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

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be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Financial instruments

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

p) Pensions

The Company's pension policy is to make a contribution to employees' pension schemes of 8% of gross salary. The employee can choose to contribute as well. Contributions are recognised as expenditure as they fall due and are allocated between activities and restricted and unrestricted funds in line with staff time spent on these.

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2 Detailed comparatives for the statement of financial activities

| | 2023 Unrestricted £ | 2023 Restricted £ | 2023 Total £ |
|------------------------------------|---------------------------|-------------------------|--------------------|
| Income from: | | | |
| Donations | 53,803 | - | 53,803 |
| Charitable activities: | | | |
| Goal 1 (UK) | - | 371,343 | 371,343 |
| Goal 2 (International) | 25,837 | 716,811 | 742,648 |
| Information provision | - | 50,000 | 50,000 |
| Other trading activities | 77 | - | 77 |
| Investment income | 4,077 | - | 4,077 |
| Total income | 83,794 | 1,138,154 | 1,221,948 |
| Expenditure on: | | | |
| Raising Funds | 632 | - | 632 |
| Charitable activities: | | | |
| Goal 1 (UK) | 31,729 | 283,136 | 314,865 |
| Goal 2 (International) | 86,439 | 603,904 | 690,343 |
| Information provision | - | 54,222 | 54,222 |
| Total expenditure | 118,800 | 941,262 | 1,060,062 |
| Net income / (expenditure) | (35,006) | 196,892 | 161,886 |
| Transfer between funds | 2,880 | (2,880) | - |
| Net movement in funds | (32,126) | 194,012 | 161,886 |
| Total funds brought forward | 559,594 | 330,833 | 890,427 |
| Total funds carried forward | 527,468 | 524,845 | 1,052,313 |

3 Income from donations and legacies

| | Unrestricted £ | Restricted £ | 2023 Total £ | 2022 Total £ |
|------------------------------|-------------------|-----------------|--------------------|--------------------|
| Gifts | | | | |
| - Tolkien Trust | 110,000 | - | 110,000 | - |
| - Laudes Foundation | 88,169 | - | 88,169 | - |
| - Esmee Fairbairn Foundation | 50,000 | - | 50,000 | - |
| - A and J Charitable Trust | 10,000 | - | 10,000 | - |
| Other gifts | 58,190 | - | 58,190 | 53,803 |
| Legacies | 19,994 | - | 19,994 | - |
| | 336,353 | - | 336,353 | 53,803 |

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4 Income from charitable activities

| | Unrestricted £ | Restricted £ | 2023 Total £ | 2022 Total £ |
|---|-------------------|------------------|--------------------|--------------------|
| Goal 1: To reduce pesticide use and related harms in the UK | | | | |
| Chapman Charitable Trust | - | 22,000 | 20,000 | 20,000 |
| Earthsong Foundation | - | 5,000 | 5,000 | 5,000 |
| Esmee Fairburn Foundation | - | 100,000 | 100,000 | 50,000 |
| Farming the Future | - | - | - | 3,245 |
| John Ellerman Foundation | - | 30,000 | 30,000 | - |
| Natracare | - | 5,000 | 5,000 | - |
| RSPB | - | 65,199 | 65,199 | 93,689 |
| The Savitri Waney Charitable Trust | - | 40,591 | 40,591 | 39,409 |
| Tolkien Trust | - | - | - | 140,000 |
| Zephyr Charitable Trust | - | - | - | 20,000 |
| Total Goal 1 | - | 267,790 | 267,790 | 371,343 |
| Goal 2: To reduce pesticide use and related harms in agriculture internationally | | | | |
| Aid by Trade Foundation | - | 17,367 | 17,367 | 26,204 |
| Bees for Development | - | 3,314 | 3,314 | 6,192 |
| C & A Foundation | - | 11,161 | 11,161 | - |
| CAF American Donor Fund | - | - | - | 1,000 |
| CS Fund | - | (41) | (41) | - |
| University of Edinburgh | - | 49,677 | 49,677 | 49,677 |
| Flotilla Foundation | - | 88,725 | 88,725 | - |
| GIZ | - | 141,608 | 141,608 | 99,845 |
| Global Greengrants Fund | - | - | - | 100,031 |
| Laudes Foundation | - | - | - | 20,000 |
| PAN North America | - | 62,845 | 62,845 | 14,136 |
| Paul Reinhart AG | - | 78,193 | 78,193 | 78,256 |
| TRAID | - | 233,568 | 233,568 | 273,444 |
| UN Food and Agriculture Organisation | - | 87,882 | 87,882 | 23,778 |
| UN Environment Programme | - | - | - | 24,248 |
| Consultancy | 22,309 | - | 22,309 | 25,837 |
| Total Goal 2 | 22,309 | 774,299 | 796,608 | 742,648 |
| Information Provision | | | | |
| Tolkien Trust | - | - | - | 50,000 |
| Total Information Provision | - | - | - | 50,000 |
| Total Income from charitable activities | 22,309 | 1,042,089 | 1,064,398 | 1,163,991 |

5 Income from other trading activities

| | Unrestricted £ | Restricted £ | 2023 Total £ | 2022 Total £ |
|-------------------------------------|-------------------|-----------------|--------------------|--------------------|
| Publication sales and subscriptions | 27 | - | 27 | - |
| Other trading activities | 504 | - | 504 | 77 |
| | 531 | - | 531 | 77 |

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6 Income from investments

| | Unrestricted | Restricted | 2023 | 2022 |
|-----------------------|---------------------|-------------------|--------------|--------------|
| | £ | £ | Total | Total |
| | | | £ | £ |
| Bank interest | 6,522 | - | 6,522 | 531 |
| Foreign exchange gain | - | - | - | 2,082 |
| Bank fee refund | 730 | - | 730 | - |
| Bank compensation | - | - | - | 1,464 |
| | 7,252 | - | 7,252 | 4,077 |

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7 Analysis of expenditure

Current reporting period

| | Charitable activities | | | | | | 2022 Total | 2023 Total | 2022 Total | £ |
|-----------------------|------------------------|-----------------------------|------------------|------------------|--------------------------|------------------|------------------|------------------|---------------|---|
| | Basis of allocation | Cost of raising funds | Goal 1 (UK) | Goal 2 (Intl) | Information provision | Support costs | | | | |
| | £ | £ | £ | £ | £ | £ | £ | £ | £ | |
| Staff costs | - | 229,557 | 347,118 | 55,071 | 81,995 | - | 713,741 | 583,085 | | |
| Direct costs | 1,161 | 33,161 | 48,589 | 7,351 | - | - | 90,262 | 112,309 | | |
| Grants to partners | - | - | 535,892 | - | - | - | 535,892 | 317,469 | | |
| Support costs - rent | - | - | - | - | 22,859 | - | 22,859 | 22,407 | | |
| Support costs - other | - | - | - | - | 22,730 | - | 22,730 | 20,046 | | |
| Governance costs | - | - | - | - | - | 5,626 | 5,626 | 4,746 | | |
| | 1,161 | 262,718 | 931,599 | 62,422 | 127,584 | 5,626 | 1,391,110 | 1,060,062 | | |
| Support costs | - | 52,581 | 66,118 | 8,885 | (127,584) | - | - | - | | |
| Governance costs | - | 2,322 | 2,912 | 392 | - | (5,626) | - | - | | |
| 2023 Total | 1,161 | 317,621 | 1,000,629 | 71,699 | - | - | 1,391,110 | 1,060,062 | | |
| 2022 Total | 632 | 314,865 | 690,343 | 54,222 | - | - | 1,060,062 | | | |

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Previous reporting period

Charitable activities

| | Basis of allocation | Cost of raising funds | Goal 1 (UK) | Goal 2 (Int'l) | Information provision | Support costs | Governance costs | 2022 Total |
|-----------------------|---------------------|-----------------------|----------------|----------------|-----------------------|----------------|------------------|------------------|
| | | £ | £ | £ | £ | £ | £ | £ |
| Staff costs | Direct | - | 234,929 | 248,219 | 34,499 | 65,438 | - | 583,085 |
| Direct costs | Direct | 632 | 28,817 | 70,644 | 12,216 | - | - | 112,309 |
| Grants to partners | Direct | - | - | 317,469 | - | - | - | 317,469 |
| Support costs - rent | Direct | - | - | - | - | 22,407 | - | 22,407 |
| Support costs - other | Direct | - | - | - | - | 20,046 | - | 20,046 |
| Governance costs | Direct | - | - | - | - | - | 4,746 | 4,746 |
| | | 632 | 263,746 | 636,332 | 46,715 | 107,891 | 4,746 | 1,060,062 |
| Support costs | % staff costs | - | 48,965 | 51,735 | 7,191 | (107,891) | - | - |
| Governance costs | % staff costs | - | 2,154 | 2,276 | 316 | - | (4,746) | - |
| 2022 Total | | 632 | 314,865 | 690,343 | 54,222 | - | - | 1,060,062 |

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Of the total expenditure in 2023, £169,733 was unrestricted (2022: £118,800) and £1,221,377 was restricted (2022: £941,262).

Grants to partners in 2023 includes grants to Pesticide Action Nexus Association, Ethiopia of £132,460 (2022: £97,853), Organisation Béninoise pour la Promotion de l'Agriculture Biologique, Benin of £251,066 (2022: £210,695), People's Coalition on Food Sovereignty, Philippines of £5,725 (2022: £nil), Pesticide Action Network Africa, Senegal of £5,718 (2022: £nil), Pesticide Action Network Asia Pacific, Malaysia of £66,651 (2022: £nil), Kazakhstan Growers Union, Kazakhstan of £21,641 (2022: £nil), Komyobihoi Diyor, Tajikistan of £17,437 (2022: £nil), BIOM, Kyrgyzstan of £18,177 (2022: £nil), Observatorio Latinoamericano de Conflictos Ambientales (OLCA), Chile of £5,738 (2022: £nil), Pesticide Action Network North America, United States of America of £5,738 (2022: £nil) and Pestizid Actions-Netzwerk, Germany of £5,541 (2022: £nil).

Grants to partners in 2022 also includes a grant to AGENDA for Environment and Responsible Development, Tanzania of £8,921.

8 Net income / (expenditure) for the year

| This is stated after charging / (crediting): | 2023 | 2022 |
|--|--------------|----------------|
| | £ | £ |
| Operating lease rentals: | | |
| Property | 22,859 | 22,407 |
| Other equipment | 404 | 379 |
| Auditor's remuneration: audit fees | 4,200 | 3,500 |
| Foreign exchange (gains) / losses | 6,643 | (2,082) |
| | 6,643 | (2,082) |

9 Analysis of staff costs, trustee remuneration and expenses and the cost of key management personnel

| Staff costs were as follows: | 2023 | 2022 |
|---|----------------|----------------|
| | £ | £ |
| Salaries and wages | 604,615 | 492,660 |
| Social security costs | 60,831 | 51,012 |
| Employer's contribution to defined contribution pension schemes | 48,295 | 39,413 |
| | 713,741 | 583,085 |

The number of employees with employee benefits (excluding employer's pension and national insurance contributions) greater than £60,000 per annum was as follows.

| Range | 2023 | 2022 |
|--------------------|-------------|-------------|
| | No. | No. |
| £70,000 to £79,999 | 1 | 1 |

The total employee benefits (including employer's pension and national insurance contributions) of the key management personnel were £91,632 (2022: £87,062).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2022: £nil). No charity trustees received payment for professional or other services supplied to the charity (2022: £nil). Charity trustees were reimbursed expenses of £nil during the year (2022: £nil).

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Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

| | 2023 | 2022 |
|-----------------------|-------------|-------------|
| | No. | No. |
| Charitable activities | 12.0 | 10.0 |
| Support | 2.0 | 2.0 |
| | 14.0 | 12.0 |

10 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11 Tangible fixed assets

| | Furniture, fittings and equipment | Total |
|-------------------------------|--|--------------|
| | 2023 | 2023 |
| | £ | £ |
| Cost | | |
| At the start of the year | 5,021 | 5,021 |
| Additions in year | - | - |
| Disposals in year | (2,960) | (2,960) |
| At the end of the year | 2,061 | 2,061 |
| Depreciation | | |
| At the start of the year | 5,021 | 5,021 |
| Charge for the year | - | - |
| Eliminated on disposal | (2,960) | (2,960) |
| At the end of the year | 2,061 | 2,061 |
| Net book value | | |
| At the end of the year | - | - |
| At the start of the year | - | - |

All of the above assets are used for charitable purposes

12 Debtors

| | 2023 | 2022 |
|----------------|---------------|---------------|
| | £ | £ |
| Trade debtors | 34,065 | 46,561 |
| Other debtors | 1,250 | 1,000 |
| Prepayments | 51 | 4,257 |
| Accrued income | - | 24,229 |
| | 35,366 | 76,047 |

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13 Creditors: amounts falling due within one year

| | 2023 | 2022 |
|-----------------|--------------|--------------|
| | £ | £ |
| Trade creditors | 2,069 | 1,472 |
| Other creditors | 210 | 471 |
| Accruals | 6,307 | 4,200 |
| | 8,586 | 6,143 |

14 Pension scheme

The Company's pension policy is to make a contribution to employees' pension schemes of 8% of gross salary. The employee can choose to contribute as well. Contributions are recognised as expenditure as they fall due.

15 Analysis of net assets between funds

| | 2023 | | |
|--|---------------------|-------------------|--------------------|
| | Unrestricted | Restricted | Total funds |
| | £ | £ | £ |
| Tangible fixed assets | - | - | - |
| Net current assets | 727,112 | 342,625 | 1,069,737 |
| Net assets at the end of the year | 727,112 | 342,625 | 1,069,737 |
| | 2022 | | |
| | Unrestricted | Restricted | Total funds |
| | £ | £ | £ |
| Tangible fixed assets | - | - | - |
| Net current assets | 527,468 | 524,845 | 1,052,313 |
| Net assets at the end of the year | 527,468 | 524,845 | 1,052,313 |

| 16 Movements in funds | At 1 January | Income | Expenditure | Transfers | At 31 |
|---------------------------------|---------------------|--------------------|---------------------|------------------|------------------|
| | 2023 | & gains | & losses | | December |
| | £ | £ | £ | £ | 2023 |
| | | | | | £ |
| Restricted funds: | | | | | |
| Goal 1 (UK) | 218,661 | 267,790 | 312,891 | (52,207) | 121,353 |
| Goal 2 (International) | 306,184 | 774,299 | 845,839 | (13,372) | 221,272 |
| Information provision | - | - | 62,647 | 62,647 | - |
| Total restricted funds | 524,845 | 1,042,089 | 1,221,377 | (2,932) | 342,625 |
| General funds | 527,468 | 366,445 | 169,733 | 2,932 | 727,112 |
| Total unrestricted funds | 527,468 | 366,445 | 169,733 | 2,932 | 727,112 |
| Total funds | 1,052,313 | 1,408,534 | 1,391,110 | - | 1,069,737 |

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| Movements in funds in previous reporting period | At 1 January 2022 £ | Income & gains £ | Expenditure & losses £ | Transfers £ | At 31 December 2022 £ |
|---|------------------------|---------------------|---------------------------|----------------|--------------------------|
| Restricted funds: | | | | | |
| Goal 1 (UK) | 133,848 | 371,343 | 283,136 | (3,394) | 218,661 |
| Goal 2 (International) | 193,266 | 716,811 | 603,904 | 11 | 306,184 |
| Information provision | 3,719 | 50,000 | 54,222 | 503 | - |
| Total restricted funds | 330,833 | 1,138,154 | 941,262 | (2,880) | 524,845 |
| General funds | 559,594 | 83,794 | 118,800 | 2,880 | 527,468 |
| Total unrestricted funds | 559,594 | 83,794 | 118,800 | 2,880 | 527,468 |
| Total funds | 890,427 | 1,221,948 | 1,060,062 | - | 1,052,313 |

Transfers between funds

Transfers between funds comprise three separate types of transaction. The largest transfers are from Goal 1 and Goal 2 to information provision. This reflects the fact that restricted income is received to support activities relating to Goal 1 and Goal 2 (so the income is accounted for there) but some of these activities are information provision and so the funds need to be transferred to match the expenditure. Of the rest, some of the transfers relate to exchange gains or losses on restricted funds that require a transfer to or from unrestricted funds to bring the restricted fund back into balance and some represent a cumulative underspend on restricted funds where the donor has provided approval that this can be transferred to unrestricted funds.

Purposes of restricted funds

Goal 1 (UK)

This is our work to reduce pesticide use and related harms in the UK. This includes engagement with the UK Government, supermarkets and local councils. This work is described in more detail in the annual report.

Goal 2 (International)

This is our work to reduce pesticide use and related harms internationally. To achieve this objective, we work with international institutions, national authorities and key supply chain initiatives. We also act to build the evidence base to encourage action, including the delivery of projects in Benin and Ethiopia.

Information provision

This work raises awareness about the harms caused by pesticides. It is done in various ways, including publishing information booklets, posters and leaflets as well as through our online communications channels.

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17 Reconciliation of net income / (expenditure) to net cash flow from operating activities

| | 2023 | 2022 |
|---|---------------|---------------|
| | £ | £ |
| Net income / (expenditure) for the reporting period (as per the statement of financial activities) | 17,424 | 161,886 |
| Interest, rent and dividends from investments | (7,252) | (4,077) |
| (Increase) / decrease in debtors | 40,681 | (51,425) |
| Increase / (decrease) in creditors | 2,443 | (21,243) |
| Net cash provided by / (used in) operating activities | 53,296 | 85,141 |

18 Analysis of cash and cash equivalents

| | At 1 January 2023 £ | Cash flows £ | Other changes £ | At 31 December 2023 £ |
|--|---------------------------|--------------------|-----------------------|--------------------------------|
| Cash at bank and in hand | 982,409 | 60,548 | - | 1,042,957 |
| Total cash and cash equivalents | 982,409 | 60,548 | - | 1,042,957 |

19 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

| | Property 2023 £ | Equipment 2022 £ | Equipment 2023 £ | 2022 £ |
|------------------|-----------------------|------------------------|------------------------|------------|
| Less than 1 year | 23,424 | 21,831 | 304 | 304 |
| 1 – 5 years | 5,856 | 5,458 | 25 | 25 |
| | 29,280 | 27,289 | 329 | 329 |

20 Contingent assets or liabilities

There are no contingent assets or liabilities existing.

21 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

22 Related party transactions

PAN UK is related to Pesticide Action Network Europe (PAN Europe), a company registered in England and Wales, by virtue of the fact that PAN UK is one of the founding members of PAN Europe and currently sits on PAN Europe's Board. PAN Europe's objectives closely relate to PAN UK's objectives and from time to time PAN UK supports PAN Europe's projects by providing administrative support and technical support. PAN UK paid a €300 membership subscription to PAN Europe.

PAN UK is also in receipt of a grant on behalf of the whole of PAN International (of which PAN UK is a member organisation) from the Global Greengrants Foundation. PAN UK has made grants to a number of other members of the PAN International network in 2023. These include \$7,000 to each of the following: PAN Africa, OLCA, PAN North America and PAN Germany plus a grant of \$83,000 to PAN Asia Pacific.

PESTICIDE ACTION NETWORK UK

England & Wales - Charity number 327215

Accounts

Annual Report and Financial Statements

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The context

Pesticides impact nearly all life on earth. They are designed to kill pests, but it has been estimated that **less than 0.1% of pesticides actually reach their targets**. Pesticide use is increasing globally causing harm to the environment and ecosystems and to human health and farmer livelihoods

It is thought that **over 17 million people have been killed by synthetic pesticides** since green revolution in the 1960s. Even today, 70 years later, about **385 million cases of non-fatal unintentional pesticide poisonings occur every year** with approximately 11,000 deaths. Pesticide self-poisoning makes up 110,000–168,000 (14–20%) of global suicides. Pesticides are also associated with a multitude of serious illnesses including a range of cancers and neurological, immunological, and reproductive disorders.

Pesticides have been identified as one of the key drivers of global biodiversity loss. Direct effects of pesticides have been linked to population reductions of terrestrial insects, aquatic arthropods, organisms responsible for pollination and natural pest control, birds, and others. Study after study is uncovering the role that pesticides play in dramatic pollinator and insect declines. Bird populations are also suffering significant losses, as the **populations of farmland and common birds in the UK have fallen by 46% and 10%** respectively

For over 35 years, the Pesticide Action Network UK (PAN UK) has worked to tackle the problems caused by chemical pesticides in the UK and globally.

Mission

Our mission is to end the harms to human health and the environment from pesticides.

Aims

We aim to:

- eliminate hazardous pesticides
- reduce dependence on pesticides
- promote ecologically sound, and socially just, alternatives to chemical pest control

Objects

Our objects are:

1. To carry out research into, to gather and disseminate information relating to the manufacture, use, sale and application and effects of pesticides, chemicals, gases anywhere in the world; and
2. To carry out research into, to gather and disseminate information relating to alternatives to pesticides.

Strategic goals

We completed the process of developing a new strategic plan in 2021 and have just completed our second year of work under this framework.

The strategic plan sets out our organisational objectives for the period 2021 to 2025, including interim objectives for 2023 to allow us to track our progress. It also captures our theory of change and the way in which we will work to deliver our objectives. In addition to the main strategic goals, there is also a cross cutting goal associated with information provision to the general public.

| | |
|---|---|
| Goal 1: To reduce pesticide use and related harms in the UK. | |
| 1.1 UK Government puts in place new measures to drive a major reduction in pesticide use by farmers, and defends against threats to existing pesticide standards arising from EU exit. | |
| By 2023, the UK Government | <ul style="list-style-type: none"> - Puts in place ambitious pesticide reduction targets, and the monitoring systems required to underpin them. - Has not signed trade deals which undermine its pesticide standards. |
| By 2025, the UK Government | <ul style="list-style-type: none"> - Has created a UK standalone pesticide regime that offers at least an equal level of protection to human health and the environment as its EU equivalent. - Has provided UK farmers with subsidies for pesticide reduction and/or adoption of Integrated Pest Management (IPM). - Has not signed trade deals which undermine its pesticide standards. |
| 1.2 UK Supermarkets take significant steps to reduce pesticide-related harms caused by their supply chains. | |
| By 2023, the majority of supermarkets | <ul style="list-style-type: none"> - State clearly in their company policies that their aim is to reduce both pesticide use and pesticide-related harms linked to their global supply chains. - Support their suppliers to adopt Integrated Pest Management (IPM) by providing access to training, guidance documents and bespoke advice. - Prioritise the development of IPM strategies to replace Highly Hazardous Pesticides (HHPs) listed on their monitored, restricted and prohibited pesticide lists. |
| By 2025, the majority of supermarkets | <ul style="list-style-type: none"> - Adopt the PAN International List of HHPs as the basis of their monitored, restricted and prohibited lists and will have ended the use of some particularly harmful HHPs throughout their supply chains. - Have a wide range of measures in place to support their suppliers to adopt IPM, including functioning grower groups. - Make their pesticide policies, HHP lists and residue data publicly available. - End the sale of synthetic pesticide products. |

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| | |
|---|---|
| 1.3 Local councils go pesticide-free as part of a long-term strategy to achieve national ban on urban-pesticide use. | |
| By 2023 | <ul style="list-style-type: none"> - 150 UK councils have taken action to end, or significantly reduce, their use of pesticides. - Local campaigns are active in 120 locations around the UK supported by PAN UK. - Two-thirds of London boroughs are pesticide-free. |
| By 2025 | <ul style="list-style-type: none"> - 250 UK councils have taken action to end, or significantly reduce, their use of pesticides, including all borough councils in London. - Local campaigns are active in 200 locations around the UK supported by PAN UK. - Widespread support among the public and parliamentarians, and supportive statements from Government, regarding a national ban on urban pesticide |

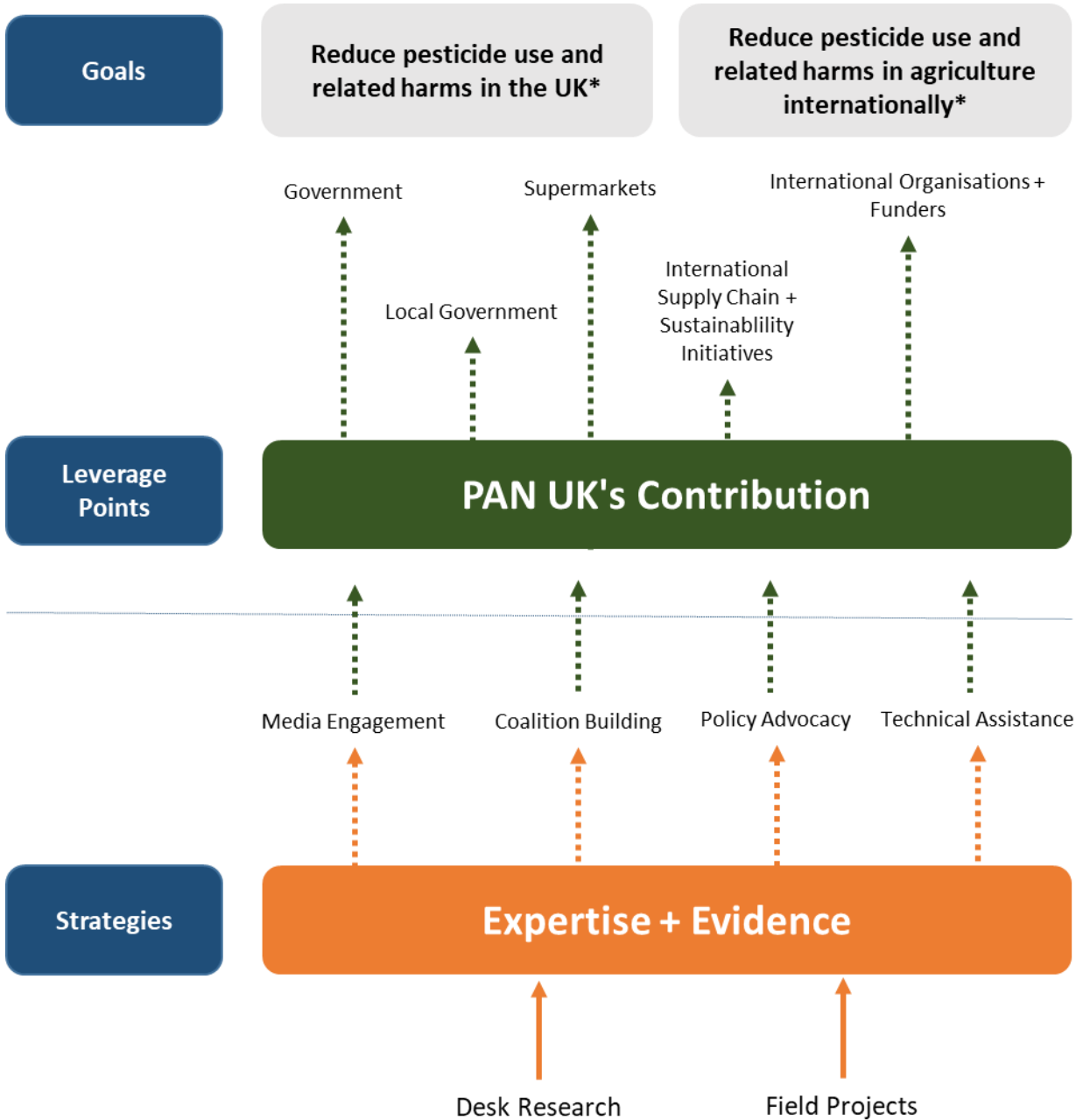
| | |
|---|---|
| Goal 2: To reduce pesticide use and related harms in agriculture internationally | |
| 2.1 International Institutions, national authorities and mechanisms support the reduction of pesticide use, the adoption of agroecological methods and the elimination of HHPs in agriculture. | |
| By 2023 | <ul style="list-style-type: none"> - The UN Food and Agriculture Organization (FAO) takes action to reduce harms from pesticides in agriculture. - Regulatory action is taken against HHPs in response to evidence of harm provided by PAN UK or its allies. - The Convention on Biological Diversity (CBD) and The Strategic Approach to International Chemicals Management (SAICM) have recognised harms caused by pesticides and HHPs in particular in their post 2020 strategies. |
| By 2025 | <ul style="list-style-type: none"> - Donors, governments and / or international institutions allocate new resources to eliminating HHPs, reducing use of pesticides and/or adoption of agroecological methods. - At least two priority HHPs prohibited by at least two more countries. - At least 100,000 smallholder farmers in LMICs gain access to PAN UK training resources / information through extension services, NGOs / CSOs. - Increased coordinated action by NGO /CSO allies – including PAN International – towards goals. - A reduction in use of pesticides and increase in uptake of agroecological alternatives in the countries in which PAN UK is directly engaged. |
| 2.2 Key international supply chain initiatives prohibit the use of HHPs, reduce pesticide use and promote the use of alternatives to pesticides. | |
| By 2023 | <ul style="list-style-type: none"> - Two sustainability initiatives reference the PAN HHP list and adopt timebound goals for HHP phase out. |

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| | |
|---|---|
| By 2025 | <ul style="list-style-type: none"> - Four sustainability initiatives have committed to phase out HHPs. - Three are actively identifying, promoting and monitoring uptake of agroecological alternatives to HHPs for specific pests. - At least one initiative systematically collects data on pesticide poisonings as part of its Monitoring & Evaluation work. - Agroecological production principles & techniques incorporated into supply chain initiatives in at least one project country. |
| 2.3 Strengthened evidence base on pesticide-related harms and alternatives to pesticide use to underpin PAN UK and others advocacy | |
| By 2023 | <ul style="list-style-type: none"> - Evidence base for economic case for agroecology/reduced pesticide use has been strengthened. - Evidence base for biodiversity/reduced pesticide use has been strengthened. - Evidence base for health impacts of HHPs has been strengthened. |
| By 2025 | <ul style="list-style-type: none"> - UN institutions and/or global frameworks and national policy documents reference evidence concerning the economic, environmental and/or health case for agroecology/reduced pesticide use. - Civil society organisations and allies use evidence in their advocacy and influencing. |

How will we achieve the strategic objectives?

Our unique contribution and approach to achieving the strategic objectives is summarised in the diagram below, with the specific activities undertaken in 2022 described on the following pages.



*through the adoption of agroecological solutions and ecologically based alternatives

Goal 1: To reduce pesticide use and related harms in the UK

1.1 UK Government puts in place new measures to drive a major reduction in pesticide use by farmers, and defends against threats to existing pesticide standards arising from EU exit

Significant achievements and activities 2022

It has been a challenging year for our national-level work, which aims to put in place the measures required to drive a massive reduction in both pesticide use and harms associated to UK farming. This area of work targets the UK Government which has been in chaos throughout much of 2022, and seen three Prime Ministers and three Defra Secretaries of State. This has led to major delays on almost all policy and legislative processes, including the National Action Plan on Sustainable Use of Pesticides which remains unpublished. In addition, the anti-regulation faction of the Conservative Party has become increasingly vocal and we have had senior government Ministers calling for the removal of the precautionary principle.

