Charity no. 1172251

TRIBE Freedom Foundation

Report and Unaudited Financial Statements

31 December 2025

TRIBE Freedom Foundation

Reference and administrative details

For the year ended 31 December 2025

Charity number	1172251
Registered office and operational address	Unit 3.34, Canterbury Court 1-3 Brixton Road London SW9 6DE
Trustees	The trustees who served during the year and up to the date of this report were as follows: Mark Lacey (Chair) Jeffrey Berman Carly Davies Lucy Fenwick Guy Hacking Francis Lake Rob Martineau Andy Pusey Tom Stancliffe Dame Sara Thornton Christopher Wakley
Bankers	Barclays Bank Leicester LE87 2BB
Independent examiners	Godfrey Wilson Limited Chartered accountants and statutory auditors 2nd Floor – South One Castle Park Tower Hill Bristol

TRIBE Freedom Foundation

Report of the trustees

For the year ended 31 December 2025

Reference and administrative information set out on page 1 forms part of this report. The financial statements comply with current statutory requirements, the Constitution and the Statement of Recommended Practice - Accounting and Reporting by Charities (effective from January 2019).

The trustees present their statutory report along with the financial statements of TRIBE Freedom Foundation for the year ended 31 December 2025.

Structure, governance and management

The TRIBE Freedom Foundation ("the charity") is a charitable incorporated organisation (CIO), not having share capital. It operates in accordance with a Constitution adopted on 24 March 2017. If the charity is wound up, the members have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities.

The trustees make the key decisions about the conduct of the charity. The trustees give their time voluntarily and do not receive any remuneration for services to the charity. The day-to-day management of the charity is carried out by the Community & Fundraising Manager who works full-time for the charity. During the year, they are supported by Tom Stancliffe and Rob Martineau who are considered key management personnel.

Partnership with TRIBE

The charity was established by Guy Hacking, Tom Stancliffe and Rob Martineau. Tom Stancliffe and Rob Martineau are employees, shareholders and directors of Everyday Adventures Limited (trading as "TRIBE", company registration number 09286289) and Guy Hacking is a shareholder and former director of Everyday Adventures Limited. TRIBE is a sports nutrition brand which sells natural performance nutrition products online and in retail. TRIBE has also built one of the fastest-growing communities of athletes and adventurers in the UK, engaging 60,000+ through regular campaigns and events.

The arrangements between TRIBE and the charity are set out pursuant to the Collaboration Agreement and the Commercial Participation Agreement dated 26 March 2019. The agreements state that TRIBE shall make a donation of 1p to the charity for every TRIBE Sports Nutrition product that is sold and TRIBE organises fundraising events in which participants are encouraged to fundraise for the charity.

For the avoidance of doubt, the trustees of the charity are able to make their own decisions outside the scope of any funding by TRIBE. The trustees believe this is an innovative partnership that provides a unique opportunity for the charity to raise public awareness of human trafficking and raise funds.

Recruitment and appointment of trustees

The trustees have complete control of the charity in relation to the application of funds. Trustees are appointed in accordance with the charity's governing document which states that there must be a minimum of three charity trustees. It was further agreed, pursuant to incorporation discussions with the UK Charity Commission, that at least three trustees independent of TRIBE (the "Independent Trustees") would be appointed. All decision-making of the charity is made in accordance with the charity's conflicts of interest policy.

Trustee induction and training
The charity trustees control the charity and its funds. Each trustee is made aware of their duties as a trustee upon appointment and accepts their responsibility to keep up to date with changes in statutory requirements that affect the role and responsibilities of trustees. Upon appointment a new trustee will be provided with:

- a copy of the current version of the constitution;
- a copy of the charity's latest report to the Charity Commission and the statement of accounts; and
- a copy of the charity's conflict policy.

Risk management
Business decisions and the associated risk factors are considered at least annually. As part of this process, the internal controls that are in place are reviewed. Internal control risks are minimised by a clear system of delegated authority and control, and procedures for the authorisation of all financial transactions. The trustees are satisfied that these are currently adequate to manage and reduce the risks identified.

