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LEGAL AND ADMINISTRATIVE INFORMATION

Charity Registration Number	1208224
Trustees	Liam Bergin Kath Cotton Catherine Gamble (resigned 14 January 2026) Douglas Hill Melinda Setanoians (appointed 18 June 2026) Chris Tredwell
Principal Office	Exmouth House, 3-11 Pine Street, London, United Kingdom, EC1R 0JH
Independent Examiner	Andrew Haicalis
Bankers	CAF Bank Plc

WELCOME FROM THE CHAIR

Having completed our second year, it's great to see the charity now running in full swing. We have spent the last year partnering with Earthworks and The green House, seeing first-hand how our grant funding has enabled them to do more of what they do best.

The rainbow garden at Earthworks is coming along nicely, and it's been great to visit at various stages through its progress. It's a place of such joy and positivity – whenever we visit we never fail to be inspired by the work they are doing and the approach they take to it.

Through the year The Green House have run all manner of initiatives, making best use of their space for their own events as well as providing space for others in the community. The focus on supporting people to healthier, more sustainable living shines through everything they do, and their passion seems to know no bounds.

As we start to support new causes for year two, I look forward to partnering with new leaders and seeing the impact our funding can have first-hand, supporting people and planet to thrive, together.

I would like to thank our trustees for their commitment – in time and energy – to Salt of the Earth through the last 12 months. It's a joy to work with you all. As a team we have bedded into a positive and productive way of working. With the first year of experience now under our belt, we have a more seamless way of working, and a more instinctive approach to our day-to-day working. With a lot of the initial set-up work behind us, we've learnt a lot and look forward to learning more through the coming years.

We were sad to see Catherine leave as a trustee and thank her for her valuable contributions to the charity. She will be missed. We are delighted to welcome Melinda Setanoians to the board of trustees – Melinda brings a wealth of experience in the healthcare sector, as well as valuable experience as a trustee of other charities, focusing particularly on governance and best practice.

It's set to be a great year, and we look forward to supporting more great people make great things happen.

Kath Cotton,

Chair of the Trustees

WHO WE ARE AND WHAT WE DO

Salt of the Earth Community Foundation helps local initiatives to improve human and environmental health, through funding, guidance, research and support.

We are driven by a passion for improving the health of the world and everyone in it.

We help programmes that focus on improving both human and environmental health. These could include health-focused community gardening projects, clean-air campaigns, nature-rich school play areas, sustainable sexual health initiatives and many other things.

This way, we can ensure our funding and support can directly impact individuals who need support

MEET THE TEAM



I'm Kath, and I'm the co-founder and Managing Director of creative agency Salt.

I've always wanted to get involved in the charity sector, so having the opportunity to start Salt of the Earth with my fellow trustees was very exciting. I've always been passionate about health, equality, the environment and our planet, so bringing these together for our charity feels like the perfect match.

Kath Cotton



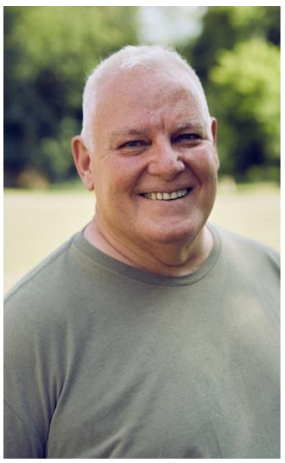
I'm one of the founders and the Creative Director of creative agency, Salt. To have helped bring this charity to life alongside some amazing talents is truly humbling. Salt of the Earth is such an exciting charity and I'm incredibly proud to be able to support and make positive impacts to people who need and deserve it. Giving people opportunities and helping where I can is something that has always been close to my heart, so putting this into practice and not just talking about it is really special.

Chris Tredwell



I am a shoot producer with a focus on sustainable production. I was raised with a small-village mentality and a strong sense of community. I am a Beaver leader called "Worm," inspiring young children to support others and protect nature. From a young age, I have been motivated to make a positive difference, and I am thrilled to serve as a trustee for the Salt of the Earth Community Foundation..

Liam Bergin



Having been part of the Roundtable, I've seen firsthand the incredible impact of volunteering, and it's something I'm truly passionate about. I also serve as Treasurer for the Dame Vera Lynn Children's Charity and Longlands Care Farm, helping to support their vital work. With over 40 years of experience as a qualified chartered accountant in senior finance roles, I'm excited to bring my expertise to Salt of the Earth. My goal is to help the charity grow, support local communities, and make a real difference in people's lives.

Doug Hill



I'm Melinda, and I work in global healthcare, leading medical teams focused on improving outcomes for patients around the world. I'm passionate about ensuring that good health is accessible to everyone.