Despite these challenges, we have continued to make progress on our objectives and raise the profile of both PAN UK and the issue of pesticides at the national-level.

In November, we launched our annual Dirty Dozen, our flagship communications product which analyses the results of UK Government residue testing data to provide consumers with a list of the 'worst' foods in terms of multiple residues. This year our press release focussed on the fact that half of bread was found to contain potentially hazardous pesticide cocktails. The launch was a big success, securing a great deal of media coverage including the Daily Mail and the Guardian (both online and in print) and the Daily Express and Farmers Weekly. The web page has been visited over 9,000 times and it has generated 1,400 new subscribers to the PAN UK mailing list.

We launched a big report in March revealing how Red Tractor - the UK's largest farm and food assurance scheme - is failing to drive pesticide reduction among UK farmers. The report was co-authored with RSPB and the Nature Friendly Farming Network and featured interviews with both supermarkets and farmers. It travelled well on social media (reaching over 74,000 people with an engagement rate of over 4%) and was featured on BBC Radio 4's Farming Today plus a range of other traditional and farming press. More than 1,000 emails were sent by PAN UK supporters to Red Tractor's CEO calling for improvements to their standards. We met with Red Tractor's CEO and other staff to encourage them to implement our recommendations but they have so far proven resistant to change.

To mark the 60th anniversary of Rachel Carson's seminal book 'Silent Spring', we organised an online event entitled 'Smoke & Mirrors' on 26th September. Speakers included Carey Gillam, Anna Lappé and Jennifer Jacquet, three incredible women who have spent years working to expose the corruption, corporate greenwashing and PR spin deployed by the agrochemical industry. The event was free to attend and 367 people signed up to view it live, with almost 700 views on YouTube since.

It has been an excellent year for our work to defend UK pesticide standards from post-Brexit Free Trade Agreements (FTAs), which is conducted in collaboration with Dr Emily Lydgate from Sussex University and Sustain (the alliance for better food and farming). In February, we launched the third in our series of Toxic Trade reports looking at a UK-Brazil deal which highlighted the potential health and environmental impacts both in the UK and on the ground in Brazil. It was featured in a range of media including the Guardian, Politico and the Daily Express. We sent the report to all relevant political targets and received good feedback from high-level civil servants at both Defra and the Department for International Trade (DIT).

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In August, we then launched our fourth Toxic Trade report focused on the UK-India trade deal. The report got excellent mainstream media coverage in twenty publications including The Telegraph and The Daily Express, as well as being featured widely in the farming press. We worked with PAN India on the report and quoted them in the press release. It was sent to all relevant political targets (civil servants, government and parliamentarians) and has been read by decision-makers at DiT, Defra, the Lords, the Commons as well as by the UK's deputy chief negotiator. We received formal responses to the report from both DIT and Defra and have since met with both the UK-India negotiating team and Food Standards Agency to outline our concerns.

In addition to these major launches, we also secured a range of other media coverage calling out the Government for undermining both UK pesticide standards and farming with the Australia deal. This included a joint letter published in The Times and a half page story in the Mail on Sunday as well as a similar article in the Guardian in which Angus MacNeil MP (Chair of the Commons Select Committee on International Trade) was quoted as saying that the deal amounted to "offshoring" pesticide use.

All these efforts to put pesticides at the top of the political agenda on trade were proven successful when the Government's own Trade and Agriculture Commission (TAC) published its long-awaited advice to the UK Government on the UK-Australia deal which stated, "The [UK-Australia] FTA is likely to lead to increased imports of products that have been produced at lower cost by using pesticides in Australia that would not be permitted in the UK." Following the publication of this advice, we produced and circulated a briefing for MPs and Peers, highlighting the TAC's concerns to parliamentarians. In another ringing endorsement of our efforts, following its inquiry on trade and environment, in November 2022, the House of Commons International Trade Select Committee wrote to new Trade Secretary Kemi Badenoch. Referencing our work extensively, the Committee's six-page letter dedicates a full page to pesticides and includes many questions for the government that we have been asking for three years.

Throughout 2022, we met with a wide range of political decisionmakers including MPs and Peers from all the major parties and high-level civil servants from Defra, DiT and the Food Standards Agency. Over the summer, we attended a series of workshops run by Defra examining various aspects of the UK's future pesticide regime. The workshops were dominated by pesticide industry people so it was vital that we were there to counter their arguments. Towards the end of the year, we began working to oppose the Retained EU Law Bill which, if passed, would see all pesticide regulation, including bans on specific chemicals, simply disappear by the end of 2023 unless proactively retained by the Government.

Much of PAN UK's work targeting national-level decision-makers is conducted jointly with the Pesticide Collaboration, which we co-host with RSPB. The Collaboration went through a transition period in mid-2022 and now has two new members of full-time staff and three years additional funding, until the end of 2025. Its Public Affairs and Media Officer (brand new role) sits within our UK team. Having someone dedicated to focussing on parliamentary influencing and securing media coverage has had a hugely positive impact in both areas.

Plans for 2023

In 2023, this area of work aims to achieve the following objectives: (Please note that, due to the fact that these objectives are fairly broad, coupled with chaos within the UK Government which has led to lengthy delays to all legislative and policy processes, these objectives remain the same as last year.)

- Ensure that the pesticide risk reduction targets set by the UK Government drive a genuine and significant reduction in both pesticide use and pesticide-related harms.
- Protect UK pesticide standards from being undermined by trade agreements with non-EU countries.

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- Ensure that farmers are supported by the UK government to transition away from harmful pesticides and adopt non-chemical alternatives, in particular via the new UK farm subsidy scheme.
- Ensure that the new, standalone UK pesticide regime is fit-for-purpose in terms of protecting health and environment from pesticide-related harms.

Major outputs include; An update on pesticide use in the UK based on the latest UK Government usage data, a joint report with Sustain looking at how strong pesticide standards in rich countries, like the UK, help to drive a reduction in pesticide-related harms in poorer countries (and vice versa) and a report written with ex-UN Special Rapporteur on Toxics (Baskut Tuncak) outlining how the UK should design its pesticide reduction targets. Our annual flagship publication, the Dirty Dozen, will be published towards the end of the year.

We will also be working to influence a range of UK Government policy and legislative processes through direct engagement and other advocacy activities, including responding to the publication of the UK's National Action Plan on the Sustainable Use of Pesticides (NAP) and follow up work to implement its commitments. In addition, we will continue to focus efforts on the Environmental Land Management Scheme to ensure that farmers are supported financially to reduce pesticide use and adopt non-chemical alternatives, including via Integrated Pest Management. In our trade work, both the deal with India and the Comprehensive and Progressive Trans-Pacific Partnership (CPTPP) are due to conclude in 2023 so we will be making written submissions and engaging a range of political targets to ensure that neither deal undermines UK pesticide standards. In 2023, we will also increase our focus on influencing the Labour Party with the aim of shaping its pesticide policies ahead of it potentially taking Government in 2024.

1.2 UK Supermarkets take significant steps to reduce pesticide-related harms caused by their supply chains

Significant achievements and activities 2022

PAN UK's supermarkets campaign combines public-facing communications with behind-the-scenes advocacy, with the aim of reducing pesticide-related harms linked to the global supply chains of the top ten UK supermarkets.

In 2022, we further honed our advocacy efforts by creating bespoke recommendations for each supermarket to help guide their work on pesticide reduction. During the year we met bilaterally at least once with five of the top ten supermarkets; namely the Co-op, M&S, Sainsbury's, Tesco and Waitrose.

The campaign secured various media coverage throughout the year, including a full-page article in Ethical Consumer magazine and a Guardian piece which advised consumers, "Try streamlining your exposure by switching to organic for the foods you eat most of. There is a really helpful guide to how UK supermarkets are doing on this by the Pesticide Action Network UK. It ranks British supermarkets according to pesticide use."

We ran a supermarket roundtable event in March which brought in three external expert speakers to talk about how to use biocontrols in arable and other field crops. Technical staff from six of the top ten supermarkets were in attendance and gave excellent feedback about the event. Also in March, we launched an online e-action to mark World Wildlife Day, calling for supermarkets to stop selling high-risk pesticide products to their customers. Thanks to our efforts, the Co-op and Waitrose have already ended their sale of pesticides and 2022 saw an additional 10,000 emails sent from concerned members of the public to the six supermarkets that continue to sell these poisons.

As a result of our behind-the-scenes advocacy work and public campaigning, supermarkets took a number of significant actions in 2022 to reduce pesticide harms caused by their operations.

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In November, Tesco published its updated pesticide policy. Its new policy, which we had been providing comments on for more than two years, is a huge step forward in terms of reducing pesticide harms. Given that Tesco continues to dominate the UK grocery market (with more than a quarter of market share) the changes it makes will have huge impact. Specific wins include:

- Publication and operationalisation of lists of Highly Hazardous Pesticides (HHPs) that are banned, flagged for phase out, restricted or monitored within its global supply chains. Previously, Tesco was one of the few UK supermarkets that didn't have HHP lists and therefore didn't restrict the use of any pesticides by its suppliers beyond legal compliance. Its new lists include an immediate ban on 200 pesticides from being used anywhere within its global supply chains.
- Ended the company's sale of glyphosate-based products and all own-brand products containing HHPs.
- Strengthened its approach to supporting suppliers to reduce pesticide use, including using its various grower forums to test and trial new Integrated Pest Management methods.
- Requiring all of its UK fresh produce growers to be LEAF marque certified by the end of 2022 and all international growers by the end of 2025.

We continue to engage regularly with the Co-op and provide them with detailed advice as their pesticide policy evolves and moves on to its implementation phase. In 2022, this included the following:

- In response to receiving a 'Could do better' mark in our 2021 ranking for its efforts to reduce residues in food, Co-op has improved its approach considerably. Automatic investigations and action plans designed to reduce residues are now triggered in a range of new circumstances including:
 - Where five residues or more of individual actives are detected (the Co-op is the first supermarket to put in place meaningful measures to tackle the cocktail effect)
 - Where a residue of a single pesticide listed on the PAN HHP list is detected at more than 50% of the Maximum Residue Level (MRL)
- Co-op finalised its methodology for operationalising the PAN International HHP list into its own approach to phasing out the most hazardous pesticides from its global supply chain. The company's new approach prioritises 16 HHPs for immediate phase out and commits to reviewing and updating this list regularly.

Throughout the year, we have been providing Asda with advice on Integrated Pest Management (IPM). In May, we spoke at a seminar Asda ran for its suppliers, following which the company decided to devise its first IPM policy. We then provided the company with detailed comments on its draft IPM policy as well its broader policies on 'sustainability and the environment', 'supporting pollinators' and 'improving biodiversity', all of which were well-received.

In November, we presented PAN UK's innovative, new app designed to help farmers report incidents of acute pesticide poisoning to a UK supermarket. We are now in discussions with the company with the hope of trialling the app within its supply chain. While the app is already being used in a number of countries, this would be the first time it has been used by a retailer. We hope to use the results of this trial to encourage other UK supermarkets to adopt the app.

Plans for 2023

In 2023, we will continue to conduct bespoke advocacy with individual supermarkets. This involves providing detailed advice to their technical staff on a range of issues including how to phase out the most hazardous pesticide from their global supply chains and ways in which they can better support their suppliers to adopt non-chemical alternatives. Our advice is provided through a range of methods including regular face-to-face meetings and written submissions. While we will continue to engage with those supermarkets that have come

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in the top half of our ranking table, in 2023, we will shift our focus on to those that are lagging behind with the aim of helping them to catch up with their counterparts on pesticide reduction.

We will run at least one roundtable event in 2023 as well as a number of shorter webinars on specific topics. Following requests from supermarkets, we will also be providing a new 'horizon scanning' service, looking ahead to key changes within EU legislation and international chemical conventions to help supermarkets ascertain which particular chemicals are likely to face imminent restrictions. We will once again run our highly successful e-action for World Wildlife Day which calls for supermarkets to end their sale of synthetic pesticide products. This year the campaign will target the six supermarkets still stocking these products, namely Asda, Aldi, Lidl, Morisons Sainsburys and Tesco.

We will be working hard to ensure that at least one UK supermarket trials our pesticide poisoning app and would hope to have some results from the trial to share with other supermarkets by the end of 2023.

1.3 Local councils go pesticide-free as part of a long-term strategy to achieve national ban on urban-pesticide use

Significant achievements and activities 2022

The Pesticide-Free Towns (PFT) campaign continued to go from strength-to-strength in 2022, with increasing numbers of councils and members of the public reaching out to us for advice on how to end urban pesticide use.

Thanks to our efforts, in 2022, an additional 22 UK councils either went entirely pesticide-free, committed to do so or implemented measures to significantly reduce pesticide use. The list includes Cambridge, East Devon, Rossendale (Lancashire), Marlow (Buckinghamshire), Chipping Norton (Oxfordshire), Southend-on-Sea and Rochford (Essex), Sheffield, Worthing (West Sussex), Newcastle, Portsmouth, Leicester, Plymouth, West Suffolk and Birmingham. Guernsey adopted a pesticide reduction plan across all state-owned land and are working with other land managers and trialling alternatives. This brings the total number of active PFT councils to 99.

In addition to these councils, PAN UK has also provided direct advice and bespoke guidance to an additional 27 councils on a range of areas, including how to design trials of non-chemical alternatives, what to include in a pesticide policy and assistance drafting council Motions banning pesticide use. This list includes Brighton & Hove, Lancaster, Kent, Southsea, York, Northampton, Southwell (Nottinghamshire), Derry (Northern Ireland), Manchester City, Warwick and numerous councils in London including Islington and Kingston-Upon-Thames.

In 2022, brand new PFT campaigns were established in 25 locations, bringing the total number of PFT campaigns that we are supporting across the UK to 125. New PFT campaign locations include Canterbury (Kent), Leicester (East Midlands), Kensington and Chelsea, Bexley, Islington, Barnet, Merton and Corydon (London), South Tyneside (Tyne and Wear), Wyre Forest District (Worcestershire), Tunbridge Wells (Kent) and Warwick (Warwickshire). The PFT Facebook group grew by 29% and 198 new people signed up to receive the PFT newsletter, a 13.6% increase from the previous year.

In addition to expanding the PFT network, we also continue to broaden and deepen our engagement with existing local PFT campaigners around the country. In 2022, this included running three Campaigner Catch-up events with 211 overall attendees, and sending out four newsletters with an average open rate of 39.7%. In addition to these online activities, we have also visited a number of campaign groups in person to help them in a range of ways including assisting them to run campaign stalls and present to councils.

We launched the latest phase of the Pesticide-Free London campaign in April, with the aim of influencing the citywide local elections in May. We published data showing pesticide use by each London borough (obtained

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via Freedom of Information requests). The launch was covered in the Daily Mail as well as in a range of London local press. We contacted like-minded organisations to support the London campaign in order to demonstrate that there is a groundswell of support for going pesticide-free in the capital. By the end of 2022, we had more than 50 organisations supporting the campaign including RSPB, the London Wildlife Trust and Friends of the Earth London as well smaller, community-based groups. We held a series of four well-attended in-person events across London over the summer to meet local residents, campaigners and supporting organisations.

In September, we ran a half-day workshop for London councillors. Councillors and council officers representing 16 of London's 32 boroughs attended in person. The workshop was a great success with all attendees ranking it as either 'good' or 'excellent'. The event featured speakers from councils that have already gone pesticide-free (Lambeth, Hackney and Manchester) and companies that offer non-chemical weed control. Following the workshop, PAN UK was invited to present to Islington, Kingston-upon-Thames, Havering and Barnet Councils to discuss how they can work towards going pesticide-free. Almost half of London's 32 councils have now either ended their pesticide use or are on their way to doing so. Making the UK's capital city pesticide-free brings enormous benefits for the people and wildlife that frequent the city, but is also a key step in our overall theory of change which aims to achieve a UK-wide ban on urban pesticide use.

We have also been working on ending urban pesticide use with a range of partners including various Wildlife Trusts around the UK. In 2022, we gave presentations at public events held by the Devon and Surrey Wildlife Trusts. We have also been working the Green Flag Award which sets the benchmark standard for the management of recreational outdoor spaces. They signed up to support our Pesticide-Free London campaign and we are now working together to ensure that going pesticide-free is a key part of their award scheme.

In 2022, we were also able to secure a wide range of local and national coverage for the PFT campaign, often in conjunction with local campaigners. For example, we were quoted heavily in a Guardian article about councils banning glyphosate and secured a similar article in The Ferret, this time about Scotland. We also worked with PFT Derry campaigners to get an investigative article published which revealed that some councils in Ireland were spending as much as 300k euros a year on pesticides.

In December PAN UK was chosen to feature in Transform Trade's 'Injustice Advent Calendar' which resulted in 3,000 emails being sent to councillors across the country encouraging them to make their towns and cities pesticide-free. It generated a great deal of engagement for PAN, putting us in touch with a new audience putting the issue of pesticide use on the agenda of many new councillors.

We continue to call on the UK Government for a nationwide ban on urban pesticides.

Plans for 2023

In 2023, we are aiming for a minimum of an additional twenty local councils to take action to end, or significantly reduce, their pesticide use. This total will include at least five in London. We will also continue to build the PFT grassroots movement and, by the end of the year, aim to be supporting local PFT campaigners in at least 150 locations (including at least three London boroughs where a campaign doesn't currently exist). We will also increase the number of organisations supporting the PFT London campaign by at least 10%, and continue building support for a nationwide ban on urban pesticide use among UK national-level political decision-makers.

In terms of ongoing activities, we will continue to provide bespoke advice and guidance to councillors, council staff and other major, urban land managers on how to end pesticide use. We will also continue our successful strategy of linking up these various decision-makers with each other to discuss and explore common opportunities and obstacles to going pesticide-free.

On the public-facing side of the PFT campaign, we will keep motivating and supporting concerned local residents around the UK to establish and run PFT campaigns via events, newsletters, our Facebook group and

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through the provision of bespoke advice and support. We have an ever-growing suite of materials for both councillors and campaigners and new materials to be published in 2023 include a guide for councils and other land managers on how to keep financial costs down when going pesticide-free, a Pavement Plant Guide to help both councils and members of the public understand which plants contribute to biodiversity and do not need to be removed, and a Diversity Guide to help campaigners make sure their efforts are as inclusive as possible. In March, we will be sending out our 'How to use Elections Guide' to all campaigners in areas with local elections.

We hugely increased our focus on London in 2022 and have made great progress, with many new councils getting involved in the campaign. We will continue to build on this momentum in 2023, including working bilaterally with borough councils and running at least two workshops for London councillors. We also plan to capitalise on the current public interest in water by working with London-based organisations focussed on water quality. Outside of London, locations where we expect to put significant effort in 2023 include Birmingham, Brighton, Leicester, Plymouth, Wyre Forest, York.

With the aim of highlighting the urgent need for a national ban on urban pesticide use, we are planning to launch a new project highlighting the large numbers of pets that are poisoned by urban pesticides. We will continue to push the UK Government directly via our ongoing engagement with them. In 2023, this work will build on commitments made in the final UK National Action Plan on the Sustainable Use of Pesticides.

Goal 2: To reduce pesticide use and related harms in agriculture internationally

2.1 International Institutions, national authorities and mechanisms support the reduction of pesticide use, the adoption of agroecological methods and the elimination of HHPs in agriculture

Significant achievements and activities 2022

UN agencies

The UN Environment Programme has pointed out that ‘Three interconnected crises – climate change, biodiversity loss and pollution – are putting global economic and social well-being at risk.’ Pesticide use is an important driver in all three of these crises. We understand the gravity of the situation and the importance of doing everything we can to create positive change at the global level.

PAN UK has continued to engage with global processes on pesticides.

For example:

- SAICM (the UN Strategic Alliance on International Chemicals Management) is a focus for improvements in chemicals management globally. Thanks, in part, to our efforts Highly Hazardous Pesticides (HHPs) were the main topic of discussions in the Intersessional Process (IP4) in 2022. Towards the end of 2022 we worked with allies to support the Africa Group of countries to propose the creation of a multi-stakeholder global alliance to eliminate HHPs.
- The Rotterdam Convention; PAN UK attended the Conference of Parties in June 2022, and presented to an audience 150+ government representatives on the dangers of continued use of paraquat. Unfortunately, a small number of countries continue to prevent paraquat and other severely hazardous chemicals from being listed on Annex III of the Convention despite the support of scientists in the Chemical Review Committee and the vast majority of Parties to the Convention. Frustration at this state of affairs has led some Parties to propose an amendment to the Convention which will, we believe, help to address the problem.
- The UN Convention on Biological Diversity (CBD); working with our allies from Third World Network we made strong efforts before and during the negotiations in Montreal in December 2022 to support the inclusion of strong language and targets on pesticides, particularly HHPs. Among the agreed global targets for 2030 was a commitment to ‘Reduce by half the overall risk posed by pesticides and highly hazardous chemicals’, as well as a reference to agroecology as a solution.
- The UN Agencies (FAO, WHO, UNEP) Unfortunately, FAO has adopted a more pro-industry position under its current leadership as evidenced by its “strengthened commitment to work together” with Croplife, the pesticide industry’s trade association. PAN UK has been active in the global campaign calling for an end to this partnership. We are working to prevent further backsliding on pesticides and agroecology and to stimulate more ambitious action on chemicals and pollution in all three agencies. PAN UK fed into several guidance documents produced by the FAO/WHO Joint Meeting on Pesticides Management (JMPM) – the body of experts that advises UN agencies and governments on pesticide policy. PAN UK is an official observer in this forum.

National processes

- PAN UK supports its close partners, PAN Ethiopia and Organisation Béninoise pour la Promotion de l’Agriculture Biologique (OBEPAB), to engage with government extension services and national policies in

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Ethiopia, Benin and in wider regional / international forums. Prof Davo Simplicie Vodouhe, Director of OBEPAB, was invited by the Government of Benin to draft the country's national strategy for organic agriculture in 2022 for example. Dr Tadesse Amera, Director of PAN Ethiopia was recently invited to Cameroon to help establish organic cotton production using his experience in Ethiopia

- In 2022, we worked with partners to collect robust data on acute pesticide poisoning in five countries using T-MAPP – our new mobile phone-based App. The data collected in Trinidad encouraged the regulator to impose a ban on imports of five HHPs responsible for a high level of poisoning in the country and their use will be completely prohibited in 2023.
- Pesticide regulators often lack the information they need on the harms caused by certain pesticides and safer alternatives. We are developing and disseminating a series of papers and reports to support regulators to take action to restrict or ban the most harmful pesticides. We began this work in 2022 with the publication of our influential paper on paraquat.

Supporting smallholder farmers and promoting agroecology

We are already seeing the devastating impacts of climate change on the farmers we work with. Farmers involved in our projects in both Benin and Ethiopia have suffered extremely erratic rainfall in 2022, leading to droughts and floods at different times and the devastation of many of their crops. We are working to support them to build resilience in their farming systems whilst calling on national and global decision makers to make bold steps to increase farmer support and to tackle the root causes of these problems.

We currently support four projects that focus on organic / agroecological production, three in Ethiopia and one in Benin.

'Growing Benin's organic cotton sector'

During 2022, our local partner, OBEPAB, has done an excellent job mobilizing staff and resources to gin the organic cotton harvested from the previous season, recruit and train 1,754 new organic producers and 21 new cooperatives for the 2022/23 cotton season, as well as support and train existing producers, and conduct field trials, soil analysis and internal control system activities. The project currently supports 6,511 organic cotton producers, including 5,561 certified producers (1,422 women) and 940 producers in conversion. The increased scale of organic cotton production is putting Benin's organic cotton sector on the map and increasing OBEPAB's access to senior decision makers in Benin as well as interested traders in organic cotton and other supply chain actors.

'Celebrating a decade of agroecological cotton in Ethiopia'

PAN Ethiopia has expanded its organic cotton programme, recruiting over 2,000 new farmers since 2018, setting up three new co-operatives and a dedicated warehouse for certified organic cotton. PAN Ethiopia has helped 160 women to set up six spinning associations and two seed enterprises. The latter help to meet some of the demand from trained farmers for high quality, organic cotton seed.

'Fostering the adoption of agroecological approaches by smallholder farmers in Ethiopia'

We are working with PAN Ethiopia on agroecological alternatives in vegetables in Ziway, an important area for biodiversity but also an area of very high pesticide use and high prevalence of acute pesticide poisoning. The project has seen great results in supporting farmers to reduce pesticide use by 73%, particularly Highly Hazardous Pesticides (HHPs). In a survey, 25% of participating farmers reported eliminating insecticide use altogether.

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'More Bees, Ethiopia' a new collaboration in 2022 with Bees for Development.

This project aims to support vegetable growers to adopt agroecological practices in order to help them to improve their vegetable production while protecting pollinators, particularly honeybees, which provide an additional and important source of income.

Plans for 2023

We have increased our capacity to follow key international processes and advocate for positive change by recruiting a new International Advocacy Manager who started in April 2023.

SAICM: We will engage in SAICM negotiations leading to the fifth International Conference on Chemicals Management (ICCM 5) in September 2023, where the new global targets will be agreed and to ensure the Africa proposal to form a multi-stakeholder alliance to eliminate Highly Hazardous Pesticides from agriculture is taken forward

Rotterdam Convention: An important amendment to the Convention will be considered at the next Conference of the Parties in May 2023 and we will do everything we can to mobilise support for the change among Parties and civil society groups. The aim of the amendment is to stop the blocking tactics of a very small number of Parties to the Convention. Blocking the listing of certain hazardous chemicals harms low-income countries the most by denying them valuable information on the hazardous properties of these chemicals and the intention to export such chemicals to them.

CBD: Our task moving forward will be to engage with the targets and monitoring framework and to ensure commitments on pesticides and agroecology are implemented in a meaningful way.

JMPM: as an official observer, PAN UK will continue to input into key guidance documents designed for national institutions to help to raise the standard of pesticide management globally. In particular, PAN UK will engage in any revisions of the International Code of Conduct on Pesticide Management, which is the global framework on pesticide management.

National processes

The team will continue to use its government contacts from its technical projects in e.g. the Caribbean, Caucasus, Africa to encourage stronger regulatory action at the national level as well as engagement in global processes.

We will continue to collect data on the routes and scale of acute pesticide poisoning via our mobile phone app, T-MAPP. In 2023 we will work with local partners to collect in Nepal, Sri Lanka and three countries in Central Asia.

We will continue to develop and disseminate a series of papers and reports to support regulators to identify, restrict or ban the most harmful pesticides.

Supporting smallholder farmers and promoting agroecology

It is important for us to ensure that farmers see real benefits from the projects and that this evidence is very rigorously collected so that we can share it with other practitioners and decision makers. In southern Ethiopia, for example, we began new assessments of cotton production costs, yield, net profit in 2022 which will continue in 2023. Qualitative data is also being collected on farmer perceptions of the benefits of converting to organic cotton in collaboration with SOAS University of London. This assessment covers issues of resilience to climate change and other external factors affecting cotton households' livelihoods, soil health, biodiversity and will help us communicate project achievements in a broader sustainability context. The team is also building a time

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series of data by village and by production potential zone, which will help in co-op and village level business planning. This will be completed in early 2023.

Our field projects provide high quality training as well as supporting innovation and field testing agroecological techniques. In 2022, we began a collaboration with a soil laboratory in Benin in order to evaluate the impact of organic techniques to improve soil health compared to local, conventional practice. Early results are promising and we are looking forward to continuing this work in 2023.

We are using our experience from field projects to develop tools and training resources that can be used more widely, such as:

- Our “IPM ladder” provides a valuable framework which can help to take extension staff and farmers through clear steps from pesticide dependency to basic IPM and on to best agroecological practice. It can also be used as a monitoring framework and benchmarking tool to identify areas for improvement. In early 2023 the team will be field testing the IPM ladder in Ethiopia and Benin in order to refine the tool/guidance and to better understand the training needs of participating farmers. We are seeing a great deal of interest in the IPM ladder from sustainability standards and other organisations with farmer training programmes.
- The training guide to agroecological cotton production was published in 2022. We will continue to add new modules to this set of training resources and share with supply chain actors and other field practitioners in 2023.
- We will continue to provide courses, webinars, online discussions to share data and information on best practice in pesticide management to all interested stakeholders including government regulators, sustainability standards, extension teams, civil society and academia.

2.2 Key international supply chain initiatives prohibit the use of HHPs, reduce pesticide use and promote the use of alternatives to pesticides

Significant achievements and activities 2022

Sustainability standards and other supply chain actors have a direct impact on the practices of millions of farmers around the world and provide a powerful example to governments and other decision makers.

Our key messages to supply chain actors include:

- Sustainable production is possible and can bring very significant benefits to farmers (here we bring evidence from our own projects and others)
- High demand for organic and sustainably produced agricultural products is not sufficient on its own to achieve wider scale production. Increased investment in farmer training is necessary to drive significant improvements at scale at farm level
- Addressing pesticides robustly can drive progress on a range of measures of sustainability including resilience, livelihoods, human health, biodiversity, pollution, soil health and climate change

Over the last year PAN UK has been engaging with the IPM Coalition of the ISEAL Alliance, for example, in order to support this influential group of sustainability standards to take stronger action to address hazardous pesticides. In addition, PAN UK’s Keith Tyrell has held the Chair of the Board of Trustees of the Organic Cotton Accelerator (OCA) since 2021. OCA is a multi-stakeholder initiative in the organic sector that is bringing together new resources to increase investment in organic producers. PAN UK has also engaged with the Global Coffee Platform on its revision of its pesticide policy.

PAN UK sits on the Council of the Better Cotton Initiative (BCI), representing BCI’s Civil Society members in order to champion positive farm-level impact. PAN UK also sits on BCI’s Growth and Innovation Fund. Through

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our engagement, BCI has committed to phaseout HHPs and has substantially increased its investments in farmer training.

Plans for 2023

In 2023, we will continue to work with sector initiatives to ensure that measurements of pesticide use and any targets set, encourage a shift towards HHP elimination and reduced pesticide reliance overall. This includes calling on supply chain initiatives to improve their monitoring and also their understanding of the negative impacts of pesticides on human health, biodiversity and livelihoods.

We also plan to enable supply chain actors to trial and adopt some of the tools we have developed, such as the IPM ladder and the T-MAPP monitoring tools in order to improve farmer practice.