Objectives and activities
The main objectives of the charity are for the public benefit, the relief and assistance of people in need in England and Wales who are the victims of human trafficking and modern slavery by:

- raising public awareness of human trafficking and modern slavery; and
- providing grants to and working in partnership with other charities and organisations ("the project partners") whose purpose is to relieve or prevent human trafficking and modern slavery.

The charity's mission is to fight modern slavery and end human trafficking. The charity and the trustees work to achieve this across three key project areas:

- **increasing public awareness:** engaging communities to help build awareness of modern slavery across their wider networks and increasing public understanding;
- **long-term survivor support:** providing funding and wider support so that more survivors are empowered to regain their independence and overcome their previous exploitation; and
- **preventing modern slavery**: equipping stakeholders, communities and individuals with the tools to better understand, identify and tackle the causes of modern slavery.

Achievements and performance
The trustees are incredibly proud to share the TRIBE Freedom Foundation Impact Report for 2025-26, showcasing the impact of our work to end modern slavery. The full report can be read here: https://drive.google.com/file/d/1xoakafPL56_C5g33BiWx6_xx-2M7qTQ_/view

The main highlights, achievements and activities of the charity are summarised below:

Increasing public awareness
We are driving conversations among key stakeholders and increasing awareness across the UK. With the TRIBE community behind us, we are engaging new audiences to understand the reality of modern slavery and how people can take action; through our events, talks, campaigns and fundraising challenges.

Our activities and achievements include:
Events and campaigns
Throughout 2024-2025, we engaged over 2,000 people in our community events and campaigns, helping to improve understanding of slavery across these networks. From the Hackney Half Marathon to the seventh edition of TRIBE Run for Love, our community challenges played a major role in increasing awareness across new audiences. Our fortnightly run club continued to support the Tribe community's training efforts and increase our reach.

Corporate partnerships
In 2025, the charity continued to grow key partnerships, including our three year partnership with British Airways. We received a £40,000 grant from British Airways in May 2025 and throughout the year attended several BA Roadshows to engage new audiences with our mission. Additionally, we organised our annual fundraising ride to Brighton with NatWest, which raised over £35,000 for the Foundation. We also co-organised employee awareness workshops with NatWest, for example an event for Anti-Slavery Week 2025.

Long term survivor support
We are increasing access to holistic, long-term support for survivors of modern slavery across the UK. We fund frontline project partners who empower survivors with access to safe accommodation and support, helping them to regain their freedom. We also offer our time and the time of our ambassadors to our frontline partners, assisting with movement workshops, hikes, well-being sessions for survivors and several safehouse renovation days across the year.

Our activities and achievements include:
Funding for frontline support
Funds raised in 2025 have meant that we were able to grant Ella's £75,000 in Q1 of 2026. We will also grant £20,000 to the Helen Bamber Foundation in May this year using set funds from 2025 fundraising efforts and events. This will enable our partners at Ella's and the Helen Bamber Foundation to provide frontline services including legal support, medical care, counselling, safe accommodation, education and more. Together, Foundation funding helped empower 822 survivors across our project partners in 2025. A number of the survivors our frontline partners work with, participated in challenge events with TRIBE Freedom Foundation to support their mental and physical wellbeing.

100% of our frontline project partners strongly agree that working in partnership with TRIBE Freedom Foundation has added value above and beyond a financial contribution, enabling them to create a greater impact and empower greater numbers of survivors.

Promoting education and employment
Foundation funding supported 111 survivors at Ella's and the Helen Bamber Foundation to start education or employment in 2025; developing the skills to live freely and independently. Our funding also helped the Helen Bamber Foundation to establish their new Trauma Centre, from which skills workshops leading to employment are carried out.

TRIBE X HBF Urban Hike for Freedom
In 2025, we worked with our partner charity, the Helen Bamber Foundation, to organise a series of movement sessions leading up to an Urban Hike for Freedom. Across three sessions of the Urban Hike for Freedom, we supported 31 survivors to gain the confidence and support to thrive. These activities helped survivors feel confident accessing communal spaces, and move towards leading healthy, independent lives. One survivor who participated in all three sessions said, 'being out in nature made me feel safe at home.'

