

# Report and Consolidated Financial Statements

FOR THE YEAR ENDED  
31ST DECEMBER 2022

## **2022 HIGHLIGHTS**

**120 ORGANIC GROWING TRAINING  
SESSIONS DELIVERED TO OVER 1,500 PEOPLE**

**THE EQUIVALENT OF 83,860 PACKETS OF SEED  
HARVESTED BY THE HERITAGE SEED LIBRARY**

**2,660 NEW MEMBERS JOINED OUR MOVEMENT**

**95% OF RESPONSES TO DEFRA CONSULTATION  
CALLED FOR A BAN ON THE SALE OF PEAT**

**MORE THAN 2,000 HOURS OF  
VOLUNTEER ACTIVITY UNDERTAKEN**

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THE TRUSTEES OF GARDEN ORGANIC ("THE CHARITY") ARE CALLED THE BOARD OF TRUSTEES.  
THEY PRESENT THEIR ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2022,  
TOGETHER WITH THE AUDITED FINANCIAL STATEMENTS FOR THAT YEAR.

'GARDEN ORGANIC' WAS ADOPTED IN OCTOBER 2005 AS THE WORKING NAME OF THE HENRY DOUBLEDAY RESEARCH  
ASSOCIATION. GARDEN ORGANIC IS A REGISTERED CHARITY IN ENGLAND AND WALES (298104) AND SCOTLAND  
(SC046767) AND A COMPANY (02188402) LIMITED BY GUARANTEE.

## Foreword

2022 was a transformative year. At the start of it we were still in pandemic mode, and indeed the office was closed for most of January 2022. Our AGM timetable was still disrupted, and it was held online in June 2022, just nine months after the previous one in September 2021.

However, by the end of the year, a new normal had been established. The 2023 AGM is restored to its usual place in the year, and will be held at Ryton so that members can see for themselves the new way the charity operates.

Garden Organic is attracting attention and goodwill from a number of key institutions across the UK – and in 2022 we appointed two new Vice-Presidents, Jane Davidson and Pam Whittle, OBE, to help amplify our work in Wales and Scotland respectively.

In 2022 the key word was ‘impact’. Garden Organic’s board reframed the organisation’s strategy, aligning it to the United Nations Sustainable Development Goals, with Goal Number 15 as the guiding force – dedicated to Life on Land:

**PROTECT, RESTORE AND PROMOTE SUSTAINABLE USE OF TERRESTRIAL ECOSYSTEMS, SUSTAINABLY MANAGE FORESTS, COMBAT DESERTIFICATION, HALT AND REVERSE LAND DEGRADATION, AND HALT BIODIVERSITY LOSS.**

This strategic direction followed on from thorough research conducted with members, staff and wider stakeholders and led by our Chief Executive soon after she was appointed in June 2021.

Garden Organic’s Strategy for Impact has four clear themes:

- I. Nurturing Land
- II. Inspiring People
- III. Conserving Genetic Diversity
- IV. Sharing Evidence

Under these themes, the board has signed off a series of impact measures, to ensure that our work remains relevant. This impact framework is a first for Garden Organic and has been a major step in modernising the charity.

Like many organisations, we were unable to attract new income streams during the pandemic and we were among the 40% of charities that needed to use our reserves to secure our future.

However, we are now building our capacity to develop new partnerships with funding bodies, in both private and public sectors. The charity continues to have no loans or debts, and our cost base has decreased.

During 2022 we’ve emphasised our strength in providing demonstration and evidence-based advice in the realms of seed conservation, organic growing and composting. There is much still to do, and many more people and places for us to work with. After a year of defining the impact we can all have by growing in accordance with organic principles, we are well placed to do just that.



Dr Andrew Collins  
Chair of Trustees

## Introduction

The achievements of the staff and volunteer team during 2022 were impressive, and included:

- Heritage Seed Library expansion resulting in record seed harvest
- Citizen Science project with the UK's Natural Environment Research Council
- Showcasing organic gardening to over 100,000 people with award winning exhibits at Gardeners' World Live shows at Birmingham's NEC and Audley End in Essex
- New impact measures, website and brand
- More community programmes dedicated to composting and organic growing

Our plans for the future include more work with Local Authorities and the Housing Sector, on improvements to local recreation areas, the organic management of public land wherever possible, and development and promotion of sustainable solutions for green and food waste; along with supporting and stimulating more community growing and gardening.

Supported by our wonderful volunteers, we are developing more opportunities to share gardening and composting knowledge in a variety of settings and in collaboration with like-minded organisations. We are steadily increasing our engagement in the nations and regions of the UK, recognising their different characteristics of climate, geography and culture.

For the Heritage Seed Library we intend to curate more varieties in their own localities. Key to this is increasing our number of seed guardians in multiple locations across the UK. We plan to promote genetic diversity by ensuring as many varieties as possible are first conserved, then secured for the future by being grown and distributed more widely amongst domestic and larger scale growers.

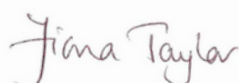
Our evidence and research work is vested in nurturing a strong framework of collaboration with horticultural and academic institutions. We want to enable Masters and PhD students to join with us in the realm of citizen science, with the participation and support of our members. We will publish our research under the name of the Henry Doubleday Research Association.

Our ambitions are matched by a vibrant new brand, exemplified by the new website, designed to give members a more streamlined relationship with the charity. Our friendly team are on hand to answer calls and emails from members, and their warmth is replicated through our digital and printed communications channels, promoting organic growing to the widest possible audience.

Work was undertaken with the Management Team in 2022 to embed our Business Plan 2022-24 ensuring ownership across the charity and identifying six organisational goals.

1. Growing and diversifying our membership
2. Enabling and engaging people in organic growing
3. Conserving important plant genetic material
4. Supporting communities to take positive environmental action
5. Demonstrating how organic growing supports biodiversity
6. Being a good organisation to work for and with

Our work in 2022 has ensured that our rationale is robust, our vision is bold, and we're fit for the future. We know our desire to halt biodiversity loss could not be more relevant.



Fiona Taylor  
Chief Executive Office

# Board of Trustees' Annual Report

For the year ended 31st December 2022

## Objectives and Activities

Garden Organic promotes organic growing and composting, conserves rare seed and conducts scientific research.

Organic practice is the fastest way to maintain and build soil health and allow insect and microbiological life forms to be restored in all growing spaces. With the Sustainable Development Goal 'Life on Land' as our guiding standard, Garden Organic seeks to halt biodiversity loss by championing our five key Principles of Organic Gardening. These are:

1. Build and maintain soil health
2. Encourage biodiversity
3. Use resources responsibly
4. Avoid using harmful chemicals
5. Maintain a healthy growing area

Our objectives are to evidence and distribute our knowledge of organic gardening to our members, to community groups, to domestic and larger scale growers and to decision makers. We know that organic gardening benefits both environmental and human health and so we seek to influence and inform people's growing choices and practices.

In addition, we hold the National Collection of Heritage Vegetables, and aim to ensure as many varieties as possible are distributed to and grown in garden settings via our Heritage Seed Library.

Using the organic approach to gardening and growing, which Garden Organic has been promoting for 65 years, we are well placed to ensure that these benefits can be achieved and enjoyed to their full potential.

OUR VISION IS OF A HEALTHY AND SUSTAINABLE WORLD THAT HAS EMBRACED ORGANIC GROWING.

OUR MISSION IS TO PROMOTE ORGANIC GARDENING, FOCUSING ON INDIVIDUAL, COMMUNITY AND SCHOOL GARDENS THROUGHOUT THE UK. WE WILL USE INNOVATIVE PRACTICES TO INSPIRE AND ENCOURAGE PEOPLE TO GROW ORGANICALLY, COLLABORATING WITH OTHERS TO ACHIEVE THE GREATEST IMPACT.

OUR PURPOSE IS TO GET MORE PEOPLE GROWING ORGANICALLY.

