

Keep Northern Ireland Beautiful
Director / Trustees' Report for the year ended 31st March 2024

The Board of Directors/Trustees submits its report together with the audited financial statements for the year ended 31st March 2024.

REFERENCE AND ADMINISTRATIVE DETAILS

The Company is a private company limited by guarantee without a share capital, exempt from using limited, registration number NI038848, is a registered charity, number XR36767 and is also registered with the Charity Commission for Northern Ireland, number NIC102973. The names of the present Directors/Trustees, and any past Directors/Trustees who served during the year, are given on page 4, together with the names of the charity's external advisors.

STRUCTURE, GOVERNANCE AND MANAGEMENT

DIRECTORS/TRUSTEES

The Board of Directors/Trustees is responsible for the overall governance of the Company. Directors/Trustees have the power at any time and from time to time to appoint any person to be a Director/Trustee and the total number of Directors/Trustees may not be less than three but there is no maximum. Any Director/Trustee appointed shall hold office for a term of four years (subject to meeting the requirements of Article 33) and shall then be eligible for re-appointment, also for a term of four years. The Board elects one of its number to act as Chairperson for the term at their first meeting following the Chairperson's appointment.

The Board meets at least four times each year where Directors/Trustees review strategy and operational performance and set annual operating plans and budgets. New Directors/Trustees meet with the Chief Executive who provides them with all the information they need on the work of the Company which is further enhanced at the meetings of the Board thereafter. Directors/Trustees are encouraged to attend appropriate external training events where these will help their role. The Board delegates the exercise of certain tasks in connection with the management and administration of the Company to staff employed by the Company. This is controlled by requiring regular reporting back to the Board so that all decisions can be ratified in due course.

STATEMENT OF DIRECTORS/TRUSTEES' RESPONSIBILITIES AND CORPORATE GOVERNANCE

The company is registered with the Charity Commission for Northern Ireland.

The Directors/Trustees are responsible for their annual report and for the preparation of financial statements for each financial year which give a true and fair view of the state of affairs of the Company and of the net movement in funds of the Company for that period. In preparing those financial statements, the Directors/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 estimates that are reasonable and prudent;
- State whether applicable 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 company will continue in business.

The Directors/Trustees are responsible for ensuring that the Company keeps proper accounting records which disclose with reasonable accuracy at any time the financial position of the company 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 Company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities and to provide reasonable assurance that:

- The Company is operating efficiently and effectively;
- All assets are safeguarded against unauthorised use or disposition and are properly applied;
- Proper records are maintained and financial information used within the Company, or for publication, is reliable; *and*
- The Company complies with relevant laws and regulations.

STATEMENT OF DISCLOSURE TO OUR AUDITORS

In so far as the Directors/Trustees are aware at the time of approving our Trustees' annual report:

- there is no relevant information, being information needed by the auditor in connection with preparing their report, of which the charity's auditor is unaware; *and*
- the Directors/Trustees, having made enquiries of fellow directors/trustees and the charity's auditor that they ought to have individually taken, have each taken all steps that he/she is obliged to take as a Director/Trustee in order to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

INTERNAL CONTROLS

Internal controls over all forms of commitment and expenditure continue to be reviewed to ensure their effectiveness. Processes are in place to ensure that performance is monitored and the appropriate management information is prepared and reviewed monthly by executive management and quarterly by the Board. The systems of internal control are designed to provide reasonable but not absolute assurances against material misstatement or loss. They include:

- A Strategic Plan, Annual Business Plan and Annual Budget approved by the Board;
- Regular consideration by the Board of financial results, variances from budget, non-financial performance indicators and benchmarking reviews;
- Delegation of day to day management authority and appropriate segregation of duties; *and*
- Identification and management of risks.

RISK STATEMENT

An internal risk assessment has been undertaken in order to identify the major risks to which the organisation is exposed. These have been identified as:

- Financial - the organisation's funding is uncertain and historic income streams may be at risk. To mitigate against this the Board has formulated a Reserves Policy (see Finance Review below);
- Operational - as an organiser of a wide variety of events and programmes, the organisation takes great care to ensure the safety of all participants and that the appropriate liability policies are in place;
- Operational – failure to meet targets and objectives specified by our Sponsors and funders.
- Strategic – failure to meet commitments within our Strategic Plan, including our Vision and Values.
- Reputational – the reputation of the organisation is crucial and must always be maintained.