Preventing modern slavery
With the tools to better understand, identify and report modern slavery, we can help to prevent it in the long term. In partnership with key industry leaders, including the Office of the Independent Anti-Slavery Commissioner, Stronger Together, STOP THE TRAFFIK and Justice & Care, we are helping to disrupt traffickers and enable businesses to prevent modern slavery.

Our achievements and activities include:
Foodies Fighting Slavery: SME Toolkit
In May 2023, following an extensive 18-month consultation period, engaging over 2,000 consumers and 100+ SME employees we launched the Foodies Fighting Slavery: SME Toolkit in collaboration with the Office of the Independent Anti-Slavery Commissioner, Stronger Together and STOP THE TRAFFIK. The Toolkit received over 100 downloads within the first week of launching and is already helping SMEs to start taking action against modern slavery in their operations with practical tools and tailored guidance.

Public benefit statement
The trustees of the charity have given due regard to the Charity Commission's guidance on public benefit and have taken reasonable steps to ensure that this guidance has been considered in the activities undertaken by the charity to deliver its charitable purposes.

The charity delivers a benefit to the public through the pursuance of its principal objects:
- raising public awareness of human trafficking and modern slavery; and
- providing grants to and working in partnership with other charities and organisations whose purpose is to relieve or prevent human trafficking and modern slavery.

Financial review
During the year the charity received income of £217,881 (2024: £208,827). The costs for raising funds totalled £93,619 (2024: £87,271), and the funds spent on charitable activities were £9,138 (2024: £146,384). Support costs of £24,094 (2024: £24,361) were absorbed proportionately into raising funds and charitable activity expenditure. The result for the year ended 31 December 2025 was a surplus of £115,124 (2024: deficit of £24,828) and was in line with the trustees' expectations.

The balance of the carried forward funds as at 31 December 2025 was £157,230 (2024 £42,106), including £36,422 of restricted funds (2024: £Nil), of which £75,000 has been granted to Ella's in Q1 2026, and a further £20,000 will be granted to the Helen Bamber Foundation in Q2 of 2026.

Reserves policy and financial position
The level of reserves is monitored and reviewed by the trustees at least annually. The trustees believe that the charity should target to hold unrestricted financial reserves equivalent to a minimum of three months' operating costs. Based on the above policy, the Trustees calculate that the target level of free reserves would need to be approximately £35,000 as at 31 December 2025.

The balance is significantly higher than this on 31 December 2025, since the £75,000 grant to Ella's was not awarded until February 2026. As at 31 December 2025 the charity's unrestricted free reserves were £120,808 (2024: £42,106) and the charity intends to utilise these by providing frontline support in 2026 as described earlier.

Plans for future periods

In 2025, TRIBE Freedom Foundation made considerable steps forward in our Foundation-led programmes and our mission to end modern slavery. The number of survivors supported across our project partners reached a total of 822. In 2026, the trustees are excited to continue working towards the charity's Mission, scaling our impact to support those who need our help the most.

The charity will continue raising awareness of human trafficking, developing our Foundation-led programmes and fundraising to provide grants to charities working to support survivors of human trafficking and modern slavery. The charity's future aims and objectives include:

Raising awareness

This includes raising the profile of the issue and increasing awareness of modern slavery through new partnerships, insightful content and a more active presence in the public sphere. In 2026, we will continue to collaborate with the wider UK anti-slavery sector as part of the Coalition to Stop Slavery, as well as campaigning through our partnership with British Airways to raise awareness of MSHT in the aviation industry, and our partnership with NatWest to raise awareness of MSHT in the financial sector.

We will also continue to increase awareness across the TRIBE community. Three major campaigns are planned to deliver this, whilst fundraising for the charity in 2026. These include the TRIBE Run Free Campaign (2x events - Hackney Half Marathon & TSC London Marathon), and TRIBE Run For Love 8. Not only will these events raise funds, but so too will they hugely help us to amplify our voice through the TRIBE community, and to continue to raise awareness of MSHT.