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

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

## Main Activities

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

Garden Organic prides itself on its innovative work with individuals and communities ensuring all are able to realise the benefits of organic gardening and growing. Our activities fall broadly into three areas: i) campaigning and publicity, ii) science and research (including seed conservation) and iii) demonstration of organic growing and composting through demonstration gardens, training and community projects.

We are supported by our members, who take part in research through our Citizen Science programme by conducting experiments in their own growing spaces and supplying data back to the charity. Many of our members also support our campaigning work, for example in our activities promoting peat-free growing.

We work collaboratively with a wide range of partner organisations across the voluntary, public and private sectors.

## Volunteers

Garden Organic is fortunate to have the support of a large number of volunteers who help the organisation to achieve its goals. We are extremely grateful to our hundreds of seed guardians, gardeners, researchers and community volunteers. Our model is dependent on demonstration – to show people how – and our volunteers bring this to life in numerous ways.



HELEN, RYTON GARDENS VOLUNTEER

## Public benefit

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

When reviewing annual performance progress against the agreed business plan, the Trustees considered the range of beneficiaries that Garden Organic works with, both our members and supporters and also the numerous individuals reached through our many charitable activities.

We share practical knowledge about organic gardening which generates health, well-being and environmental benefits to a wide audience.

As a membership organisation, approximately one third of our annual income is received from membership subscriptions. This income is used to fund our work through our agreed strategy and operational activities.

Our members are active supporters of the Charity and partake in research experiments, contribute to our campaigns, and support the dissemination of good organic gardening practice.

## Achievements & performance

### 1. Growing & diversifying our membership

2022 has shown that members are, as ever, the lifeblood of Garden Organic. We ended the year with 21,632 memberships, including 83 local groups and just under 7,000 members of the Heritage Seed Library. During the year we were pleased to welcome 2,660 new members.

We know that these are difficult times for many and have seen a slight reduction in total number of members as a result; however, our member retention and loyalty remain strong.

Organic growing should be an inclusive activity and we want to keep our support open to all; as such we opted to freeze our membership fees for the year despite an increase in our costs. We ask anyone who can donate on top of their subs to do so when they join or renew, so that we can keep fees low for others, and have been heartened by the number of members who have donated.

In response to ongoing concerns around Covid-19, we held our AGM online in 2022, and were pleased to be joined by 90 members who put our experts through their paces during an organic growing question panel.

Towards the end of the year, we asked for feedback on The Organic Way magazine and were encouraged by the responses. Over 1,000 members provided insights which will help shape the magazine in the future. Amongst the feedback we were delighted that 91% of respondents rated the magazine as good or excellent.

2022 also saw a refresh of our brand and visual identity, along with development of our website. Both these projects were carried out based on sound supporter and stakeholder feedback, to



MASTER COMPOSTER VOLUNTEER, CLARE, SUPPORTING YOUNG GROWERS

ensure we remain relevant and accessible to today's growers.

As part of the website redevelopment, we will be increasing the tasks members can administer online, but our friendly team will always be at the end of a phone or email for those who prefer to communicate directly.

### 2. Enabling and engaging people in organic growing

We support people in organic growing in a wide variety of ways, from quick tips on social media, to in depth expert training. Our social media audience grew during the year from 70,000 to 90,000 across all channels following sharing of growing advice, tips, school resources, 'how to' videos and project updates. Towards the end of the year, we shared our first post on TikTok – putting our advice in front of a younger audience.



We continued to broadcast The Organic Gardening Podcast, which now reaches 20,000 listeners a month. Content regularly features our experts and the growing spaces at Ryton.

We published a schedule of organic growing advice through regular columns in gardening magazines, and contacts with the local press, reaching an audience not directly connected to us.

With the easing of Covid-19 restrictions, we were pleased to be able to get out and about at events across the UK. Our community engagement volunteers attended many hundreds of events, from eco fairs to farmer's markets.

We were thrilled to be asked to produce show gardens at Gardeners' World Live at the NEC Birmingham in June, and the Gardeners' World Autumn Fair at Audley End in September. The gardens achieved a Gold and Silver Merit award respectively and were continually busy with visitors enjoying our achievable ideas for an organic, sustainable garden.

Garden Organic training and events returned to a more familiar feel in 2022 with regular tours of our demonstration garden at Ryton, in-person workshops, external talks and events, and a continuation of online talks, webinars and self-guided courses established through 2020/21.

We delivered over 120 workshops, talks, webinars, and events to more than 1,500 beneficiaries. Feedback was positive with attendees reporting a significant increase in confidence following the session, and 95% happy to recommend Garden Organic training to a friend. Attendees appreciated being able to see our advice in action in the demonstration garden, and we were delighted that our tour visitors rated the overall experience 4.9 out of 5.



A FEW OF THE TEAM BEHIND OUR GOLD AWARD-WINNING GARDEN AT GARDENERS' WORLD LIVE

Our online self-guided courses continued to provide flexible training and support options across the UK, with a total of 1,300 people taking online courses across our range of local authority composting support, volunteer training, school resources, and public courses.

2022 saw us expand our online compost support offer to local authorities, with three councils contracting us to provide distance learning through a combination of online talks & self-guided courses for residents, a model we are developing further in 2023.

We also established a rolling programme of train-the-trainer sessions for HM Prison Land Management services with grounds staff attending workshops at Ryton from sites around the country, continued to support schools via the Edible Playgrounds and Food for Life online resources, and delivered horticultural wellbeing sessions to Barcud housing association in Wales.

Our members' advice team was as busy as ever, supporting members with personal, expert responses to their wide-ranging challenges. The most popular topics were vegetable and herb growing, with particular interest in pest and disease management, and composting. Growing perennial vegetables was an emerging theme, with a view of them as a more sustainable option than traditional annual crops.

Within our demonstration garden at Ryton Gardens, the extreme heat of 2022 threw up several challenges. The response of our growing area during this time truly evidenced our advice that soil is the key to plant health and resilience – even in the intense heat we restricted watering to only our containers and anything very newly planted and had very few losses at all.

Within the local area, our relationship with the Salvation Army in Coventry, set up in 2021, flourished. We were able to provide the charity with surplus organic fruit, veg and herbs to use in their cooking and helped them set up their own growing space.



HEAD GARDENER, EMMA, WITH VEG HARVESTED FOR THE SALVATION ARMY

We are proud to represent our members on issues important to organic growers either directly or alongside aligned groups including the Pesticide Collaboration, the Peat NGO Group, the English Organic Forum, the Organic Trade Board, and the Scottish Organic Stakeholder Group.

As part of this we responded to Defra consultations on the Plant Varieties and Seeds Strategy, and on the Use of Peat in Horticulture, encouraging our supporters to respond too. We were pleased to hear that over 95% of responses called for a ban on the sale of peat, sending Defra (in their own words) a 'very clear message'. Alongside this, our For Peat's Sake campaign continued, with the focus on providing practical advice to switch to peat-free.

In March we were glad to see the ban on the sale of metaldehyde slug pellets finally come into force and were featured on Radio 4's The World at One, with practical advice on organic alternatives.

### 3. Conserving important plant genetic material

At the end of 2022 we were delighted to introduce eight rediscovered varieties into the Heritage Seed Library. These included Metissa Broad bean, an ex-commercial variety that had become unavailable to buy recently and Mike's Yellow Belle tomato, an impressive and productive heirloom variety.

Thanks to generous donations from our members, we were able to expand our team and improve infrastructure at Ryton. New polytunnels and isolation beds really came into their own, with a highly productive growing season on site, resulting in harvesting the equivalent of 83,860 packets across 75 varieties – four times as many packets as we harvested in 2021.