2.3 Strengthened evidence base on pesticide-related harms and alternatives to pesticide use to underpin PAN UK and others advocacy**Significant achievements and activities 2022**Collect evidence to support advocacy objectives

Apart from the substantial evidence we gather from field projects, mentioned above) concerning the relative performance of agroecological methods on production, net income etc., we have also developed T-MAPP, a mobile phone app which supports the collection of data on acute pesticide poisoning. We launched T-MAPP at the Better Cotton Conference 2022 in Malmö, Sweden where we presented evidence from surveys in cotton producing communities in India and Benin. In Benin, for example, 84% farmers reported that they had experienced acute pesticide poisoning in the previous twelve months, with 41% reporting severe incidents. Pesticides containing chlorpyrifos were most commonly reported in relation to poisoning incidents. This data will help other organisations and ourselves to identify who is most at risk and which pesticides are linked to incidents.

Plans for 2023

The team will work with FAO and the University Edinburgh Centre for Pesticide Suicide Prevention to use T-MAPP to collect new data on acute pesticide poisoning in countries in Southern and Central Asia. In each case, national health and/or pesticide regulatory authorities are closely involved, giving a good route to regulatory action

Working with the UK team, we aim to support at least one UK supermarket to use the app to collect new data from their supply chains.

Fundraising review

The majority of our funds are provided by trusts, foundations and institutional donors and these are raised through direct approaches, in response to requests for proposals from these organisations or as unsolicited donations. We raise a small but important proportion of our income each year from individual giving. Most of this income is unsolicited although we undertake an annual Christmas appeal designed to increase donations. For this appeal, fundraising communications were sent electronically to existing supporters and social media was used to raise awareness of the campaign. The original communications were followed up once, but we took great care to ensure that we protected the public from undue pressure and persistent communications. No complaints were received regarding the fundraising activity undertaken in 2022 and we are satisfied with the success of this campaign.

We use a supporter database to manage communications, including those related to fundraising, with our supporters. This is a key tool in ensuring the quality and success of our communications.

We are not currently registered with the Fundraising Regulator as this is a relatively minor area of work for us. We have received advice from a fundraising consultant regarding approaches to adopt and how to ensure our fundraising activity is effective and legal.

We renewed our focus on generating unrestricted income in 2021 and set up an unrestricted income working group to consider all aspects of this area in more detail. This group has supported fundraising activity that has taken place during the year and has also been used to generate ideas for additional activity or improvements that could take place. In 2023, we plan to undertake a more comprehensive review of unrestricted income generation with the objective of putting in place a strategy to guide our work in this area.

Financial review

Our income for the year was £1,221,948, which was significantly higher than the previous year. Total unrestricted income was slightly higher than in 2021 but the bulk of the increase resulted from an increase in restricted income. The majority of this increase is the result of timing differences – income being received at the end of 2022 to fund 2023 expenditure (around £160,000) and income being received at the end of 2020 to fund 2021 expenditure (around £90,000) – and of PAN UK being the recipient of the Global Greengrants Fund money on behalf of the wider PAN network (around £100,000).

Stripping out these items shows a decrease in total income of around £70,000, which is a more realistic representation of the underlying performance. This reduction in underlying total income is the result of a number of restricted funding agreements finishing at the end of 2021 without an immediate replacement lined up. This is particularly the case on the work relating to Goal 2. A lot of focus in 2022 has been put on raising funds for this activity for 2023.

Total expenditure for 2022 was significantly higher than in 2021 (£1,060,062 in 2022 compared to £949,174 in 2021). Aside from grants to partner organisations, there are two significant factors behind this increase:

- The high levels of inflation witnessed in 2022 have not materially fed through into increased operating costs for PAN UK. However, the level of inflation at the end of 2021 resulted in the award of a 4.5% pay rise for all staff effective from 1 January 2022 which has increased staff costs by around £31,000 from 2021.
- Direct costs of project activity has increased by around £58,000 from 2021. This is partly driven by the relaxation of restrictions associated with the COVID pandemic and the effect this has had on our ability to travel, to hold physical events etc. It is also the result of the use of extensive laboratory analysis in one of our projects this year.

Total grants to partner organisations of £317,469 were made in 2022 (£296,454 in 2021). The increase is driven by an increase in grants to Organisation Béninoise pour la Promotion de l'Agriculture Biologique, Benin as a result of securing additional restricted funds for our cotton project there. Grants to partners are made in the context of Goal 2, where we work with local organisations to reduce pesticide use in agriculture in countries outside of the UK. These organisations are partners in the planning and implementation of these activities and are best placed to deliver activities at field level.

The overall increase in expenditure has been two thirds funded by restricted funds with the remainder funded by unrestricted funds. The increase in expenditure charged to unrestricted funds is primarily the cost of staff working on international advocacy activities under Goal 2 for which we had insufficient restricted funding to cover the costs.

Overall, we saw a net increase in funds in 2022 of £161,886 split between a reduction in unrestricted funds of £32,126 and an increase in restricted funds of £194,012. This reduction in unrestricted funds is the result of using higher levels of unrestricted funds to cover the costs of international advocacy activity. This was envisaged at the start of the year as part of our plan to reduce the total level of unrestricted funds held in reserve.

Total funds carried forward at the year-end were £1,052,313, of which £527,468 was unrestricted. These reserves are largely held as cash.

Reserves policy

Reserves are that part of a charity's unrestricted funds that are freely available to spend on any of the charity's purposes. These funds are important to a charity because they support the charity in managing the risk of insolvency, service closures, etc. in the event of future financial difficulties.

Each year, as part of the annual budget process, we undertake a review of the key risks facing the charity and the range of potential financial impacts of these risks. Once completed, the individual risks and ranges are reviewed together to determine the potential exposure of the organisation and, therefore, the level of reserves that should be held.

Our financial model is based on securing restricted funding to cover organisational and salary costs. This funding is often in the form of large grants of defined length and so there is a risk of funding gaps appearing if a grant ends without an immediate replacement. We manage this risk by seeking to diversify funding streams, seeking out longer term funding and increasing our unrestricted income but we also need to hold reserves to manage any gaps.

In addition to this risk, we also hold reserves to manage the risk of unforeseen operating costs, especially staff costs, and to support the management of working capital on large grants where we have to pre-finance expenditure before receiving the income.

Having made an assessment of the potential financial impacts of these risks and considered how these might materialise, we have determined that we should hold reserves in the range of £325,000 to £475,000. This is roughly equivalent to six to nine months of the total salaries plus core organisational costs budgets.

The current free unrestricted reserves are £527,468 (all unrestricted reserves are free as there are no designations and the net book value of fixed assets is nil), which is above the target range – although closer to the target range than at the start of the year. This is primarily the result of receiving a number of large, one-off, unrestricted income items in 2019 and 2020. Whilst we are conscious of the fact that our reserves are slightly too high, we are mindful of not spending for spending's sake. We have established a set of criteria to be used to guide the expenditure of these unrestricted reserves. In addition, with the current high level of inflation and our plans to recruit an additional two members of staff in 2023, it is likely that our reserves target range will be significantly higher when we review it again at the end of 2023.

Going concern

We have worked hard to develop a strong and resilient organisation and to build unrestricted reserves over recent years. This has been challenging given the difficult funding environment and the difficulties in building an unrestricted reserve whilst being reliant on restricted funding. However, the one-off items of unrestricted income received in recent years, plus strong underlying performance, have helped us to generate healthy unrestricted reserves.

The Board reviews the financial performance of the organisation and future funding on a quarterly basis, based on agreed contracts and estimates of potential future funding based on the best available evidence. Having prepared detailed projections for 2023 and considering what we know already for 2024 – including confirmed contracts and a moderate and realistic estimate from pending funding applications and other sources, plus an estimate of likely inflation impacts – the board of Trustees considers that there is adequate funding to continue operating for the next twelve months. The accounts have therefore been prepared on a going concern basis.

Principal risks and uncertainties

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finance of the charity, and are satisfied that systems are in place to mitigate the charity's exposure to the major risks. The risk assessment is reviewed regularly at senior management and Board level, the severity of the risks are assessed and mitigations are determined and the implementation is monitored. In the last few years, the COVID pandemic has featured heavily within the risk register but this has become less prominent as society has opened up again.

The table below highlights some of the most significant risks that have been identified and the key mitigations that are in place:

| Risk | Mitigations |
|--|---|
| Restricted grants end without a replacement lined up. | Review of reserves policy to consider appropriate level of reserves to hold to manage this risk. Focus on securing funds from new donors and increasing the number of multi-year grants. |
| High inflation leads to costs exceeding income | Review of reserves policy and regular update of reserves target range to reflect revised cost base. Detailed modelling of impact of salary increases as part of decision making. Review of salary figures and increases built into restricted grant agreements. |
| Health, safety or security issues arising during overseas travel | Travel policy developed including measures such as: improved risk assessments, mandatory travel training, review of corporate travel insurance. |
| Natural disasters, conflict or disease in project area prevents effective delivery of projects | Situations closely monitored with project partners. Contingency plans considered in project designs. Engagement with donors on project risks. |
| Reputation damage through association with partners or donors | All partnerships closely monitored. All financial relationships with private sector actors approved by Board. |

Structure, governance and management

The charity is constituted as a charitable company limited by guarantee, and was set up by a Memorandum of Association on 14 July 1986. It is governed by its Articles of Association as amended by special resolutions of 2 December 2009, 15 February 2000 and 13 April 1989. Legal responsibility for the management and stewardship is vested in the Board of trustees

The Board consisted of eight trustees as at 31 December 2021 (the maximum number is 12). The names of the trustees who served during the year are set out later in this annual report. The Board met five times in 2022.

Decisions of the board are made by consensus. The Executive Director prepares a brief of the issues and decisions required. These may then be discussed with the Chair of the Board and/or the Treasurer of the Board before circulation to the full Board. In cases where a decision is required between Board meetings, all members are circulated with information and feedback given.

The Board delegates the day-to-day running of the charity to the Executive Director, who is recruited and appointed by the Board. The Executive Director reports regularly to the trustees on the financial and operational performance of the charity, and where necessary, other staff report to the trustees on issues appropriate to their work area. The Board has an outline schedule for the meetings held each year that ensures that the Board is able to fulfil its responsibilities.

Recruitment and appointment of trustees

We aim to recruit trustees from organisations which represent the constituencies it seeks to serve (health, environment, development organisations and trades unions), as well as members who will bring specific expertise (e.g. media, financial, management, pesticide-related). Members of the Board give their time voluntarily and are not remunerated beyond repayment of expenses to cover travel to meetings.

The Board has in place a skills matrix which details the skills it has identified as being essential for the governance of the organisation. Each trustee has assessed themselves against each skill and perspective area to identify those areas which are represented poorly and which are strong, which informs the process of recruitment. Other considerations for the Board with respect to trustee recruitment are the social, gender and ethnic mix of the board. This information is used to help guide trustee recruitment strategy. Trustees are sought via PAN UK's website, through PAN UK's organisational networks, via trustee and other search websites and occasionally through advertising.

Induction and training of trustees

Once recruited, trustees are required to participate in an induction programme. Each trustee is issued with an induction pack which includes the following documents:

- Charity commission guidance for trustees The Essential Trustee (CC3)
- It's your decision: charity trustees and decision making (CC27)
- Memorandum and articles of association
- Latest audited accounts and trustees' report and latest management accounts
- Minutes of recent meetings
- Summary of PAN UK strategy Risk register
- Trustee list and staff list

In addition, new trustees are invited to meet with key staff and to visit the offices.

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A 'Board update' is provided to each Board meeting with progress reports and activities of each project, publications, outreach activities, funding and donor news, and relevant organisational matters. Management accounts are also provided at each meeting.

Trustees are encouraged to identify development needs which PAN UK seeks to meet.

Key management personnel

The Trustee Board are responsible for setting pay for key management personnel. Pay for key management personnel will always be discussed and agreed during the Trustee Board meetings. In 2019, the Board approved the creation of a new staff / salary structure including five separate salary bands. The salary bands were benchmarked through comparison with peer organisations and the NICVA pay scale. Each role was assigned to a salary band based on the job description and responsibilities of that role. This includes the key management personnel. These salary bands took effect from 1 January 2020. The salary bands, and individual salaries, have been reviewed at the end of each year and a cost of living allowance increase set. For 2023, a cost of living allowance increase of 5.5% has been approved by the Board to take effect from 1 January 2023.

PAN UK has committed to undertaking a new benchmarking exercise in 2023 to ensure that staff salaries have remained fair and competitive during this period of challenging inflation and the different responses that organisations have had to this.

Related parties and relationships with other organisations

PAN UK plays a significant role in the global Pesticide Action Network (PAN). The global PAN consists of five Regional Centres, located in Africa, Asia and the Pacific, Europe, Latin America and North America. While each of the five Regional Centres is institutionally independent, they maintain regular coordination and collaboration. They have formed an institutional umbrella body 'PAN Regional Centres', but it has a limited turnover and does not employ staff. PAN UK has established joint programmes and projects with separate PAN Regional Centres, in particular PAN Africa and its member organisations, and in these cases funds and activities are specified in separate contracts.

PAN UK also seeks to work with other organisations on joint projects, where the projects fit the overall goals of all organisations involved. PAN UK is part of a number of coalitions and multi-stakeholder initiatives, and takes an active role in, for example, Sustain; the alliance for better food and farming, the Global Coffee Platform and the Better Cotton Initiative.

Public benefit

We develop our strategic plans to ensure that we provide public benefit and achieve our objectives. When reviewing our aims and objectives, and in planning activities and setting policies for the year ahead, the trustees confirm they have referred to the guidelines contained in the Charity Commission's general guidance on public benefit.

Diversity, equity, inclusion and justice

PAN UK is committed to social justice and doing whatever it can to promote diversity, equity and inclusion and oppose racism and other forms of discrimination in our programmes and within the organisation. In putting this into practice, PAN UK views diversity in its broadest form which includes, but is not limited to, the consideration of race, nationality, gender, age, class, disability, sexuality, language and educational background.

PAN UK established a diversity working group in 2021 to consider how we can turn this commitment into a reality within the organisation. The main focus of the group in 2022 has been on how we should recruit staff

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members in order to ensure diversity within the organisation. In 2023, we intend to turn our attention to examining the Pesticide Free Towns campaign through the lens of diversity and considering how the campaign can best deliver our aims in this area.

PAN UK is also a contributor to the RACE report (<https://www.race-report.uk>), which seeks to increase racial diversity within the environmental movement. We gather diversity data from staff and trustees in order to make a submission to the report each year regarding the diversity of the organisation and this contributes to sector wide statistics. Part of our submission also looks at the actions that the organisation is taking to improve diversity. The diversity working group has reviewed the possibilities outlined in this section of the submission and committed to implementing a number of these in the next year, including reporting on this area in our annual report. This is our first attempt at doing this and we will consider further what additional information we provide in future reports.

Key people and suppliers

| | |
|------------------------------------|---|
| Trustees | Barbara Dinham, Chair Edward Moore, Treasurer Lasse Bruun Elizabeth Gadd David Goulson (resigned 4 May 2022) Sondhya Gupta (appointed 22 February 2022) Victoria Johnson (resigned 2 December 2022) Stephanie Morren (appointed 21 February 2023) Vera Ngowi Christopher Stopes Anthony Youdeowei |
| Company Secretary | Keith Tyrell |
| Registered office | Brighthelm Centre North Road Brighton BN1 1YD |
| Telephone | 01273 964230 |
| Website | www.pan-uk.org |
| E-mail | admin@pan-uk.org |
| Company registration number | 02036915 (England and Wales) |
| Charity registration number | 0327215 |
| Auditors | Goldwins Limited Chartered Accountants 75 Maygrove Road West Hampstead London NW6 2EG |
| Bankers | Co-operative Bank Plc City Office 80 Cornhill London EC3V 3NJ National Westminster Bank Plc Brixton Branch 504 Brixton Road London SW9 8EB Triodos Bank Deanery Road Bristol BS1 5AS |

Statement of responsibilities of the trustees

The trustees (who are also directors of Pesticide Action Network UK for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the directors' report) and the financial statements in accordance with 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).

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 income and expenditure of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for maintaining proper accounting records which 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:

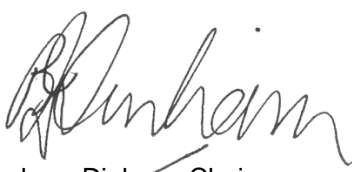
- there is no relevant audit information of which the charitable company's auditors are unaware; and
- the trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditors

Goldwins limited were re-appointed as the auditors of the charitable company during the year and have expressed their willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 23rd May 2023 and signed on their behalf by;



Barbara Dinham, Chair

Independent auditor's report

To the members of Pesticide Action Network UK

Opinion

We have audited the financial statements of Pesticide Action Network UK (the 'charitable company') for the year ended 31 December 2022 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 December 2022 and of its incoming resources and application of resources, including its income and expenditure for the year then ended.
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.
- 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 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 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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual 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, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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.

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

Use of our report

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

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the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Epton

Anthony Epton (Senior statutory auditor)

for and on behalf of

**Goldwins Limited,
Statutory Auditor,
Chartered Accountants,
75 Maygrove Road,
West Hampstead,
London, NW6 2EG**

6 June 2023

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STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income and expenditure account)

For the year ended 31 December 2022

| | | 2022 | 2022 | 2022 | 2021 |
|------------------------------------|-----------|----------------------------|--------------------------|---------------------|---------------------|
| | Notes | Unrestricted funds £ | Restricted funds £ | Total funds £ | Total funds £ |
| Income from: | | | | | |
| Donations and legacies | 3 | 53,803 | - | 53,803 | 47,549 |
| Charitable activities: | | | | | |
| Goal 1 (UK) | 4 | - | 371,343 | 371,343 | 265,602 |
| Goal 2 (International) | 4 | 25,837 | 716,811 | 742,648 | 629,766 |
| Information provision | 4 | - | 50,000 | 50,000 | - |
| Other trading activities | 5 | 77 | - | 77 | 148 |
| Investment income | 6 | 4,077 | - | 4,077 | 163 |
| Total income | | 83,794 | 1,138,154 | 1,221,948 | 943,228 |
| Expenditure on: | | | | | |
| Raising funds | 7 | 632 | - | 632 | 487 |
| Charitable activities: | | | | | |
| Goal 1 (UK) | 7 | 31,729 | 283,136 | 314,865 | 307,765 |
| Goal 2 (International) | 7 | 86,439 | 603,904 | 690,343 | 587,987 |
| Information provision | 7 | - | 54,222 | 54,222 | 52,935 |
| Total expenditure | | 118,800 | 941,262 | 1,060,062 | 949,174 |
| Net income / (expenditure) | 8 | (35,006) | 196,892 | 161,886 | (5,946) |
| Transfer between funds | | 2,880 | (2,880) | - | - |
| Net movement in funds | | (32,126) | 194,012 | 161,886 | (5,946) |
| Total funds brought forward | | 559,594 | 330,833 | 890,427 | 896,373 |
| Total funds carried forward | 16 | 527,468 | 524,845 | 1,052,313 | 890,427 |

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

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BALANCE SHEET

As at 31 December 2022

| | Notes | 2022 £ | 2021 £ |
|---|-------|-------------------------|-----------------------|
| Fixed assets | | | |
| Tangible assets | 11 | - | - |
| Current assets | | | |
| Debtors | 12 | 76,047 | 24,622 |
| Cash at bank and in hand | 18 | 982,409 | 893,191 |
| | | <u>1,058,456</u> | <u>917,813</u> |
| Creditors: amounts falling due within one year | 13 | (6,143) | (27,386) |
| Net current assets | | <u>1,052,313</u> | <u>890,427</u> |
| Net assets | | <u><u>1,052,313</u></u> | <u><u>890,427</u></u> |
| Represented by: | | | |
| Restricted funds | 16 | 524,845 | 330,833 |
| Unrestricted funds | | | |
| - General fund | 16 | 527,468 | 559,594 |
| Total funds | | <u><u>1,052,313</u></u> | <u><u>890,427</u></u> |

The financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the trustees on 23rd May 2023 and signed on their behalf by



Barbara Dinham, Chair

Pesticide Action Network UK
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STATEMENT OF CASH FLOWS

For the year ended 31 December 2022

| | Note | 2022 £ | 2021 £ | 2021 £ |
|--|------|-----------------------|-----------------------|-----------|
| Net cash provided by / (used in) operating activities | 17 | 85,141 | (9,646) | |
| Cash flows from investing activities: | | | | |
| Interest / rent / dividends from investments | | 4,077 | 163 | |
| Cash provided by / (used in) investing activities | | <u>4,077</u> | <u>163</u> | |
| Change in cash and cash equivalents in the year | | 89,218 | (9,483) | |
| Cash and cash equivalents at the beginning of the year | | 893,191 | 902,674 | |
| Change in cash and cash equivalents due to exchange rate movements | | - | - | |
| Cash and cash equivalents at the end of the year | 18 | <u><u>982,409</u></u> | <u><u>893,191</u></u> | |

NOTES TO THE FINANCIAL STATEMENTS

1 Accounting policies

a) Basis of preparation

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 - effective 1 January 2015) - (Charities SORP FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

c) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

e) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

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g) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

h) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services and activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.
- Expenditure includes attributable VAT which cannot be recovered.

i) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charitable activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the basis of staff time.

j) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

| | |
|--------------------------------|-----|
| Furniture and office fittings | 25% |
| Computer and similar equipment | 25% |

l) Debtors

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

m) 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 account.

n) Creditors and provisions

Creditors and provisions are recognised where the charity has 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

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be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Financial instruments

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

p) Pensions

The Company's pension policy is to make a contribution to employees' pension schemes of 8% of gross salary. The employee can choose to contribute as well. Contributions are recognised as expenditure as they fall due and are allocated between activities and restricted and unrestricted funds in line with staff time spent on these.

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2 Detailed comparatives for the statement of financial activities

| | 2021 Unrestricted £ | 2021 Restricted £ | 2021 Total £ |
|------------------------------------|---------------------------|-------------------------|--------------------|
| Income from: | | | |
| Donations | 47,549 | - | 47,549 |
| Charitable activities: | | | |
| Goal 1 (UK) | - | 265,602 | 265,602 |
| Goal 2 (International) | 33,441 | 596,325 | 629,766 |
| Information provision | - | - | - |
| Other trading activities | 148 | - | 148 |
| Investment income | 163 | - | 163 |
| Total income | 81,301 | 861,927 | 943,228 |
| Expenditure on: | | | |
| Raising Funds | 487 | - | 487 |
| Charitable activities: | | | |
| Goal 1 (UK) | 22,441 | 285,324 | 307,765 |
| Goal 2 (International) | 59,965 | 528,022 | 587,987 |
| Information provision | 2,076 | 50,859 | 52,935 |
| Total expenditure | 84,969 | 864,205 | 949,174 |
| Net income / (expenditure) | (3,668) | (2,278) | (5,946) |
| Transfer between funds | (8,865) | 8,865 | - |
| Net movement in funds | (12,533) | 6,587 | (5,946) |
| Total funds brought forward | 572,127 | 324,246 | 896,373 |
| Total funds carried forward | 559,594 | 330,833 | 890,427 |

3 Income from donations and legacies

| | Unrestricted £ | Restricted £ | 2022 Total £ | 2021 Total £ |
|-------------|-------------------|-----------------|--------------------|--------------------|
| Other gifts | 53,803 | - | 53,803 | 47,549 |
| | 53,803 | - | 53,803 | 47,549 |

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4 Income from charitable activities

| | Unrestricted | Restricted | 2022 Total | 2021 Total |
|---|---------------|------------------|------------------|----------------|
| | £ | £ | £ | £ |
| Goal 1: To reduce pesticide use and related harms in the UK | | | | |
| Arcadia, a charitable fund of Lisbet Rausing and Peter Baldwin | - | - | - | 80,000 |
| Chapman Charitable Trust | - | 20,000 | 20,000 | 20,000 |
| Earthsong Foundation | - | 5,000 | 5,000 | - |
| Esmee Fairburn Foundation | - | 50,000 | 50,000 | 50,000 |
| Farming the Future | - | 3,245 | 3,245 | 20,843 |
| RSPB | - | 93,689 | 93,689 | 54,759 |
| The Savitri Waney Charitable Trust | - | 39,409 | 39,409 | 20,000 |
| Tolkien Trust | - | 140,000 | 140,000 | - |
| Zephyr Charitable Trust | - | 20,000 | 20,000 | 20,000 |
| Total Goal 1 | - | 371,343 | 371,343 | 265,602 |
| Goal 2: To reduce pesticide use and related harms in agriculture internationally | | | | |
| Aid by Trade Foundation | - | 26,204 | 26,204 | 24,948 |
| Bees for Development | - | 6,192 | 6,192 | - |
| C & A Foundation | - | - | - | 45,615 |
| CAF American Donor Fund | - | 1,000 | 1,000 | - |
| University of Edinburgh | - | 49,677 | 49,677 | 49,677 |
| GIZ | - | 99,845 | 99,845 | 45,650 |
| Global Greengrants Fund | - | 100,031 | 100,031 | - |
| IDH | - | - | - | 19,204 |
| Laudes Foundation | - | 20,000 | 20,000 | 44,142 |
| PAN North America | - | 14,136 | 14,136 | 35,911 |
| Paul Reinhart AG | - | 78,256 | 78,256 | 62,832 |
| TRAID | - | 273,444 | 273,444 | 241,679 |
| UN Food and Agriculture Organisation | - | 23,778 | 23,778 | - |
| UN Environment Programme | - | 24,248 | 24,248 | 26,667 |
| Consultancy | 25,837 | - | 25,837 | 33,441 |
| Total Goal 2 | 25,837 | 716,811 | 742,648 | 629,766 |
| Information Provision | | | | |
| Tolkien Trust | - | 50,000 | 50,000 | - |
| Total Information Provision | - | 50,000 | 50,000 | - |
| Total Income from charitable activities | 25,837 | 1,138,154 | 1,163,991 | 895,368 |

5 Income from other trading activities

| | Unrestricted | Restricted | 2022 Total | 2021 Total |
|--------------------------|--------------|------------|---------------|---------------|
| | £ | £ | £ | £ |
| Other trading activities | 77 | - | 77 | 148 |
| | 77 | - | 77 | 148 |

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6 Income from investments

| | Unrestricted | Restricted | 2022 | 2021 |
|-----------------------|---------------------|-------------------|--------------|--------------|
| | £ | £ | Total | Total |
| | | | £ | £ |
| Bank interest | 531 | - | 531 | 163 |
| Foreign exchange gain | 2,082 | - | 2,082 | - |
| Bank compensation | 1,464 | - | 1,464 | - |
| | 4,077 | - | 4,077 | 163 |

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7 Analysis of expenditure

Current reporting period

| Basis of allocation | Cost of raising funds | Goal 1 | Goal 2 | Information provision | Support costs | Governance costs | 2022 Total | 2021 Total | |
|-----------------------|-----------------------|------------|----------------|-----------------------|---------------|------------------|--------------|------------------|----------------|
| | | (UK) | (Intl) | | | | | | £ |
| Staff costs | Direct | - | 234,929 | 248,219 | 34,499 | 65,438 | - | 583,085 | 552,379 |
| Direct costs | Direct | 632 | 28,817 | 70,644 | 12,216 | - | - | 112,309 | 54,310 |
| Grants to partners | Direct | - | - | 317,469 | - | - | - | 317,469 | 296,454 |
| Support costs - rent | Direct | - | - | - | - | 22,407 | - | 22,407 | 19,925 |
| Support costs - other | Direct | - | - | - | - | 20,046 | - | 20,046 | 17,484 |
| Governance costs | Direct | - | - | - | - | - | 4,746 | 4,746 | 8,622 |
| | | 632 | 263,746 | 636,332 | 46,715 | 107,891 | 4,746 | 1,060,062 | 949,174 |
| Support costs | % staff costs | - | 48,965 | 51,735 | 7,191 | (107,891) | - | - | - |
| Governance costs | % staff costs | - | 2,154 | 2,276 | 316 | - | (4,746) | - | - |
| 2022 Total | | 632 | 314,865 | 690,343 | 54,222 | - | - | 1,060,062 | 949,174 |
| 2021 Total | | 487 | 307,765 | 587,987 | 52,935 | - | - | 949,174 | |

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Previous reporting period

| Basis of allocation | Cost of raising funds | Goal 1 | Goal 2 | Information provision | Support costs | Governance costs | 2021 Total |
|-----------------------|-----------------------|----------------|----------------|-----------------------|----------------|------------------|----------------|
| | | (UK) | (Intl) | | | | |
| Staff costs | - | 228,348 | 216,546 | 34,570 | 72,915 | - | 552,379 |
| Direct costs | 487 | 22,768 | 21,266 | 9,789 | - | - | 54,310 |
| Grants to partners | - | - | 296,454 | - | - | - | 296,454 |
| Support costs - rent | - | - | - | - | 19,925 | - | 19,925 |
| Support costs - other | - | - | - | - | 17,484 | - | 17,484 |
| Governance costs | - | - | - | - | - | 8,622 | 8,622 |
| | 487 | 251,116 | 534,266 | 44,359 | 110,324 | 8,622 | 949,174 |
| Support costs | - | 52,543 | 49,827 | 7,954 | (110,324) | - | - |
| Governance costs | - | 4,106 | 3,894 | 622 | - | (8,622) | - |
| 2021 Total | 487 | 307,765 | 587,987 | 52,935 | - | - | 949,174 |

Of the total expenditure in 2022, £118,800 was unrestricted (2021: £84,969) and £941,262 was restricted (2021: £864,205). Grants to partners in 2022 includes grants to Pesticide Action Nexus Association, Ethiopia of £97,853 (2021: £103,534), Organisation Béninoise pour la Promotion de l'Agriculture Biologique, Benin of £210,695 (2021: £188,622) and AGENDA for Environment and Responsible Development, Tanzania of £8,921 (2021: £nil). Grants to partners in 2021 also includes a grant to Pesticide Action Network, India of £4,298.