Long term support

The charity will continue to champion holistic, trauma-informed support for the survivors of modern slavery across the UK and beyond. This includes promoting best practices to improve support for survivors on a global scale. In 2026, the charity will work with NatWest to promote survivor financial inclusion and implement the recommendations included in the TRIBE Survivor Financial Empowerment Hub. This will include webinars and workshops for employees as well as further consultations with survivor support organisations and survivor consultants.

The Foundation will continue to provide support to frontline charity partners through funding, volunteering, and research-based collaboration. We will continue working with and supporting our front-line partners and have plans to relaunch another Urban Hike for Freedom programme with the Helen Bamber Foundation this summer.

Preventing modern slavery

By bringing together leading experts from different fields the charity will continue to fight slavery, drive systemic change and equip communities with the tools to prevent slavery across their networks.

Following a successful launch of the Foodies Fighting Slavery toolkit in May 2023, (commissioned by the UK Independent Anti-Slavery Commissioner and delivered in collaboration with STOP THE TRAFFIK and Stronger) the charity we will continue to support more SMEs to fight modern slavery in the food industry and sharing learnings from a case study with TRIBE.

Additionally, through our partnership with British Airways established in 2024, the Foundation will continue to hold educational roadshows for BA ground staff & cabin crew, to help raise awareness of MSHT in the aviation industry, and ultimately to equip staff with the tools to spot the signs of trafficking and prevent instances of modern slavery from developing.

Statement of responsibilities of the trustees

The trustees are responsible for preparing the trustees' 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).

The law applicable to charities in England and Wales 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 charity and the incoming resources and application of resources, including the net income or expenditure, of the charity for the year. In preparing those 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 judgements and accounting estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice 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 charity will continue in operation.

The trustees are responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ensure that the financial statements comply with the Charities Act 2011, the Charity (Accounts and Reports) Regulations 2008 and the provisions of the constitution. The trustees are also responsible for safeguarding the assets of the charity and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

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

Members of the charity have no liability to the charity in the event of winding up. The trustees are members of the charity but this entitles them only to voting rights. The trustees have no beneficial interest in the charity.

Independent examiners

Godfrey Wilson Limited were re-appointed as independent examiners to the charity during the year and have expressed their willingness to continue in that capacity.

Approved by the trustees on 30 July 2026 and signed on their behalf by



Mark Lacey - Chair

Independent examiner's report

To the trustees of

TRIBE Freedom Foundation

I report to the trustees on my examination of the accounts of TRIBE Freedom Foundation (the CIO) for the year ended 31 December 2025, which are set out on pages 9 to 19.

Responsibilities and basis of report
As the charity trustees of the CIO you are responsible for the preparation of the accounts in accordance with the requirements of the Charities Act 2011 ('the Act').

I report in respect of my examination of the CIO's accounts carried out under section 145 of the 2011 Act and in carrying out my examination I have followed all the applicable Directions given by the Charity Commission under section 145(5)(b) of the Act.

Independent examiner's statement
Godfrey Wilson Limited also provides bookkeeping services, and has provided payroll consultancy within the year, to the CIO. I confirm that as a member of the ICAEW I am subject to the FRC's Revised Ethical Standard 2024, which I have applied with respect to this engagement.

I have completed my examination. I confirm that no material matters have come to my attention in connection with the examination giving me cause to believe that in any material respect:

(1) accounting records were not kept in respect of the CIO as required by section 130 of the Act; or
(2) the accounts do not accord with those records; or
(3) the accounts do not comply with the applicable requirements concerning the form and content of accounts set out in the Charities (Accounts and Reports) Regulations 2008 other than any requirement that the accounts give a 'true and fair view' which is not a matter considered as part of an independent examination.

I have no concerns and have come across no other matters in connection with the examination to which attention should be drawn in this report in order to enable a proper understanding of the accounts to be reached.