Our top harvests were Wroxton brussels sprout, Beta III carrot, White Belgium carrot, Noon's Close sorrel, and Hong's watercress which account for more than half the amount harvested. While our fantastic Seed Guardians found 2022 a challenging growing year, their efforts combined with ours meant we were able to safeguard 134 crops with fresh seed.

We shared a bumper edition of the seed list with members in December. 175 varieties were available and included a record 36 varieties not made available before. We were particularly pleased to introduce Odin Longstanton leek, an excellent and long ex-commercial variety, as well as a popular lettuce salad mix for the first time.

Outside of the Heritage Seed Library, we have been gathering varieties of comfrey with the aim of gaining National Collection status for comfrey in 2023. This collection is in our demonstration garden and proves an interesting discussion point for visitors, highlighting the benefits of this plant, and the importance of national collections.



ANISH, TENDING TO THE HERITAGE SEED LIBRARY GROW-OUT AREA

### 4. Supporting communities to take positive environmental action

In 2022 Garden Organic continued to maintain an active presence in communities around the UK, sharing the positive environmental messages of home composting, organic growing, and reducing food waste.

The Knowledge Transfer Team supported more than 350 volunteers representing both their local projects and the wider charity as advocates for organic growing.

We delivered volunteer projects in eleven areas with funding from local and national government, and waste service providers. These areas were: Cumbria, Shropshire, Telford and Wrekin, Staffordshire, Leicestershire, Suffolk, Norfolk, Gloucestershire, North & East Hertfordshire, Dyfi Biosphere and Worcestershire, where we returned to the Let's Waste Less programme after two years. Through the year our volunteers recorded more than 2,000 hours of activity.

As well as supporting these fantastic long-standing projects, we also launched several new ones, including a partnership with Norwich City Council, where we ran over 25 community horticulture-related sessions for residents as part of the '100 Day Challenge', led by Norwich City Council and funded by the UK Government Community Recovery Fund. Sessions inspired and empowered residents to become more engaged with the green spaces in their communities and received fantastic feedback.

Also new to 2022 was a project working with small businesses in Great Yarmouth as part of the European funded FACET project. Through this project we supported small businesses to compost their food waste on site, having a significant impact on waste management in the local area through a new route.

Our Master Gardener project in the Dyfi Biosphere in Wales continued, with workshops and support given in Welsh and English.

In Cumbria we formed a thriving partnership with the local Wildlife Trust to develop the first of many Compost Demonstration Sites. Visitors to Cumbria Wildlife Trust's Gosling Sike site can take inspiration from several different working bins alongside signage explaining the process.

Our work with the next generation of organic growers continued through our partnerships with Learning Through Landscapes, where we provided more than 150 Growing and Cooking Packs to schools around the UK, and as part of the Edible Playgrounds Project with Trees for Cities we supported three Leicester schools with in-depth organic growing advice.

We were also pleased to continue our BBC Children in Need-funded work with Young Carers in a new region (Northamptonshire) where we delivered regular organic growing sessions.



VOLUNTEER MASTER COMPOSTERS IN NORFOLK

## 5. Evidencing how organic growing supports biodiversity

During 2022 we ran four citizen science experiments with members, to further understanding of organic growing principles and practices. The experiments were:

- Testing a novel bio stimulant for pest control: Participants monitored rocket grown with either a seed treatment or a soil amendment containing frass (droppings collected from maggots fed on food waste!). This contains chitin (a protein that is found in insect casing) and could induce plants to become more resilient to pest damage. This experiment was conducted in collaboration with NIAB (the National Institute of Agricultural Botany).
- Investigating whether location impacts nutrient content of homemade feeds: Working with Coventry University's Centre for Agroecology, Water and Resilience, we tested 100 samples of comfrey and nettle feed made by members at a range of locations, to investigate what factors affected their nutrient content.

- Testing home grown lettuces for the presence of antimicrobial resistant bacteria (AMR): This was a pilot to test the feasibility of using the public to collect microbiological samples from home grown produce. Working with partners at the University of York, people were asked to take samples from home grown lettuce leaves to look for the presence of AMR.
- Assessment of a winter green manure mix: Members grew a mix of green manures specifically curated by Garden Organic and Cotswold Seeds to be more suited to a domestic garden setting and to be easier to incorporate without digging.

We are currently in the process of analysing the results from all four experiments and look forward to sharing findings with members in 2023.

In addition, we carried out a snap survey of how successful people's veg growing was in 2022. The key finding was that some crops normally deemed 'dependable', such as runner beans, produced much lower yields than normal, highlighting the need to diversify the range of crops grown to mitigate against weather extremes.

As well as running these experiments with our members, we started rolling them out to community sites across the UK, to increase access, participation and engagement.

Our members' experiments have been carried out consistently since the charity was founded. This provides vital data that has given rise to organic practices now commonplace in gardens and allotments and informing the advice and guidance we give to growers. To ensure that we continue to deliver world-leading citizen science, we were pleased to receive funding from the National Environmental Research Council to form a Citizen Science Action Group.



RESEARCH MANAGER. ANTON, SOWING SEEDS AT RYTON

This group comprises a unique mix of community gardeners and academics, all with an interest in, and knowledge of, experimentation and co-creative experimental design. The group now meets regularly to collaborate on how our science is run, including what subjects we investigate, how people can participate, and what support we offer.

Partnerships are key to our success in advancing organic growing knowledge through research. Through 2022 we continued to develop our relationships with academic institutes, including York, Warwick and Cranfield Universities; Scotland's Rural Colleges (SRUC) and Dundee Botanic Gardens and University.

Our relationship with Coventry University is particularly strong and we were delighted that two of our horticultural experts, Dr Bruce Pearce and Dr Anton Rosenfeld were appointed as Honorary Research Fellows within the Centre for Agroecology, Water and Resilience.

## 6. Being a good organisation to work for and with

2022 saw us return to a more stable working environment, post-pandemic. The learning from lockdown periods allowed us to review communication methods and technology provision, identifying how we can build on the positives of home-working whilst overcoming any challenges from a new, hybrid, way of working.

Through trials and feedback, we achieved a balance of in-person staff days, with collaborative workshop and expert talks, and short, frequent online updates to check in and share updates. Most of our team now work at least some time at home, helping to achieve a healthy work/life balance whilst remaining connected and operating as one cohesive team.

To support this new way of working, a detailed IT review was launched, with upgrades planned for 2023 to bring about improvements and efficiencies across the organisation.

We maintained our Bronze Thrive at Work award, in recognition of our commitment to the health and wellbeing of our team and began working towards the Silver Award which we hope to achieve in 2023.

Increasing the diversity of our team and those we work for and with remains a priority. In 2022 we introduced blind recruitment – with all personal information and identifiers removed – to eliminate any risk of unconscious bias during our recruitment process. We are also in the process of broadening out the fruit, veg and plants that we provide advice on, to support and reflect the rich diversity of UK growing spaces.

Garden Organic benefits from the time and efforts of very many volunteers who support the charity



APPRENTICE, TOM, AT RYTON GARDENS

both at our Head Office at Ryton Gardens, and across the country in our outreach projects. We are incredibly grateful for this support, and simply would not be able to achieve all we do without it.

Our outreach volunteering programmes continued to feel the effects of the pandemic in the preliminary stages of 2022, taking some time to get back to a full programme of in-person events and meetings.

For many, the transition back to face-to-face activity was daunting following such a prolonged period without it, so we focused on supporting this transition, and were delighted to see an increase in representation at public talks and events by the end of the year.

We have always known our community volunteer work holds enormous potential to support people to grow and compost sustainably so we took time in 2022 to consult with existing and potential new volunteers to identify ways to expand this work across the whole of the UK.

## Financial Review

2022 was a year the charity needed to invest in order to be fit for future and build a much-needed pipeline of new income, which had dwindled drastically through the preceding years, compounded by the pandemic. The charity has no loans, creditors have not increased and there are no debts.