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8 Net income / (expenditure) for the year

| | | |
|--|----------------|----------------|
| This is stated after charging / (crediting): | 2022 | 2021 |
| | £ | £ |
| Operating lease rentals: | | |
| Property | 22,407 | 19,926 |
| Other equipment | 379 | 328 |
| Auditor's remuneration: audit fees | 3,500 | 3,500 |
| Foreign exchange (gains) / losses | (2,082) | (3) |
| | <u>583,085</u> | <u>552,379</u> |

9 Analysis of staff costs, trustee remuneration and expenses and the cost of key management personnel

| | | |
|---|----------------|----------------|
| Staff costs were as follows: | 2022 | 2021 |
| | £ | £ |
| Salaries and wages | 492,660 | 468,802 |
| Social security costs | 51,012 | 46,074 |
| Employer's contribution to defined contribution pension schemes | 39,413 | 37,503 |
| | <u>583,085</u> | <u>552,379</u> |

The number of employees with employee benefits (excluding employer's pension and national insurance contributions) greater than £60,000 per annum was as follows.

| | | |
|--------------------|-------------|-------------|
| | 2022 | 2021 |
| Range | No. | No. |
| £60,000 to £69,999 | 0 | 1 |
| £70,000 to £79,999 | 1 | 0 |

The total employee benefits (including employer's pension and national insurance contributions) of the key management personnel were £87,062 (2021: £82,926).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2021: £nil). No charity trustees received payment for professional or other services supplied to the charity (2021: £nil). Charity trustees were reimbursed expenses of £nil during the year (2021: £nil).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

| | | |
|-----------------------|-------------|-------------|
| | 2022 | 2021 |
| | No. | No. |
| Charitable activities | 10.0 | 10.0 |
| Support | 2.0 | 2.0 |
| | <u>12.0</u> | <u>12.0</u> |

10 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

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11 Tangible fixed assets

| | Furniture, fittings and equipment | Total |
|-------------------------------|--|--------------|
| | 2022 | 2022 |
| | £ | £ |
| Cost | | |
| At the start of the year | 5,021 | 5,021 |
| Additions in year | - | - |
| Disposals in year | - | - |
| At the end of the year | <u>5,021</u> | <u>5,021</u> |
| Depreciation | | |
| At the start of the year | 5,021 | 5,021 |
| Charge for the year | - | - |
| Eliminated on disposal | - | - |
| At the end of the year | <u>5,021</u> | <u>5,021</u> |
| Net book value | | |
| At the end of the year | <u>-</u> | <u>-</u> |
| At the start of the year | <u>-</u> | <u>-</u> |

All of the above assets are used for charitable purposes.

12 Debtors

| | 2022 | 2021 |
|----------------|---------------|---------------|
| | £ | £ |
| Trade debtors | 46,561 | 2,080 |
| Other debtors | 1,000 | 1,600 |
| Prepayments | 4,257 | 99 |
| Accrued income | 24,229 | 20,843 |
| | <u>76,047</u> | <u>24,622</u> |

13 Creditors: amounts falling due within one year

| | 2022 | 2021 |
|-----------------|--------------|---------------|
| | £ | £ |
| Trade creditors | 1,472 | 8,185 |
| Other creditors | 471 | 1,184 |
| Accruals | 4,200 | 18,017 |
| | <u>6,143</u> | <u>27,386</u> |

14 Pension scheme

The Company's pension policy is to make a contribution to employees' pension schemes of 8% of gross salary. The employee can choose to contribute as well. Contributions are recognised as expenditure as they fall due.

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15 Analysis of net assets between funds

| | 2022 | | |
|--|----------------|----------------|------------------|
| | Unrestricted | Restricted | Total funds |
| | £ | £ | £ |
| Tangible fixed assets | - | - | - |
| Net current assets | 527,468 | 524,845 | 1,052,313 |
| Net assets at the end of the year | 527,468 | 524,845 | 1,052,313 |

| | 2021 | | |
|--|----------------|----------------|----------------|
| | Unrestricted | Restricted | Total funds |
| | £ | £ | £ |
| Tangible fixed assets | - | - | - |
| Net current assets | 559,594 | 330,833 | 890,427 |
| Net assets at the end of the year | 559,594 | 330,833 | 890,427 |

| 16 Movements in funds | At 1 January | Income | Expenditure | Transfers | At 31 |
|--|----------------|------------------|------------------|----------------|------------------|
| | 2022 | & gains | & losses | | December |
| | £ | £ | £ | £ | 2022 |
| | | | | | £ |
| Restricted funds: | | | | | |
| Goal 1 (UK) | 133,848 | 371,343 | 283,136 | (3,394) | 218,661 |
| Goal 2 (International) | 193,266 | 716,811 | 603,904 | 11 | 306,184 |
| Information provision | 3,719 | 50,000 | 54,222 | 503 | - |
| Total restricted funds | 330,833 | 1,138,154 | 941,262 | (2,880) | 524,845 |
| General funds | 559,594 | 83,794 | 118,800 | 2,880 | 527,468 |
| Total unrestricted funds | 559,594 | 83,794 | 118,800 | 2,880 | 527,468 |
| Total funds | 890,427 | 1,221,948 | 1,060,062 | - | 1,052,313 |
| Movements in funds in previous reporting period | | | | | |
| | At 1 January | Income | Expenditure | Transfers | At 31 |
| | 2021 | & gains | & losses | | December |
| | £ | £ | £ | £ | 2021 |
| | | | | | £ |
| Restricted funds: | | | | | |
| Goal 1 (UK) | 153,570 | 265,602 | 285,324 | - | 133,848 |
| Goal 2 (International) | 116,098 | 596,325 | 528,022 | 8,865 | 193,266 |
| Information provision | 54,578 | - | 50,859 | - | 3,719 |
| Total restricted funds | 324,246 | 861,927 | 864,205 | 8,865 | 330,833 |
| General funds | 572,127 | 81,301 | 84,969 | (8,865) | 559,594 |
| Total unrestricted funds | 572,127 | 81,301 | 84,969 | (8,865) | 559,594 |
| Total funds | 896,373 | 943,228 | 949,174 | - | 890,427 |

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Purposes of restricted funds

Goal 1 (UK)

This is our work to reduce pesticide use and related harms in the UK. This includes engagement with the UK Government, supermarkets and local councils. This work is described in more detail in the annual report.

Goal 2 (International)

This is our work to reduce pesticide use and related harms internationally. To achieve this objective, we work with international institutions, national authorities and key supply chain initiatives. We also act to build the evidence base to encourage action, including the delivery of projects in Benin and Ethiopia.

Information provision

This work raises awareness about the harms caused by pesticides. It is done in various ways, including publishing information booklets, posters and leaflets as well as through our online communications channels.

Transfers between funds

Transfers between funds comprise two separate types of transaction. Some of the transfers relate to exchange gains or losses on restricted funds that require a transfer to or from unrestricted funds to bring the restricted fund back into balance. The remaining transfers represent a cumulative underspend on restricted funds where the donor has provided approval that this can be transferred to unrestricted funds.

17 Reconciliation of net income / (expenditure) to net cash flow from operating activities

| | 2022 | 2021 |
|---|---------------|----------------|
| | £ | £ |
| Net income / (expenditure) for the reporting period (as per the statement of financial activities) | 161,886 | (5,946) |
| Interest, rent and dividends from investments | (4,077) | (163) |
| (Increase) / decrease in debtors | (51,425) | (23,523) |
| Increase / (decrease) in creditors | (21,243) | 19,986 |
| Net cash provided by / (used in) operating activities | 85,141 | (9,646) |

18 Analysis of cash and cash equivalents

| | At 1 January 2022 | Cash flows | Other changes | At 31 December 2022 |
|--|------------------------------|-----------------------|--------------------------|------------------------------------|
| | £ | £ | £ | £ |
| Cash at bank and in hand | 893,191 | 89,218 | - | 982,409 |
| Total cash and cash equivalents | 893,191 | 89,218 | - | 982,409 |

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19 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

| | Property | | Equipment | |
|------------------|-----------------|---------------|------------------|-------------|
| | 2022 | 2021 | 2022 | 2021 |
| | £ | £ | £ | £ |
| Less than 1 year | 21,831 | 22,407 | 304 | 304 |
| 1 – 5 years | 5,458 | 5,602 | 25 | 25 |
| | 27,289 | 28,009 | 329 | 329 |

20 Contingent assets or liabilities

There are no contingent assets or liabilities existing.

21 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

22 Related party transactions

PAN UK is related to Pesticide Action Network Europe (PAN Europe), a company registered in England and Wales, by virtue of the fact that PAN UK is one of the founding members of PAN Europe and currently sits on PAN Europe's Board. PAN Europe's objectives closely relate to PAN UK's objectives and from time to time PAN UK supports PAN Europe's projects by providing administrative support and technical support.

In 2022, PAN UK received £20,000 from Polden Puckham Charitable Trust on behalf of PAN Europe for work on supply chains and sustainable agriculture. This amount was paid to PAN Europe in year. PAN UK also paid a €300 membership subscription to PAN Europe in 2022.

PESTICIDE ACTION NETWORK UK

England & Wales - Charity number 327215

Accounts

Annual Report and Financial Statements

For the year ended 31 December 2021



PESTICIDE
ACTION
NETWORK UK

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The context

Pesticides impact nearly all life on earth. They are designed to kill pests, but it has been estimated that **less than 1% of pesticides actually reach their targets**. Pesticide use is increasing globally causing harm to the environment and ecosystems and to human health and farmer livelihoods

It is thought that **over 17 million people have been killed by synthetic pesticides** since the green revolution in the 1960s. Even today, 70 years later, about **385 million cases of non-fatal unintentional pesticide poisonings occur every year** with approximately 11,000 deaths. Pesticide self-poisoning makes up 110,000–168,000 (14–20%) of global suicides. Pesticides are also associated with a multitude of serious illnesses including a range of cancers and neurological, immunological, and reproductive disorders.

Pesticides have been identified as one of the key drivers of global biodiversity loss. Direct effects of pesticides have been linked to population reductions of terrestrial insects, aquatic arthropods, organisms responsible for pollination and natural pest control, birds, and others. Study after study is uncovering the role that pesticides play in dramatic pollinator and insect declines. Bird populations are also suffering significant losses, as the **populations of farmland and common birds in the UK have fallen by 46% and 10% respectively**

For over 35 years, the Pesticide Action Network UK (PAN UK) has worked to tackle the problems caused by chemical pesticides in the UK and globally.

Mission

Our mission is to end the harms to human health and the environment from pesticides.

Aims

We aim to:

- eliminate hazardous pesticides
- reduce dependence on pesticides
- promote ecologically sound, and socially just, alternatives to chemical pest control

Objects

Our objects are:

1. To carry out research into, to gather and disseminate information relating to the manufacture, use, sale and application and effects of pesticides, chemicals, gases anywhere in the world; and
2. To carry out research into, to gather and disseminate information relating to alternatives to pesticides.

Strategic goals

We completed the process of developing a new strategic plan in 2021 and, in September, this was approved by the Board.

The strategic plan sets out our organisational objectives for the period 2021 to 2025, including interim objectives for 2023 to allow us to track our progress. It also captures our theory of change and the way in which we will work to deliver our objectives. In addition to the main strategic goals, there is also a cross cutting goal associated with information provision to the general public.

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| Goal 1: To reduce pesticide use and related harms in the UK. | |
| 1.1 UK Government puts in place new measures to drive a major reduction in pesticide use by farmers, and defends against threats to existing pesticide standards arising from EU exit. | |
| By 2023, the UK Government | <ul style="list-style-type: none"> - Puts in place ambitious pesticide reduction targets, and the monitoring systems required to underpin them. - Has not signed trade deals which undermine its pesticide standards. |
| By 2025, the UK Government | <ul style="list-style-type: none"> - Has created a UK standalone pesticide regime that offers at least an equal level of protection to human health and the environment as its EU equivalent. - Has provided UK farmers with subsidies for pesticide reduction and/or adoption of Integrated Pest Management (IPM). - Has not signed trade deals which undermine its pesticide standards. |
| 1.2 UK Supermarkets take significant steps to reduce pesticide-related harms caused by their supply chains. | |
| By 2023, the majority of supermarkets | <ul style="list-style-type: none"> - State clearly in their company policies that their aim is to reduce both pesticide use and pesticide-related harms linked to their global supply chains. - Support their suppliers to adopt Integrated Pest Management (IPM) by providing access to training, guidance documents and bespoke advice. - Prioritise the development of IPM strategies to replace Highly Hazardous Pesticides (HHPs) listed on their monitored, restricted and prohibited pesticide lists. |
| By 2025, the majority of supermarkets | <ul style="list-style-type: none"> - Adopt the PAN International List of HHPs as the basis of their monitored, restricted and prohibited lists and will have ended the use of some particularly harmful HHPs throughout their supply chains. - Have a wide range of measures in place to support their suppliers to adopt IPM, including functioning grower groups. - Make their pesticide policies, HHP lists and residue data publicly available. - End the sale of synthetic pesticide products. |

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| 1.3 Local councils go pesticide-free as part of a long-term strategy to achieve national ban on urban-pesticide use. | |
| By 2023 | <ul style="list-style-type: none"> - 150 UK councils have taken action to end, or significantly reduce, their use of pesticides. - Local campaigns are active in 120 locations around the UK supported by PAN UK. - Two-thirds of London boroughs are pesticide-free. |
| By 2025 | <ul style="list-style-type: none"> - 250 UK councils have taken action to end, or significantly reduce, their use of pesticides, including all borough councils in London. - Local campaigns are active in 200 locations around the UK supported by PAN UK. - Widespread support among the public and parliamentarians, and supportive statements from Government, regarding a national ban on urban pesticide |

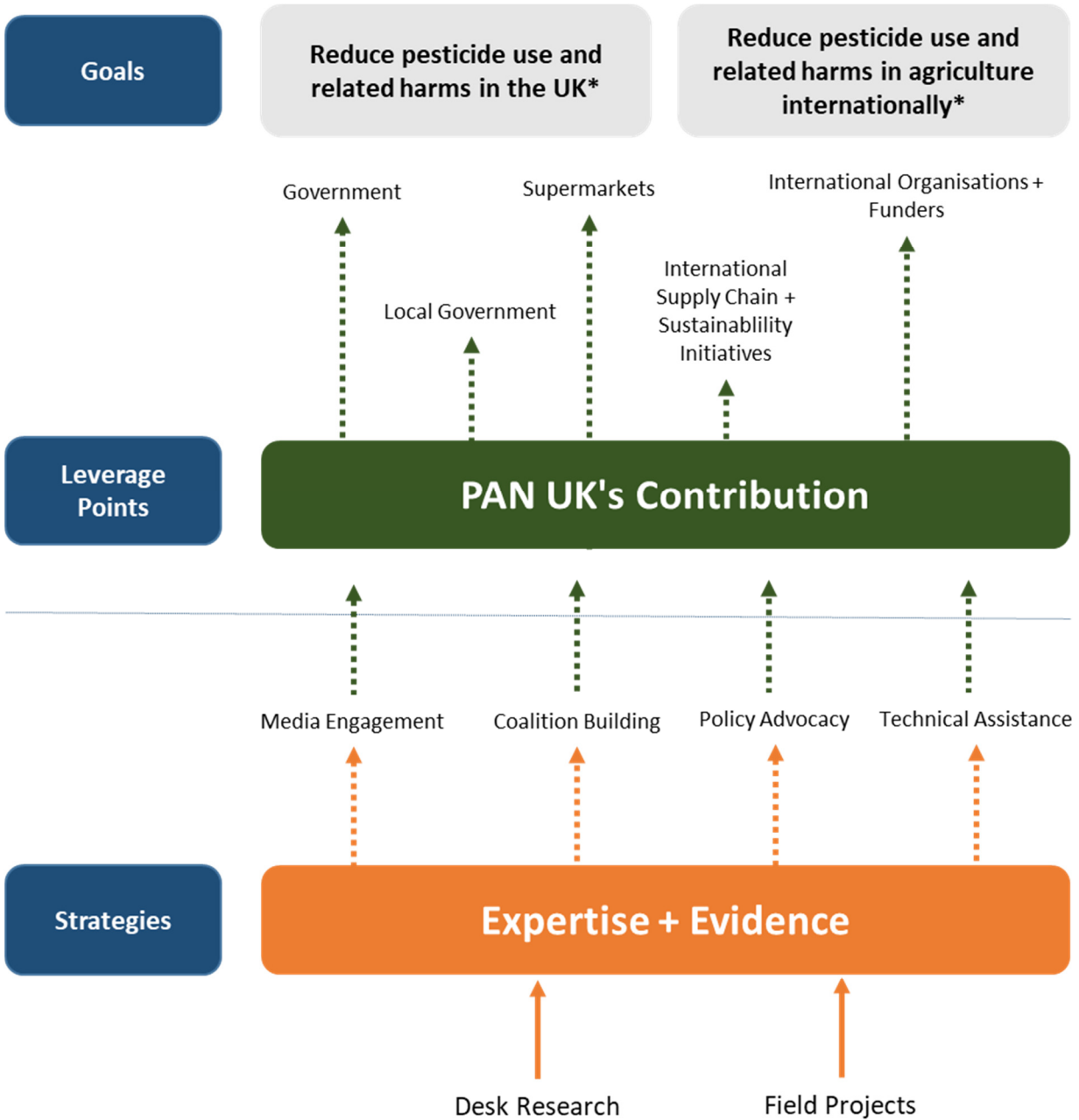
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|---|---|
| Goal 2: To reduce pesticide use and related harms in agriculture internationally | |
| 2.1 International Institutions, national authorities and mechanisms support the reduction of pesticide use, the adoption of agroecological methods and the elimination of HHPs in agriculture. | |
| By 2023 | <ul style="list-style-type: none"> - The UN Food and Agriculture Organization (FAO) takes action to reduce harms from pesticides in agriculture. - Regulatory action is taken against HHPs in response to evidence of harm provided by PAN UK or its allies. - The Convention on Biological Diversity (CBD) and The Strategic Approach to International Chemicals Management (SAICM) have recognised harms caused by pesticides and HHPs in particular in their post 2020 strategies. |
| By 2025 | <ul style="list-style-type: none"> - Donors, governments and / or international institutions allocate new resources to eliminating HHPs, reducing use of pesticides and/or adoption of agroecological methods. - At least two priority HHPs prohibited by at least two more countries. - At least 100,000 smallholder farmers in LMICs gain access to PAN UK training resources / information through extension services, NGOs / CSOs. - Increased coordinated action by NGO /CSO allies – including PAN International – towards goals. - A reduction in use of pesticides and increase in uptake of agroecological alternatives in the countries in which PAN UK is directly engaged. |
| 2.2 Key international supply chain initiatives prohibit the use of HHPs, reduce pesticide use and promote the use of alternatives to pesticides. | |
| By 2023 | <ul style="list-style-type: none"> - Two sustainability initiatives reference the PAN HHP list and adopt timebound goals for HHP phase out. |

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| By 2025 | <ul style="list-style-type: none"> - Four sustainability initiatives have committed to phase out HHPs. - Three are actively identifying, promoting and monitoring uptake of agroecological alternatives to HHPs for specific pests. - At least one initiative systematically collects data on pesticide poisonings as part of its Monitoring & Evaluation work. - Agroecological production principles & techniques incorporated into supply chain initiatives in at least one project country. |
| 2.3 Strengthened evidence base on pesticide-related harms and alternatives to pesticide use to underpin PAN UK and others advocacy | |
| By 2023 | <ul style="list-style-type: none"> - Evidence base for economic case for agroecology/reduced pesticide use has been strengthened. - Evidence base for biodiversity/reduced pesticide use has been strengthened. - Evidence base for health impacts of HHPs has been strengthened. |
| By 2025 | <ul style="list-style-type: none"> - UN institutions and/or global frameworks and national policy documents reference evidence concerning the economic, environmental and/or health case for agroecology/reduced pesticide use. - Civil society organisations and allies use evidence in their advocacy and influencing. |

How will we achieve the strategic objectives?

Our unique contribution and approach to achieving the strategic objectives is summarised in the diagram below, with the specific activities undertaken in 2021 described on the following pages.



*through the adoption of agroecological solutions and ecologically based alternatives

Goal 1: To reduce pesticide use and related harms in the UK

1.1 UK Government puts in place new measures to drive a major reduction in pesticide use by farmers, and defends against threats to existing pesticide standards arising from EU exit

Significant achievements and activities 2021

It has been another big year for our national-level work which aims to put in place the measures required to drive a massive reduction in both pesticide use and harms associated to UK farming.

In January, Defra announced its intention to grant an emergency derogation allowing UK sugar beet farmers to use the neonicotinoid thiamethoxam, which was banned in 2018 due to its impact on pollinators. We immediately mobilised a coalition of NGOs and academics to call for the decision to be reversed in a joint letter which was covered by a wide range of media and succeeded in generating a great deal of outrage online. In the end, the Government decided not to grant the derogation.

At the beginning of the year we launched the Pesticide Collaboration, which is jointly hosted by PAN UK and RSPB. The Pesticide Collaboration brings together health and environmental organisations, academics, trade unions, farming networks and consumer groups, working under a shared vision to urgently reduce pesticide-related harms in the UK. Getting a broad coalition of powerful organisations to speak with one voice on pesticides has already proven to be a game changer.

The UK's National Action Plan on the Sustainable Use of Pesticides (known as 'the NAP'), was finally published and went out for consultation in early December 2020. The purpose of the NAP is to drive a reduction in pesticide-related harms and an increase in uptake of Integrated Pest Management (IPM) by UK farmers. Thanks to our years of work to influence the plan, the published draft contained many of our core asks, including a commitment to introduce pesticide reduction targets by 2022. PAN UK, alongside the Pesticide Collaboration, mobilised a huge response to the consultation. A joint civil society response was submitted which was supported by individuals and organisations collectively representing over 3.5 million members, farmers and workers. Defra received an unprecedented 200,000 public petition signatures and 35,000 e-mails, alongside 1,500 full responses

Our work on trade has gone from strength-to-strength. In June, we published the second report in our *Toxic Trade* series which examined the Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP). The report secured traditional media coverage and was also shared on social media by many of our allies, with a total reach of around half a million people. It led to a successful meeting with the UK Government's Chief Negotiator on CPTPP. The Lords International Agreements Committee pulled out pesticides as one of two concerns related to food standards and CPTPP. We also met with the UK Government's Deputy Chief Negotiator on India. Shortly afterwards, the media reported that UK-India trade talks had stalled over a number of issues, the key one being pesticide standards.

We organised a parliamentary event in June on trade and pesticides. The event was chaired by the Conservative Chair of the Select Committee on Environment, Food and Rural Affairs and co-hosted by the SNP Chair of the International Trade Select Committee, Labour's lead on Environment, Food and Rural Affairs and Simon Hoare MP (a Conservative backbencher who has been very vocal on protecting UK food standards from trade deals). The event was a huge success and even just the hosts alone constitute a cross-party group of the most powerful MPs on this topic.

In May, the UK Government announced that a trade deal had been signed with Australia. We were immediately contacted by the Labour frontbench for our analysis and invited to an urgent roundtable. Much of the media

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coverage about the deal mentioned pesticides. Ensuring that pesticide issues are included in debates around trade and UK food standards (which often focus solely on animal welfare) is a key aim of our trade work.

We have been working hard to influence the UK's new Environmental Land Management Scheme to ensure that it provides financial support to farmers working hard to reduce pesticide use, as well as those using minimal or zero pesticides. This year, after years of lobbying, we finally secured a written commitment from Defra that the new subsidy schemes will support farmers to adopt Integrated Pest Management. The devil will now be in the detail but finally getting Defra to commit to fund IPM is a big win.

During this period, we have continued to build relationships with a wide range of political targets and make written submissions on all relevant policy processes including Government consultations on water quality, the National Pollinator Strategy, the UK Common Framework between the devolved administrations, the National Food Strategy and the transition to the Environmental Land Management Scheme. We have also made submissions to House of Commons and Lords committee enquiries into various trade deals, including Australia, India, Mexico and Canada.

We also published a range of publications this year including a new briefing on why the UK must maintain its "hazard-based" approach to pesticide management and a report highlighting the impact of herbicide use on pollinators. In November, we launched our annual *Dirty Dozen* list which collates, analyses and repackages UK Government data on pesticide residues in food. It was covered in a range of media including *The Telegraph* and brought in 1,000 new subscribers to our mailing list.

Plans for 2022

In 2022, this area of work aims to achieve the following objectives:

- Ensure that the pesticide risk reduction targets set by the UK Government drive a genuine and significant reduction in both pesticide use and pesticide-related harms.
- Protect UK pesticide standards from being undermined by trade agreements with non-EU countries.
- Ensure that farmers are supported by the UK government to transition away from harmful pesticides and adopt non-chemical alternatives, in particular via the new UK farm subsidy scheme.
- Ensure that the new, standalone UK pesticide regime is fit-for-purpose in terms of protecting health and environment from pesticide-related harms.

Major outputs include; a joint report with the Nature Friendly Farming Network and RSPB examining whether Red Tractor standards are actually driving pesticide reduction, and a technical report laying out options for the UK's pesticide reduction targets. We will also publish three Toxic Trade reports, co-authored with Sustain and Dr Emily Lydgate from Sussex University, looking at UK trade deals with Brazil, India and a third country. Our annual flagship publication, the *Dirty Dozen*, will be published towards the end of 2022.

We will be working to influence a range of UK Government policy processes through direct engagement and other advocacy activities, including: responding to the publication of the UK's National Action Plan on the Sustainable Use of Pesticides (NAP) and follow up work to implement its commitments. We will also be working to ensure that both the binding targets included under the Environment Act, and the pesticide risk reduction targets committed to in the draft NAP are designed in a way which effectively drives a decrease in pesticide-related harms to human health and the environment. In addition, we will continue to focus efforts on the Environmental Land Management Scheme to ensure that farmers are supported financially to reduce pesticide use and adopt non-chemical alternative, including via Integrated Pest Management. We will make written submissions to a wide range of government and parliamentary consultations, including on the common framework between England, Scotland and Wales, river basin management and all relevant trade deals.

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September 2022 marks the 60th anniversary of Rachel Carson's *Silent Spring*. Alongside the Pesticide Collaboration we will conduct a range of activities highlighting that, sixty years on, pesticide use and harms remain widespread and calling for action.

In January 2022, the UK Government announced a 'Brexit Freedoms Bill' which aims to cut so-called 'EU red tape'. There is a real danger that pesticides standards will be included in this move towards deregulation. We will be working hard to ensure that pesticides standards are excluded from the Brexit Freedoms Bill and therefore maintained.

1.2 UK Supermarkets take significant steps to reduce pesticide-related harms caused by their supply chains

Significant achievements and activities 2021

PAN UK's four-year supermarkets campaign really took hold in 2021 and has had some big wins. The campaign combines public-facing communications with behind-the-scenes advocacy, with the aim of reducing pesticide-related harms linked to the global supply chains of the top ten UK supermarkets.

In 2021, we continued to work with the UK's top ten supermarkets. For example, we fed into the Co-op's efforts to develop its new pesticide policy which is built around our eight suggested areas of focus. Thanks to our efforts, Co-op made a huge amount of progress in 2021 including ending the sale of all synthetic pesticide products from its gardening and pet ranges. It also met all of our asks on transparency by publishing its full pesticide policy and becoming the first UK supermarkets to publish three years' worth of data from its residue testing programme. Being able to access residue data enables UK shoppers to make buying decisions aimed at avoiding pesticide residues.

We also continued to make progress with M&S, proving detailed advice on an update to both its general pesticide policy and the lists of which specific pesticides it bans, restricts and monitors from use within its global supply chains. In 2021, M&S banned three additional hazardous pesticides, placed extra restrictions on the use of a further twenty chemicals, and flagged an additional twenty for monitoring. It also followed the Co-op's example and published residue testing data for the past three years.

Waitrose is also making good progress. It has included PAN UK's IPM Ladder in its farm assessment materials which are provided to all of its farmers and growers. The IPM ladder details the steps growers can take to move from chemical dependence towards adopting agroecological systems that farm with nature. Thanks to our campaigning, Waitrose also announced that it would end its sale of high-risk pesticide products. As well as providing Waitrose advice on which harmful products to remove, we also advised on its proposed range of non-chemical alternatives. Waitrose also moved the lethal herbicide paraquat onto its black list, which means it is now completely banned throughout its global supply chains (apart from one remaining use on Costa Rican pineapples).

Our work with Tesco has finally yielded a major result. When we ran our survey in 2019, Tesco was one of the few UK supermarkets that did not have lists of pesticides that were monitored, restricted or prohibited from use within its supply chains. We were therefore delighted when Tesco shared its draft lists with us in June and asked us for feedback which we provided. While we did point out some possible improvement, in general the lists are a good start and even go further than other supermarkets in some areas. For example, Tesco has chosen to restrict the use of the three bee-toxic neonicotinoids (banned by the UK in 2019) throughout its global supply chain. Whether this will remain in the final lists remains to be seen.

In addition to working with supermarkets individually, we also ran a series of roundtable events designed to bring their technical staff together to discuss common obstacles and solutions to reducing pesticide harms. We

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held two roundtable events in 2021 and both were attended by representatives of at least eight of the top ten UK supermarkets. The first took place in February and focused on efforts by UK farmers to reduce pesticide use and how UK supermarkets can best support them. The second roundtable in July focussed on post-harvest storage and transportation issues.

We were approached by WWF regarding their new metric to measure the environmental sustainability of all UK supermarkets. They stated in their email, “We felt that if we were going to do something, we wouldn’t want to duplicate the brilliant work the PAN scorecard has been able to achieve. We recognise that your scorecard is well received by retailers and food businesses, and you are the NGO leaders on pesticides”. WWF’s “Basket and & Retailers’ Commitment for Nature” now points supermarkets towards our ranking as the gold standard.

Following a process of surveying UK supermarkets, in November we launched our 2021 Supermarket Ranking. Unlike our previous ranking in 2019 when Lidl did not participate, this time all ten supermarkets responded. The launch garnered media coverage in mainstream and supermarket industry press, as well as attention on social media.

Plans for 2022

Having launched the public ranking in 2021, in 2022 our supermarkets campaign will focus on behind-the-scenes advocacy.

We will continue to conduct bespoke advocacy with supermarkets, including (but not limited to) Waitrose, Co-op, M&S and Tesco. This involves providing detailed advice to their technical staff on a range of issues including how to phase out the most hazardous pesticide from their global supply chains and ways in which they can better support their suppliers to adopt non-chemical alternatives. Our advice is provided through a range of methods including regular face-to-face meetings and written submissions

We will also run three roundtable events for the top ten supermarkets. These events ensure that supermarkets’ technical staff hear from key experts in pesticide reduction and IPM (including farmers and growers). The three events will each focus on a different topic, including how to use biocontrols and issues around reducing pesticide residues in food including testing, reporting and follow-up.

For the past two years we have mobilised the public around World Wildlife Day in March to email supermarket CEOs calling for an end to their sale of synthetic pesticide products. Having already succeeded in getting Waitrose and the Co-op to take action, in 2022, the campaign will target the six supermarkets still stocking these products, namely Asda, Aldi, Lidl, Morrisons, Sainsburys and Tesco.

1.3 Local councils go pesticide-free as part of a long-term strategy to achieve national ban on urban-pesticide use**Significant achievements and activities 2021**

The Pesticide-Free Towns (PFT) campaign continued to gather pace in 2021, with increasing numbers of councils and members of the public reaching out to us for advice on how to end urban pesticide use.

In 2021, an additional 25 UK councils went entirely pesticide-free or implemented measures to significantly reduce their use. The list includes Reading, Petersfield, Sheffield, Guildford, Hastings, Cambridge, North Lanarkshire, Midlothian, Renfrewshire and Bath and North East Somerset. We provided direct advice and bespoke guidance to an additional 23 councils on a range of areas, including how to design trials of non-chemical alternatives, what to include in a pesticide policy and assistance drafting council Motions banning pesticide use.