Jennifer Dickinson

Date: 30 July 2026
Jennifer Dickinson ACA
Member of the ICAEW
For and on behalf of:
Godfrey Wilson Limited
Chartered accountants and statutory auditors
2nd Floor – South
One Castle Park
Tower Hill
Bristol

TRIBE Freedom Foundation

Statement of financial activities

For the year ended 31 December 2025

	Note	Restricted £	Unrestricted £	**2025 Total £**	2024 Total £
Income from:					
Donations	3	-	177,867	**177,867**	182,898
Charitable activities	4	40,000	-	**40,000**	25,929
Investment income		-	14	**14**	-
Total income		40,000	177,881	**217,881**	208,827
Expenditure on:					
Raising funds		-	93,619	**93,619**	87,271
Charitable activities		3,578	5,560	**9,138**	146,384
Total expenditure	5	3,578	99,179	**102,757**	233,655
Net income / (expenditure) and net movement in funds	6	36,422	78,702	**115,124**	(24,828)
Reconciliation of funds:					
Total funds brought forward		-	42,106	**42,106**	66,934
Total funds carried forward		36,422	120,808	**157,230**	42,106

All of the above results are derived from continuing activities. There were no other recognised gains or losses other than those stated above. Movements in funds are disclosed in note 14 to the accounts.

TRIBE Freedom Foundation

Balance sheet

As at 31 December 2025

	Note	£	**2025** **£**	2024 £
Current assets				
Debtors	11	**52,819**		16,603
Cash at bank and in hand		**112,019**		131,632
		164,838		148,235
Liabilities				
Creditors: amounts falling due within 1 year	12	**(7,608)**		(106,129)
Net current assets			**157,230**	42,106
Net assets			**157,230**	42,106
Funds	14			
Restricted funds			**36,422**	-
Unrestricted funds				
General funds			**120,808**	42,106
Total charity funds			**157,230**	42,106

Approved by the trustees on 30 July 2026 and signed on their behalf by



Mark Lacey - Chair

TRIBE Freedom Foundation

Notes to the financial statements

For the year ended 31 December 2025

1. Accounting policies

a) General information and basis of preparation

TRIBE Freedom Foundation is an charitable incorporated organisation (CIO) registered in England and Wales. The registered office address is Unit 3.34, Canterbury Court, 1-3 Brixton Road, London, SW9 6DE.

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities in preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2019) - (Charities SORP (FRS 102)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102).

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

b) Going concern basis of accounting

The accounts have been prepared on the assumption that the charity is able to continue as a going concern, which the trustees consider appropriate having regard to the current level of unrestricted reserves. There are no material uncertainties about the charity's ability to continue as a going concern.

c) Income

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

Income from the 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 of provision of services is deferred until criteria for income recognition are met.

d) 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.

e) Funds accounting

Unrestricted funds are available to spend on activities that further any of the purposes of the 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.

1. Accounting policies (continued)

f) Expenditure and irrecoverable VAT

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.

Irrecoverable VAT is charged as a cost against the activity for which the expenditure was incurred.

g) Allocation of support and governance costs

Support costs are those functions that assist the work of the charity but do not directly undertake charitable activities. Governance costs are the costs associated with the governance arrangements of the charity, including the costs of complying with constitutional and statutory requirements and any costs associated with the strategic management of the charity's activities. These costs have been allocated between cost of raising funds and expenditure on charitable activities based on the proportion of staff time as follows:

	2025	2024
Raising funds	**91.0%**	37.5%
Charitable activities	**9.0%**	62.5%

h) Grants payable

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

i) 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.

j) Cash at bank and in hand

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

k) Creditors

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

l) 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 recognised at amortised cost using the effective interest method.

1. Accounting policies (continued)

m) Pension costs

The charity operates a defined contribution pension scheme for its employees. There are no further liabilities other than that already recognised in the SOFA.

n) Foreign currency transactions

Transactions in foreign currencies are translated at rates prevailing at the date of the transaction. Balances denominated in foreign currencies are translated at the rate of exchange prevailing at the year end.

o) Accounting estimates and key judgements

In the application of the charity's accounting policies, the trustees are required to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

There are no sources of estimation uncertainty that have a significant effect on the amounts recognised in the financial statements.