A comprehensive review was undertaken and a budget set that would increase the charity's capacity for income generation. This was the start of a three-year business plan, which began in the final months of the pandemic, in early 2022, and focused on delivering impact, income and influence.

Investment was made in business development in order to ramp up partnerships for impact in communities; in our science department in order to increase the footprint and operations of the Heritage Seed Library; and in our marketing and membership function through the development of a new brand and website. The Trustees are confident that this approach will succeed over the life of the three year business plan.

In 2023 we are reaping the benefits of the expenditure made last year. Our profile is raised, our website portrays a confident charity dedicated to all aspects of organic growing, and our Heritage Seed Library team was expanded and subsequently had its best year on record for seed production.

By investing in key staff and associates across our communities and membership teams, we've built a pipeline for partnership opportunities with major funders such as corporates and local authorities, and have introduced new processes resulting in more donations.

Alongside this, controls were in place to reduce operational spend in other areas, for example in



CLIMBING FRENCH BEAN 'BREJO' FROM THE HERITAGE SEED LIBRARY

challenging all our supplier contracts to ensure best value, reducing Senior Management support staff, and reviewing regular payments to ensure unused subscriptions and software were cancelled. In 2023 we are now benefitting from a reduced cost base. However, our exposure to the markets in 2022 via our investment portfolio has meant that we've seen a decline in our portfolio value as at the time of writing this report.

In addition, our fundraised income projections for 2022 included a large legacy which, together with two others, did not arrive within the anticipated timeframe. These totalled £130,000 and arrived in Spring 2023. Legacies are so important to Garden Organic, enabling us to safeguard organic growing principles held so dear by our members, and hand them on to future generations.

So, with income down, investment portfolio losses, a planned expenditure on operations to improve the future outlook, and the payment for our defined benefit pension scheme, we finished 2022 with an unrestricted deficit of (£645,499) (2021 – unrestricted surplus of £173,233).

Our unrestricted funds balance at the end of the year is £157,047 (2021 - £839,590). This includes a liability towards our defined benefit pension scheme. The Charity has agreed a payment schedule with the trustees of the pension scheme and believes that the payments for this liability can be met out of future income streams, although it is noted this puts significant pressure on the annual budgeted expenditure.

The payments for this liability increase 5% each January with the portfolio being revalued every three years (the previous valuation being December 2021).

Our net current assets position ended the year at a deficit of (£97,083) (2021 surplus of £129,857). The accounting policies, under which the financial results are prepared, are included in note 1 to the accounts.

### Unrestricted Reserves

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

In order to meet the reserves requirements noted above, the Charity must consider its available funds. The Charity uses the Charity Commission guidance and calculates these available funds by taking its unrestricted, undesignated funds and excludes its fixed asset investments and adds back its pension liability. This means at 31 December 2022, the Charity has available funds of £18,697 (2021 - £171,896) in order to meet its reserves.



LADYBIRD ON NASTURTIUM LEAF, RYTON GARDENS

Trustees are aware that by using the above formula they do not have sufficient available funds to meet the reserves policy. It was agreed in early 2022 that a new three-year business plan would be executed requiring investment in years one and two towards growth in year three onwards, focusing on investment in the rebrand, website and internal strategies and resourcing around income generation and increased donations and membership engagement.

### Restricted Reserves

Restricted income remains central to the work of Garden Organic. At the end of the year, we held restricted reserves of £16,200 (2021 - £28,920), which are not available for general use, but are put aside for specific projects. During the year, we continued to run our restricted activities to further the Charity's work in a variety of projects whilst developing opportunities for new funding.

The award of these restricted funds will enable Garden Organic to do more work than we would otherwise be able to do.



## Investments

Garden Organic has an investment portfolio managed by abrdn (formerly Aberdeen Standard Capital). The Investment Committee is made up of four Trustees and meets quarterly. The performance is benchmarked against those held in similar ethical portfolios.

Regular calls are set up between the Investment Committee and the Charity's investment fund manager at abrdn. The whole Board of Trustees monitors future plans for the investment portfolio. Adopting a pragmatic approach in the longer-term interests of the Charity is critical given the rapidly changing operating environment and, at the time of writing, the downbeat economic outlook. Further information on the Charity's investment holdings can be found in note 11 to the accounts.

## Fundraising

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

All fundraising is carried out by our own employees – we do not use third parties to raise funds on our behalf. We continually monitor and review our fundraising methods and can confirm that we received no complaints in 2022 (2021 – nil).

## Pensions

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



COLLEAGUES ALICE AND SHEM AT RYTON GARDENS

We previously offered our staff a multi-employer defined benefit pension scheme, which closed to future accrual in 2008.

This scheme is in deficit, with our financial liability reflected on the balance sheet. Further details can be found in note 16 to the accounts. This liability was revalued in December 2021 and the year-end report restated accordingly. The next valuation will be December 2024.

## Going Concern

Whilst the Charity's operations and finances have undoubtedly been impacted by the pandemic and economic conditions in the UK during 2022, the Charity continues to adapt to the changing circumstances and deliver against its charitable objectives.

The Trustees have reviewed their future plans and believe they have sufficient resources to continue as a going concern.

## Structure, governance and management

Garden Organic is governed by its Articles of Association. These were updated in 2021 and adopted by the membership on 17th September 2021. Garden Organic is a company limited by guarantee. The Board of Trustees is responsible for the overall governance of the Charity.

### Board of Trustees

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

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

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



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

- Chair: Margaret Eyre (resigned 25th June 2022 after serving full term of office)
- Acting Chair: Dr Andrew Collins
- Vice-Chair: Keith Walker (resigned 13th January 2022)
- Vice-Chair: Adam Alexander
- Vice-Chair: David Robinson
- Treasurer: Steve Howell (resigned 25th June 2022 after serving full term of office)
- Treasurer: Keith Arrowsmith
- Liam Gaffney (resigned 25th June 2022)
- Marjan Bartlett-Freriks (resigned 25th June 2022)
- Amanda Sandford
- Emma Sayer
- Angela Wright (appointed 25th June 2022)
- Joe McIndoe (appointed 25th June 2022)
- Rhiannon Davies (appointed 25th June 2022)
- Mark Mitchell (appointed 20th October 2022)

## Executive Team

The Board of Trustees works closely with the Chief Executive and Executive Team to ensure that the Charity is managed effectively.

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

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

- Fiona Taylor, Chief Executive
- Dr Bruce Pearce, Director of Horticultural Science
- Colette Bond, Director of Horticultural Engagement
- Hannah Rogers, Director of Membership, Marketing and Communications
- Joanne Ford, (appointed July 2022) Director of Finance and Corporate Resources
- Julie Court, (resigned 27th May 2022) Chief Operating Officer and Company Secretary

## Staff

Garden Organic aims to be an organisation where people feel part of a team and work together for a shared purpose. Staff meetings are held regularly, with reports from the Executive and Management Teams on matters both strategic and financial, and with work updates from colleagues as well as health and well-being information.

Notes are taken and circulated to all staff, including those who are not based at the Charity's Head Office or not able to attend.

Garden Organic supports equal opportunities and has a policy of recruitment and promotion on the



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basis of aptitude and ability without discrimination.

We are proud to be a Disability Confident Employer and endeavour to make our sites as accessible as possible. Garden Organic employs people with disabilities and supports people with learning or physical difficulties, or special educational needs, with their organic growing.

### Pay policy for key management personnel

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

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

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

### **Group structure**

The Charity has a wholly owned subsidiary, Organic Enterprises Limited. The subsidiary carries out trading activities to raise funds which it 'gift aids' to the Charity, and during the financial year it made an operating profit of £18,995 (2021: £36,059).

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

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

### **Committees & subsidiary boards**

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

#### **Finance Committee**

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



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

#### **Investment Committee**

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

#### **Audit and Risk Committee**

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

### Communications Committee

The Communications Committee is made up of Trustees who are independent of the management. The Committee advises on marketing and communications to both members, supporters and the wider public, including campaigns, brand communications and digital outreach.