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Our Pesticide-Free London campaign is also making great strides. Ahead of the London Mayoral elections in May, we directly lobbied the candidates to commit to working towards making London pesticide-free if elected. We also mobilised our own supporters and other London residents to send emails to the Mayoral candidates from all major political parties. The pressure worked and commitments to making London pesticide-free were included in the manifestos of both the Conservative and Green Parties. In response to a question we asked at the London Mayoral Environment Hustings event, candidates from all parties committed to work to phase out pesticides in the Greater London area if elected. In addition, to these city-wide commitments, we also made progress in 2021 with a number of London boroughs including Westminster and Lambeth.

In addition to our direct work with councils, we also mobilise concerned residents to start their own local PFT campaigns. In 2021, we supported the establishment of 17 new local PFT campaigns around the UK including Bath, Hull, Norfolk, Plymouth, Stockport (Manchester), and Glasgow and Peebles. A new campaign started in Birmingham where a petition quickly garnered 95,000 signatures, attracting local media coverage.

In a new strategy for 2021, we linked up local campaigns to work together at the county level in Essex, West Suffolk and South Staffordshire. This is particularly crucial since county councils tend to control pesticide use in a range of areas including pavements and highways.

We supported campaigners around the UK in a range of ways including via regular online Campaigner Catch-up events, our very active dedicated PFT Facebook Group which continues to grow, and the PFT newsletter which is published every two months.

Over the summer, we ran a series of online events called 'Reassembling Our Cities'. Each Wednesday, four speakers from diverse backgrounds joined us in conversation to celebrate, investigate, examine and reimagine our green urban spaces. The aim was to challenge the idea of tidy, weed-free pavements, parks and gardens and to embrace pesticide-free, diverse towns and cities. Over 1,100 people booked tickets, half of which were brand new to PAN UK. These events have enabled us to form relationships with a network of community leaders and social media influencers who are now helping to spread the pesticide-free message on our behalf. They also moved us away from working almost entirely with the 'usual suspects' (such as long-established conservation organisations) and into a more radical and diverse space of community activists doing inspiring environmental work on the ground.

In 2021, we also built on our efforts to secure nationwide ban on urban pesticide use from the UK Government. We worked closely with bee expert (and PAN UK Trustee) Professor Dave Goulson to create and promote a petition on the UK parliament website calling for a national ban on urban and garden pesticides. The petition received more than 53,000 signatures and secured coverage in the mainstream press for the often-overlooked issue of urban pesticides.

Plans for 2022

In 2022, we are aiming for an additional twenty local councils to take action to end, or significantly reduce, their pesticide use. We will also continue to build the PFT grassroots movement and by the end of the year aim to be supporting local PFT campaigners in at least 120 locations. We will also continue to work on increasing support for a UK-wide ban on urban pesticide use among government decision-makers.

In terms of ongoing activities, we will continue to provide bespoke advice and guidance to councillors, council staff and other major, urban land managers on how to end pesticide use. We will also continue our successful strategy of linking up these various decision-makers with each other to discuss and explore common opportunities and obstacles to going pesticide-free. On the public-facing side of the PFT campaign, we will keep motivating and supporting concerned local residents around the UK to establish and run PFT campaigns via events, newsletters, our Facebook group and through the provision of bespoke advice and support.

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Due to their high levels of activity and likelihood of being able to affect change, we have prioritised the following areas to focus upon in 2022; Kent, Surrey and Devon. In these areas we will make sure to provide extra support to both councils and local campaigners and connect up local campaigners to work together on making their county pesticide-free.

We will take advantage of the London city-wide council elections in May to advance the Pesticide-Free London campaign. Planned activities include the launch of an investigation into London boroughs' usage of pesticides, publication of a short guide for campaigners on how to use a local election to advance their PFT campaigns, advocacy work to include a commitment to going pesticide-free in the manifestos of the main political parties and reaching out to London-based, like-minded organisations to mobilise them to join our efforts. Once newly elected councillors are in post, we will run a PFT workshop for them.

With the aim of highlighting the urgent need for a national ban on urban pesticide use, we are planning to launch a new project highlighting the large numbers of pets that are poisoned by urban pesticides. We will continue to push the UK Government directly via our ongoing lobbying work. In 2022, this work will build on commitments made in the final UK National Action Plan on the Sustainable Use of Pesticides. We will also use the European Commission's recent announcement that it plans to introduce a ban on all urban pesticide use to move the UK Government on the issue.

Goal 2: To reduce pesticide use and related harms in agriculture internationally

2.1 International Institutions, national authorities and mechanisms support the reduction of pesticide use, the adoption of agroecological methods and the elimination of HHPs in agriculture

Significant achievements and activities 2021

Global chemical pollution is now beyond a level that is consistent with staying within a safe operating space for humanity. The threats to biodiversity, climate, rural livelihoods and human health put agriculture at the nexus of so many of our global crises. These threats are huge, but we also see significant opportunities e.g. in certain global forums, in supply chains and at the national and local levels. Importantly, we are rooted in the on-the-ground experiences of those affected by the decisions being made. We continue to work closely with our partners to strengthen our projects with farmers in Benin and Ethiopia and to bring frontline voices into policy spaces.

UN agencies

We work on a number of fronts to influence UN FAO and other relevant UN agencies.

At FAO we see increasing corporate influence including formal agreements with CropLife International, an association representing the world's largest agrochemical companies, and the International Fertiliser Association and a strong policy focus on private sector engagement. The UN Special Rapporteur on the right to food wrote that this "may raise questions of conflict of interest and result in undue corporate influence over international policymaking." Indeed. We have worked closely with our allies in PAN International to support its campaign against this partnership. The campaign has generated letters from more than 350 civil society organisations and 250 scientists urging the FAO Director-General to stop this toxic alliance as well as a petition of 187,300 signatures by civil society and indigenous people's organisations. PAN UK's Director, Keith Tyrell, met with Alex Jones, Director, Resource Mobilization and Private Sector Partnerships Division, FAO, to discuss our concerns and Ilang-Ilang Quijano of PAN Asia Pacific delivered a statement to the 49th Regular Session of the Human Rights Council on the subject. This work continues.

PAN UK enjoys observer status on the FAO/WHO Panel of Experts on Pesticide Management (JMPM), where we have supported proposals for action on HHPs and argued for stronger guidance on controlling risks from the online sale of pesticides and aerial spraying of pesticides. We also sit on FAO's Steering and Technical Committees on Fall Armyworm control where we argue against the promotion of hazardous pesticides for this important pest over more effective, affordable and sustainable approaches.

We offer technical support to FAO's regional and national efforts in order to strengthen both policy and practice at this level. In the Caribbean, for example, we contributed a variety of outputs designed to support FAO Caribbean's programme to reduce the risks posed by Highly Hazardous Pesticides (HHPs), including developing a regional action plan on HHPs which was endorsed by key institutions and stakeholders across the region, and providing information for extension services concerning potential alternatives to priority HHPs. We have also provided technical input on pesticide container management to FAO's programme in Central Asia and a speaker for an FAO / Rotterdam Convention webinar on alternatives to the deadly herbicide paraquat.

We work with other UN agencies, too. We have contributed to UNEP's ChemObs programme, for example, to develop a 'Risk and Vulnerability Calculator', a decision-making tool designed to help national authorities to assess risks from different chemical pollutants, including pesticides. We are also working with the PAN

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American Health Organisation, contributing to a WHO regional study of acute pesticide poisoning in the Caribbean.

Regulatory decisions

PAN UK has observer status on the Chemical Review Committee of the Rotterdam Convention. The information produced by this committee is used by many pesticide regulatory authorities around the world as well as supply chain actors. In 2021 we provided interventions to support the listing of several pesticides under the convention. Turbufos and Iprodione were put forward for listing and we have provided comments on the Decision Guidance Documents on these chemicals, which will be presented to the Conference of Parties for a decision in 2022.

We have long-standing links with pesticide regulators in many countries, particularly in Africa and the Caribbean. In 2021, the Trinidadian authorities used information on incidents of acute pesticide poisoning generated by us, with our partners in the University of the West Indies, to begin a regulatory review of several HHPs, which could lead to these pesticides being banned. We have also collaborated with the regulatory authorities plus an NGO (AGENDA) and Muhimbili University of Health and Allied Sciences in Tanzania to conduct a large survey of acute pesticide poisoning among cotton farmers. We have also supported *ad hoc* requests for information, such as from the state authorities in Tamil Nadu regarding alternatives to several priority HHPs.

In 2021, launched a new project with the University of Edinburgh, Centre for pesticide Suicide Prevention (CPSP), to collaborate on eight new academic papers designed to give pesticide regulators the information they need to ban some of the most toxic pesticides used globally. The first paper will focus on paraquat and collect experience from supply chains, supermarkets and national regulators on useful lessons and experience associated with successfully eliminating this extraordinarily dangerous herbicide.

Convention on Biological Diversity (CBD)

The global rate of species extinction is unprecedented. The drivers of biodiversity loss are many, but numerous scientific studies have highlighted the major role pesticides play. We have teamed up with Third World Network (TWN) to engage in CBD Post-2020 Global Biodiversity Framework (GBF) discussions to set a target on pesticides. We were delighted when the first draft of GBF proposed a target to reduce the use of pesticides globally by two thirds. PAN UK and TWN have been advocating to support this target and add the phasing out of HHPs by 2030. We are also advocating for the need to support these targets with robust, quantifiable indicators.

Supporting smallholder farmers and promoting agroecology

Alongside our work to identify the most harmful pesticides, we also work to offer practical solutions and alternatives that can be taken up or promoted by farmers, regulators, sustainability standards and others. This work is grounded in our partnerships and direct experience through our projects in Ethiopia and Benin, which continue to go from strength to strength.

We work with our partners, PAN Ethiopia, to engage with farming families and communities to enhance yields and incomes, develop diverse and resilient farming systems and protect environmental resources. Over the last three years our trials of methods to enhance biological pest control in vegetables, for example, have shown 50% reductions in pesticide use and a 20% increase in natural enemy diversity with increases in net income and yields.

In 2021, we secured significant new funding over three years to double the scale of the project in Benin and enable our partners at the Organisation Béninoise pour la Promotion de l'Agriculture Biologique (OBEPAB) to reach over 9,000 farmers by 2023. We are also in discussion with the Government of Benin and other agencies regarding options for mainstreaming organic cotton production in Benin. In baseline surveys of conventional

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and organic cotton producers in Benin in 2021, we found that organically certified cotton farms had a 222% higher net income from cotton than conventional cotton farms during the 2020/21 cotton season. This is a much higher difference than in previous years (increases of 60-90% are more usual). We think the explanation may be largely due to increased use of synthetic fertilisers among conventional growers, which may have led to marginally higher yields (they achieved yields 2% higher than organic growers on average) but the cost of these inputs is very high, leaving farmers much worse off than the organic farmers we support.

Using our experience with farmers and partners in Ethiopia, Benin and elsewhere, we develop tools and training resources that will support other organisations to adopt more sustainable agricultural practices. One of these tools is an 'IPM ladder' which can be used to assess where their producers sit in their journey towards integrated pest management (IPM) / agroecological pest management practices, and drive positive steps towards improvement. Two supermarkets have shown interest in the ladder and we have also presented it to a global sustainability standard, which plans to test it on a pilot scale. We have also refined plans for updating practical training resources designed to support the adoption of more sustainable practices by farmers based on established best practice and our partners' practical experiences in Ethiopia and Benin.

Raising awareness

Over the last year we have engaged in many public forums in order to increase the visibility and impact of our work including engaging with our partners within the PAN International network and presenting to webinars hosted by FAO, the Rotterdam Convention Secretariat, the German NGO Forum on Environment and Development and the SAICM Community of Practice. Dr Alex Stuart – our agroecology project manager – presented in Montpellier to a workshop on reducing pesticide use in tropical agriculture in Montpellier organised by CIRAD and the Agropolis Foundation. We contribute to teaching the Diploma course in Pesticide Risk Management run by Cape Town University and are involved in a network of mainly French and African academics concerned with Pesticides and Politics.

Plans for 2022

In 2022, we will continue to engage with UN agencies and global processes including the CBD and the Rotterdam Convention, both of which will have significant meetings in 2022. We will also work to raise awareness of the links between climate change and pesticide use as we look forward to the UN Climate Change Conference in Cairo (UNFCCC COP 27). We will feed into PAN International efforts to list chlorpyrifos under the Stockholm convention later in 2022, which would lead to bans of this highly hazardous pesticide in all 152 signatory countries.

We will continue to support our partners in Ethiopia and Benin to help a growing number of farmers to achieve benefits from adopting agroecological methods and close monitoring of the impacts of this work and capturing and sharing lessons learned. In particular we will be looking for new support for 'biodiversity-smart' villages in Ethiopia, designed to enable whole communities to reduce pesticide use on vegetables and to value ecosystem services. We will also support and encourage partners to engage in national and international policy dialogues.

We will produce several very tangible outputs in 2022, including a revised and updated IPM ladder, new training resources and academic publications on acute pesticide poisoning and HHPs.

2.2 Key international supply chain initiatives prohibit the use of HHPs, reduce pesticide use and promote the use of alternatives to pesticides

Significant achievements and activities 2021

We created a new role of Project Manager (Supply Chains), which was filled in the second half of 2020. This role has become embedded in 2021 and added significant capacity to our efforts to influence supply chain actors

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to reduce the use of pesticides, particularly HHPs, and to invest in supporting farmers to adopt agroecological practices.

Our key messages to supply chain actors include:

- Sustainable production is possible and can bring very significant benefits to farmers (here we bring evidence from our own projects and others)
- High demand for organic and sustainably produced agricultural products is not sufficient on its own to achieve wider scale production. Increased investment in farmer training is necessary to drive significant improvements at scale at farm level
- Addressing pesticides robustly can drive progress on a range of measures of sustainability including resilience, livelihoods, human health, biodiversity, pollution, soil health and climate change

We actively engage with several multi-stakeholder initiatives that aim to support farmers to improve practices, reduce reliance on pesticides and adopt alternatives at scale. Some examples of our work in 2021:

As Chair of the Board of Trustees of the Organic Cotton Accelerator (OCA) in 2021 we have overseen improvements in organisational governance, development of a strategy for growth in India and new countries. OCA is a multi-stakeholder initiative in the organic sector that is developing evidence, resources and a new model for increased investment in farmer support.

PAN UK joined the Council of the Better Cotton Initiative (BCI) in March 2021, representing BCI's Civil Society members, to champion positive farm-level impact. PAN UK also sits on BCI's Growth and Innovation Fund.

We have seen a major shift in BCI's strategy towards impact and a commitment to provide high-quality farmer capacity building through the Better Cotton Growth and Innovation Fund (GIF). Indeed, BCI's Growth and Innovation Fund is now investing more per farmer and in longer-term projects that we hope will demonstrate success in driving up standards and IPM adoption at farm level. While BCI continues to face some serious challenges, we hope that the changes described offer the opportunity for real improvements for cotton farmers at scale.

We provided training and support to BCI's operational staff on managing plant protection under the growing climate crisis and on adoption of agroecological cotton production principles, leading to the trials by the BCI India team of a simple soil testing method for farmer participatory learning on soil health. Over 270 Indian cotton extension workers attend PAN UK's agroecological training session.

Global Coffee Platform (GCP) has aligned its HHP criteria with those of the PAN International HHP list and set a target of 2030 for phase-out in coffee production. Our recommendation to establish a working group of experts in sustainable coffee production to help them achieve this was adopted by the GCP Board with the group opening for applications at the end of 2021.

Plans for 2022

We will continue working with supply chain initiatives on setting pesticides standards and supporting farmers to phase-out HHPs and replace them with agroecological alternatives. We will remain active in governance of cotton sector initiatives to ensure as far as possible that strategies for achieving impact are implemented successfully and that the ambition for high-quality farmer support and capacity building remains high.

We continue to engage with the ISEAL IPM Coalition to find ways to drive a significant shift towards sustainable pest management across the 11 standards in the coalition

We will continue to work with sector initiatives to ensure that measurements of pesticide use and any targets set encourage a shift towards HHP elimination and reduced pesticide reliance overall. This includes calling on

supply chain initiatives to improve their monitoring and also their understanding of the negative impacts of pesticides on human health, biodiversity and livelihoods.

We will develop practical tools and training resources for the cotton sector to support a transition away from reliance on HHPs towards agroecological alternatives (some of these were mentioned in the previous section). The team will use its extensive contacts to ensure the dissemination and uptake of methods to improve farmer practice.

2.3 Strengthened evidence base on pesticide-related harms and alternatives to pesticide use to underpin PAN UK and others advocacy

Significant achievements and activities 2021

Impacts of pesticides on health

With the support of the Laudes Foundation, we have successfully developed an app which is an effective field monitoring tool to enable field staff to collect data from farmers on incidents of acute pesticide poisoning using an Android operated smartphone or tablet. This app provides a valuable addition to our ongoing work to identify HHPs and to alert regulators, supply chain actors and others to the disproportionate harm they cause.

After two years of app development and data collection, we are delighted to now have both a useful data collection tool and a large data set from five countries – Benin, India, Jamaica, Tanzania, and Trinidad and Tobago. The system has worked well even in rural areas with poor connectivity and with the six different languages in which data was collected. Preliminary analysis of the data collected indicates that overall 40% of surveyed farmers reported incidents of acute pesticide poisoning over the previous 12 months. Alongside the app, we have developed a useful dashboard system that allows for the rapid processing of key statistics from the data, such as the % people reporting acute pesticide poisoning and the pesticide products most associated with incidents of poisoning.

Under UNEP's ChemObs programme we have developed and refined a decision-making tool to help prioritise sites that are contaminated with pesticides and other chemicals, based on the risk to human health and environment. It has been used in nine countries to develop business cases for action to reduce risks from these chemicals.

Biodiversity and environment

The team is identifying simple and practical ways to capture the impact of pesticides on biodiversity. We have initiated work on soil testing in Benin, for example, where soil biodiversity and organic carbon content will be compared between organic land and land under conventional cultivation with pesticides. Apart from laboratory testing, we are also encouraging partners and farmers to undertake the 'soil your undies' method. For this method, participants receive a pair of 100% cotton underwear or cloth to bury in topsoil for two months. After this time, the undies are retrieved, photographed, weighed and the level of decomposition recorded. If they have decomposed significantly, there is good biological activity. This indicates healthy soil.

Our partners at PAN Ethiopia are also promoting vermiculture and testing the use of nitrogen-fixing plants, such as alfalfa, to improve soil health and support beneficial insects.

With our partners, we have become very experienced at monitoring ratios of natural enemies to pests in crops, and in finding ways to encourage natural enemies into crops. We have also been in discussions with various potential collaborators to do more work on monitoring impacts of pesticides on bees and other pollinators, which we know can be badly affected by pesticides.

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Yields and livelihoods

Each of our projects conducts regular surveys to compare pesticide use, practices, yields, net income and other differences between trained farmers and local practice. In 2021, for example, we worked with PAN Ethiopia to collect high quality evidence of the impact of work to help vegetable farmers in the Ziway area of Ethiopia to reduce their use of pesticides.

Farmers in the Lake Ziway area in Ethiopia's Central Rift Valley use large quantities of HHPs which are damaging their health and the natural resources on which they depend. A survey in 2018 revealed that 20% of farmers and 73% of farm workers recalled at least one incident of pesticide poisoning in the previous 12 months. There is also serious concern for livestock, honey bees, fish and wildlife in this important wetland ecosystem. Over a three-year period, the team has been able to demonstrate the following benefits of IPM methods in vegetable crops:

- 96% trained farmers have incorporated at least some IPM techniques into their practice
- 69% report increased net revenue under IPM
- Acute pesticide poisoning incidents reported by farmers reduced by 73%

PAN Ethiopia is using this data in its engagement in national and global policy forums.

Plans for 2022

Now that the health monitoring app has been thoroughly tested and refined it will be launched at a high-profile event in 2022. We will promote the app to organisations that are in a position to use it to generate information to guide their efforts to tackle acute pesticide poisoning. We are already getting enquiries from various organisations regarding using the app, including researchers, sustainability standards, national authorities and UN agencies. We continue to work with our partners to explore the data generated by the app and to expose the evidence of widespread harms caused by pesticides among farmers and farm workers. In the Caribbean, for example, we are working with the University of the West Indies and the Pan American Health Organisation / WHO Americas to publish the data from Trinidad and Jamaica with the intention of feeding into a regional study for WHO on the issue of acute pesticide poisoning. We are also working to support efforts in the region to make notifications to the Rotterdam Convention Secretariat.

We will continue to field test new methodologies to capture data on the impact of pesticides, including continued engagement and partnerships with academic researchers. We will bring this evidence to bear in policy forums, including international processes, engagement with pesticide regulators and policy makers, sustainability standards and supply chain actors. In particular, we will develop new communications resources for actors in the cotton supply chain using strong evidence to demonstrate the benefits of replacing pesticides with agroecological methods.

Fundraising review

The majority of our funds are provided by trusts, foundations and institutional donors and these are raised through direct approaches, in response to requests for proposals from these organisations or as unsolicited donations. We raise a small amount of income each year from individual giving. Most of this income is unsolicited although we undertake an annual Christmas appeal designed to increase donations. For this appeal, fundraising communications were sent electronically to existing supporters and social media was used to raise awareness of the campaign. The original communications were followed up once, but we took great care to ensure that we protected the public from undue pressure and persistent communications. No complaints were received regarding the fundraising activity undertaken in 2021 and we are satisfied with the success of this campaign.

We use a supporter database to manage communications, including those related to fundraising, with our supporters. This is a key tool in ensuring the quality and success of our communications.

We are not currently registered with the Fundraising Regulator as this is a relatively minor area of work for us. We have received advice from a fundraising consultant regarding approaches to adopt and how to ensure our fundraising activity is effective and legal.

We have renewed our focus on generating unrestricted income in 2021 and have set up an unrestricted income working group to consider all aspects of this area in more detail. This group has supported fundraising activity that has taken place during the year and has also been used to generate ideas for additional activity or improvements that could take place.

Financial review

Our income for the year was £943,228, which was significantly lower than the previous year. This was primarily a result of a decrease in unrestricted income in 2021. This decrease was expected to happen as, in 2020, we received the second tranche of a large legacy plus unrestricted grants from long standing donors in response to the COVID pandemic. Stripping out the one off income items from the 2020 figures shows that our underlying unrestricted income has reduced by around £20,000. This is the result of a reduction in consultancy income from 2020 to 2021.

The majority of our income for 2020 was contracted before the year began and so 2021 has been the first year of funding that has been generated since the beginning of the COVID pandemic. We are pleased that overall levels of funding have broadly held up in the year. Restricted income is slightly lower than in 2020 but this is largely the result of timing differences in receipt of funds.

Total expenditure for 2021 was significantly higher than in 2020 (£949,174 in 2021 compared to £818,635 in 2020). The overall increase is mainly driven by an increase in average staff head count from 9.5 in 2020 to 12.0 in 2021. We were able to increase our head count because of the ability to underwrite the costs of recruitment and initial salary costs from our unrestricted reserves. 2021 also saw lower levels of expenditure than we have historically had on travel costs, costs of holding physical events, etc. as a result of the limitations imposed by the COVID pandemic. This is consistent with 2020 and we expect that this will continue to some extent in the future as a result of what we have learned from our pandemic operations.

Total grants to partner organisations of £296,454 were made in 2021 (£245,632 in 2020). The increase is driven by an increase in grants to Organisation Béninoise pour la Promotion de l'Agriculture Biologique, Benin as a result of securing additional restricted funds for our cotton project there. Grants to partners are made primarily in the context of Goal 2, where we work with local organisations to reduce pesticide use in agriculture in countries outside of the UK. These organisations are partners in the planning and implementation of these activities and are best placed to deliver activities at field level.

The overall increase in expenditure has largely been funded by restricted funds (£864,205 in 2021 compared to £758,045 in 2020) with the remainder funded by unrestricted funds. This has been possible as a result of a successful year in raising restricted funds to support the additional head count and activities.

Overall, we saw a net reduction in funds in 2021 of £5,946 split between a reduction in unrestricted of £12,533 and an increase in restricted funds of £6,587. In addition to using our unrestricted reserves to support an increase in head count, we also provided a grant of £24,000 from our unrestricted funds as bridging funding to one of our partners following the end of a project. This is a specific draw down on unrestricted funds. Without this, we would have presented an increase in unrestricted reserves and so this represents a positive performance in 2021.

Total funds carried forward at the year-end were £890,427, of which £559,594 was unrestricted. These reserves are largely held as cash.

Reserves policy

In 2021, we have undertaken a review of our reserves policy to ensure that the level of reserves held is sufficient to respond to the risks that the organisation faces. The remainder of this section describes the policy adopted.

Reserves are that part of a charity's unrestricted funds that are freely available to spend on any of the charity's purposes. These funds are important to a charity because they support the charity in managing the risk of insolvency, service closures, etc. in the event of future financial difficulties.

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Each year, as part of the annual budget process, we undertake a review of the key risks facing the charity and the range of potential financial impacts of these risks. Once completed, the individual risks and ranges are reviewed together to determine the potential exposure of the organisation and, therefore, the level of reserves that should be held.

Our financial model is based on securing restricted funding to cover organisational and salary costs. This funding is often in the form of large grants of defined length and so there is a risk of funding gaps appearing if a grant ends without an immediate replacement. We manage this risk by seeking to diversify funding streams, seeking out longer term funding and increasing our unrestricted income but we also need to hold reserves to manage any gaps.

In addition to this risk, we also hold reserves to manage the risk of unforeseen operating costs, especially staff costs, and to support the management of working capital on large grants where we have to pre-finance expenditure before receiving the income.

Having made an assessment of the potential financial impacts of these risks and considered how these might materialise, we have determined that we should hold reserves in the range of £320,000 to £470,000. This is roughly equivalent to six to nine months of the total salaries plus core organisational costs budgets.

The current free unrestricted reserves are £559,594 (all unrestricted reserves are free as there are no designations and the net book value of fixed assets is nil), which is considerably above the target range. This is primarily the result of receiving a number of large, one-off, unrestricted income items in 2019 and 2020. We have used the higher levels of reserves to underwrite the recruitment of additional staff in 2019 and 2020. In 2022, we are also planning to use around £50,000 of these reserves to recruit a further member of staff to respond to the many opportunities in the international policy arena. This will bring our reserves more into line with our target range.

Going concern

We have worked hard to develop a strong and resilient organisation and to build unrestricted reserves over recent years. This has been challenging given the difficult funding environment and the difficulties in building an unrestricted reserve whilst being reliant on restricted funding. However, the one-off items of unrestricted income received in recent years, plus strong underlying performance, have helped us to generate healthy unrestricted reserves.

The Board reviews the financial performance of the organisation and future funding on a quarterly basis, based on agreed contracts and estimates of potential future funding based on the best available evidence. Having prepared detailed projections for 2022 and considering what we know already for 2023 – including confirmed contracts and a moderate and realistic estimate from pending funding applications and other sources – the board of Trustees considers that there is adequate funding to continue operating for the next twelve months. The accounts have therefore been prepared on a going concern basis.

Principal risks and uncertainties

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finance of the charity, and are satisfied that systems are in place to mitigate the charity's exposure to the major risks. The risk assessment is reviewed regularly at senior management and Board level. In the last two years, the COVID pandemic has featured heavily within the risk register but, as a result of our experiences of the impact of restrictions, this has become less prominent. We have found that, whilst our ways of working have changed, this has not significantly impacted on the risk profile of the organisation.

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The table below highlights some of the most significant risks that have been identified and the key mitigations that are in place:

| Risk | Mitigations |
|--|--|
| Restricted grants end without a replacement lined up. | Review of reserves policy to consider appropriate level of reserves to hold to manage this risk. Focus on securing funds from new donors and increasing the number of multi-year grants. |
| Health, safety or security issues arising during overseas travel | New travel policy developed including measures such as: improved risk assessments, mandatory travel training, review of corporate travel insurance. |
| Natural disasters, conflict or disease in project area prevents effective delivery of projects | Situations closely monitored with project partners. Contingency plans considered in project designs. Engagement with donors on project risks. |
| Reputation damage through association with partners or donors | All partnerships closely monitored. All financial relationships with private sector actors approved by Board. |

Structure, governance and management

The charity is constituted as a charitable company limited by guarantee, and was set up by a Memorandum of Association on 14 July 1986. It is governed by its Articles of Association as amended by special resolutions of 2 December 2009, 15 February 2000 and 13 April 1989. Legal responsibility for the management and stewardship is vested in the Board of trustees

The Board consisted of nine trustees as at 31 December 2021 (the maximum number is 12). The names of the trustees who served during the year are set out later in this annual report. The Board met five times in 2021.

Decisions of the board are made by consensus. The Executive Director prepares a brief of the issues and decisions required. These may then be discussed with the Chair of the Board and/or the Treasurer of the Board before circulation to the full Board. In cases where a decision is required between Board meetings, all members are circulated with information and feedback given.

The Board delegates the day-to-day running of the charity to the Executive Director, who is recruited and appointed by the Board. The Executive Director reports regularly to the trustees on the financial and operational performance of the charity, and where necessary, other staff report to the trustees on issues appropriate to their work area. The Board has an outline schedule for the meetings held each year that ensures that the Board is able to fulfil its responsibilities.

Recruitment and appointment of trustees

We aim to recruit trustees from organisations which represent the constituencies it seeks to serve (health, environment, development organisations and trades unions), as well as members who will bring specific expertise (e.g. media, financial, management, pesticide-related). Members of the Board give their time voluntarily and are not remunerated beyond repayment of expenses to cover travel to meetings.

The Board has in place a skills matrix which details the skills it has identified as being essential for the governance of the organisation. Each trustee has assessed themselves against each skill and perspective area to identify those areas which are represented poorly and which are strong, which informs the process of recruitment. Other considerations for the Board with respect to trustee recruitment are the social, gender and ethnic mix of the board. This information is used to help guide trustee recruitment strategy. Trustees are sought via PAN UK's website, through PAN UK's organisational networks, via trustee and other search websites and occasionally through advertising.

Induction and training of trustees

Once recruited, trustees are required to participate in an induction programme. Each trustee is issued with an induction pack which includes the following documents:

- Charity commission guidance for trustees The Essential Trustee (CC3)
- It's your decision: charity trustees and decision making (CC27)
- Memorandum and articles of association
- Latest audited accounts and trustees' report and latest management accounts
- Minutes of recent meetings
- Summary of PAN UK strategy Risk register
- Trustee list and staff list

In addition, new trustees are invited to meet with key staff and to visit the offices.

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A 'Board update' is provided to each Board meeting with progress reports and activities of each project, publications, outreach activities, funding and donor news, and relevant organisational matters. Management accounts are also provided at each meeting.