2. Prior period comparatives: statement of financial activities

	Restricted £	Unrestricted £	2024 Total £
Income from:			
Donations	-	182,898	182,898
Charitable activities	-	25,929	25,929
Total income	-	208,827	208,827
Expenditure on:			
Raising funds	-	87,271	87,271
Charitable activities	-	146,384	146,384
Total expenditure	-	233,655	233,655
Net expenditure and net movement in funds	-	(24,828)	(24,828)

3. Income from donations

	2025	2024
	£	£
Donations and community fundraising	**142,643**	151,767
Commercial participation agreement (TRIBE)	**35,224**	29,832
Events donations (TRIBE)	**-**	1,299
Total income from donations	**177,867**	182,898

All income from donations was unrestricted during both the current and prior years.

4. Income from charitable activities

	Restricted	Unrestricted	**2025 Total**
	£	£	**£**
British Airways Better World Community Fund	40,000	-	**40,000**

Prior period comparative:

	Restricted	Unrestricted	2024 Total
	£	£	£
British Airways Better World Community Fund	**-**	25,929	25,929

5. Total expenditure

	Raising funds £	Charitable activities £	Support and governance £	**2025 Total £**
Staff costs (note 9)	8,786	3,392	2,465	**14,643**
Grants payable (note 7)	-	3,578	-	**3,578**
Fundraising event costs	62,907	-	-	**62,907**
Support costs:				
IT costs	-	-	6,545	**6,545**
Marketing and design	-	-	2,924	**2,924**
General office expenses	-	-	2,383	**2,383**
Rent	-	-	3,104	**3,104**
Accountancy support	-	-	2,773	**2,773**
Governance costs:				
Independent examiner	-	-	3,900	**3,900**
Sub-total	71,693	6,970	24,094	**102,757**
Reallocated support and governance costs	21,926	2,168	(24,094)	-
Total expenditure	**93,619**	**9,138**	**-**	**102,757**

Prior period comparative	Raising funds £	Charitable activities £	Support and governance £	2024 Total £
Staff costs (note 9)	24,582	41,048	5,135	70,765
Grants payable (note 7)	-	90,000	-	90,000
Fundraising event costs	53,564	-	-	53,564
Research costs	-	100	-	100
Support costs:				
Marketing	-	-	846	846
Printing, postage and stationery	-	-	912	912
General office expenses	-	-	5,126	5,126
Travel costs	-	-	117	117
Rent	-	-	8,505	8,505
Accountancy support	-	-	-	-
Governance costs:				
Independent examiner	-	-	3,720	3,720
Sub-total	78,146	131,148	24,361	233,655
Reallocated support and governance costs	9,125	15,236	(24,361)	-
Total expenditure	87,271	146,384	-	233,655

6. Net movement in funds

This is stated after charging:

	2025	2024
	£	£
Trustees' remuneration	**Nil**	Nil
Trustees' reimbursed expenses	**215**	148
Independent examiner's remuneration (excluding VAT):		
▪ Independent examination	**3,250**	3,100
▪ Other services	**2,311**	-

Trustees' reimbursed expenses relate to travel, and event costs paid by 2 trustees (2024: 2) on behalf of the charity.

In common with other charities of our size and nature we use our independent examiners to assist with the preparation of the financial statements. Our independent examiners have also provided bookkeeping support and payroll consultancy during the year.

7. Grants payable

During the year, 2 (2024: 2) new grants were awarded to 2 institutions (2024: 2) to support social welfare charitable activities. No grants are made to individuals. The amounts below do not include any allocation of support costs.

The following institutions were awarded grants during the period:

	2025	2024
	£	£
Ella's Home (also known as Ella's) *Ella's Home is a registered charity (charity number: 1187529) providing independent long-term aftercare for women who have experienced abuse through trafficking and sexual exploitation.*	**2,370**	75,000
Helen Bamber Foundation *Helen Bamber Foundation is a registered charity (charity number: 1149652) who provides therapeutic care, medical consultation, legal protection and practical support to survivors of human rights violations.*	**1,208**	15,000
	3,578	90,000

The trustees would like to highlight that the lower grant expenditure in the year was because grants have instead been awarded early in the 2026 period.