### Horticultural Committee

During 2022 the Horticultural Committee was established, but the inaugural meeting was set for Spring 2023. The Horticultural Committee is made up of Trustees who are independent of the management. The Committee advises on science and research, the Heritage Seed Library, organic growing demonstration, advice and community outreach.

### Organic Enterprises Limited Board

The Organic Enterprises Limited Board is made up of Trustees, Executive Team members and independent Directors. This Board acts “at arm’s length” from the Charity. It meets at least three times a year and is responsible for overseeing the Charity’s commercial and trading activities with the aim of generating a profit to be ‘gift aided’ to the Charity.

### Commercial Committee

The Commercial Committee is made up of the same Trustees who sit on The Organic Enterprises Board, and advises the charity in commercial matters.

### Garden Organic Limited Board

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

### Risk Management

The Board of Trustees, working with the Senior Management Team, oversee the Charity’s risk management processes.



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Risk registers are maintained across the Charity to monitor risk and, where possible, to identify mitigating actions which reduce the impact of adverse events.

These registers include strategic, operational and project risks such as income generation, expenditure budgets, legal compliance and external communications. Risks are evaluated and scored for likelihood, financial impact, reputational impact and management tolerance, and mitigating actions are put in place. The risk registers are reviewed by the Management Team, with high-scoring and strategic risks reviewed quarterly by the Audit and Risk Committee and biannually by the Board of Trustees.

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

The most significant non-financial risks facing the Charity are those that potentially impact our reputation. We communicate with our members and wider supporters using both traditional and digital media as appropriate and as budgets allow.

During the latter part of 2021 and through 2022, we focused on our reputation through extensive research with members and stakeholders. We then developed our new brand which was realised through our new website and has been rolled out through our digital channels first, with printed materials, including The Organic Way, following in early 2023.

We continually update our website to be the expert source of on-line organic horticultural information. We apply our ethics policy to review any potential new relationships with donors, suppliers and partners.

The Charity also recognises the risks posed by COVID-19 and in particular, its impact on the staff and charitable delivery, and which affected operations in early 2022.

### Charity Governance Code

The Board has made the decision to follow the Charity Governance Code which sets out the principles and recommended good practice for effective governance in charities. The Board is looking to improve diversity in its trustee recruitment process which has yielded some younger board members and a wider range of experience and skills.

In 2022, the Charity continued to update its governing documents and policies and also reviewed role descriptions for trustee roles.



HERITAGE SEED LIBRARY RUNNER BEAN, 'SUNSET'

### Auditors

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

## Statement of Trustees' Responsibilities

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

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

- Select suitable accounting policies and then apply them consistently;
- Observe the methods and principles in the Charities (Statement of Recommended Practice (Charities SORP (FRS 102)));
- Make judgements and estimates that are reasonable and prudent;
- State whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- Prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

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



PRICKING OUT SEEDLINGS IN THE HERITAGE SEED LIBRARY

In so far as the Trustees are aware:

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

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

By Order of the Board of Trustees



Dr Andrew Collins, Chair of Trustees  
Date: 17th May 2023

## Reference and Administrative Details

As at 31 December 2022, Company Number 02188402

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

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

President: Professor Tim Lang, PhD, FFPH

Vice-presidents:

- Jane Davidson
- Pam Whittle OBE
- Raymond Blanc OBE
- Susan Hampshire
- Thelma Barlow

The Board of Trustees:

- Dr Andrew Collins (Chair)
- Keith Arrowsmith (Treasurer)
- Angela Wright
- Adam Alexander
- Rhiannon Davies
- Joe McIndoe
- David Robinson
- Amanda Sandford
- Dr Emma Sayer
- Mark Mitchell

Chief Executive: Fiona Taylor

Executive Team:

- Colette Bond (Dir. of Horticultural Engagement)
- Joanne Ford (Dir. of Finance & Corporate Resources)
- Dr Bruce Pearce (Dir. of Horticultural Science)
- Hannah Rogers (Dir. of Membership & Communications)

Registration Numbers:

Charity Commission in England & Wales 298104  
Office of the Scottish Charity Regulator SC046767  
Companies House 02188402

Registered office: Ryton Organic Gardens, Ryton on  
Dunsmore, Coventry, CV8 3LG



HAND-PACKING IN THE HERITAGE SEED LIBRARY

Charity Advisors:

Auditors: Azets Audit Services Ltd  
Chartered Accountants  
2nd Floor, Regis House, 45 King William Street,  
London, EC4R 9AN

Solicitors: Ladders Solicitors LLP  
Number Ten, Elm Court, Stratford upon Avon,  
Warwickshire, CV37 6PA

Bankers: Lloyds TSB  
Southpoint House, Harcourt Way, Meridian  
Business Park, Leicester, LE19 1WF



## Independent Auditor's Report to the Trustees and Members

As at 31 December 2022, Company Number 02188402

### Opinion

We have audited the financial statements of Garden Organic (the 'parent charitable company') and its subsidiaries (the 'group') for the year ended 31 December 2022 which comprise the Consolidated Statement of Financial Activities, the Consolidated and Charitable Parent Company Balance Sheet, the Consolidated Cash Flow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 *The Financial Reporting Standard applicable in the UK and Republic of Ireland* (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the group's and parent charitable company's affairs as at 31 December 2022, and of the group's incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

### Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the group and parent charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

### Conclusions relating to going concern

In auditing the financial statements, we have concluded that the Trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the Group's or parent charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

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

### Other information

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

We have nothing to report in this regard.

### **Opinions on other matters prescribed by the Companies Act 2006**

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

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

### **Matters on which we are required to report by exception**

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

We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept by the parent charitable company, or returns adequate for our audit have not been received from branches not visited by us; or
- the parent charitable company's financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

### **Responsibilities of Trustees**

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

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

### **Auditor's responsibilities for the audit of the financial statements**

We have been appointed auditor under the Companies Act 2006 and report in accordance with this Act.

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

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

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

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

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>. This description forms part of our auditor's report.

#### Use of our report

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

*Azets Audit Services*

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

Date: 18 May 2023

## Consolidated Statement of Financial Activities

As at 31 December 2022, Company Number 02188402

	Notes	Unrestricted Funds 2022	Restricted Funds 2022	Total Funds 2022	Total Funds 2021
		£	£	£	£
<b>Income from</b>					
Donations, membership and legacies	3	1,017,474	-	1,017,474	1,415,873
Charitable activities	4	298,135	55,892	354,027	209,933
Other trading activities	5	60,752	-	60,752	72,507
Investments		23,257	-	23,257	22,120
Other income		10,470	-	10,470	3,304
<b>Total</b>		<b>1,410,088</b>	<b>55,892</b>	<b>1,465,980</b>	<b>1,723,737</b>
<b>Expenditure</b>					
Raising funds	6	641,052	-	641,052	737,650
Charitable activities	7	1,194,705	58,717	1,253,422	1,060,320
<b>Total</b>		<b>1,835,757</b>	<b>58,717</b>	<b>1,894,474</b>	<b>1,797,970</b>
<b>Net Income/(Expenditure)</b>		<b>(425,669)</b>	<b>(2,826)</b>	<b>(428,495)</b>	<b>(74,233)</b>
<b>Transfers between funds</b>		<b>9,894</b>	<b>(9,894)</b>	<b>-</b>	<b>-</b>
<b>Net movement in funds</b>		<b>(415,775)</b>	<b>(12,720)</b>	<b>(428,495)</b>	<b>(74,233)</b>
Net losses on investments	11	(229,724)	-	(229,724)	164,346
		<b>(645,499)</b>	<b>(12,720)</b>	<b>(658,219)</b>	<b>90,113</b>
Actuarial (losses) on defined benefit pension schemes	17	(37,045)	-	(37,045)	324,000
		<b>(682,544)</b>	<b>(12,720)</b>	<b>(695,264)</b>	<b>414,113</b>
<b>Reconciliation of funds</b>					
Total funds brought forward		839,591	28,920	868,510	454,397
<b>Total funds carried forward</b>	<b>18</b>	<b>157,047</b>	<b>16,200</b>	<b>173,246</b>	<b>868,510</b>

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

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

The deficit for the year for Companies Act purposes comprises the net incoming resources for the year plus realised losses of (£9,286) – (2021 - £70,385) on investments and was (£474,826) – (2021– £320,152).