Trustees are encouraged to identify development needs which PAN UK seeks to meet.

Key management personnel

The Trustee Board are responsible for setting pay for key management personnel. Pay for key management personnel will always be discussed and agreed during the Trustee Board meetings. In 2019, the Board approved the creation of a new staff / salary structure including five separate salary bands. The salary bands were benchmarked through comparison with peer organisations and the NICVA pay scale. Each role was assigned to a salary band based on the job description and responsibilities of that role. This includes the key management personnel. These salary bands took effect from 1 January 2020. The salary bands, and individual salaries, have been reviewed at the end of each year and a cost of living allowance increase set. For 2022, a cost of living allowance increase of 4.5% has been approved by the Board.

Related parties and relationships with other organisations

PAN UK plays a significant role in the global Pesticide Action Network (PAN). The global PAN consists of five Regional Centres, located in Africa, Asia and the Pacific, Europe, Latin America and North America. While each of the five Regional Centres is institutionally independent, they maintain regular coordination and collaboration. They have formed an institutional umbrella body 'PAN Regional Centres', but it has a limited turnover and does not employ staff. PAN UK has established joint programmes and projects with separate PAN Regional Centres, in particular PAN Africa and its member organisations, and in these cases funds and activities are specified in separate contracts.

PAN UK also seeks to work with other organisations on joint projects, where the projects fit the overall goals of all organisations involved. PAN UK is part of a number of coalitions and multi-stakeholder initiatives, and takes an active role in, for example, Sustain; the alliance for better food and farming, the Global Coffee Platform and the Better Cotton Initiative.

Public benefit

We develop our strategic plans to ensure that we provide public benefit and achieve our objectives. When reviewing our aims and objectives, and in planning activities and setting policies for the year ahead, the trustees confirm they have referred to the guidelines contained in the Charity Commission's general guidance on public benefit.

Key people and suppliers

| | |
|------------------------------------|---|
| Trustees | Barbara Dinham, Chair Edward Moore, Treasurer Lasse Bruun Elizabeth Gadd David Goulson Sondhya Gupta (appointed 22 February 2022) Victoria Johnson Vera Ngowi (appointed 7 December 2021) Christopher Stopes Anthony Youdeowei |
| Company Secretary | Keith Tyrell |
| Registered office | Brighthelm Centre North Road Brighton BN1 1YD |
| Telephone | 01273 964230 |
| Website | www.pan-uk.org |
| E-mail | admin@pan-uk.org |
| Company registration number | 02036915 (England and Wales) |
| Charity registration number | 0327215 |
| Auditors | Goldwins Chartered Accountants 75 Maygrove Road West Hampstead London NW6 2EG |
| Bankers | Co-operative Bank Plc City Office 80 Cornhill London EC3V 3NJ National Westminster Bank Plc Brixton Branch 504 Brixton Road London SW9 8EB Triodos Bank Deanery Road Bristol BS1 5AS |

Statement of responsibilities of the trustees

The trustees (who are also directors of Pesticide Action Network UK for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the directors' report) and the financial statements in accordance with 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).

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 income and expenditure of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for maintaining proper accounting records which 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 auditors are 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 auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

Auditors

Goldwins limited were re-appointed as the auditors of the charitable company during the year and have expressed their willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 24 May 2022 and signed on their behalf by;



Barbara Dinham, Chair

Independent auditor's report

To the members of Pesticide Action Network UK

Opinion

We have audited the financial statements of Pesticide Action Network UK (the 'charitable company') for the year ended 31 December 2021 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 December 2021 and of its incoming resources and application of resources, including its income and expenditure for the year then ended.
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.
- 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 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 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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual 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, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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.

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

Use of our report

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

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the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Epton

Anthony Epton (Senior statutory auditor)

for and on behalf of Goldwins Limited,

Statutory Auditor, Chartered Accountants

75 Maygrove Road, West Hampstead, LONDON, NW6

1 June 2022

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STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income and expenditure account)

For the year ended 31 December 2021

| | | 2021 | 2021 | 2021 | 2020 |
|------------------------------------|-----------|----------------------------|--------------------------|---------------------|---------------------|
| | Notes | Unrestricted funds £ | Restricted funds £ | Total funds £ | Total funds £ |
| Income from: | | | | | |
| Donations and legacies | 3 | 47,549 | - | 47,549 | 246,836 |
| Charitable activities: | | | | | |
| Goal 1 (UK) | 4 | - | 265,602 | 265,602 | 211,785 |
| Goal 2 (International) | 4 | 33,441 | 596,325 | 629,766 | 638,692 |
| Information provision | 4 | - | - | - | 99,000 |
| Other trading activities | 5 | 148 | - | 148 | 609 |
| Investment income | 6 | 163 | - | 163 | 648 |
| Total income | | 81,301 | 861,927 | 943,228 | 1,197,570 |
| Expenditure on: | | | | | |
| Raising funds | 7 | 487 | - | 487 | 291 |
| Charitable activities: | | | | | |
| Goal 1 (UK) | 7 | 22,441 | 285,324 | 307,765 | 218,193 |
| Goal 2 (International) | 7 | 59,965 | 528,022 | 587,987 | 543,749 |
| Information provision | 7 | 2,076 | 50,859 | 52,935 | 56,402 |
| Total expenditure | | 84,969 | 864,205 | 949,174 | 818,635 |
| Net income / (expenditure) | 8 | (3,668) | (2,278) | (5,946) | 378,935 |
| Transfer between funds | | (8,865) | 8,865 | - | - |
| Net movement in funds | | (12,533) | 6,587 | (5,946) | 378,935 |
| Total funds brought forward | | 572,127 | 324,246 | 896,373 | 517,438 |
| Total funds carried forward | 16 | 559,594 | 330,833 | 890,427 | 896,373 |

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

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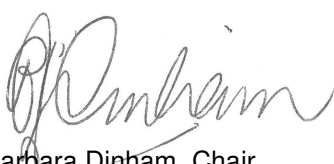
BALANCE SHEET

As at 31 December 2021

| | Notes | 2021 £ | 2020 £ |
|---|-------|-----------------------|-----------------------|
| Fixed assets | | | |
| Tangible assets | 11 | - | - |
| Current assets | | | |
| Debtors | 12 | 24,622 | 1,099 |
| Cash at bank and in hand | 18 | 893,191 | 902,674 |
| | | <u>917,813</u> | <u>903,773</u> |
| Creditors: amounts falling due within one year | 13 | <u>(27,386)</u> | <u>(7,400)</u> |
| Net current assets | | <u>890,427</u> | <u>896,373</u> |
| Net assets | | <u><u>890,427</u></u> | <u><u>896,373</u></u> |
| Represented by: | | | |
| Restricted funds | 16 | 330,833 | 324,246 |
| Unrestricted funds | | | |
| - General fund | 16 | 559,594 | 572,127 |
| Total funds | | <u><u>890,427</u></u> | <u><u>896,373</u></u> |

The financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the trustees on 24 May 2022 and signed on their behalf by



Barbara Dinham, Chair

Pesticide Action Network UK
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STATEMENT OF CASH FLOWS

For the year ended 31 December 2021

| | Note | 2021 £ | 2021 £ | 2020 £ | 2020 £ |
|--|------|------------|-----------------------|------------|-----------------------|
| Net cash provided by / (used in) operating activities | 17 | | (9,646) | | 375,078 |
| Cash flows from investing activities: | | | | | |
| Interest / rent / dividends from investments | | 163 | | 648 | |
| | | <u>163</u> | | <u>648</u> | |
| Cash provided by / (used in) investing activities | | | <u>163</u> | | <u>648</u> |
| Change in cash and cash equivalents in the year | | | (9,483) | | 375,726 |
| Cash and cash equivalents at the beginning of the year | | | 902,674 | | 526,948 |
| Change in cash and cash equivalents due to exchange rate movements | | | - | | - |
| | | | <u>893,191</u> | | <u>902,674</u> |
| Cash and cash equivalents at the end of the year | 18 | | <u><u>893,191</u></u> | | <u><u>902,674</u></u> |

NOTES TO THE FINANCIAL STATEMENTS

1 Accounting policies

a) Basis of preparation

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 - effective 1 January 2015) - (Charities SORP FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

c) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

e) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

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g) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

h) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services and activities undertaken to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.
- Expenditure includes attributable VAT which cannot be recovered.

i) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charitable activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities on the basis of staff time.

j) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

| | |
|--------------------------------|-----|
| Furniture and office fittings | 25% |
| Computer and similar equipment | 25% |

l) Debtors

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

m) 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 account.

n) Creditors and provisions

Creditors and provisions are recognised where the charity has 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

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be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Financial instruments

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

p) Pensions

The Company's pension policy is to make a contribution to employees' pension schemes of 8% of gross salary. The employee can choose to contribute as well. Contributions are recognised as expenditure as they fall due and are allocated between activities and restricted and unrestricted funds in line with staff time spent on these.

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2 Detailed comparatives for the statement of financial activities

| | 2020 Unrestricted £ | 2020 Restricted £ | 2020 Total £ |
|------------------------------------|---------------------------|-------------------------|--------------------|
| Income from: | | | |
| Donations | 246,836 | - | 246,836 |
| Charitable activities: | | | |
| Goal 1 (UK) | - | 211,785 | 211,785 |
| Goal 2 (International) | 55,164 | 583,528 | 638,692 |
| Information provision | - | 99,000 | 99,000 |
| Other trading activities | 609 | - | 609 |
| Investment income | 648 | - | 648 |
| Total income | 303,257 | 894,313 | 1,197,570 |
| Expenditure on: | | | |
| Raising Funds | 291 | - | 291 |
| Charitable activities: | | | |
| Goal 1 (UK) | 19,025 | 199,168 | 218,193 |
| Goal 2 (International) | 38,220 | 505,529 | 543,749 |
| Information provision | 3,054 | 53,348 | 56,402 |
| Total expenditure | 60,590 | 758,045 | 818,635 |
| Net income / (expenditure) | 242,667 | 136,268 | 378,935 |
| Transfer between funds | 9,037 | (9,037) | - |
| Net movement in funds | 251,704 | 127,231 | 378,935 |
| Total funds brought forward | 320,423 | 197,015 | 517,438 |
| Total funds carried forward | 572,127 | 324,246 | 896,373 |

3 Income from donations and legacies

| | Unrestricted £ | Restricted £ | 2021 Total £ | 2020 Total £ |
|----------------------------------|-------------------|-----------------|--------------------|--------------------|
| Gifts | | | | |
| - Tolkien Trust | - | - | - | 80,000 |
| - Esmee Fairbairn Foundation | - | - | - | 25,000 |
| - Croudace Homes Ltd | - | - | - | 8,000 |
| - Artemis Charitable Foundation | - | - | - | 5,000 |
| - John & Susan Bowers Foundation | - | - | - | 800 |
| Other gifts | 47,549 | - | 47,549 | 31,053 |
| Legacies | - | - | - | 96,983 |
| | 47,549 | - | 47,549 | 246,836 |

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4 Income from charitable activities

| | Unrestricted | Restricted | 2021 Total | 2020 Total |
|---|---------------|----------------|----------------|----------------|
| | £ | £ | £ | £ |
| Goal 1: To reduce pesticide use and related harms in the UK | | | | |
| Arcadia, a charitable fund of Lisbet Rausing and Peter Baldwin | - | 80,000 | 80,000 | - |
| Chapman Charitable Trust | - | 20,000 | 20,000 | 20,000 |
| Esmee Fairburn Foundation | - | 50,000 | 50,000 | 50,000 |
| Farming the Future | - | 20,843 | 20,843 | 42,486 |
| RSPB | - | 54,759 | 54,759 | - |
| The Savitri Waney Charitable Trust | - | 20,000 | 20,000 | - |
| Tides Foundation | - | - | - | 4,049 |
| Tolkien Trust | - | - | - | 81,000 |
| Zephyr Charitable Trust | - | 20,000 | 20,000 | 14,250 |
| Total Goal 1 | - | 265,602 | 265,602 | 211,785 |
| Goal 2: To reduce pesticide use and related harms in agriculture internationally | | | | |
| Aid by Trade Foundation | - | 24,948 | 24,948 | - |
| C & A Foundation | - | 45,615 | 45,615 | 159,329 |
| University of Edinburgh | - | 49,677 | 49,677 | - |
| GIZ | - | 45,650 | 45,650 | - |
| IDH | - | 19,204 | 19,204 | 17,735 |
| JJ Trust | - | - | - | 40,000 |
| Laudes Foundation | - | 44,142 | 44,142 | 20,944 |
| PAN North America | - | 35,911 | 35,911 | 15,599 |
| Paul Reinhart AG | - | 62,832 | 62,832 | - |
| TRAID | - | 241,679 | 241,679 | 238,332 |
| UN Food and Agriculture Organisation | - | - | - | 91,493 |
| UN Environment Programme | - | 26,667 | 26,667 | 96 |
| Consultancy | 33,441 | - | 33,441 | 55,164 |
| Total Goal 2 | 33,441 | 596,325 | 629,766 | 638,692 |
| Information Provision | | | | |
| Tolkien Trust | - | - | - | 99,000 |
| Total Information Provision | - | - | - | 99,000 |
| Total Income from charitable activities | 33,441 | 861,927 | 895,368 | 949,477 |

5 Income from other trading activities

| | Unrestricted | Restricted | 2021 Total | 2020 Total |
|-------------------------------------|--------------|------------|---------------|---------------|
| | £ | £ | £ | £ |
| Publication sales and subscriptions | - | - | - | 25 |
| Other trading activities | 148 | - | 148 | 584 |
| | 148 | - | 148 | 609 |

6 Income from investments

| | Unrestricted | Restricted | 2021 Total | 2020 Total |
|---------------|--------------|------------|---------------|---------------|
| | £ | £ | £ | £ |
| Bank interest | 163 | - | 163 | 648 |
| | 163 | - | 163 | 648 |

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7 Analysis of expenditure

Current reporting period

| | Basis of allocation | Cost of raising funds | Goal 1 (UK) | Goal 2 (Intl) | Information provision | Support costs | Governance costs | 2021 Total | 2020 Total |
|-----------------------|---------------------|-----------------------|----------------|----------------|-----------------------|----------------|------------------|----------------|----------------|
| | | £ | £ | £ | £ | £ | £ | £ | £ |
| Staff costs | Direct | - | 228,348 | 216,546 | 34,570 | 72,915 | - | 552,379 | 422,878 |
| Direct costs | Direct | 487 | 22,768 | 21,266 | 9,789 | - | - | 54,310 | 104,453 |
| Grants to partners | Direct | - | - | 296,454 | - | - | - | 296,454 | 245,632 |
| Support costs - rent | Direct | - | - | - | - | 19,925 | - | 19,925 | 18,741 |
| Support costs - other | Direct | - | - | - | - | 17,484 | - | 17,484 | 18,685 |
| Governance costs | Direct | - | - | - | - | - | 8,622 | 8,622 | 8,246 |
| | | 487 | 251,116 | 534,266 | 44,359 | 110,324 | 8,622 | 949,174 | 818,635 |
| Support costs | % staff costs | - | 52,543 | 49,827 | 7,954 | (110,324) | - | - | - |
| Governance costs | % staff costs | - | 4,106 | 3,894 | 622 | - | (8,622) | - | - |
| 2021 Total | | 487 | 307,765 | 587,987 | 52,935 | - | - | 949,174 | 818,635 |
| 2020 Total | | 291 | 218,193 | 543,749 | 56,402 | - | - | 818,635 | |

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Previous reporting period

| | Cost of raising funds | Goal 1 (UK) | Goal 2 (Intl) | Information provision | Support costs | Governance costs | 2020 Total |
|-----------------------|-----------------------|----------------|----------------|-----------------------|---------------|------------------|----------------|
| | £ | £ | £ | £ | £ | £ | £ |
| Staff costs | - | 168,089 | 173,880 | 34,941 | 45,968 | - | 422,878 |
| Direct costs | 291 | 9,186 | 82,011 | 12,965 | - | - | 104,453 |
| Grants to partners | - | - | 245,632 | - | - | - | 245,632 |
| Support costs - rent | - | - | - | - | 18,741 | - | 18,741 |
| Support costs - other | - | - | - | - | 18,685 | - | 18,685 |
| Governance costs | - | - | - | - | - | 8,246 | 8,246 |
| | 291 | 177,275 | 501,523 | 47,906 | 83,394 | 8,246 | 818,635 |
| Support costs | - | 37,236 | 38,426 | 7,732 | (83,394) | - | - |
| Governance costs | - | 3,682 | 3,800 | 764 | - | (8,246) | - |
| 2020 Total | 291 | 218,193 | 543,749 | 56,402 | - | - | 818,635 |

Of the total expenditure in 2021, £84,969 was unrestricted (2020: £60,590) and £864,205 was restricted (2020: £758,045). Grants to partners in 2021 includes grants to Pesticide Action Nexus Association, Ethiopia of £103,534 (2020: £102,956), Organisation Béninoise pour la Promotion de l'Agriculture Biologique, Benin of £188,622 (2020: £120,837) and Pesticide Action Network, India of £4,298 (2020: £nil). Grants to partners in 2020 also includes a grant to AGENDA for Environment and Responsible Development, Tanzania of £21,839.

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8 Net income / (expenditure) for the year

| | | |
|--|-----------------------------|-----------------------------|
| This is stated after charging / (crediting): | 2021 | 2020 |
| | £ | £ |
| Operating lease rentals: | | |
| Property | 19,926 | 18,741 |
| Other equipment | 328 | 372 |
| Auditor's remuneration: audit fees | 4,200 | 4,200 |
| Foreign exchange (gains) / losses | (3) | 1,784 |
| | <u> </u> | <u> </u> |

9 Analysis of staff costs, trustee remuneration and expenses and the cost of key management personnel

| | | |
|---|-----------------------------|-----------------------------|
| Staff costs were as follows: | 2021 | 2020 |
| | £ | £ |
| Salaries and wages | 468,802 | 359,890 |
| Social security costs | 46,074 | 34,197 |
| Employer's contribution to defined contribution pension schemes | 37,503 | 28,791 |
| | <u> </u> | <u> </u> |
| | 552,379 | 422,878 |

The number of employees with employee benefits (excluding employer pension contributions) greater than £60,000 per annum was as follows.

| | | |
|--------------------|-------------|-------------|
| | 2021 | 2020 |
| Range | No. | No. |
| £60,000 to £69,999 | 1 | 1 |

The total employee benefits (including employer pension contributions) of the key management personnel were £74,542 (2020: £73,440).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2020: £nil). No charity trustees received payment for professional or other services supplied to the charity (2020: £nil). Charity trustees were reimbursed expenses of £nil during the year (2020: £nil).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

| | | |
|-----------------------|-----------------------------|-----------------------------|
| | 2021 | 2020 |
| | No. | No. |
| Charitable activities | 10.0 | 7.5 |
| Support | 2.0 | 2.0 |
| | <u> </u> | <u> </u> |
| | 12.0 | 9.5 |

10 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

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11 Tangible fixed assets

| | Furniture, fittings and equipment | Total |
|-------------------------------|--|--------------|
| | 2021 | 2021 |
| | £ | £ |
| Cost | | |
| At the start of the year | 5,021 | 5,021 |
| Additions in year | - | - |
| Disposals in year | - | - |
| At the end of the year | <u>5,021</u> | <u>5,021</u> |
| Depreciation | | |
| At the start of the year | 5,021 | 5,021 |
| Charge for the year | - | - |
| Eliminated on disposal | - | - |
| At the end of the year | <u>5,021</u> | <u>5,021</u> |
| Net book value | | |
| At the end of the year | <u>-</u> | <u>-</u> |
| At the start of the year | <u>-</u> | <u>-</u> |

All of the above assets are used for charitable purposes.

12 Debtors

| | 2021 | 2020 |
|----------------|---------------|--------------|
| | £ | £ |
| Trade debtors | 2,080 | - |
| Other debtors | 1,600 | 1,000 |
| Prepayments | 99 | 99 |
| Accrued income | 20,843 | - |
| | <u>24,622</u> | <u>1,099</u> |

13 Creditors: amounts falling due within one year

| | 2021 | 2020 |
|-----------------|---------------|--------------|
| | £ | £ |
| Trade creditors | 8,185 | 1,800 |
| Other creditors | 1,184 | 680 |
| Accruals | 18,017 | 4,920 |
| | <u>27,386</u> | <u>7,400</u> |

14 Pension scheme

The Company's pension policy is to make a contribution to employees' pension schemes of 8% of gross salary. The employee can choose to contribute as well. Contributions are recognised as expenditure as they fall due.

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15 Analysis of net assets between funds

| | 2021 | | |
|--|----------------|----------------|----------------|
| | Unrestricted | Restricted | Total funds |
| | £ | £ | £ |
| Tangible fixed assets | - | - | - |
| Net current assets | 559,594 | 330,833 | 890,427 |
| Net assets at the end of the year | 559,594 | 330,833 | 890,427 |

| | 2020 | | |
|--|----------------|----------------|----------------|
| | Unrestricted | Restricted | Total funds |
| | £ | £ | £ |
| Tangible fixed assets | - | - | - |
| Net current assets | 572,127 | 324,246 | 896,373 |
| Net assets at the end of the year | 572,127 | 324,246 | 896,373 |

| 16 Movements in funds | At 1 January | Income | Expenditure | Transfers | At 31 |
|--|----------------|------------------|----------------|----------------|----------------|
| | 2021 | & gains | & losses | | December |
| | £ | £ | £ | £ | 2021 |
| | | | | | £ |
| Restricted funds: | | | | | |
| Goal 1 (UK) | 153,570 | 265,602 | 285,324 | - | 133,848 |
| Goal 2 (International) | 116,098 | 596,325 | 528,022 | 8,865 | 193,266 |
| Information provision | 54,578 | - | 50,859 | - | 3,719 |
| Total restricted funds | 324,246 | 861,927 | 864,205 | 8,865 | 330,833 |
| General funds | 572,127 | 81,301 | 84,969 | (8,865) | 559,594 |
| Total unrestricted funds | 572,127 | 81,301 | 84,969 | (8,865) | 559,594 |
| Total funds | 896,373 | 943,228 | 949,174 | - | 890,427 |
| Movements in funds in previous reporting period | | | | | |
| | At 1 January | Income | Expenditure | Transfers | At 31 |
| | 2020 | & gains | & losses | | December |
| | £ | £ | £ | £ | 2020 |
| | | | | | £ |
| Restricted funds: | | | | | |
| Goal 1 (UK) | 149,990 | 211,785 | 199,168 | (9,037) | 153,570 |
| Goal 2 (International) | 38,099 | 583,528 | 505,529 | - | 116,098 |
| Information provision | 8,926 | 99,000 | 53,348 | - | 54,578 |
| Total restricted funds | 197,015 | 894,313 | 758,045 | (9,037) | 324,246 |
| General funds | 320,423 | 303,257 | 60,590 | 9,037 | 572,127 |
| Total unrestricted funds | 320,423 | 303,257 | 60,590 | 9,037 | 572,127 |
| Total funds | 517,438 | 1,197,570 | 818,635 | - | 896,373 |

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Purposes of restricted funds

Goal 1 (UK)

This is our work to reduce pesticide use and related harms in the UK. This includes engagement with the UK Government, supermarkets and local councils. This work is described in more detail in the annual report.

Goal 2 (International)

This is our work to reduce pesticide use and related harms internationally. To achieve this objective, we work with international institutions, national authorities and key supply chain initiatives. We also act to build the evidence base to encourage action, including the delivery of projects in Benin and Ethiopia.

Information provision

This work raises awareness about the harms caused by pesticides. It is done in various ways, including publishing information booklets, posters and leaflets as well as through our online communications channels.

17 Reconciliation of net income / (expenditure) to net cash flow from operating activities

| | 2021 | 2020 |
|---|-----------------------|-----------------------|
| | £ | £ |
| Net income / (expenditure) for the reporting period (as per the statement of financial activities) | (5,946) | 378,935 |
| Interest, rent and dividends from investments | (163) | (648) |
| (Increase) / decrease in debtors | (23,523) | 46,548 |
| Increase / (decrease) in creditors | 19,986 | (49,757) |
| Net cash provided by / (used in) operating activities | <u>(9,646)</u> | <u>375,078</u> |

18 Analysis of cash and cash equivalents

| | At 1 January 2021 | Cash flows | Other changes | At 31 December 2021 |
|--|-----------------------|-----------------------|------------------|---------------------------|
| | £ | £ | £ | £ |
| Cash at bank and in hand | 902,674 | (9,483) | - | 893,191 |
| Total cash and cash equivalents | <u>902,674</u> | <u>(9,483)</u> | <u>-</u> | <u>893,191</u> |

19 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

| | Property 2021 | Equipment 2020 | Equipment 2021 | 2020 |
|------------------|----------------------|----------------------|-------------------|-------------------|
| | £ | £ | £ | £ |
| Less than 1 year | 22,407 | 18,647 | 304 | 304 |
| 1 – 5 years | 5,602 | 4,662 | 25 | 25 |
| | <u>28,009</u> | <u>23,309</u> | <u>329</u> | <u>329</u> |

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20 Contingent assets or liabilities

There are no contingent assets or liabilities existing.

21 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

22 Related party transactions

PAN UK is related to Pesticide Action Network Europe (PAN Europe), a company registered in England and Wales, by virtue of the fact that PAN UK is one of the founding members of PAN Europe and currently sits on PAN Europe's Board. PAN Europe's objectives closely relate to PAN UK's objectives and from time to time PAN UK supports PAN Europe's projects by providing administrative support and technical support.

PAN UK paid a €200 membership subscription to PAN Europe in 2021.

PESTICIDE ACTION NETWORK UK

England & Wales - Charity number 327215

Accounts

Annual Report and Financial Statements

For the year ended
31 December 2020



PESTICIDE
ACTION
NETWORK UK

Pesticide Action Network UK
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Cover image: Tadesse Amera of PAN Ethiopia examines a cotton plant for pests in Ethiopia. Copyright: PAN Ethiopia

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| | |
|------------------------------------|--|
| Trustees | Barbara Dinham, Chair Edward Moore, Treasurer (appointed 27 May 2020) Lasse Bruun Elizabeth Gadd (appointed 27 May 2020) David Goulson Vicki Hird (resigned 4 January 2021) Victoria Johnson Christopher Stopes Adam Wakeley (resigned 26 March 2020) Anthony Youdeowei |
| Company Secretary | Keith Tyrell |
| Registered office | Brighthelm Centre North Road Brighton BN1 1YD |
| Telephone | 01273 964230 |
| Website | www.pan-uk.org |
| E-mail | admin@pan-uk.org |
| Company registration number | 02036915 (England and Wales) |
| Charity registration number | 0327215 |
| Auditors | Goldwins Chartered Accountants 75 Maygrove Road West Hampstead London NW6 2EG |
| Bankers | Co-operative Bank Plc City Office 80 Cornhill London EC3V 3NJ National Westminster Bank Plc Brixton Branch 504 Brixton Road London SW9 8EB Triodos Bank Deanery Road Bristol BS1 5AS |

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The Trustees, who are also directors under company law, present their report and financial statements for the year ended 31 December 2020.

The Trustees confirm that the financial statements comply with current statutory requirements, the memorandum and articles of association and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Objectives and activities

Purposes and aims

The Pesticide Action Network UK (PAN UK) works to eliminate the dangers of toxic pesticides, our exposure to them, and their presence in environment where we live and work. Nationally and globally, PAN UK promotes safer alternatives, the production of healthy food and sustainable farming.

Our work includes campaigning for change in policy and practices at home and overseas, co-ordinating projects which help smallholder farming communities escape ill-health and poverty caused by pesticides, and contributing scientific and technical expertise to the work of other organisations who share our aims, which are:

- To eliminate hazardous pesticides
- To reduce dependence on pesticides
- To promote ecologically sound, and socially just, alternatives to chemical pest control

Activities in relation to the Charity's purposes and aims

PAN UK undertakes projects in relevant areas of pesticide-related activities to achieve its objectives. In setting the direction of each project, the Trustees are mindful of Charity Commission Guidance on public benefit. In reducing global dependence on hazardous chemicals, and increasing the use of more sustainable alternatives, PAN UK's work has the scope to benefit many communities, especially those currently exposed to such chemicals in the UK and overseas. In the UK, this will for example include residents in urban areas, as PAN UK is working towards ending the use of pesticides in the open spaces of our towns and cities. In Africa, the organic cotton farmers we work with benefit from improved livelihoods through reduced expenditure on chemical inputs and improved health through a reduction in pesticide related illnesses. Their environment improves and their communities are less likely to suffer from poisonings.

The current PAN UK projects are:

a) Focusing on the UK:

Undertaking policy work in the areas of agriculture, health, food and environment, in order to encourage government bodies, parliamentarians and other decision-makers to increase support to British farmers to help them to reduce their use of pesticides and the associated harms in the UK.

Conducting policy analysis, advocacy and public campaigning for stringent UK pesticide regulations post-Brexit, ensuring that the UK does not weaken existing pesticide standards as a result of leaving the EU and/or as a result of negotiating Trade Agreements.

Reducing public exposure to pesticides in urban areas by supporting local communities to advocate for an end to pesticide use in their towns and cities and working with local authorities to identify and switch to effective non-chemical alternatives.

Public campaigning and direct advocacy work to strengthen the pesticide policies of UK supermarkets in order to reduce pesticide-related harms linked to their global supply chains, increase their support to suppliers to adopt non-chemical alternatives and end their sale of pesticide products

b) With an international focus:

Supporting cotton farmers to protect their livelihoods, health and environmental resources from the harmful effects of hazardous pesticides in Benin and Ethiopia.

Testing and adapting techniques to help vegetable farmers in Ethiopia to reduce their use of costly and hazardous pesticides in favour of agroecological alternatives.

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Supporting national authorities in the Caribbean to reduce harms from Highly Hazardous Pesticides.

Developing and testing a new mobile phone app to collect information from farmers on incidents of acute pesticide poisoning.

Developing a new decision tool to support nine African countries to prioritise sites contaminated with hazardous chemicals, including pesticides, for action to protect the local population and the environment.

Influencing sustainability standards to tackle Highly Hazardous Pesticides in supply chains.

Engaging with UN agencies and global organisations to advocate for safer and more sustainable agricultural production without hazardous pesticides.

Working to ensure that national and global decisions are based on the evidence and are not unduly influenced by vested interests.

c) Outreach activities

An active programme of communication raises awareness of pesticides issues and informs project work. In addition to our website (www.pan-uk.org), we are active on social media, namely Facebook (/PesticideActionNetworkUK), Instagram (@pesticideactionnetworkuk) and Twitter (@pan_uk). We also publish our bi-monthly journal, Pesticides News, and a number of specific reports. We reach out directly to members of the UK public in order to mobilise them to contact decision-makers at both the national and local levels. We continue to provide a free service to answer queries from the media and public and PAN UK staff regularly give talks to interested groups and scientific conferences.