Alongside my professional role, I've been involved in charity governance for several years and strongly believe in using expertise, resources and collaboration to create meaningful social impact. I'm excited to support the charity's mission and help local initiatives deliver lasting benefits for people, communities and the planet.

Melinda Setanoians

The trustees, who are directors for the purposes of company law, present the annual report together with the financial statements of the charitable company for the year ended 31 May 2026.

OUR AIMS AND OBJECTIVES

Objectives

Our stated objects are the advancement of health and the preservation and conservation of the natural environment by providing funding and practical support to charities and organisations working to improve health and/or environmental conservation within local communities. We aim to fulfil this by providing local charities with the resources they require, either via grants or trustees providing pro bono advice and other assistance and which will make a real difference to the communities they serve.

Public benefit

The achievement of these long term aims drives our objectives and activity programme. We review our aims, objectives, and activities every year. To ensure that our work continues to deliver the most benefit towards our charitable aims, we:

- Consider the outputs of our activities.
- Develop future objectives.

ACHIEVEMENTS AND PERFORMANCE

Salt Thinking Ltd have kindly donated £16,464 in the last 12 months, following a donation of £32,146 in the previous 12 months, bringing the total since the inception of the charity to £48,610. Salt have committed to making further significant donations to the Charity in the coming years.

2025/26 projects

In our second year we have identified and committed funds to support 3 further projects:

Icebreakers

IceBreakers delivers free, weekly, nature-based wellbeing sessions for men, centred on cold water immersion, movement and guided conversation, aimed at men experiencing isolation, poor mental health and disconnection from nature. Their sessions provide a simple, accessible entry point into wellbeing, particularly for men unlikely to engage with traditional services. Icebreakers fosters a deeper connection to local natural environments, particularly rivers and wild spaces, encouraging stewardship, respect and low-impact engagement.

Salt of the Earth are providing £7,500 to help strengthen and expand delivery in the South West (Bath, Bristol and surrounding areas including new chapters emerging in Oxford and Bruton). The funding will support the training of local volunteer leaders, provision of safety equipment and targeted outreach, enabling them to safely increase participation.

Longlands Care Farm

Longlands is at the heart of a large organic livestock farm in the beautiful countryside of the Herefordshire and Worcestershire borders. Its therapeutic setting and experienced staff give students a broad range of experiences, encouraging them to engage with learning and helping to restore mental health. Being on a farm is very motivating for young people who are disillusioned and disengaged from education. The natural environment and working with animals are proven to have beneficial effects.

Longlands re-engages young people in learning, teach practical skills, build confidence and self-esteem, help students achieve qualifications and offer Mental Health Support.

Salt of the Earth have provided £5,000 of funding to upgrade the existing 'Yurt' to ensure that Longlands can give students a safe, confidential environment in which they can receive mental health and wellbeing support all year round.

RCN Foundation

The RCN Foundation undertakes a number of Quality Improvement (QI) projects which aim to deliver sustainable, measurable improvements in patient care and make a lasting difference to healthcare across the UK. Priority is given to initiatives in highly deprived areas that address health inequalities and enhance quality of life. Front-line nursing staff, when given the right support and funding, are best placed to identify and implement meaningful solutions including solutions focused on sustainability.

The RCN Foundation's annual QI grants programme empowers nursing and midwifery professionals to lead locally driven change.

Salt of the Earth has given an initial £2,500 research grant to enable successful nursing and midwifery applicants to explore potential improvements in sustainable practice. The research findings could lead to implementing innovative, practical, evidence-based sustainability practices that can be adopted across the NHS and beyond. This grant will help bridge the gap between theory and practice, enabling healthcare professionals to translate learning and theory into action, improving patient outcomes while strengthening workforce capability and supporting high-quality, evidence-based changes across healthcare.

2024/25 project updates

In 2024/25 we provided funding for two projects:

Earthworks

Based in the St Albans area, Earthworks has supported adults with learning disabilities (who are eligible for care under the provisions of the Care Act) to grow and learn together in their eco-gardens. In recent years they have successfully expanded

their service provision to address other community needs. They also run a weekly Growing Together group providing activities for up to 7 adults who have additional needs but who do not reach the threshold for support from the county council and weekly Garden Clubs aimed at people with mental health and wellbeing needs.

We have provided just over £9,500 to help them build a rainbow garden which will include natural habitats, table-top planters, a soak away, seating areas, accessible paths from site entrance and new dye garden – increasing the offer of nature-based activities with educational, physical and mental health benefits both in initial co-creation and ongoing use.

The garden is still in development and great progress has been made great progress has been made. The Earthworkers get so much out of the space, saying:

- I get choices of goals I want to achieve, and then get help to achieve them.
- Doing new jobs, learning new skills and I get lots of support doing new activities.
- Gives me a job and a hobby. Spending more social time with people.
- Working as a team which makes all the jobs easier. I can work hard and that makes me happy and healthy.
- I enjoyed doing the path, laying and cutting and making it look nice, easy for wheelchairs.