The notes on pages 30 - 46 form part of these financial statements.

## Consolidated and Charity Balance Sheets

As at 31 December 2022, Company Number 02188402

	Notes	Group		Charity	
		2022	2021	2022	2021
		£	£	£	£
<b>Fixed assets</b>					
Tangible fixed assets	10	169,444	109,505	169,444	109,505
Investments	11	941,802	1,529,694	941,802	1,529,703
		<u>1,111,246</u>	<u>1,639,199</u>	<u>1,111,246</u>	<u>1,639,208</u>
<b>Current assets</b>					
Debtors	13	146,902	162,527	161,175	184,039
Cash at bank and in hand		136,361	355,007	120,533	332,738
		<u>283,263</u>	<u>517,534</u>	<u>281,708</u>	<u>516,777</u>
<b>Creditors: Amounts falling due within one year</b>	14	(380,346)	(387,677)	(378,800)	(386,929)
<b>Net current assets</b>		<u>(97,083)</u>	<u>129,858</u>	<u>(97,092)</u>	<u>129,848</u>
<b>Total assets less current liabilities</b>		<u>1,014,163</u>	<u>1,769,057</u>	<u>1,014,154</u>	<u>1,769,057</u>
<b>Creditors: Amounts falling due after more than one year</b>	16	(36,606)	(38,546)	(36,606)	(38,546)
Provisions for liabilities	17	(804,309)	(862,000)	(804,309)	(862,000)
<b>Net assets</b>		<u>173,248</u>	<u>868,511</u>	<u>173,239</u>	<u>868,511</u>
<b>Reserves</b>	18				
Restricted funds		16,200	28,920	16,200	28,920
Unrestricted funds:					
- Designated funds		-	-	-	-
- other charitable funds		157,048	839,590	157,039	839,590
		<u>173,248</u>	<u>868,510</u>	<u>173,239</u>	<u>868,510</u>

The financial statements were approved by the Board of Trustees on 17/05/2023 and signed on their behalf by:-

Keith Arrowsmith  
Honorary Treasurer



The notes on pages 30 - 46 form part of these financial statements.

## Consolidated Cash Flow Statement

As at 31 December 2022, Company Number 02188402

		2022	2021
	Notes	£	£
<b>Cash flows from operating activities</b>			
Net cash provided by operating activities	19	(506,735)	(168,416)
<b>Cash flows from investing activities</b>			
Interest income		23,257	22,120
Purchase of tangible fixed assets		(93,335)	(17,948)
Proceeds from sale of investments		885,117	947,123
Purchase of investments		(526,949)	(937,191)
		288,091	14,104
<b>Change in cash and cash equivalents in the year</b>		<b>(218,644)</b>	<b>(154,312)</b>
Cash and cash equivalents at the beginning of year		355,007	509,319
<b>Cash and cash equivalents at the end of the year</b>		<b>136,363</b>	<b>355,007</b>
<b>Analysis of cash and cash equivalents</b>			
		<b>31 December 2022</b>	<b>31 December 2021</b>
		<b>£</b>	<b>£</b>
<b>Cash and cash equivalents at the end of the year</b>		<b>136,361</b>	<b>355,007</b>

The notes on pages 30 - 46 form part of these financial statements.

## Notes to the Financial Statements

As at 31 December 2022, Company Number 02188402

### 1. Accounting policies

#### a) General information and basis of preparation

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

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

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

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

The actuarial liability for the defined benefit pension scheme is undertaken every three years, with the next valuation due December 2024.

#### b) Basis of consolidation

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

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

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

#### c) Going Concern

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

#### d) Funds

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

## Notes to the Financial Statements

As at 31 December 2022, Company Number 02188402

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

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

### e) Income

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

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

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

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

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

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

### f) Expenditure

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

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

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

### g) Tangible fixed assets

Tangible fixed assets are stated at cost less accumulated depreciation.

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

Fixtures and fittings	10% to 25% straight line
Assets are only capitalised if cost is greater than £1,000.	



## Notes to the Financial Statements

As at 31 December 2022, Company Number 02188402

**h) Fixed asset investments**

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

**i) Debtors**

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

**j) Cash at bank and in hand**

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

**k) Creditors**

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

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

**l) Loans and borrowings**

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

**m) Pension costs**

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

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

**n) Taxation**

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

**o) Finance and operating leases**

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

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

## Notes to the Financial Statements

As at 31 December 2022, Company Number 02188402

**p) Judgement and key sources of estimation uncertainty**

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

Accounting estimates and assumptions

(i) *Multi-employer defined benefit pension scheme*

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

(ii) *Useful economic lives of tangible assets*

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

<b>2. Net income/(expenditure) for the year:</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>
<b>This is stated after charging:</b>		
Depreciation on owned tangible fixed assets	33,397	28,017
Operating lease rentals – Plant and machinery	1,618	4,116
Auditors' remuneration – audit services (Charity: £9,110)	9,973	10,300
	<hr/>	<hr/>

<b>3. Income from Donations, Membership and Legacies</b>			<b>Total</b>	<b>Total</b>
	<b>Unrestricted</b>	<b>Restricted</b>	<b>Funds</b>	<b>Funds</b>
	<b>Funds</b>	<b>Funds</b>	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>£</b>	<b>£</b>	<b>£</b>
Donations and gifts	110,293	-	110,293	174,237
Legacies	200,164	-	200,164	511,764
Membership	578,576	-	578,576	585,822
Gift aid recovery	128,440	-	128,440	144,050
	<hr/>	<hr/>	<hr/>	<hr/>
	<b>1,017,474</b>	<b>-</b>	<b>1,017,474</b>	<b>1,415,873</b>
	<hr/>	<hr/>	<hr/>	<hr/>

## Notes to the Financial Statements

As at 31 December 2022, Company Number 02188402

### 4. Income from Charitable Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Fees for gardening projects	85,978	-	85,978	52,889
Government and public authority payments	210,058	58,459	268,517	141,676
Charitable grants	2,100	(2,568)	(468)	15,368
	<u>298,135</u>	<u>55,892</u>	<u>354,027</u>	<u>209,933</u>

### 5. Income from Other Trading Activities

	Unrestricted Funds £	Restricted Funds £	Total Funds 2022 £	Total Funds 2021 £
Income from trading activities	52,352	-	52,352	71,107
Sponsorship	8,400	-	8,400	1,400
	<u>60,752</u>	<u>-</u>	<u>60,752</u>	<u>72,507</u>

### 6. Expenditure on Raising Funds

	Activities undertaken directly £	Support costs (Note 8) £	Total Funds 2022 £	Total Funds 2021 £
- Membership	244,109	183,568	427,677	411,510
- Fundraising and publicity	76,452	89,768	166,219	279,548
- Other trading activities	26,581	20,574	47,156	46,592
	<u>347,142</u>	<u>293,910</u>	<u>641,052</u>	<u>737,650</u>

## Notes to the Financial Statements

As at 31 December 2022, Company Number 02188402

### 7. Expenditure on Charitable Activities

	Activities undertaken directly £	Support costs (Note 8) £	Total Funds 2022 £	Total Funds 2021 £
- Education and training	531,171	65,176	596,347	473,583
- Heritage Seed Library	321,311	57,229	378,540	343,450
- Research	80,938	11,962	92,900	85,405
- Ryton Gardens	155,113	30,521	185,635	157,882
	<b>1,088,533</b>	<b>164,889</b>	<b>1,253,422</b>	<b>1,060,320</b>