Achievements and performance

1. Reducing pesticide use in the UK

In 2019, our work to reduce pesticide-related harms and promote non-chemical alternatives in the UK was organised around the following three campaigns:

Detoxifying UK agriculture (formerly known as the Brexit campaign)

2020 was a big year for our national-level UK work which aims to introduce measures that will drive a significant reduction in pesticide use in UK farming. We were also kept busy defending against some major threats to existing UK pesticide standards emanating from EU exit.

We were able to secure some major wins on our key advocacy asks, including a commitment from the UK Government to introduce pesticide reduction targets by 2022. Targets have been shown to be a key vehicle for driving a reduction in pesticide-related harms in other countries, and their introduction comes as a result of a decade of campaigning by PAN UK. In addition, we also managed to ensure that the UK's new, post-Brexit agricultural subsidy system (the Environmental Land Management Scheme) will provide payments to farmers for adopting Integrated Pest Management (IPM) techniques. This is a massive departure from the current subsidy system and a big victory for our work.

This year, we also launched our work on trade with a new report comparing UK pesticide standards with those of three countries touted for post-Brexit trade deals (US, Australia and India). "Toxic Trade" highlighted the threat that these deals pose to UK protections designed to prevent human health and environment from pesticide-related harms. The report gained widespread media coverage and the accompanying video we produced was watched by more than 300,000 people, with 5,000 taking our online action and sending emails to their MPs. The level of noise across both traditional and social media prompted the government to issue a response to the report on the day it launched. Since then, both the Department for International Trade and DEFRA have issued formal responses and we continue to engage with both Government and parliamentarians on this issue. Before our efforts, pesticide issues were entirely invisible in the trade debate, but we have succeeded in bringing them to the fore, making it much harder for the UK government to trade away our hard-won pesticide protections during negotiations. We were also a key voice in the movement which saw off a trade deal with the Trump Administration.

Beyond these wins, we continued expanding our alliances with key decision-makers and have succeeded in growing our political network which now includes top civil servants, parliamentarians and government officials. We are perfectly positioned to continue to influence the many pesticide-related policy and legislative opportunities still emanating from EU exit. In 2020, we fed into a number of such processes both via written submissions and more informal meetings. These included the National Pollinator Strategy, the UK Common Framework between the devolved administrations and various parliamentary enquiries into trade negotiations.

We have continued to build our suite of materials to support the campaign and produced a range of briefings aimed at policymakers and other NGOs on key topics. We also scaled up our focus on coalition work and broadened out the civil society organisations with which we work to include influential voices such as the Wildlife Trusts.

We have taken advantage of a number of high-profile media opportunities to get the key messages of our national level policy workout to a wider audience. We appeared on *Channel 4 Dispatches* (audience 1 million) to talk about trade and pesticides. Other coverage of the campaign has included: *the Telegraph*, *the Financial Times*, *the Mail on Sunday* and a number of BBC Radio 4 programmes such as *Farming Today*.

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Pesticide-Free Towns (PFT) campaign

Due to the fact that it is a grassroots campaign, the Pesticide-Free Towns campaign has been more affected by the COVID pandemic than the rest of our UK work. Major events we had spent time planning for (such as the Manchester and London mayoral elections) were postponed and we were unable to meet with activists or attend events for the majority of the year. Despite these serious limitations the campaign had many notable wins in 2020.

The Pesticide-Free London campaign continued to make progress and the following London borough councils took action in 2020 to end or significantly reduce their pesticide use: Lambeth, Islington, Bromley, Tower Hamlets, Hackney, Camden, Lewisham, Southwark, Haringey and Wandsworth. Other land managers in the capital, such as City of London Corporation and Hounslow Highways, have also made progress in their journey towards becoming pesticide-free thank to our advice.

We continued to work with the Greater London Assembly and requested a progress update from the Mayor in October. He responded that both Transport for London and London Underground are continuing to explore and trial non-chemical alternatives. He also reported that on the Transport for London Road Network glyphosate use has been reduced from 6 to 2 sprays per year; and on the tram network glyphosate is applied through selective hand-spraying only. Acetic acid is now being trialled as an alternative.

There has also been much activity outside of London with many other councils around the country taking action to reduce or ban pesticides. The list includes Kent County Council, Cheltenham, Petersfield, Faversham, Waverley, Thanet, Cambridge, Wirral, Exeter, Bury, Saffron Walden and Colchester. We also worked closely with campaigners in Scotland to encourage Stirling Council to commit to going pesticide-free.

Throughout 2020, we continued to put relevant decision-makers in contact with one another to share learnings on how to go pesticide-free, a tactic which has proven to be extremely effective. This has been particularly successful in the Manchester Metropolitan area where we have linked up council-level decision-makers from the City of Manchester, Bury, Rochdale, Trafford and Oldham. In London, Lambeth, Haringey, Camden, Kingston, Richmond, Tower Hamlets and Havering have all been put in contact with the Boroughs of Hammersmith & Fulham and Hackney to learn from their approaches.

We have redesigned the PFT webpages and greatly expanded our suite of materials for campaigners and councillors. New materials include a guide to understanding your local council, using Freedom of Information requests, how to campaign in lockdown, growing a petition and how to build a social media presence.

Public interest in PFT continued to grow in 2020 and we had new campaigns spring up in all corners of the UK, from South Wales to Northern Scotland to South West England. In total, we supported campaigners in around 120 locations across the UK, including 11 in London. To service the growing number of PFT campaigners, we launched a new bimonthly newsletter and online Campaigner Catch-up event, both of which have been well-received.

In addition to these local efforts, we continue to advocate with the Welsh and Scottish parliaments to introduce regional bans on urban pesticide use as well as push the UK Government to introduce a national ban.

UK supermarkets

PAN UK's four-year supermarkets campaign began in January 2019 and has been extremely well-received. The campaign combines public-facing communications (based around a table which ranks supermarkets on their efforts to tackle pesticides) with behind-the-scenes advocacy with the supermarket's technical staff.

We launched the campaign in December 2019 with a dedicated section of the PAN UK website designed to showcase the ranking. The launch was covered by a range of press including *The Guardian*, *The Grocer*

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(industry press) and on *Talk Radio*. The short video we produced was watched by more than 25,000 people and hundreds of PAN UK supporters wrote to their supermarkets asking them to take action to reduce pesticide-related harms linked to their supply chains.

In 2020, we focussed on engaging with supermarkets one-to-one and provided direct advice Co-op, Tesco, M&S, Asda and Aldi. Thanks to the public pressure we generated, and our direct engagement, a number of supermarkets made commitments to improvements in 2020. Co-op have taken on board our recommendations and built their new pesticide policy around them (to be published in 2021). Morrisons committed to removing all pesticide products that contain glyphosate from its shelves and did so by February 2020. We have provided comments to both Tesco and Asda on their new pesticide policies and it remains to be seen in 2021 to what extent they have implemented our recommendations.

In addition to working with supermarkets individually, we are also running a series of roundtable events designed to bring them together to discuss common obstacles and solutions. In 2020, we ran two roundtable events (both online) which were attended by technical staff from nine of the UK's top ten supermarkets. We have received excellent feedback from supermarkets on these events and plan to run more.

We launched a mini-campaign on 3rd March 2020 to coincide with World Wildlife Day. It asked the top UK supermarkets to take pesticide products off their shelves. It was very popular with our supporters with over 23,000 people sending emails to their supermarkets and a high engagement rate on our social media channels. Just as a result of this action, over 1,000 new supporters signed up to the PAN UK mailing list.

2. Promoting sustainable cotton

Globally, cotton covers just 2.4% of the world's cultivated land but uses 6% of the world's pesticides (and 16% of insecticides), more than any other single major crop. These issues often combine to create disastrous economic, health and environmental consequences for many smallholder growers. For over 20 years, PAN UK has been working with cotton farmers to help them eliminate pesticides and improve profits as well as working with key organisations in the cotton supply chain to raise awareness of the problems of high use of hazardous pesticides in cotton-growing communities and to promote higher standards of production throughout the textile industry.

PAN UK Mobile Phone Health App

Partners: L'Organisation Béninoise pour la Promotion de l'Agriculture Biologique (OBEPAB), AGENDA, PAN India

Donor: Laudes Foundation

PAN UK is developing a new mobile phone health app, which is designed to collect data from farmers on incidents of acute pesticide poisoning. Our aim is to support better monitoring of the impacts of pesticides on health as well as the helping to identify the pesticides that are linked to widespread problems so that action can be taken to address them.

The app has been tested in Tanzania, Trinidad and Jamaica and we are preparing for a test in Benin and a larger scale test in India before the system is finally launched. The test results are very encouraging. End users report that the system is easy to use and is well designed for common circumstances in remote, rural locations. It is light on battery, memory and data usage, for example, and surveys are stored on the phone in the common event that connectivity is temporarily lost. The system is currently available in four languages.

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Benin, West Africa

Partners: OBEPAB

Donor: TRAIT

Benin is the fourth biggest cotton producer in Africa, with exports in 2018 of more than 530,000 tonnes. Cotton makes up around 80% of Benin's export income, supporting at least 50% of the country's population. Farmers tend to be dependent on a highly controlled infrastructure for their seeds, fertilisers and pesticides provided on credit. Use of agrochemical inputs has risen as farmers try to cope with increasing pest problems and declining soil fertility and accounts for a high proportion of their production costs.

Benin seems to have escaped the most disruptive impacts of the COVID pandemic so far. Apart from some restrictions on north / south movement and meetings, the team has been largely able to work as usual. This year has seen a very significant increase in organic cotton production by the over 4,000 trained and certified organic farmers supported by our project. This scale of production is attracting significant interest from cotton traders and has coincided with a large rise in demand for West African organic cotton in global markets, this contrasts with the market for conventional cotton which has dropped dramatically. The causes are complex, including the disruption of the conventional textile sector by the pandemic and a reduced supply of organic cotton globally. The national authorities in Benin are expressing more interest in expanding and encouraging the organic sector. The Director of PAN UK's partner in Benin (OBEPAB) has been asked to advise the Government on expanding the organic sector. The situation is rather volatile but we are working to try to secure positive and sustained benefits for organic producers in Benin.

Ethiopia

Partners: PAN Ethiopia

Donor: TRAIT

TRAIT has supported PAN UK to deliver high quality, participatory training to smallholder cotton producers in Ethiopia since 2012. Project activities closely respond to the needs and priorities of these producers and their families. Having proven a very successful training model, the project is currently expanding to new villages.

In test plots, the practices developed by PAN UK for cotton see an average of 40% higher net income / ha than the cotton under local management practices. Under normal circumstances the cotton farmers who are certified organic can expect to achieve even better returns due to high demand for their organic cotton. Unfortunately, the pandemic disrupted the cotton markets in 2020 at the time of harvesting and while all of the organic cotton was sold, it did not achieve the expected premium.

The COVID pandemic has affected our field work in Ethiopia in various ways, too. After a period of restricted movement and contact, our project activities are returning to normal. The pandemic created a heavy workload for field staff, who doubled the number of training sessions in order to reach all participating farmers even with very restricted group size. Happily, the situation is now much improved. Most COVID restrictions have been lifted and meetings are possible again, with suitable precautions. In the latter quarter of 2020 the PAN Ethiopia team has been able to resume normal training activities and to catch up on some of the women's enterprise support activities and organic certification.

3. Supporting global initiatives

PAN UK supports global initiatives and organisations to address problems caused by hazardous pesticides. In 2020, we worked with a number of international organisations including the UN Food and Agriculture

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Organisation (FAO) and the UN Environment Programme (UNEP) to help improve international pesticide management.

Risk Calculator

Partner: MAPX (<https://www.mapx.org>)

Donor: UN Environment Programme

Over the last 18 months we have worked with MAPX to develop a decision-making tool to assess the relative risks to health and environment from hazardous chemicals, including pesticides, at particular sites. The aim is to help decision makers to allocate resources to the sites in most urgent need of clean up. We are supporting nine countries in Africa to use the tool and help us refine it.

UN Food and Agriculture Organisation

Over the last year we have engaged with UN FAO in a variety of ways. We acted swiftly to mobilise NGOs, academics and donors to voice objections to FAO's proposed new 'strategic partnership' with CropLife (which represents six major agrochemical companies) and we frankly voice our objections in other areas where we see the danger of undue corporate influence. At the same time, we have actively engaged with FAO's initiative to develop a Global Action Plan to tackle Highly Hazardous Pesticides and we have supported FAO's work in the Caribbean.

In 2020, we recruited a new International Project Manager who brings significant expertise in agroecology and farmer participatory research and has been a great asset in our work with FAO across nine countries in the Caribbean to:

- Support regulatory action to eliminate Highly Hazardous Pesticides
- Promote the registration of safer alternatives, such as biopesticides
- Recommend better regional coordination in key areas
- Recommend building capacity in certain institutions and government services to support a more effective shift from HHPs to agroecological solutions
- Identify safer / more agroecological alternatives for priority HHPs in common crop / pest scenarios

4. Advising supply chains & promoting sustainable agriculture

Promoting progressive policies on pesticide reduction in food and fibre supply chains and implementing safer alternatives based on agroecological principles are two of PAN UK's key objectives. Private sector sustainability standards offer training and support to millions of smallholder farmers on an ongoing basis. Supporting them to strengthen policies and training on pesticides can have a very significant impact on pesticide use in key commodity crops around the world.

Supply chain engagement

Donor: Laudes Foundation

In 2020, we recruited an International Project Manager to lead our work on supply chain engagement, funded by the Laudes Foundation. This work started at the end of the year with the aim of bringing evidence of the positive impact of organic and agroecological approaches from our cotton and vegetable field projects to influence supply chain actors. The work is focussed on the cotton sector initially, but there is the potential to consider other supply chains too.

Ethiopia - IPM vegetable production near Lake Ziway

Partner: PAN Ethiopia

Donor: IDH and the JJ Charitable Trust

Excessive use of hazardous pesticides on edible crops in Ethiopia threatens the health of farmers and consumers. In a 2015 study by PAN-Ethiopia in the Ziway area, very high levels of application were recorded and 65% farmers reported symptoms consistent with mild-moderate pesticide poisoning over the previous year.

As well as introducing well-established Integrated Pest Management (IPM) techniques from vegetable IPM in other areas and countries, this innovative project is testing some methods that have not previously been used in vegetable systems. The first is the 'Food Spray' method which PAN UK and PAN Ethiopia have already successfully introduced to IPM and organic cotton systems in southern Ethiopia. Participating farmers are requesting that we test it on vegetable crops. Food spray is a food supplement made from cheap local materials (usually maize or used brewers' yeast) that attracts natural enemies into the crop.

The hard work of the last three years to establish more sustainable approaches to vegetable production in the Ziway area are showing very positive results. Participating farmers have reduced pesticide use by 45-80% and improved net income by up to 50%. Pilot sales of vegetables grown with reduced pesticide inputs have been snapped up by consumers and the Board of Agriculture is keen to support more smallholders convert to IPM and possibly organic production.

The scale of the wider economic impact of the COVID pandemic is not yet fully understood, but it is likely to be very significant. The hope is that the resilience of PAN Ethiopia's trained farmers will help them through this period of uncertainty. Their ability to grow a diverse range of crops and achieve good yields without expensive inputs, the supply of which has been disrupted by the pandemic, puts them in a stronger position to get through the tough economic times ahead.

5. Providing Information

Providing information is a crucial area of our work. This involves both raising awareness about the harms caused by pesticides, and promoting approaches and alternatives that address these harms. We have continued to expand and develop our website in order to provide an important resource for our audiences. This includes the creation of a range of informational web pages, reports and videos on issues associated with pesticide use.

In particular this year, we have increased our profile across both mainstream and social media and continued to improve our website including redesigning the extensive Pesticide-Free Towns (PFT) section. Our web traffic remained high in 2020 although dropped slightly due to the COVID pandemic. We averaged over 10,000 users and 17,000 page views per month and our high profile campaigns have helped in this regard.

Our social media followers remained engaged throughout 2020. In fact, during the COVID pandemic our social media channels were very active. Our current, average engagement rate on Facebook increased to 14% (the average for our sector is 4.6%) and our Twitter audience grew by 1,300 to now stand at 7,200 followers. Our newest platform, Instagram, ended 2020 with 2,500 followers.

We had 54 significant mentions in the press which have covered aspects of all the campaigns we have been working on. These included articles in *the Guardian*, *BBC News*, *the Times*, *the Financial Times*, *Farmers Guardian*, *Farmers Weekly*, *Daily Mail*, *the Independent*, *the Telegraph* and *the Ecologist* reaching diverse target audiences. We also had three guest slots on *BBC Farming Today* and an interview on *Channel 4's 'Dispatches'* as mentioned above.

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In addition, we have redesigned and published our Pesticide Newsletter every second month; launched our annual Dirty Dozen which collates, analyses and repackages UK Government data on pesticide residues in food, and started a new initiative titled 'Farmer Insights' where we aim to visit, interview and visually tell farmer stories where they are aiming to reduce or stop the use of pesticides on their farms.

Plans for the future

The five-year strategic plan developed by staff and Trustees in 2014 remains in place and continues to guide our activities, however, the plan is a “living” document and is regularly reviewed and adapted to reflect new or modified opportunities and threats. The process of developing a new plan began in 2019 but has been delayed by the impact of the pandemic which disrupted our timetable and prevented in-person discussions. In spite of this, the process is well advanced and we are targeting completing our new strategic plan in 2021.

1. Reducing pesticide use in the UK

In terms of UK pesticide standards, there continue to be a wide of array of both threats and opportunities emanating from EU exit. In 2021, we will continue to push for the introduction of new measures to drive a reduction in pesticide related harms. This work includes influencing the design of the UK’s new pesticide reduction targets, ensuring the Environmental Land Management Scheme pays farmers for both IPM uptake and pesticide reduction, and campaigning on the Environment Bill. Meanwhile, the work to defend against threats will focus on two key areas. Firstly, heading off industry attempts to weaken the current UK pesticide regime now that we are outside the EU. Secondly, we will focus on defending existing standards from trade deals with non-EU countries. This work will be conducted directly by PAN UK, as well as via the new civil society collaboration which we established jointly with RSPB to launch in January 2021.

In the first half of 2021, we will continue our direct work advising UK supermarkets on how to reduce pesticide-related harms linked to their supply chains. The second half of the year will focus on surveying supermarkets in preparation for launching our second supermarket ranking in November. This time around, the ranking will assess supermarkets both on their existing standards but also on the progress made since our previous ranking in 2019.

Meanwhile, we will continue our efforts to encourage UK towns and cities to go pesticide-free. We will support local grass root groups to advocate for change by providing information, inspiration and ongoing advice on how to set up and maintain local campaigns. We will also provide practical support to help councils and other land managers by providing advice on non-chemical alternatives and other relevant matters such as how to devise a pesticide policy. We will include calls for a national level ban on urban pesticide use in all relevant advocacy work with the UK Government.

2. Promoting sustainable agriculture

PAN UK is able to link very practical field work with engagement in high level policy. We are uniquely placed in this respect. Our work with smallholder farmers draws us into the very practical, day-to-day problems they face and we bring this understanding to higher level decision-making processes. In a typical week we may be working with our partners in Ethiopia or Benin to identify ways to improve compost or to monitor the number of pests in a plot, for example, and also sitting in a discussion hosted by one of the UN agencies concerning global commitments to tackling Highly Hazardous Pesticides. We see this span from the smallest to the largest scales as a great asset and we are working hard to ensure that smallholder farmers’ perspectives are better represented in local, national and global decision-making.

We continue to work with our partners in Africa to train farmers in agroecological farming techniques and to test innovative practices. We will collect evidence of best practice and disseminate lessons widely so that many more farmers and communities can benefit. Cotton and vegetables will continue to be focus crops in 2021.

3. Building the evidence

We will be ready to launch our new mobile phone health app by the end of 2021 and this will be a great step forward in supporting organisations to monitor the impact of pesticides on farmers’ health and identify the most

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harmful products. FAO and Better Cotton Initiative have already shown interest in testing the system and our ambition is for large, international organisations of this type to adopt the app as a monitoring tool, helping to drive improvements at scale in farmer safety and providing robust evidence regarding which are the most harmful pesticides.

We will continue to develop academic collaborations in order to ensure that the evidence we generate is as robust as possible and to disseminate our findings through a variety of channels, including peer reviewed papers. We already engage with Queen Mary's University London, The School of Oriental and African Studies (SOAS) and University College London in collaborations supporting PhD students to conduct research on pesticides.

We will continue to identify opportunities to influence global decision making in order to have the greatest impact possible. This will include continued engagement with UN institutions, FAO and UNEP in particular. We are also building relationships with NGOs and other allies who are interested to work with us to amplify key messages on the impact of pesticides. Global debates concerning sustainable agriculture, climate change, loss of biodiversity and food systems, for example, all have direct relevance to the work we do. We can't hope to influence them all without building positive relationships with our allies to make sure that the harms caused by pesticides are not overlooked and the importance of safe, sustainable and equitable farming systems is understood.

4. Engaging with standards and supply chains

The new post of International Project Manager (Supply Chains) will enable us to drive forward a more ambitious programme of engagement with standards and supply chains, building on relationships with leading sustainability standards including Better Cotton Initiative, Global Coffee Platform, Fairtrade, Forest Stewardship Council, Rainforest Alliance and others to work with them to tackle Highly Hazardous Pesticides and promote agroecological solutions.

5. Providing information

We will continue to expand our communications activities to reach more audiences and to tell our stories more effectively. In particular, we will continue to grow our online presence and improve our website, ensuring to maximise opportunities for members of the public to take campaigning actions and donate to PAN UK.

Fundraising review

The majority of PAN UK's funds are provided by trusts, foundations and institutional donors and these are raised through direct approaches, in response to requests for proposals from these organisations or as unsolicited donations. PAN UK raises a small amount of income each year from individual giving. Most of this income is unsolicited although in 2020, as in 2019, we have undertaken a Christmas appeal designed to increase donations. For this appeal, fundraising communications were sent electronically to existing supporters and social media was used to raise awareness of the campaign. The original communications were followed up once, but we took great care to ensure that we protected the public from undue pressure and persistent communications. No complaints were received regarding the fundraising activity undertaken in 2020 and we are satisfied with the success of this campaign.

In 2019, the organisation set up an in-house supporter database and introduced an individual giving pathway to encourage donations. These tools have continued to be used in 2020 and were crucial in running the Christmas appeal.

PAN UK is not currently registered with the Fundraising Regulator as this is a relatively minor area of work for us. We have received advice from a fundraising consultant regarding approaches to adopt and how to ensure our fundraising activity is effective and legal.

We are planning to renew our focus on generating unrestricted income in 2021, including from individual givers, and will be setting up a specific working group to review our approaches in this area.

Financial review

The charity's income for the year was £1,197,570, which was higher than the previous year. This was a result of increases in both restricted and unrestricted income in 2020. Unrestricted income was expected to fall in 2020 as there was a one off, large legacy donation in 2019. However, it has increased as a result of receiving a final tranche of the same legacy plus unrestricted grants from long standing donors in response to the COVID pandemic. The increase in restricted income is mainly due to receiving £90,000 of grants at the end of 2020 that will fund expenditure in 2021.

The majority of our income for 2020 was contracted before the year began and so has been unaffected by the COVID pandemic. The major exception to this was donation income from individuals and we are pleased to report here that we have seen an increase in this income (and associated gift aid) of over £15,000 in 2021.

Total expenditure for 2020 was slightly higher than in 2019 (£804,027 in 2019 compared to £818,635 in 2020). There has been an increase in expenditure on staff costs compared to 2019 as a result of an increasing head count, but this has largely been offset by reductions in expenditure linked to limitations imposed by the COVID pandemic e.g. travel costs, costs of holding physical events, etc. The amount of expenditure funded by restricted funds is roughly the same in 2020 as in 2019 (£760,687 in 2019 compared to £758,045 in 2020) with the slight increase in overall expenditure funded by unrestricted funds.

Overall, the organisation saw a net movement in funds in 2020 of £378,935 split between unrestricted (£251,704) and restricted (£127,231). This performance is somewhat distorted by the three large, one off unrestricted items received in 2020 (totalling £201,983) and the restricted grants received in 2020 for 2021 activity (totalling £90,000). However, even without these items we would be showing a net movement in funds of £86,952, with £49,721 associated with unrestricted. This is a really strong financial performance by the organisation in 2020.

Total funds carried forward at the year end were £896,373, of which £572,127 was unrestricted. These reserves are largely held as cash.

Reserves policy

The trustees have established a policy of maintaining a level of unrestricted reserves to ensure that there are adequate funds to meet all current and known future liabilities. The trustees consider that holding free unrestricted reserves equivalent to between four and six months of expenditure for salaries and organisational costs provides adequate cover.

The total budget for salaries and organisational costs in 2021 is £619,210, which would imply holding unrestricted reserves of £206,403 and £309,605. The current free unrestricted reserves are £572,127 (all unrestricted reserves are free as there are no designations and the net book value of fixed assets is nil), which is considerably above the target range. Free reserves were also above target at the end of 2019 and we have taken advantage of this in 2020 to recruit additional staff whose costs have been underwritten by these reserves whilst additional restricted funding is secured. However, these additional costs in 2019 were largely offset by cost reductions associated with restrictions imposed by the COVID pandemic and we received three large, unexpected unrestricted amounts, which account for the bulk of this increase.

Two of these large grants were received to mitigate the impact of coronavirus on PAN UK. This has not materialised yet as our funding for 2020 was largely secured in advance of the year beginning. However, we expect that this will be felt more keenly in 2021 as grants come to an end and we work to replace these. We are still working to raise funds for the additional staff that were recruited in 2020. As a result, we expect to run a deficit in 2021, which will reduce the levels of these reserves.

The trustees will also continue to review the level of these reserves alongside our future financial forecasts to ensure that we are striking the right balance between holding reserves for the future and using reserves in support of current activity.

Going concern

PAN UK has worked hard to develop a strong and resilient organisation and to build unrestricted reserves over recent years. This has been challenging given the difficult funding environment and the difficulties in building an unrestricted reserve whilst being reliant on restricted funding. However, the last two years have seen significant, one-off items received that have helped us to generate healthy unrestricted reserves.

The Board reviews the financial performance of the organisation and future funding on a quarterly basis, based on agreed contracts and estimates of potential future funding based on the best available evidence. Having prepared detailed projections for 2021 and considering what we know already for 2022 – including confirmed contracts and a moderate and realistic estimate from pending funding applications and other sources – the board of Trustees considers that PAN UK has adequate funding to continue operating for the next twelve months. The accounts have therefore been prepared on a going concern basis.

Principal risks and uncertainties

The Trustees have assessed the major risks to which the charity is exposed, in particular those related to the operations and finance of the charity, and are satisfied that systems are in place to mitigate the charity's exposure to the major risks. The risk assessment is reviewed regularly at Board level. The most significant risks faced by the organisation relate to the funding profile and the current economic environment. These are exacerbated by the coronavirus pandemic and the potential impact that that will have on funding organisations. Appropriate mitigating controls are being undertaken including regular monitoring of funding by the Board of Trustees. The risk is also mitigated by the level of unrestricted reserves that we currently hold.

The COVID pandemic has changed the way in which we have delivered many of our activities in 2020 but, so far, has not significantly impacted on our ability to deliver against our objectives. There is a risk that this will change in 2021 and we will continue to monitor our performance and engage with funders as and when required.

Structure, governance and management

The charity is constituted as a charitable company limited by guarantee, and was set up by a Memorandum of Association on 14 July 1986. It is governed by its Articles of Association as amended by special resolutions of 2 December 2009, 15 February 2000 and 13 April 1989. Legal responsibility for the management and stewardship is vested in the Board of trustees

The Board consisted of nine trustees as at 31 December 2020 (the maximum number is 12). The names of the trustees who served during the year are set out as part of the reference and administrative details on page 2 of this annual report. The Board met three times in 2020.

Decisions of the board are made by consensus. The Executive Director prepares a brief of the issues and decisions required. These may then be discussed with the Chair of the Board and/or the Treasurer of the Board before circulation to the full Board. In cases where a decision is required between Board meetings, all members are circulated with information and feedback given.

The Board delegates the day-to-day running of the charity to the Executive Director, who is recruited and appointed by the board. The Executive Director reports regularly to the trustees on the financial and operational performance of the charity, and where necessary other staff report to the trustees on issues appropriate to their work area. Every year, staff and Board meet together for an in-depth discussion of strategy and specific policy areas.

Recruitment and appointment of trustees

PAN UK aims to recruit trustees from organisations which represent the constituencies it seeks to serve (health, environment, development organisations and trades unions), as well as members who will bring specific expertise (e.g. media, financial, management, pesticide-related). Members of the Board give their time voluntarily and are not remunerated beyond repayment of expenses to cover travel to meetings.

The Board has in place a skills matrix which details the skills it has identified as being essential for the governance of the organisation. Each trustee has assessed themselves against each skill and perspective area to identify those areas which are represented poorly and which are strong, which informs the process of recruitment. Other considerations for the Board with respect to trustee recruitment are the gender and ethnic mix of the board. This information is used to help guide trustee recruitment strategy. Trustees are sought via PAN UK's website, through PAN UK's organisational networks, via trustee and other search websites and occasionally through advertising.

Induction and training of trustees

Once recruited, trustees are required to participate in an induction programme. Each trustee is issued with an induction pack which includes the following documents:

- Charity commission guidance for trustees The Essential Trustee (CC3)
- It's your decision: charity trustees and decision making (CC27)
- Memorandum and articles of association
- Latest audited accounts and trustees' report and latest management accounts
- Minutes of recent meetings
- Summary of PAN UK strategy Risk register
- Trustee list and staff list

In addition, new trustees are invited to meet with all staff and to visit the offices.

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A 'Board update' is provided to each Board meeting with progress reports and activities of each project, publications, outreach activities, funding and donor news, and relevant organisational matters. Management accounts are also provided at each meeting.

Trustees are encouraged to identify development needs which PAN UK seeks to meet.

Key management personnel

The Trustee Board are responsible for setting pay for key management personnel. Pay for key management personnel will always be discussed and agreed during the Trustee Board meetings. In 2019, the Board approved the creation of a new staff / salary structure including five separate salary bands. The salary bands were benchmarked through comparison with peer organisations and the NICVA pay scale. Each role was assigned to a salary band based on the job description and responsibilities of that role. This includes the key management personnel. These salary bands took effect from 1 January 2020. The salary bands, and individual salaries, have been reviewed at the end of 2020 and a cost of living allowance increase for 2021 of 1.5% has been approved by the Board.