The Green House

The Green House, St Albans is a not-for-profit Community Interest Company running a community 'eco-hub' in central St Albans. The hub provides a physical space for various community-led services, and opportunities for learning and connecting, as well as the opportunity to participate in a wide variety of activities including home energy efficiency and other demonstrations; talks and workshops; a sewing repair café and a library of things. The hub also provides a recycling collection point for various 'difficult to recycle at kerbside' items such as blister packs, and an information and 'signposting' facility for other sustainability related and community led ventures in the St Albans area.

Salt of the Earth provided a grant of £7,200 which has enabled The Green House to cover the rental costs for the Hub for 12 months will give them a platform to expand their services further in the knowledge that their tenure at the Hub is secure.

Since September 2025 our funding has enabled a plethora of activities in the eco hub

Library of Things (Share St Albans)

- 370 memberships
- 193 items loaned (most popular items: gazebos, hedge trimmers, projectors)
- 6,807kg total carbon emissions saved

Eco-hub

- 5 workshops/talks (on topics from bokashi composting, to futureproofing our homes)
- 14 regular events (including Junior Climate Club, Eco book club, the sewing repair café, 'wilding your garden' drop-in sessions, Herts Young Nature Society)
- Approx. 1,300 hours (54 days!) of volunteering

The Green House has made great progress in developing their initiatives in the St Albans, including the growth of the Library of Things, and various recycling initiatives.

FUTURE PLANS

We are committed to actively exploring other fundraising activities to widen our income base.

We will also continue to seek new opportunities for providing grants to local charities and whose purpose aligns with those of Salt of the Earth Community Foundation.

FINANCIAL REVIEW

In the year ended 31 May 2026 the charity generated a net deficit of £16,228 (period from registration on 13 May 2024 to 31 May 2025: surplus £25,668). Of the three projects that we have identified for grants this year, two have already been paid and are reflected in the above. The 3rd, for £2,500 has yet to be made.

Taking into account this 3rd grant, the charity has funds of just under £7,000.

Annual running costs for the period totalled £3,475 but £1,116 of this related to the registration of the Salt of the Earth Community Foundation trade mark.

For 2025/26, the charity is budgeting to have a further £15,000 - £20,000 of funds to be available for grants to be awarded.

The Trustees continue to operate a reserves policy which seeks to retain six months' of running costs in cash and liquid resources or £7,500 whichever is the higher. Significant deviations above or below this target need to be addressed promptly. At the reporting date, the reserves ratio was within the acceptable range.

There are no current concerns about the charity's ability to continue as a going concern, but the charity needs to continue to secure external funding to maintain and develop its services.

STRUCTURE, GOVERNANCE AND MANAGEMENT

The charity is governed by its founding constitution dated 13 May 2024. The constitution provides that the Trustees manage the affairs of the charity.

The charity must always have a minimum of three Trustees. Other than the original Trustees, Trustees are appointed for a three-year term and are eligible for re-appointment.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

The Trustees are responsible for preparing the Trustees' report and financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company Law requires the Trustees to prepare financial statements for each financial year which give a true and fair view of the state of affairs of the Charity and the group at the year end and of the incoming resources and application of resources, including the income and expenditure, of the Charity and the group for the year.

In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP;
- make judgments and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements; 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 adequate accounting records which disclose with reasonable accuracy at any time the financial position of the Charity and the group and to enable them to ensure that the financial statements comply with the Companies Act 2006.

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

Approved by the Trustees on 24th September 2026 and signed on their behalf by:



.....

K Cotton

Chair and Trustee



.....

D W Hill

Treasurer and Trustee

REPORT OF THE INDEPENDENT EXAMINER

I report to the trustees on my examination of the accounts of the above charity for the year ended 31 May 2026 which are set out on pages 13 to 20.

Responsibilities and basis of report

As the charity's trustees of Salt of the Earth Community Foundation 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 Longlands Care Farm 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

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 Company as required by section 130 of the Charities Act; or
2. the accounts did not accord with those records; or
3. the accounts did 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.



Andrew Haicalis

Date: 24th September 2026

STATEMENT OF FINANCIAL ACTIVITIES FOR THE YEAR ENDED 31 MAY 2026

(including Income and Expenditure Account and Statement of Total Recognised Gains and Losses)

	Note	2026 £	Period from registration on 13 May 2024 to 31 May 2025 £
Income and Endowments from:			
Donations and legacies	3	**16,480**	32,146
Investments	4	**25**	17
Total Income		**16,505**	32,163
Expenditure on:			
Grants made	6	**(29,258)**	-
Charitable activities	5	**(3,475)**	(6,495)
Total Expenditure		**(32,733)**	(6,495)
Net (deficit)/income		**(16,228)**	25,668
Net movement in funds		**(16,228)**	25,668
Reconciliation of funds			
Total funds brought forward/at date of registration		**25,668**	-
Total funds carried forward	10	**9,440**	25,668

All of the charity's financial activities are unrestricted

All of the charity's activities derive from continuing operations during the above period.