The Board recognises its responsibility for the management of risk and has in place a Risk Strategy, which categorises risk in terms of severity, likelihood and consequence. The Strategy is reviewed annually and risk is monitored regularly.

RISK MANAGEMENT

The organisation has in place a well-established system of internal controls that governs its operations. These controls have been designed to provide a reasonable assurance against risk and include:

- A Governance Framework;
- Financial Standing Orders and Regulations;
- A long term Strategic Plan, an Annual Business Plan and an Annual Budget for the year, all of which have been approved by the Board;
- Monthly review of financial results by the CEO including variance from budget and variance from cash flow and quarterly review by the Board of these financial performance indicators;
- In depth appraisal by the Finance Committee of financial performance, risks and growth objectives;
- Detailed objectives are set annually for all aspects of the organisation's activities. Progress against these objectives is monitored monthly by the CEO and quarterly by the Board against agreed targets and benchmarks;
- Risk assessments, carried out before all activities are undertaken, regularly checked by line managers;
- Scaled authority levels and appropriate segregation of duties;
- Continual identification and management of risk; and
- A new policy and procedure is in place to ensure we meet the requirements of the General Data Protection Regulations.

The Board has a rolling programme to review its Governance Documents and has set up an organisational risk register which allows identified risks to be rated according to the severity, likelihood and impact of the risk occurring.

OBJECTS, OBJECTIVES AND PRINCIPAL ACTIVITIES OF THE CHARITY

The company adopted revised Articles of Association on 21st February 2022. In accordance with the revised Articles of Association the objects for which the Charity is established are to protect, conserve and improve the environment of town and country in Northern Ireland and elsewhere for the benefit of local people, communities, visitors and the public and in particular to educate and inform the public about the preservation, protection and improvement of the environment, and the impact of individuals' own actions on the environment and to promote awareness of the ways in which the environment is at risk and the ways in which such risk can be minimised.

Our **mission** is: **to inspire and empower people to create more resilient and healthier communities.**

Our **strategic aim** is **to achieve this by facilitating action, informing and educating and influencing policy on**

- **climate breakdown,**
- **biodiversity loss; and**
- **pollution and waste**

through a combination of campaigns, programmes, surveys, research and a variety of projects, detailed below.

STATEMENT OF COMPLIANCE WITH THE DUTY TO HAVE REGARD TO THE CHARITY COMMISSION FOR NORTHERN IRELAND'S GUIDANCE ON PUBLIC BENEFIT

In setting our objectives and planning our activities for the year the Directors/Trustees have given careful consideration to the Charity Commission for Northern Ireland's guidance on public benefit to ensure that the activities have helped to achieve the Charity's purpose and provide a benefit to the beneficiaries. No harm and no private benefit flowed from the purposes of the charity.

ACHIEVEMENTS AND PERFORMANCE

Keep Northern Ireland Beautiful continues to monitor and review its Board membership to ensure that it is able to effectively deliver its mission. Keep Northern Ireland Beautiful works closely with central and local government on issues impacting on the quality of local neighbourhoods. Liaison with other organisations including An Taisce (in Ireland), Keep Britain Tidy, Keep Scotland Beautiful, Keep Wales Tidy and other global organisations, allows resources and best practice to be shared.

Many areas of work that were seriously impacted by the pandemic, particularly where work on sites or involving volunteers was concerned, have continued to recover. However, the pandemic has changed the nature of how the organisation engages with its staff and the government mandated move to full-time home working has, where appropriate for staff, been modified to two days home working being available to all staff. Additionally, an experimental four-day working week has been continued as a trial with encouraging feedback from staff and stakeholders.

ENVIRONMENTAL ENGAGEMENT

The **Healthy Oceans Healthy Minds** campaign ran over a four-week period with a wide reaching media campaign promoting 75 events taking place all over NI and 1,074 people directly engaged at these events (sponsored by Belfast Harbour). The **Big Spring Clean** saw 94 BSC events in 2023 (April 23) engaging 20,748 volunteers; 101 BSC events in 2024 (March 24) engaging 17,739 volunteers. The total of 195 events for this period saw 38,487 volunteers engaged, with a widely reaching promotion and social media campaign.

There are now 1,289 **Adopt A Spot** groups; 21,576 active volunteers; 15 Adopt A Spot Ambassadors; 13 events attended; 178 places improved; two new Adopt A Spot distributors (Helping Hand and Pot Gang). 6 skills development opportunities were signposted to groups.