### 8. Analysis of Support Costs

	Governance & Finance £	IT & Human Resources £	Premises £	Total Support costs 2022 £	Total Support costs 2021 £
- Membership	163,109	10,396	10,063	183,568	155,034
- Fundraising and publicity	70,874	13,862	5,031	89,768	133,082
- Other trading activities	12,078	3,465	5,031	20,574	20,436
- Education and training	-	45,051	20,125	65,176	63,618
- Heritage Seed Library	1,218	20,793	35,219	57,229	47,122
- Research	-	6,931	5,031	11,962	6,984
- Ryton Gardens	-	10,396	20,125	30,521	24,692
	<b>247,279</b>	<b>110,894</b>	<b>100,626</b>	<b>458,799</b>	<b>450,968</b>

#### Basis of Apportionment of Support Costs

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

## Notes to the Financial Statements

As at 31 December 2022, Company Number 02188402

### 9. Analysis of Trustee and Staff Remuneration

	2022	2021
<b>The aggregate payroll costs were:</b>	<b>£</b>	<b>£</b>
Wages and salaries	990,904	888,360
Social security costs	84,933	71,607
Employer's contribution to defined contribution pension scheme	69,073	56,024
Operating costs of defined benefit pension scheme	34,480	58,000
	<b>1,179,390</b>	<b>1,073,991</b>

The average number of staff employed by the group during the financial year amounted to:

	No.	No.
Total number of staff:		
Raising Funds	2	2
Charitable Activities	30	29
Support Staff	11	14
	43	45

The Trustees received no remuneration during the year under review. Travelling, subsistence and accommodation expenses were reimbursed to 7 Trustees totalling £2,421 (2021: £2,871 to 5 Trustees).

During the year, one employee received total emoluments over £60,001 (2021 nil over £60,001). In 2022, pension contributions relating to this employee of £6,060 (2021 nil) were paid into the auto enrolment pension scheme and nil into the historic defined pension contribution scheme.

The key management personnel of the Charity comprise the Trustees, the Chief Executive Officer and the Executive Team as noted on page 23. The total employee benefits of the key management personnel were £317,851 (2021: £267,749).

## Notes to the Financial Statements

As at 31 December 2022, Company Number 02188402

### 10. Tangible Fixed Assets

	Fixtures & Fittings & Total £	Website £	Total £
<b>Group and Charity</b>			
<b>Cost or Valuation</b>			
At 1 January 2022	251,324	-	251,324
Additions	5,667	87,668	93,335
Disposals	-	-	-
	<hr/>	<hr/>	<hr/>
At 31 December 2022	256,991	87,668	344,660
	<hr/>	<hr/>	<hr/>
<b>Depreciation</b>			
At 1 January 2022	141,819	-	141,819
Depreciation charge	31,571	1,826	33,397
Disposals	-	-	-
	<hr/>	<hr/>	<hr/>
At 31 December 2022	173,390	1,826	175,216
	<hr/>	<hr/>	<hr/>
<b>Net Book Value</b>			
<b>31 December 2022</b>	<b>83,601</b>	<b>85,842</b>	<b>169,444</b>
	<hr/>	<hr/>	<hr/>
31 December 2021	109,505	-	109,505
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

## Notes to the Financial Statements

As at 31 December 2022, Company Number 02188402

### 11. Investments

	2022	2021
Investments managed by Investment Manager	£	£
<b>Market Value</b>		
At 1 January 2022	1,529,694	1,375,280
Additions	526,949	937,191
Disposals at opening market value	(485,117)	(947,122)
	<hr/>	<hr/>
	1,571,525	1,365,348
Realised and unrealised profit on investments	(229,724)	164,346
Transfer to Garden Organic	(400,000)	
	<hr/>	<hr/>
<b>At 31 December 2022</b>	<b>941,802</b>	<b>1,529,694</b>
	<hr/>	<hr/>

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

The historical cost of the investment portfolio (excluding cash) at 31 December 2022 was £1,158,813 (2021 - £1,395,226). All the investments are held primarily to provide an investment return for the Charity.

	2022	2021
	£	£
<b>Fixed asset investment split</b>		
Equities	618,489	989,387
Fixed Interest – UK	151,602	157,290
Property	37,749	55,745
Alternatives	129,679	186,285
	<hr/>	<hr/>
Sterling Liquidity Funds	-	100,000
	937,519	1,488,707
Cash held by Investment Manager	4,283	40,987
	<hr/>	<hr/>
	941,802	1,529,694
	<hr/>	<hr/>

## Notes to the Financial Statements

As at 31 December 2022, Company Number 02188402

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

	Market Value (2022)	% of Portfolio	Market Value (2021)	% of Portfolio
ASI Ethical Corp BD (UK Corporate Bonds)	123,665	8.2%	101,622	10.8%

### Investments in Group Undertakings

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Shares in group undertakings	-	-	9	9

## 12. Net income from the subsidiary trading activities

Organic Enterprises Limited is a 100% subsidiary with company number 0178247 whose registered office is Ryton Organic Gardens, Ryton On Dunsmore, Coventry, West Midlands, CV8 3LG. During the year it was the sole trading subsidiary with the principal activities of the production and distribution of certain publications and retail activities not connected to usual Charity operations.

The results for this subsidiary were as follows:

	2022	2021
	£	£
<b>Profit and Loss account</b>		
Turnover	363	-
Cost of sales	-	-
Gross profit/(loss)	363	-
Other income	31,837	56,387
Administrative and other expenses	(13,205)	(20,328)
Net profit prior to gift aid to the Charity	<b>18,995</b>	<b>36,059</b>
Net assets at 31 December 2022	<b>7</b>	<b>7</b>



## Notes to the Financial Statements

As at 31 December 2022, Company Number 02188402

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

Investments in group undertakings comprise:	£	£
Organic Enterprises Limited	7	7
Garden Organic Limited	2	2
	<u>9</u>	<u>9</u>

### 13. Debtors

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Trade debtors	76,535	54,165	70,137	47,244
Amount owed from group undertakings	-	-	20,671	37,212
Other debtors	41,170	87,784	41,170	79,005
Prepayments	29,198	20,578	29,198	20,578
	<u>146,902</u>	<u>162,527</u>	<u>161,175</u>	<u>184,039</u>

### 14. Creditors: amounts falling due within one year

	Group		Charity	
	2022 £	2021 £	2022 £	2021 £
Trade creditors	57,078	77,817	57,057	77,817
Amount owed to group undertakings	-	-	2	2
Other taxation and social security	36,091	15,136	36,091	15,136
Other creditors	10,100	18,572	10,100	18,572
Accruals and deferred income (note 15)	277,076	276,152	275,549	275,402
	<u>380,346</u>	<u>387,677</u>	<u>378,800</u>	<u>386,929</u>

## Notes to the Financial Statements

As at 31 December 2022, Company Number 02188402

<b>15. Deferred income</b>	<b>£</b>
Deferred income at 1 January 2022	252,039
Released during year	(431,631)
Deferred in 2021	417,582
	<hr/>
Deferred income at 31 December 2022	<b>237,990</b>
	<hr/> <hr/>

	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Deferred income due within one year	201,386	213,493	201,386	213,493
Deferred income due after more than one year	36,606	38,546	36,606	38,546
	<hr/>	<hr/>	<hr/>	<hr/>
	<b>237,992</b>	<b>252,039</b>	<b>237,992</b>	<b>252,039</b>
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

<b>16. Creditors: amounts falling due after more than one year</b>				
	Group		Charity	
	2022	2021	2022	2021
	£	£	£	£
Accruals and deferred income (note 14)	36,606	38,546	36,606	38,546
	<hr/>	<hr/>	<hr/>	<hr/>
	<b>36,606</b>	<b>38,546</b>	<b>36,606</b>	<b>38,546</b>
	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>	<hr/> <hr/>

### 17. Pension Schemes

#### *Defined Benefit Scheme*

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

On 1 September 2020, Garden Organic's share of assets and liabilities within the scheme were segregated from those of other employers and are now being managed in a separate, stand alone, section – the HDRA Section of the Mercury Provident Pension Scheme (the Scheme).