BALANCE SHEET AS AT 31 MAY 2026

	Note	2026	2025
			£
Current assets			
Cash at bank and in hand		**10,557**	27,918
Creditors: Amounts falling due within one year	9	**(1,117)**	(2,250)
Net current assets		**9,440**	25,668
Net assets		**9,440**	25,668
Unrestricted funds	10	**9,440**	25,668
Total funds		**9,440**	25,668

All of the charity's financial activities are unrestricted

The financial statements on pages 13 to 20 were approved by the trustees, authorised for issue on 24th September 2026 and signed on their behalf by:



.....

K Cotton

Chair and Trustee



.....

D W Hill

Treasurer and Trustee

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 MAY 2026

1. Charity Status

The charity operates as a Charitable Incorporated Organisation.

2. Accounting Policies

Summary of significant accounting policies and key accounting estimates

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

Statement of compliance

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)), the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) and the Charities Act 2011.

Basis of preparation

Salt of the Earth Community Foundation CIO 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 notes.

Going concern

The trustees consider that there are no material uncertainties about the charity's ability to continue as a going concern nor any significant areas of uncertainty that affect the carrying value of assets held by the charity.

Exemption from preparing a cash flow statement

The charity opted to early adopt Bulletin 1 published on 2 February 2016 and have therefore not included a cash flow statement in these financial statements.

Income and endowments

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

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

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

Taxation

The charity is considered to pass the tests set out in Paragraph 1 Schedule 6 of the Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part 11 of the Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Tangible fixed assets

Individual fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

Asset class	Depreciation method and rate
Buildings	10yr straight line
Plant and machinery	4yr straight line
Motor vehicles	4yr straight line

Trade debtors

Trade debtors are amounts due from customers for merchandise sold or services performed in the ordinary course of business. Trade debtors are recognised initially at the transaction price. They are subsequently measured at amortised cost using the effective interest method, less provision for impairment. A provision for the impairment of trade debtors is established when there is objective evidence that the charity will not be able to collect all amounts due according to the original terms of the receivables.

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Trade creditors

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if the charity does not have an unconditional right, at the end of the reporting period, to defer settlement of the creditor for at least twelve months after the reporting date. If there is an unconditional right to defer settlement for at least twelve months after the reporting date, they are presented as non-current liabilities.

Trade creditors are recognised initially at the transaction price and subsequently measured at amortised cost using the effective interest method.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Designated funds are unrestricted funds set aside for specific purposes at the discretion of the trustees.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

3. Income from donations and legacies

	2026	Period from registration on 13 May 2024 to 31 May 2025
	£	£
Corporate donations	**16,464**	**32,146**
Other donations	**16**	**-**
	16,480	**32,146**

All of the charity's financial activities are unrestricted

4. Investment Income

	2026	Period from registration on 13 May 2024 to 31 May 2025
	£	£
Interest receivable	**25**	**17**
	25	**17**

All of the charity's financial activities are unrestricted

5. Expenditure on charitable activities

	2026	Period from registration on 13 May 2024 to 31 May 2025
	£	**£**
Activities undertaken directly	**-**	**-**
Support costs		
Website build and ongoing fees	**415**	**5,534**
Trademark Application	**1,116**	**-**
Other support costs	**1,944**	**961**
	3,475	**6,495**
	3,475	**6,495**

6. Trustees' remuneration and expenses

No trustees, nor any persons connected with them, have received any remuneration from the charity during the period

One trustee received £94 of reimbursed expenses from the charity during the year.

7. Independent examiner's remuneration

The fee paid to the independent examiner for 2026 was £nil (2025: £Nil)

8. Taxation

The charity is a registered charity and is therefore exempt from taxation.

9. Creditors: amounts falling due within one year

	2026	2025
	£	£
Trade creditors	**1,117**	-
Accruals and deferred income	**-**	2,250
	1,117	2,250

10. Funds

	Balance at 13 May 2024 £
Balance at 13 May 2024	-
Incoming resources	32,163
Resources expended	(6,495)
Balance at 31 May 2025	**25,668**
Incoming resources	**16,505**
Resources expended	**(32,733)**
Balance at 31 May 2026	**9,440**

All of the charity's financial activities are unrestricted

11. Related party transactions

During the year the charity made no related party transactions