Live Here Love Here continues to be a highly successful and engaging project. 88 projects were successfully funded through the **Small Grants Scheme** 2023/24. Nearly 500 applications were submitted requesting approximately £1 million. This is the largest number of applications ever received, with a record number of new groups applying to the Scheme. Ten **Live Here Love Here Gatherings** took place, engaging ten councils as delivery partners with 245 attendees. 87 new groups/sectors engaged at Live Here Love Here Gatherings. A prestigious **Live Here Love Here Community Awards Ceremony** took place in partnership with Belfast Harbour with 87 nominations submitted, 130 attendees to the event with nine partner councils represented. 12 Award categories were presented. Prompted **awareness of the Live Here Love Here** campaign reached 75% which achieves the 2025 strategic target.

ENVIRONMENTAL QUALITY

The **Northern Ireland Environmental Quality Forum** was re-established this year. Meetings were organised to bring together Councils and other stakeholders to establish a joined-up approach to address local environmental quality issues. Attendees have been grateful for the opportunity to collaborate and discuss issues such as fixed penalty notices and Articles 4 and 5.

The number of **Green Flag for Parks and Open Spaces** sites increased to 99 (up 93 in 2023). Eight new Green Flag judges were trained, growing the overall number of judges in the network to 58. Additional training took place to train eight Heritage Flag judges.

Keep Northern Ireland Beautiful continued to carry out the survey and completed the annual **Cleaner Neighbourhoods Report**. Two **Cleaner Neighbourhood Survey** training sessions were organised through Keep Scotland Beautiful across the year. The purpose of these sessions was to train Keep Northern Ireland Beautiful staff on the delivery of Cleaner Neighbourhood Surveys and ensure all surveys are conducted to the same standard and quality that we require. This training also served as an opportunity to develop a strong working relationship with Keep Scotland Beautiful who have since offered additional assistance in the review of Keep Northern Ireland Beautiful's Cleaner Neighbourhood data and data analysis process.

ENVIRONMENTAL EDUCATION

Keep Northern Ireland Beautiful is Northern Ireland's Full Member of the **Foundation for Environmental Education** (FEE). 369 Eco-Schools achieved the international **Green Flag** standard in 2023/24; meaning that at the end of March 2024 43% of schools in Northern Ireland held the Green Flag. Schools hold a Green Flag for two years before requiring reassessment.

Our education work improves the quality of and access to environmental education and is delivered in a **collaborative manner** across all work areas of Keep Northern Ireland Beautiful and working with Department of Agriculture, Environment and Rural Affairs (DAERA), Councils, the Northern Ireland Housing Executive and a wide range of education partners. Through Eco-Schools other education programmes our staff provide direct support to teachers, create environmental education resources and deliver workshops covering a wide range of topics including climate, biodiversity, and tackling fast fashion and plastic pollution.

NI 30 Under 30 Climate Change Makers Programme supports a network of young people from a diverse range of backgrounds, cultures, industries and specialisms with the common goal of becoming planet positive Climate Change Makers. This growing network of aspiring young leaders is equipped to drive meaningful change within their spheres of influence across Northern Ireland, challenging governments, institutions, networks, employers, colleagues and peers to drive carbon reduction and spearhead the transition to a more sustainable, just future. Similar to our pilot year in 2023, the second 30U30 programme, which concluded in June 2024, was again oversubscribed with a wider range of sectors involved, including environmental conservation, government and policy, construction, energy, academia, transport, agriculture and food production, technology and research, and culture and communications. We now have 60 alumni in the network engaging with us. It is our ambition to have 150 30 Under 30 Climate Change Makers operating in sectors across NI by 2028.

The Environmental Action for Resilience, Transformation & Health (**EARTH Hub**) will be a new and dedicated online platform for organisations delivering environmental education, skills development and capacity building to communities and across various sectors of society across Northern Ireland. Resourced by The Dormant Accounts fund and delivered in partnership with Northern Ireland Environment Link, the EARTH Hub is a digital transformation initiative to support the environment NGO sector to join forces in a new and more creative fashion, mobilising and pooling its resources and expertise to better connect and communicate with one another, with existing and new audiences and to improve overall delivery and thus impact of our collective environmental work. The Launch of the Hub is expected in 2025.