Related parties and relationships with other organisations

PAN UK plays a significant role in the global Pesticide Action Network (PAN). The global PAN consists of five Regional Centres, located in Africa, Asia and the Pacific, Europe, Latin America and North America. While each of the five Regional Centres is institutionally independent, they maintain regular coordination and collaboration. They have formed an institutional umbrella body 'PAN Regional Centres', but it has a limited turnover and does not employ staff. PAN UK sits on the regional co-ordinators' committee of PAN International which co-ordinates activities and information sharing across the network. PAN UK staff are active in a range of PAN International working groups including on Agroecology, Highly Hazardous Pesticides, and Advocacy. PAN UK has established joint programmes and projects with separate PAN Regional Centres, in particular PAN Africa and its member organisations, and in these cases funds and activities are specified in separate contracts.

PAN UK also seeks to work with other organisations on joint projects, where the projects fit the overall goals of all organisations involved. PAN UK is part of a number of coalitions and multi-stakeholder initiatives, and takes an active role in, for example, the UK Food Group, Sustain; the alliance for better food and farming, and the Better Cotton Initiative.

Public benefit

We develop our strategic plans to ensure that we provide public benefit and achieve our objectives. When reviewing our aims and objectives, and in planning activities and setting policies for the year ahead, the trustees confirm they have referred to the guidelines contained in the Charity Commission's general guidance on public benefit.

Statement of responsibilities of the trustees

The trustees (who are also directors of Pesticide Action Network UK for the purposes of company law) are responsible for preparing the Trustees' Report (incorporating the directors' report) and the financial statements in accordance with 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).

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 the group] and of the income and expenditure of the charitable company for that period. In preparing these financial statements, the trustees are required to:

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

The trustees are responsible for maintaining proper accounting records which 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 auditors are 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 auditors are aware of that information.

The trustees are responsible for the maintenance and integrity of the corporate and financial information included on the charitable company's website. Legislation in the United Kingdom governing the preparation and dissemination of financial statements may differ from legislation in other jurisdictions.

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Auditors

Goldwins limited were re-appointed as the auditors of the charitable company during the year and have expressed their willingness to continue in that capacity.

The trustees' annual report has been approved by the trustees on 27 May 2021 and signed on their behalf by;



Barbara Dinham, Chair

Independent auditor's report

To the members of Pesticide Action Network UK

Opinion

We have audited the financial statements of Pesticide Action Network UK (the 'charitable company') for the year ended 31 December 2020 which comprise the statement of financial activities, balance sheet, statement of cash flows and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including FRS 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion, the financial statements:

- Give a true and fair view of the state of the charitable company's affairs as at 31 December 2020 and of its incoming resources and application of resources, including its income and expenditure for the year then ended.
- Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice.
- 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 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 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

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

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the trustees' annual 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, or returns adequate for our audit have not been received from branches not visited by us; or
- The financial statements are not in agreement with the accounting records and returns; or
- Certain disclosures of trustees' remuneration specified by law are not made; or
- We have not received all the information and explanations we require for our audit; or
- The directors were not entitled to prepare the financial statements in accordance with the small companies regime and take advantage of the small companies' exemptions in preparing the trustees' annual report and from the requirement to prepare a strategic report.

Responsibilities of trustees

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

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

Auditor's responsibilities for the audit of the financial statements

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

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

Capability of the audit in detecting irregularities

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the charity's policies and procedures relating to:
 - Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
 - Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
 - The internal controls established to mitigate risks related to fraud or non-compliance with laws and regulations.
- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the charity operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the charity from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.
- In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business.

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.

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

Use of our report

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

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the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

Anthony Epton

Anthony Epton (Senior statutory auditor)

for and on behalf of Goldwins Limited,

Statutory Auditor, Chartered Accountants

75 Maygrove Road, West Hampstead, LONDON, NW6

1 July 2021

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STATEMENT OF FINANCIAL ACTIVITIES (incorporating an income and expenditure account)

| | | 2020 | 2020 | 2020 | 2019 |
|---|-----------|-------------------|-----------------|------------------|------------------|
| | Notes | Unrestricted £ | Restricted £ | Total funds £ | Total funds £ |
| Income from: | | | | | |
| Donations and legacies | 3 | 246,836 | - | 246,836 | 221,398 |
| Charitable activities: | | | | | |
| Reducing pesticide use in the UK | 4 | - | 161,785 | 161,785 | 276,032 |
| Global initiatives | 4 | - | 91,589 | 91,589 | 19,547 |
| Sustainable cotton | 4 | - | 397,661 | 397,661 | 308,167 |
| Supply chains & sustainable agriculture | 4 | 55,164 | 144,278 | 199,442 | 185,337 |
| Information provision | 4 | - | 99,000 | 99,000 | 48,786 |
| Other trading activities | 5 | 609 | - | 609 | 471 |
| Investment income | 6 | 648 | - | 648 | 129 |
| Total income | | 303,257 | 894,313 | 1,197,570 | 1,059,867 |
| Expenditure on: | | | | | |
| Raising funds | 7 | 291 | - | 291 | 580 |
| Charitable activities: | | | | | |
| Reducing pesticide use in the UK | 7 | 13,850 | 151,170 | 165,020 | 153,329 |
| Global initiatives | 7 | 5,317 | 94,696 | 100,013 | 67,729 |
| Sustainable cotton | 7 | 4,023 | 331,190 | 335,213 | 349,070 |
| Supply chains & sustainable agriculture | 7 | 34,055 | 127,641 | 161,696 | 188,888 |
| Information provision | 7 | 3,054 | 53,348 | 56,402 | 44,431 |
| Total expenditure | | 60,590 | 758,045 | 818,635 | 804,027 |
| Net income / (expenditure) | 8 | 242,667 | 136,268 | 378,935 | 255,840 |
| Transfer between funds | | 9,037 | (9,037) | - | - |
| Net movement in funds | | 251,704 | 127,231 | 378,935 | 255,840 |
| Total funds brought forward | | 320,423 | 197,015 | 517,438 | 261,598 |
| Total funds carried forward | 16 | 572,127 | 324,246 | 896,373 | 517,438 |

All of the above results are derived from continuing activities.

There were no other recognised gains or losses other than those stated above.

The attached notes form part of these financial statements.

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BALANCE SHEET (as at 31 December 2020)

| | Notes | 2020 £ | 2019 £ |
|---|-------|-----------------------|-----------------------|
| Fixed assets | | | |
| Tangible assets | 11 | - | - |
| Current assets | | | |
| Debtors | 12 | 1,099 | 47,647 |
| Cash at bank and in hand | 18 | 902,674 | 526,948 |
| | | <u>903,773</u> | <u>574,595</u> |
| Creditors: amounts falling due within one year | 13 | (7,400) | (57,157) |
| Net current assets | | <u>896,373</u> | <u>517,438</u> |
| Net assets | | <u><u>896,373</u></u> | <u><u>517,438</u></u> |
| Represented by: | | | |
| Restricted funds | 16 | 324,246 | 197,015 |
| Unrestricted funds | | | |
| - General fund | 16 | 572,127 | 320,423 |
| Total funds | | <u><u>896,373</u></u> | <u><u>517,438</u></u> |

The financial statements have been prepared in accordance with the special provisions for small companies under Part 15 of the Companies Act 2006.

Approved by the trustees on 27 May 2021 and signed on their behalf by



Barbara Dinham, Chair

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STATEMENT OF CASH FLOWS

| | Note | 2020 £ | 2020 £ | 2019 £ | 2019 £ |
|--|------|-----------|-----------------------|-----------|-----------------------|
| Net cash provided by / (used in) operating activities | 17 | | 375,078 | | 313,023 |
| Cash flows from investing activities: | | | | | |
| Interest / rent / dividends from investments | | 648 | | 129 | |
| Cash provided by / (used in) investing activities | | | <u>648</u> | | <u>129</u> |
| Change in cash and cash equivalents in the year | | | 375,726 | | 313,152 |
| Cash and cash equivalents at the beginning of the year | | | 526,948 | | 213,796 |
| Change in cash and cash equivalents due to exchange rate movements | | | - | | - |
| Cash and cash equivalents at the end of the year | 18 | | <u><u>902,674</u></u> | | <u><u>526,948</u></u> |

NOTES TO THE FINANCIAL STATEMENTS

1 Accounting policies

a) Basis of preparation

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 - effective 1 January 2015) - (Charities SORP FRS 102) and the Companies Act 2006.

Assets and liabilities are initially recognised at historical cost or transaction value unless otherwise stated in the relevant accounting policy or note.

b) Public benefit entity

The charitable company meets the definition of a public benefit entity under FRS 102.

c) Going concern

The trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. The trustees do not consider that there are any sources of estimation uncertainty at the reporting date that have a significant risk of causing a material adjustment to the carrying amounts of assets and liabilities within the next reporting period.

d) Income

Income is recognised when the charity has entitlement to the funds, any performance conditions attached to the income have been met, it is probable that the income will be received and that the amount can be measured reliably.

Income from government and other grants, whether 'capital' grants or 'revenue' grants, is recognised when the charity has entitlement to the funds, any performance conditions attached to the grants have been met, it is probable that the income will be received and the amount can be measured reliably and is not deferred. Income received in advance for the provision of specified service is deferred until the criteria for income recognition are met.

e) Donations of gifts, services and facilities

Donated professional services and donated facilities are recognised as income when the charity has control over the item or received the service, any conditions associated with the donation have been met, the receipt of economic benefit from the use by the charity of the item is probable and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

f) Interest receivable

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

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g) Fund accounting

Unrestricted funds are available to spend on activities that further any of the purposes of charity. Designated funds are unrestricted funds of the charity which the trustees have decided at their discretion to set aside to use for a specific purpose. Restricted funds are donations which the donor has specified are to be solely used for particular areas of the charity's work or for specific projects being undertaken by the charity.

h) Expenditure

Expenditure is recognised once there is a legal or constructive obligation to make a payment to a third party, it is probable that settlement will be required and the amount of the obligation can be measured reliably. Expenditure is classified under the following activity headings:

- Costs of raising funds comprise of trading costs and the costs incurred by the charitable company in inducing third parties to make voluntary contributions to it, as well as the cost of any activities with a fundraising purpose.
- Expenditure on charitable activities includes the costs of delivering services to further the purposes of the charity and their associated support costs.
- Other expenditure represents those items not falling into any other heading.
- Expenditure includes attributable VAT which cannot be recovered.

i) Allocation of support costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Support costs include back office costs, finance, personnel, payroll and governance costs which support the charitable activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities.

j) Operating leases

Rental charges are charged on a straight line basis over the term of the lease.

k) Tangible fixed assets

Items of equipment are capitalised where the purchase price exceeds £1,000. Depreciation is provided at rates calculated to write down the cost of each asset to its estimated residual value over its expected useful life. The depreciation rates in use are as follows:

| | |
|--------------------------------|-----|
| Furniture and office fittings | 25% |
| Computer and similar equipment | 25% |

l) Debtors

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

m) 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 account.

n) Creditors and provisions

Creditors and provisions are recognised where the charity has 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

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be measured or estimated reliably. Creditors and provisions are normally recognised at their settlement amount after allowing for any trade discounts due.

o) Financial instruments

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

p) Pensions

The Company's pension policy is to make a contribution to employees pension schemes of 8% of gross salary. The employee can choose to contribute as well. Contributions are recognised as expenditure as they fall due.

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2 Detailed comparatives for the statement of financial activities

| | 2019 Unrestricted £ | 2019 Restricted £ | 2019 Total £ |
|---|---------------------------|-------------------------|--------------------|
| Income from: | | | |
| Donations | 221,398 | - | 221,398 |
| Charitable activities: | | | |
| Reductions of pesticide use in the UK | - | 276,032 | 276,032 |
| Global initiatives | - | 19,547 | 19,547 |
| Sustainable cotton | - | 308,167 | 308,167 |
| Supply chains and sustainable agriculture | 33,299 | 152,038 | 185,337 |
| Information provision | - | 48,786 | 48,786 |
| Other trading activities | 471 | - | 471 |
| Investment income | 129 | - | 129 |
| Total income | 255,297 | 804,570 | 1,059,867 |
| Expenditure on: | | | |
| Raising Funds | 580 | - | 580 |
| Charitable activities: | | | |
| Reductions of pesticide use in the UK | 134 | 153,195 | 153,329 |
| Global initiatives | 49 | 67,680 | 67,729 |
| Sustainable cotton | 3,522 | 345,548 | 349,070 |
| Supply chains & sustainable agriculture | 39,038 | 149,850 | 188,888 |
| Information provision | 17 | 44,414 | 44,431 |
| Total expenditure | 43,340 | 760,687 | 804,027 |
| Net income / (expenditure) | 211,957 | 43,883 | 255,840 |
| Transfer between funds | 18,658 | (18,658) | - |
| Net movement in funds | 230,615 | 25,225 | 255,840 |
| Total funds brought forward | 89,808 | 171,790 | 261,598 |
| Total funds carried forward | 320,423 | 197,015 | 517,438 |

3 Income from donations and legacies

| | Unrestricted £ | Restricted £ | 2020 Total £ | 2019 Total £ |
|----------------------------------|-------------------|-----------------|--------------------|--------------------|
| Gifts | | | | |
| - Tolkien Trust | 80,000 | - | 80,000 | - |
| - Esmee Fairbairn Foundation | 25,000 | - | 25,000 | - |
| - Taurus Foundation | 10,000 | - | 10,000 | 5,000 |
| - Croadace Homes Ltd | 8,000 | - | 8,000 | 8,500 |
| - Artemis Charitable Foundation | 5,000 | - | 5,000 | - |
| - John & Susan Bowers Foundation | 800 | - | 800 | 1,000 |
| Other gifts | 21,053 | - | 21,053 | 6,898 |
| Legacies | 96,983 | - | 96,983 | 200,000 |
| | 246,836 | - | 246,836 | 221,398 |

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4 Income from charitable activities

| | Unrestricted | Restricted | 2020 Total | 2019 Total |
|--|---------------|----------------|----------------|----------------|
| | £ | £ | £ | £ |
| Reducing pesticide use in the UK | | | | |
| Chapman Charitable Trust | - | 20,000 | 20,000 | 20,000 |
| Farming the Future | - | 42,486 | 42,486 | 15,417 |
| ISLA Foundation | - | - | - | 5,000 |
| Soil Association | - | - | - | 11,078 |
| Tides Foundation | - | 4,049 | 4,049 | - |
| Tolkien Trust | - | 81,000 | 81,000 | 177,287 |
| Zephyr Charitable Trust | - | 14,250 | 14,250 | 47,250 |
| Total reducing pesticide use in the UK | - | 161,785 | 161,785 | 276,032 |
| Global initiatives | | | | |
| UN Food and Agriculture Organisation | - | 91,493 | 91,493 | - |
| UN Environment Programme | - | 96 | 96 | 19,547 |
| Total for global initiatives | - | 91,589 | 91,589 | 19,547 |
| Sustainable cotton | | | | |
| Big Lottery Fund | - | - | - | 58,019 |
| C & A Foundation | - | 159,329 | 159,329 | 84,566 |
| TRAID | - | 238,332 | 238,332 | 165,582 |
| Total for sustainable cotton | - | 397,661 | 397,661 | 308,167 |
| Supply chains and sustainable agriculture | | | | |
| C S Fund via PAN North America | - | 9,750 | 9,750 | 11,621 |
| Esmee Fairburn Foundation | - | 50,000 | 50,000 | 50,000 |
| IDH | - | 17,735 | 17,735 | 44,723 |
| JJ Trust | - | 40,000 | 40,000 | 40,000 |
| Laudes Foundation | - | 20,944 | 20,944 | - |
| Marisla Foundation via PAN North America | - | 5,849 | 5,849 | 5,694 |
| Consultancy | 55,164 | - | 55,164 | 33,299 |
| Total supply chains/sustainable agriculture | 55,164 | 144,278 | 199,442 | 185,337 |
| Information Provision | | | | |
| Tolkien Trust | - | 99,000 | 99,000 | 48,786 |
| Total for information provision | - | 99,000 | 99,000 | 48,786 |
| Total income from charitable activities | 55,164 | 894,313 | 949,477 | 837,869 |

5 Income from other trading activities

| | Unrestricted | Restricted | 2020 Total | 2019 Total |
|-------------------------------------|--------------|------------|---------------|---------------|
| | £ | £ | £ | £ |
| Publication sales and subscriptions | 25 | - | 25 | 25 |
| Other trading activities | 584 | - | 584 | 446 |
| | 609 | - | 609 | 471 |

6 Income from investments

| | Unrestricted | Restricted | 2020 Total | 2019 Total |
|---------------|--------------|------------|---------------|---------------|
| | £ | £ | £ | £ |
| Bank interest | 648 | - | 648 | 129 |
| | 648 | - | 648 | 129 |

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7 Analysis of expenditure

| | Charitable activities | | | | | | | | | | 2019 Total £ | |
|------------------------|------------------------|-----------------------|----------------|--------------------------------|----------------|--------------------|---------------|--------------------------------|--------------|---------------------------------------|-----------------|---|
| | Basis of allocation | Cost of raising funds | | Reductions in pesticide use UK | | Global Initiatives | | Sustainable cotton agriculture | | Supply chains & information provision | | |
| | | £ | £ | £ | £ | £ | £ | £ | £ | £ | | £ |
| Staff costs | Direct | - | 125,556 | 66,402 | 60,159 | 89,852 | 34,941 | 45,968 | - | 422,878 | 332,153 | |
| Direct costs | Direct | 291 | 8,937 | 17,466 | 45,598 | 19,196 | 12,965 | - | - | 104,453 | 131,241 | |
| Grants to partners | Direct | - | - | - | 214,829 | 30,803 | - | - | - | 245,632 | 293,259 | |
| Support costs - Rent | Direct | - | - | - | - | - | - | 18,741 | - | 18,741 | 18,461 | |
| Support costs - Other | Direct | - | - | - | - | - | - | 18,685 | - | 18,685 | 24,413 | |
| Governance costs | Direct | - | - | - | - | - | - | - | 8,246 | 8,246 | 4,500 | |
| | | 291 | 134,493 | 83,868 | 320,586 | 139,851 | 47,906 | 83,394 | 8,246 | 818,635 | 804,027 | |
| Support costs | % staff costs | - | 27,780 | 14,692 | 13,311 | 19,879 | 7,732 | (83,394) | - | 0 | - | |
| Governance costs | % staff costs | - | 2,747 | 1,453 | 1,316 | 1,966 | 764 | - | (8,246) | - | - | |
| | | 291 | 165,020 | 100,013 | 335,213 | 161,696 | 56,402 | - | - | 818,635 | 804,027 | |
| Total expenditure 2019 | | 580 | 153,329 | 67,729 | 349,070 | 188,888 | 44,431 | - | - | 804,027 | | |

Of the total expenditure, £60,590 was unrestricted (2019: £43,340) and £758,045 was restricted (2019: £760,687).

Grants to partners in 2020 includes grants to Pesticide Action Nexus Association, Ethiopia (£102,956), Organisation Béninoise pour la Promotion de l'Agriculture Biologique, Benin (£120,837) and AGENDA for Environment and Responsible Development, Tanzania (£21,839).

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| | Charitable activities | | | | | | | | | | | 2019 Total £ | | |
|-----------------------|-----------------------|----------------------------|-------------------------------------|--------------------|----------------|----------------|--------------------|---------------|---|----------------|----------------------------|-----------------|--------------------|-----------------------|
| | Basis of allocation | Cost of raising funds £ | Reductions in pesticide use UK £ | Global Initiatives | | | Sustainable cotton | | Supply chains & sustainable agriculture | | Information provision £ | | Support costs £ | Governance costs £ |
| | | | | £ | £ | £ | £ | £ | £ | | | | | |
| Staff costs | Direct | - | 124,211 | 29,431 | 46,087 | 95,399 | 30,702 | 6,323 | - | 332,153 | | | | |
| Direct costs | Direct | 541 | 13,185 | 33,308 | 34,708 | 41,257 | 8,242 | - | - | 131,241 | | | | |
| Grants to partners | Direct | - | - | - | 257,934 | 35,325 | - | - | - | 293,259 | | | | |
| Support costs - Rent | Direct | - | - | - | - | - | - | 18,461 | - | 18,461 | | | | |
| Support costs - Other | Direct | - | - | - | - | - | - | 24,413 | - | 24,413 | | | | |
| Governance costs | Direct | - | - | - | - | - | - | - | 4,500 | 4,500 | | | | |
| | | 541 | 137,396 | 62,739 | 338,729 | 171,981 | 38,944 | 49,197 | 4,500 | 804,027 | | | | |
| Support costs | % expenditure | 35 | 15,109 | 4,614 | 8,310 | 15,876 | 5,253 | (49,197) | - | - | | | | |
| | % expenditure | 4 | 824 | 376 | 2,031 | 1,031 | 234 | - | (4,500) | - | | | | |
| | | 580 | 153,329 | 67,729 | 349,070 | 188,888 | 44,431 | - | - | 804,027 | | | | |

Of the total expenditure, £43,340 was unrestricted and £760,687 was restricted.

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8 Net income / (expenditure) for the year

| | | |
|--|---------------|---------------|
| This is stated after charging / (crediting): | 2020 | 2019 |
| | £ | £ |
| Operating lease rentals: | | |
| Property | 18,741 | 18,461 |
| Other equipment | 372 | 304 |
| Auditor's remuneration: audit fees | 4,200 | 4,000 |
| Foreign exchange (gains) / losses | 1,784 | 5,073 |
| | <u>18,741</u> | <u>18,461</u> |
| | <u>24,197</u> | <u>27,848</u> |

9 Analysis of staff costs, trustee remuneration and expenses and the cost of key management personnel

| | | |
|---|----------------|----------------|
| Staff costs were as follows: | 2020 | 2019 |
| | £ | £ |
| Salaries and wages | 359,890 | 285,040 |
| Social security costs | 34,197 | 27,040 |
| Employer's contribution to defined contribution pension schemes | 28,791 | 20,073 |
| | <u>422,878</u> | <u>332,153</u> |

The number of employees with employee benefits (excluding employer pension contributions) greater than £60,000 per annum was as follows.

| | | |
|--------------------|-------------|-------------|
| | 2020 | 2019 |
| Range | No. | No. |
| £60,000 to £69,999 | 1 | 0 |

The total employee benefits (including employer pension contributions) of the key management personnel were £73,440 (2019: £58,947).

The charity trustees were not paid or received any other benefits from employment with the charity in the year (2019: £nil). No charity trustees received payment for professional or other services supplied to the charity (2019: One trustee, £1,050). Charity trustees were reimbursed expenses of £nil during the year (2019: £54).

Staff numbers

The average number of employees (head count based on number of staff employed) during the year was as follows:

| | | |
|-----------------------|-------------|-------------|
| | 2020 | 2019 |
| | No. | No. |
| Charitable activities | 7.5 | 7.0 |
| Support | 2.0 | 2.0 |
| | <u>9.5</u> | <u>9.0</u> |

10 Taxation

The charitable company is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

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11 Tangible fixed assets

| | Furniture, fittings and equipment | Total |
|-------------------------------|--|--------------|
| | 2020 | 2020 |
| | £ | £ |
| Cost | | |
| At the start of the year | 5,021 | 5,021 |
| Additions in year | - | - |
| Disposals in year | - | - |
| At the end of the year | <u>5,021</u> | <u>5,021</u> |
| Depreciation | | |
| At the start of the year | 5,021 | 5,021 |
| Charge for the year | - | - |
| Eliminated on disposal | - | - |
| At the end of the year | <u>5,021</u> | <u>5,021</u> |
| Net book value | | |
| At the end of the year | <u>-</u> | <u>-</u> |
| At the start of the year | <u>-</u> | <u>-</u> |

All of the above assets are used for charitable purposes.

12 Debtors

| | 2020 | 2019 |
|----------------|--------------|---------------|
| | £ | £ |
| Trade debtors | - | 3,692 |
| Other debtors | 1,000 | 1,000 |
| Prepayments | 99 | 888 |
| Accrued income | - | 42,067 |
| | <u>1,099</u> | <u>47,647</u> |

13 Creditors: amounts falling due within one year

| | 2020 | 2019 |
|-----------------|--------------|---------------|
| | £ | £ |
| Trade creditors | 1,800 | 6,014 |
| Other creditors | 680 | 10,719 |
| Accruals | 4,920 | 40,424 |
| | <u>7,400</u> | <u>57,157</u> |

14 Pension scheme

The Company's pension policy is to make a contribution to employees' pension schemes of 8% of gross salary. The employee can choose to contribute as well. Contributions are recognised as expenditure as they fall due.

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15 Analysis of net assets between funds

| | 2020 | | |
|--|----------------|----------------|----------------|
| | Unrestricted | Restricted | Total funds |
| | £ | £ | £ |
| Tangible fixed assets | - | - | - |
| Net current assets | 572,127 | 324,246 | 896,373 |
| Net assets at the end of the year | 572,127 | 324,246 | 896,373 |

| | 2019 | | |
|--|----------------|----------------|----------------|
| | Unrestricted | Restricted | Total funds |
| | £ | £ | £ |
| Tangible fixed assets | - | - | - |
| Net current assets | 320,423 | 197,015 | 517,438 |
| Net assets at the end of the year | 320,423 | 197,015 | 517,438 |

| 16 Movements in funds | | | | | | At 31 |
|--|----------------------|-------------------|-------------------------|-----------------|---------------------------|-------|
| | At 1 January 2020 | Income & gains | Expenditure & losses | Transfers | December 2020 | |
| | £ | £ | £ | £ | £ | |
| Restricted funds: | | | | | | |
| Reductions in pesticide use UK | 149,088 | 161,785 | 151,170 | (9,037) | 150,666 | |
| Global Initiatives | - | 91,589 | 94,696 | - | (3,107) | |
| Sustainable cotton | 55,259 | 397,661 | 331,190 | - | 121,730 | |
| Supply chains & sustainable agriculture | (16,258) | 144,278 | 127,641 | - | 379 | |
| Information provision | 8,926 | 99,000 | 53,348 | - | 54,578 | |
| Total restricted funds | 197,015 | 894,313 | 758,045 | (9,037) | 324,246 | |
| General funds | 320,423 | 303,257 | 60,590 | 9,037 | 572,127 | |
| Total unrestricted funds | 320,423 | 303,257 | 60,590 | 9,037 | 572,127 | |
| Total funds | 517,438 | 1,197,570 | 818,635 | - | 896,373 | |
| Movements in funds in previous reporting period | | | | | | |
| | At 1 January 2019 | Income & gains | Expenditure & losses | Transfers | At 31 December 2019 | |
| | £ | £ | £ | £ | £ | |
| Restricted funds: | | | | | | |
| Reductions in pesticide use UK | 39,026 | 276,032 | 153,195 | (12,775) | 149,088 | |
| Global Initiatives | 48,146 | 19,547 | 67,680 | (13) | - | |
| Sustainable cotton | 92,640 | 308,167 | 345,548 | - | 55,259 | |
| Supply chains & sustainable agriculture | (12,576) | 152,038 | 149,850 | (5,870) | (16,258) | |
| Information provision | 4,554 | 48,786 | 44,414 | - | 8,926 | |
| Total restricted funds | 171,790 | 804,570 | 760,687 | (18,658) | 197,015 | |
| General funds | 89,808 | 255,297 | 43,340 | 18,658 | 320,423 | |
| Total unrestricted funds | 89,808 | 255,297 | 43,340 | 18,658 | 320,423 | |
| Total funds | 261,598 | 1,059,867 | 804,027 | - | 517,438 | |

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Purposes of restricted funds

Reductions in pesticide use UK

This project works to influence UK policy to reduce pesticide use by engaging with progressive retailers, crop adviser and farmers to promote safer and more sustainable alternatives. The project campaigns for withdrawal of the most hazardous pesticides.

Global Initiatives

This includes activities to strengthen international initiatives to address pesticide problems and to bring to international attention the effects on people in poorer countries, to help reduce pesticide hazards and promote sustainable alternatives.

Sustainable cotton

The project supports partners in Africa who are helping poor farmers to convert to organic, and raises consumer awareness and consequently sales of organic textile products.

Supply chains & sustainable agriculture

This project generates support for safer and more sustainable farming systems that enhance the livelihoods of women and men in poorer countries, especially in agriculture. Stricter pesticide regulations in Europe and supermarkets' quality standards can help improve agricultural practices but, unless sensitively implemented, may discriminate against many smallholders who are ill-equipped to comply with these requirements.

Information provision

This work raises awareness about the harms caused by pesticides. It is done in various ways, including publishing information booklets, posters and leaflets as well as through our online communications channels.

17 Reconciliation of net income / (expenditure) to net cash flow from operating activities

| | 2020 | 2019 |
|---|----------------|----------------|
| | £ | £ |
| Net income / (expenditure) for the reporting period (as per the statement of financial activities) | 378,935 | 255,840 |
| Interest, rent and dividends from investments | (648) | (129) |
| (Increase) / decrease in debtors | 46,548 | 5,254 |
| Increase / (decrease) in creditors | (49,757) | 52,058 |
| Net cash provided by / (used in) operating activities | 375,078 | 313,023 |

18 Analysis of cash and cash equivalents

| | At 1 January 2020 | Cash flows | Other changes | At 31 December 2020 |
|--|------------------------------|-----------------------|--------------------------|------------------------------------|
| | £ | £ | £ | £ |
| Cash at bank and in hand | 526,948 | 375,726 | - | 902,674 |
| Total cash and cash equivalents | 526,948 | 375,726 | - | 902,674 |

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19 Operating lease commitments

Total future minimum lease payments under non-cancellable operating leases are as follows:

| | Property | | Equipment | |
|------------------|-----------------|---------------|------------------|-------------|
| | 2020 | 2019 | 2020 | 2019 |
| | £ | £ | £ | £ |
| Less than 1 year | 18,647 | 18,647 | 304 | 304 |
| 1 – 5 years | 4,662 | 4,662 | 25 | 25 |
| | 23,309 | 23,309 | 329 | 329 |

20 Contingent assets or liabilities

There are no contingent assets or liabilities existing.

21 Legal status of the charity

The charity is a company limited by guarantee and has no share capital. Each member is liable to contribute a sum not exceeding £1 in the event of the charity being wound up.

22 Related party transactions

PAN UK is related to Pesticide Action Network Europe (PAN Europe), a company registered in England and Wales, by virtue of the fact that PAN UK is one of the founding members of PAN Europe and currently sits on PAN Europe's Board. PAN Europe's objectives closely relate to PAN UK's objectives and from time to time PAN UK supports PAN Europe's projects by providing administrative support and technical support.

In 2019, PAN UK received £10,000 from Polden Puckham Charitable Trust on behalf of PAN Europe for work on supply chains and sustainable agriculture. This amount was paid to PAN Europe in 2020. PAN UK also paid a €200 membership subscription to PAN Europe in 2020.