8. Grant commitments

	2025	2024
	£	£
Grant commitments brought forward	**90,000**	-
Grants committed during the period	**3,578**	90,000
Grants paid during the period	**(93,578)**	-
Grant commitments carried forward	**-**	90,000

9. Staff costs and numbers

Staff costs were as follows:

	2025	2024
	£	£
Salaries and wages	**37,830**	62,974
Social security costs	**-**	6,598
Pension costs	**631**	1,193
Other *	**(23,818)**	-
	14,643	70,765

No employee earned more than £60,000 during the year.

The key management personnel of the charity comprise the trustees, none of whom are remunerated.

* During the year the charity carried out a review to correct historic payroll differences resulting in reduced expenditure in the period. A significant portion of this was claiming for unused Employment Allowance for National Insurance contributions from previous years.

	2025	2024
	No.	No.
Average head count	**2**	2

10. Taxation

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

11. Debtors

	2025	2024
	£	£
Trade debtors *	**27,000**	16,603
Prepayments	**14,400**	-
Other taxation debtors	**11,419**	-
	52,819	16,603

Trade debtors comprise solely of product donations owed to the charity from the commercial participation agreement with TRIBE as detailed in Note 3 to the accounts. There is a delay between an product donation arising and payment to the charity to allow for TRIBE's administrative and accounting procedures.

12. Creditors : amounts falling due within 1 year

	2025	2024
	£	£
Grants payable (note 8)	**-**	90,000
Trade creditors	**1,773**	135
Accruals	**4,696**	3,720
Other taxation and social security	**1,139**	12,274
	7,608	106,129

13. Analysis of net assets between funds

	Restricted funds	General funds	**Total funds**
	£	£	**£**
Current assets	36,422	128,416	**164,838**
Current liabilities	-	(7,608)	**(7,608)**
Net assets at 31 December 2025	**36,422**	**120,808**	**157,230**

All funds in the prior year were unrestricted.

14. Movements in funds

	At 1 January 2025 £	Income £	Expenditure £	Transfers between funds £	**At 31 December 2025 £**
Restricted funds					
British Airways Better World Community Fund	-	40,000	(3,578)	-	**36,422**
Total restricted funds	-	40,000	(3,578)	-	**36,422**
Unrestricted funds					
General funds	42,106	177,881	(99,179)	-	**120,808**
Total unrestricted funds	42,106	177,881	(99,179)	-	**120,808**
Total funds	**42,106**	**217,881**	**(102,757)**	**-**	**157,230**

Purposes of restricted funds

British Airways Better World Community Fund

As part of the BA Better World Community Fund, this is to fund survivor support and awareness raising in relation to the charity's work fighting human trafficking and modern slavery.

All income and expenditure within the prior year was unrestricted.

15. Related party transactions

Tom Stancliffe and Rob Martineau, trustees of the charity, are directors of TRIBE. Guy Hacking, also a trustee of the charity, was a director of TRIBE until July 2024. During the year, TRIBE donated £35,224 (2024: £31,131) to the charity. At the end of the year, £27,000 (2024: £16,603) was owed to the charity by TRIBE, which is included in trade debtors. At the time of signing, this had decreased to £12,000 (2024: £2,932). Further details of this arrangement are covered in the trustees' report.

The charity also paid amounts totalling £875 to TRIBE (2024: £1,857) in respect of fundraising costs. By way of background, the charity purchased merchandise and nutrition "at cost" from TRIBE as fundraising rewards for fundraisers. The fundraising rewards helped to maximise fundraising for virtual charity events by incentivising fundraisers to hit their fundraising targets. The benefit of this arrangement for the charity is that: (i) the charity does not have to hold inventory of fundraising rewards and can purchase fundraising rewards at the cost it is purchased or manufactured by TRIBE (i.e. no profit), and (ii) TRIBE further subsidises the storage and logistics costs associated with sending the fundraising rewards to fundraisers. At the end of the year, there were no amounts owed to TRIBE by the charity (2024: £135).

The charity also paid amounts of £3,104 (2024: £8,505) as contributions to TRIBE's rental of office space. This was proportionate to the number of the charity's employees as a percentage of employees occupying the main TRIBE office space.

There were no other related party transactions during the current or prior year.