CLIMATE ACTION

The end of this project in December 2023 marked the engagement of over 2,200 people in **Climate Awareness Training** of different forms over the previous three years. Sector-specific training programmes provided information, advice and confidence building to teachers, youth leaders, students and youth groups as well as a wide range of community organisations. Strong links with QUB and UU ensured that high numbers of HE students were empowered, through training, to be environmentally aware and active. Climate Awareness Training is now built into induction weeks for many schools across both universities. In addition, Keep Northern Ireland Beautiful won the tender to deliver climate awareness training to the NI Civil Service, having piloted a new programme for this sector across the previous year.

Keep Northern Ireland Beautiful are now playing a role in the **Sustainable Futures** initiative with the Department of Education and CCEA, working to raise the profile of Education for Sustainable Development (ESD) within the NI Curriculum and provide support resources to teachers and schools, including a teaching and learning progression pathway.

Climate awareness training for business groups continued to evolve and grow with a regular training programme in place across a range of business sectors. We now have an accredited **Carbon Literacy for SMEs** in operation, fully contextualised to Northern Ireland.

Keep Northern Ireland Beautiful were also awarded a second grant for climate awareness training for a further three years, focussing on a more **diverse range of programmes** for training schools, communities and youth groups, as well as a significant focus on signposting people to climate action opportunities within NI.

BIODIVERSITY RECOVERY

As well as the ongoing **support of staff** across the organisation with advice and information on biodiversity issues, the delivery of community workshops and completing the first draft of a **Biodiversity Strategy for Keep Northern Ireland Beautiful**, the Biodiversity department are leading on some key nature-based, funded projects. The first year of the **Hedgerow Heroes** project was completed successfully with 11 schools, involving 245 pupils planting 220 metres of native hedgerow and receiving a range of support workshops. In addition, the structure and planning for a new project with Stranmillis University College – **Generation Nature** - has been established. This involves the development of nature awareness training being developed and included in Initial Teacher Training as well as a nature demonstration site being established, where teachers can be guided and supported in learning how to integrate nature, biodiversity and sustainability themes into lesson planning. These plans contribute significantly to the **UNESCO Greening Education Partnership** strategy to 'green' curriculum, teacher training, communities and school buildings. Keep Northern Ireland Beautiful now work across all four pillars of this global initiative.

Keep Northern Ireland Beautiful received funding of nearly £4.5 million from DAERA over two financial years (April 2022-March 2024) to deliver **three pollinator-focused grant schemes**: the Rural Pollinator Grant Scheme, the School Pollinator Garden Grant Scheme and Platinum Jubilee Pollinator Grant Scheme. The Grants supported over 350 projects in schools and communities across Northern Ireland. These projects increased biodiversity by planting for pollinators, transformed and improved the quality of unused spaces, and improved the health and wellbeing of students and communities.

POLLUTION SOLUTIONS

During the 2023-2024 period, the Waste and Pollution Solutions (WPS) department, funded by the Department of Agriculture, Environment and Rural Affairs (DAERA), made progress in **promoting sustainability and reducing waste in single use plastics and textiles**. A key achievement was our **Tackling Textiles Skills and Innovation Grant Competition**, which exceeded expectations by funding 14 projects, surpassing the initial target of 10. The program attracted 52 applications totalling over £100,000 in funding requests.

Education, a key strand to the WPS workstream, successfully delivered **70 workshops** across all 11 council areas in Northern Ireland, engaging around 2,680 pupils and educators. The workshops, which covered fast fashion, climate campaigning, and SUPs, were tailored to meet the needs of each school. Special Needs and composite classes were included to ensure inclusivity. Additionally, 32 schools committed to our **Plastic Promise** initiative, reinforcing a culture of sustainability in education.

Our public engagement campaigns surpassed expectations receiving both local and national media attention. One of the key campaigns we ran this year was **Buy Nothing New Month**, launched in January 2024. This initiative encouraged consumers to reconsider their consumption habits. Whilst we adopted the campaign from Keep Britain Tidy, its introduction in Northern Ireland raised concerns about its potential impact on retailers during an already challenging month. Although the balancing act between consumer behaviour and business needs remains a delicate one, changing consumption patterns is a remains a priority for Keep Northern Ireland Beautiful and WPS department.

Additionally, we ran a major public event, the **Fashion Forever Festival**, which attracted 1,700 attendees and promoted sustainable fashion through workshops, repair cafes, and preloved clothing booths. Feedback was overwhelmingly positive, with 93.9% of attendees inspired to buy preloved clothing.