The scheme was revalued in December 2021 and the value restated in the 2021 Annual return. This valuation is undertaken every three years with the next due in December 2024.

## Notes to the Financial Statements

As at 31 December 2022, Company Number 02188402

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

There are two categories of Scheme members:

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

### Future Funding Obligation

The Trustee is required to carry out an actuarial valuation every three years. An actuarial valuation of the Scheme was performed by the Scheme Actuary for the Trustee as at 29 December 2021. This valuation revealed a funding shortfall of approximately £1,928,000 on the assumptions adopted. The next valuation being December 2024.

The Charity agreed with the Trustee to pay contributions each month towards clearing the shortfall by 30 June 2034. Contributions will increase annually by 5% on each 1 January.

However, the Charity's contribution requirement will be reassessed once the results of the formal actuarial valuation being carried out for the Scheme as at 29 December 2024 are known.

The total cost recognised in the year was as follows:

	<b>2022</b>	<b>2021</b>
	<b>£</b>	<b>Restated</b>
		<b>£</b>
Contributions paid	129,000	123,000
Administrative expenses	(34,264)	(51,000)
Settlements in respect of orphan debt	-	-
Net interest	(37,045)	(14,000)
	<hr/>	<hr/>
Recognised in net income/expenditure	<b>57,691</b>	<b>58,000</b>
	<hr/>	<hr/>
Pension revaluation		(324,000)
	<hr/>	<hr/>
Recognised in other gains/losses	<b>57,691</b>	<b>324,000</b>
	<hr/>	<hr/>
Total cost recognised	<b>(57,691)</b>	<b>(382,000)</b>
	<hr/>	<hr/>

## Notes to the Financial Statements

As at 31 December 2022, Company Number 02188402

Amounts recognised in the balance sheet are as follows:

	2022 (2021 valuation) £	2021 £
Market value of assets held at 31 December 2021 (revaluation due December 2024)	2,197,000	2,197,000
Liabilities to members	(3,059,000)	(3,059,000)
Adjustments in the year	(57,691)	
Deficit	<b>(804,309)</b>	<b>(862,000)</b>

### *Defined Contribution Scheme*

Garden Organic also makes contributions to a defined contribution stakeholder scheme. The pension cost charged to the financial statements in the year in respect of this scheme was £57,691 (2021: £ 56,024). At the end of the year there were no outstanding contributions payable (2020: £nil).

### 18. Reserves

The Charity has restated its opening and closing balance sheet and reserves for 2021 in respect of the provisions for liabilities for its defined benefit pension scheme – see note 17.

	Unrestricted funds £	Restricted Funds (note 21) £	Total Funds £
Fund balances at 31 December 2021	839,590	28,920	868,510
Surplus/(deficit) for year	(683,400)	(12,720)	(696,120)
<b>Fund balances at 31 December 2022</b>	<b>156,190</b>	<b>16,200</b>	<b>172,390</b>

## Notes to the Financial Statements

As at 31 December 2022, Company Number 02188402

19.	Reconciliation of net income/expenditure to net cash flow from operating activities		2022	2021
			£	£
	Net income for reporting period (as per the statement of financial activities)		(658,219)	90,113
	<b>Adjustments for:</b>			
	Depreciation		33,397	28,017
	Profit on sale of tangible fixed assets		-	-
	(Gains)/losses on investments		229,724	(164,346)
	Interest received		(23,257)	(22,120)
	Decrease/(increase) in debtors		15,625	(30,980)
	Increase/(decrease) in creditors		(9,270)	(11,100)
	Increase/(decrease) in defined benefit pension scheme liability (excluding actuarial gains/losses)		(94,736)	(58,000)
	<b>Net cash provided by operating activities</b>		<b>(506,735)</b>	<b>(168,416)</b>

20.	Restricted funds – current year	Balance at 1 January 2022	Movement in Resources & Transfers		Balance at 31 December 2022
		£	£	£	£
	<b>Projects:</b>				
	Edible Gardens	299	(2,568)	2,269	-
	Social Therapeutic Horticulture	3,272	-	(1,241)	2,031
	Children in Need	14,972	-	(8,443)	6,529
	Tyfi Dyfi Project	5,572	58,459	(56,391)	7,640
	For Peat's Sake	4,805	-	(4,805)	-
	<b>Total restricted funds</b>	<b>28,920</b>	<b>55,891</b>	<b>(68,611)</b>	<b>16,200</b>

## Notes to the Financial Statements

As at 31 December 2022, Company Number 02188402

21. Restricted funds – prior year	Balance at 1 January 2022 £	Movement in Resources & Transfers £		Balance at 31 December 2022 £
<b>Projects:</b>				
Edible Gardens	7,511	15,368	(22,580)	299
Social Therapeutic Horticulture	9,889	-	(6,617)	3,272
Children in Need	20,692	-	(5,720)	14,972
Master Gardener National Pilot	5,029	-	(5,029)	-
Cumbria	21,879	-	(21,879)	-
Tyfi Dyfi	0	18,978	(13,406)	5,572
For Peats Sake	-	20,000	(15,195)	4,805
Reach	47,040	-	(47,040)	-
<b>Total restricted funds</b>	<b>112,040</b>	<b>54,346</b>	<b>(137,466)</b>	<b>28,920</b>

### Projects:

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

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

**Children in Need** – this project provides fun, environmental activities for young carers. In 2022 deliverables are still outstanding due to delays in delivery as a direct impact from the pandemic.

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

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

**Master Gardener National Pilot** - Online Training National Pilot – A programme aiming to deliver the organic horticulture training activities on a national, rather than regional, scale, using online delivery and the learnings from our Master Gardener programmes. No longer a restricted project and still delivered via online learning.

**Cumbria** - Cumbria Master Composter – in partnership with Cumbria County Council, this programme started in May 2019 and ran as a restricted project until 2021, to raise awareness amongst the public in Cumbria of the benefits of composting, through a network of volunteer advisors.

**Reach** - Growing Communities – a three-year project funded by Reaching Communities (Big Lottery) (finished in 2021) bringing together the local community to undertake therapeutic gardening activities and learn organic horticultural and life skills.

## Notes to the Financial Statements

As at 31 December 2022, Company Number 02188402

### 22. Analysis of net assets between funds

	Unrestricted Funds	Restricted Funds	Total Funds 2022	Total Funds 2021
	£	£	£	£
Fund balances at 31 December 2022 are represented by:				
Tangible fixed assets	169,444	-	169,444	109,505
Investments	941,802	-	941,802	1,529,694
Current assets	267,063	16,200	283,263	517,534
Current liabilities	(380,346)	-	(380,346)	(387,677)
Creditors amount falling due after more than one year	(36,606)	-	(36,606)	(38,546)
Provisions for liabilities	(804,309)	-	(804,309)	(862,000)
<b>Total net assets</b>	<b>157,048</b>	<b>16,200</b>	<b>173,248</b>	<b>868,510</b>

### 23. Operating lease commitments

At 31 December 2022 the total future minimum lease payments for the Group under non-cancellable operating leases are as follows:

	2022 £	2021 £
Expiry:		
Within one year	1,618	2,734
Between one and five years	6,069	-
	<b>7,687</b>	<b>2,734</b>

### 24. Capital commitments

There were capital commitments of £nil (2021: £nil) at the year end.

### 25. Related Party Transactions

There are no related party transactions during the period (2021: £nil).