WPS work with local councils to develop an **Award Programme for Councils** to incentivise action on single use plastics. Belfast City Council and Mid and East Antrim Borough Council were recognised with awards for their efforts in behaviour change and single-use plastics reduction.

WPS also successfully engaged **Communities** with workshops aligned to the environmental issues with SUPs. Feedback from participants has been overwhelmingly positive, indicating that the workshops were well-received and effectively delivered.

WPS also ran several **Nudge Behaviour Projects** which included the installation of a 1,000-litre SUP Bin at Ulster University, which sought to engage approximately 30,000 students, and the distribution of 20 cigarette ballot bins across Northern Ireland. These efforts will have contributed to reducing plastic waste in public spaces and waterways.

The **Marine Litter Capital Grants Scheme** made a significant impact by funding 23 projects with a total investment of £189,833, with the highest single award of approximately £38,000 dedicated to tackling marine litter originating from Lough Neagh. The scheme focuses on reducing plastic waste in marine environments and supported communities across all 11 council areas.

COMMUNICATIONS

The Keep Northern Ireland Beautiful communications team supported all projects by providing external communications needs. The Key Measurement are listed below. It is worth noting that in addition to those, the communications team were

also heavily involved in awards planning and execution, speech writing, video production, website management and PR and issues management.

Newsletters

23 were released across three brands.

- Nine Eco Schools Newsletters distributed to a total of 15,132 recipients, opened by 1,626 with 11% open rate overall. Open rate of individual newsletters ranges from 7% to 24%.
- 10 Live Here Love Here Newsletters distributed to a total of 87,019 recipients, opened by 23,367 with open rate of 27%. Open rate of individual newsletters ranges from 22% to 33%.
- Four Keep Northern Ireland Beautiful Newsletters distributed to a total of 49,660 recipients, opened by 12,304 with open rate of 25%. Open rate of individual newsletters ranges from 21% to 29%

Press Releases

68 press releases were released supporting a range of our key initiatives including Hedgerow Heroes, Small Grants, Adopt a Spot, Healthy Oceans, Healthy Minds, Green Flag Awards, Buy Nothing New Month, Community Awards, Fashion Forever Festival.

- Eco-Schools NIMMS circulation: 1,165,102 and AVE £278,608.
- LIVE HERE LOVE HERE NIMMS circulation: 1,211,664 and AVE £230,598.
- Keep Northern Ireland Beautiful NIMMS circulation: 2,284,349 and AVE 341,007.

Social Media

Mean Growth in 2023-24 across all channels was 6.6% (no other management or tracking in place). It is worth noting for reporting purposes that each brand has 3 or more channels. For example, KEEP NORTHERN IRELAND BEAUTIFUL has four Instagram channels to manage and discussions are ongoing about making this more efficient and powerful.

- Eco Schools: 3.1%
- Keep Northern Ireland Beautiful: 6.9%
- Live Here Love Here: 8.7%

FINANCIAL REVIEW AND RESULTS FOR THE YEAR

The Statement of Financial Activities on page 10 is designed to reflect all incoming resources receivable and expenditure incurred during the year irrespective of when income is actually received and payments made. Total incoming resources for the year amounted to £2,159,825 (2023: £5,251,595). Total resources expended of £2,157,110 (2023: £4,884,905) resulted in a net surplus of resources for the year of £2,715 (2023: surplus of £366,690). There were no balances on restricted funds at the year-end (2023: £63,079). The balance on unrestricted funds at the year-end was £822,530 (2023: £756,736) which is free and represents the reserves available to the Director / Trustees to help fulfil current and future plans. Breakdowns of the amounts recorded for incoming resources and resources expended are given in notes 3 and 4 to the accounts.

OUR SUPPORTERS

Without the strong ongoing commitment and support of many organisations it would not be possible to work effectively towards our vision. We want to thank the organisations that funded the charity during 2023/2024 including The Department for Agriculture, Environment and Rural Affairs, ten local councils, the National Lottery, Cookstown Textile Recyclers, Danske Bank, Garfield Western Foundation, Northern Ireland Housing Executive, Radius Housing, Translink, Trocaire, Belfast Harbour Commission, Moy Park, The Weatherbys, Foundation for Environmental Education, Belfast Harbour Commission, Energia Community Fund, American Ireland Funds, Ulster Garden Villages, Coca Cola, and Podiem. We especially thank all the volunteers who freely gave their time once again this year to help keep Northern Ireland beautiful, whether through litter picks, community, sport and school based projects or as one of the expert judges and assessors for the various award programmes.

RESERVES POLICY

The Directors/Trustees believe that the Company should hold financial reserves because:

- It has no endowment funding and is currently dependent for income upon Government Grants from year to year, which are subject to review and experience periodic hiatus;
- It requires protection against and the ability to continue operating despite unforeseen setbacks; and
- It requires the ability to be able to take advantage of change and opportunities to further its objectives.

The Directors/Trustees believe that the level of unrestricted reserves should be the equivalent of between six and preferably 12 months' operating costs calculated and reviewed annually. Reserves should be built up to the desired level in stages consistent with the charity's overall financial position and its need to maintain and develop its charitable activities.

The level of total unrestricted reserves stands at £822,530. With operating costs (restricted and unrestricted funds - excluding direct programme costs) currently amounting to approximately £1,530,000 per year, this would mean a target reserve balance of between £765,000 and £1,530,000. The level of reserves held is therefore above the minimum requirements of the Reserves Policy and within the target range.

Details of the Company's funds are shown in Note 12. An analysis of the Company's net assets between the funds is given in Note 13. The Directors/Trustees consider that sufficient resources are held in an appropriate form to enable each fund to be applied in accordance with any restriction imposed.

EMPLOYEES

The Company aims to be an organisation for which employees enjoy working and where they feel supported and developed. Concerns about government funding until October were mitigated by senior management keeping employees regularly updated, although uncertainty contributed to some departures and vacancies carried for most of the financial year. Employee Management software was introduced introducing efficiencies in management and HR. A hybrid working policy introduced alongside the move to new office premises. The Company supports equal opportunity.

FUTURE DEVELOPMENTS

The Company will continue to secure the necessary political support in the local council structures and in the Assembly to help deliver relevant aspects of the draft Programme for Government. We remain focused on business development to broaden the income available to the Company to deliver on its vision and mission. The vision and mission, and accompanying strategy to deliver on them, reflects the increasingly urgent and serious nature of the environmental crises faced by humanity including climate breakdown, the increasing rate of extinction events and environmental pollution. The DAERA grant will be used particularly to increase our ability and activity to effect behaviour change and where necessary to support enforcement. On-line tools continue to be developed to meet local needs. We will continue to strengthen our digital and social presence. Board membership is continuously under review to ensure the necessary range of skills is available to advise the Company.

MEMBERS OF THE BOARD OF DIRECTORS/TRUSTEES

The following held office during the year:

Jim Bradley, Linda Bradley, Susan Christie, Stephen Finlay, Brendan Gallen, Anna Lo, Brian Monroe, Eimear Montague, Émer Rafferty, Colm Smyth, Robert Thompson, Tim Walker and Aaron Ward.

- Linda Bradley resigned on 29th November 2023.
- Stephen Finlay resigned on 30th August 2023.

After the year-end date, but before the adoption of the accounts:

- Eimear Montague resigned on 29th May 2024
- Ian Humphreys resigned as Chief Executive and Company Secretary on 29th May 2024
- Susan Christie resigned from the Trustee board on 29th May 2024 to take up the posts of Chief Executive and Company Secretary
- Anna Lo resigned on 15th August 2024.

The principal officers for 2023/2024 were:

| <i>Chair</i> | <i>Vice Chair</i> | <i>Chief Executive</i> | <i>Finance Director</i> | <i>Company Secretary</i> |
|----------------|-------------------|------------------------|-------------------------|--------------------------|
| Susan Christie | Stephen Finlay | Ian Humphreys | Brian Monroe | Ian Humphreys |

STATUTORY AUDITORS

Diamond & Skillen
Chartered Accountants and Registered Auditor
Belfast
BT1 1FE

PRINCIPAL BANKERS

Danske Bank
Donegall Square West
Belfast
BT1 6JS

By order of the Board Diamond & Skillen were appointed auditors to the company and are deemed to be re-appointed in accordance with Section 487(2) of the Companies Act 2006.

REGISTERED OFFICE

Titanic Suites
55/59 Adelaide Street
Belfast
BT2 8FE

This report was approved by the Board of Director/Trustees on 27th November 2024 and signed on its behalf by:



Susan Christie – Secretary

27th November 2024