



2019/20

Annual Report

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Our Role

FareShare Cymru believes that no good food should go to waste.

We redistribute surplus good food to charities who turn it into meals.

Our aim is to support the local organisations that feed those in need, whilst also providing an ethically, environmentally, and economically sound solution to the food industry.

Our operational objectives for 2019/20 were to:

- Divert 600 tonnes of food from disposal as waste
- Provide food to 80-100 community food members during the year
- Provide £1.5 million worth of food to the third sector in South Wales
- Contribute towards 1.4 million meals



Llywodraeth Cymru
Welsh Government



We are indebted to the Welsh Government, National Lottery Community Fund, Asda for their financial support, and to Olympus Surgical, Admiral, HSBC and many individuals for their donations, without which none of this would have been possible.

Registered Office & Operating Address

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Cardiff, CF3 2PU

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Email: info@fareshare.cymru
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Social media:

@FareShareCymru on Twitter & Instagram
[Facebook.com/FareShareCymru](https://www.facebook.com/FareShareCymru)
[linkedin.com/company/FareShareCymru](https://www.linkedin.com/company/FareShareCymru)

Trustees Statement

In our 10th Year since the incorporation of FareShare Cymru, we have continued to make a significant impact in diverting edible surplus food from going to waste whilst supporting disadvantaged people across our South Wales communities.

We are very grateful to our funders (Welsh Government, ASDA and The National Lottery Community Fund) and to our supporters who have made charitable donations. These essential contributions allow us to make improvements to our infrastructure and support our capability to extend our opening hours and delivery range into wider areas of South Wales.

Our target of diverting 600 tonnes of food from disposal has been exceeded with 646 tonnes of food and drink being rescued, contributing to over 1.3 million meals to a wide range of organisations in our communities. As well as the nutritional support this provides to vulnerable people in our communities, the wider contribution to wellbeing shouldn't be ignored. In the midst of a global Climate Emergency, over 2000 tonnes of carbon dioxide emissions have been saved.

The Trustees fully recognise the key role our volunteers make to FareShare Cymru and we want to thank them for their significant efforts in the past year. Our volunteers gain valuable experience to secure paid employment as well as making friends and learning new skills and we always look forward to welcoming new volunteers.

We also thank our Community Food Member organisations who are pivotal in bringing their communities together and helping to tackle loneliness and isolation.

This year, we want to say a big thank you and farewell to our Chair, John Antoniazzi. FareShare Cymru has benefitted immensely from his input and support over the years. We also want to express a warm welcome to our new board members, Chris Bray and Emma Waldron who joined us this year. We are planning to recruit additional trustees during the next financial year to further strengthen our Board of Trustees.

Finally, a massive thank you to the staff for everything they have achieved and for their continuing commitment.

As this year closed, we entered the Coronavirus Pandemic and would have had no idea the impact this would have both globally and on all our families. Food redistribution organisations like ourselves have played a key role in supporting the most vulnerable people in our societies. We would also like to thank FareShare UK, the supermarkets and food manufacturers who have really stepped up during this crisis and looking into the future recovery.

FareShare Cymru Trustees



Our Achievements

2019/20 has been a year of change, development, and preparation. We have ambitious plans from the next few years and thanks to our funders we have been able to put in place some actions to allow us to prepare.

We took on a full-time student placement in October 2019, and gained a new member of staff in December 2019, as well as implementing some improvements to the depot.

These improvements included extending our chiller capacity to enable us to redistribute increased quantities of chilled food (funded through the Welsh Government EU transition fund), motorising the roller shutter door (ASDA) and purchasing some additional vans (ASDA / Welsh Government EU Transition Fund). We also engaged some consultants to look at how/ if FareShare could be extended into other areas of Wales and how we might source the food to achieve this.

We also started opening on Saturdays and Bank Holidays in order to allow us to redistribute more food to more organisations.

Food Redistributed

During 2019-20 FareShare Cymru saved 646 tonnes from being wasted. 566 tonnes of food and drink were redistributed, which would have otherwise gone to waste in the food supply chain. The amount of food delivered to our charity and community group members equals to 1.349 million meals provided to vulnerable people within South Wales.

Organisations We Support

During 2019/20, we supported 124 organisations with food in Cardiff, Newport, Rhondda Cynon Taf, Caerphilly, Torfaen, Bridgend, the Vale of Glamorgan, and Merthyr Tydfil. This year has also been a big year of expansion, as we started deliveries to new areas which has allowed us to reach organisations in Swansea, Neath Port Talbot, Blaenau Gwent, and Llanelli.

We work with a variety of organisations, including homeless hostels, refugee centres, women's refuge, housing associations, community pantries, food co-ops, church groups, community cafes, luncheon clubs, and more.

Community Food Members supported included:

Action in Caerau and Ely (ACE), ACT Schools, Adamsdown Day Centre, AWJCG, Barn Owls, Beacon centre Trust, Bedlinog and Trelewis Community support Group,, Bethel Trust Port Talbot, Birchgrove Food Bank, Blaenycwm Baptist Chapel, BMMR Parish Church, Brynawel House, Bryncynon Community Revival Straegy, Cadogs Corner Development Group, Cadwyn Housing association, Caerau Development Trust, Caerphilly Food Bank, Caerphilly People First, Canolfan Maerdy, Cardiff Community Housing Association, Cardiff YMCA Housing Association, Castleland Community Association, Cefn Golau Together, Cornelly and District Development Trust, Cornelly and District Luncheon Club, CoStar Partnership, Cwmbran centre for Young People, Cwmllynfell Welfare Hall, Cwmparc Community Centre, Dowlais Community Centre, eastern Valley Food bank, Eastside Food Bank, Eden Gate, Ely and Caerau Holiday Programme, Emmaus Nant Lais, Fabric Wales, FAN Community Centre, Footprints Parent and Toddler Association, Forest Children's Centre, Gaer Community Network, GCG Foodbank Gellideg Foundation Group, Gypsies and Travellers Wales, Huggard, Include Hub, Innovate Trust, Jesus Cares, KPC Youth and Community, Llamau, Markham community Centre, Merthyr Tydfil Housing Association, Morriston Salvation Army, Moorland Road Community Centre, Mulligan Community CIC, Noddfa Community Project, Northville Community Group, Oasis Cardiff, Parish of Treharris, Trelewis , Bedlinog and Llanfabon, Pentrebane Zone, Pontypridd Food Bank, Resolven Building Blocks, Rumney Forum, Safer Wales, Salvation Army (Cardiff East), Salavtion Army (Ty Gobaith), Seren in the Community, Splott community Volunteers, St Catherines Church Connect Cafe, St James Primary School, Stow Park community Centre, Summerhill Community, Taff Housing Association, The Bridge Mentoring Plus Scheme, The Court House, the Olive Branch Day centre, The Play Yard- Valleys Kids, The Shared Plate , The Wallich, The Youth Centre Cefn Hengoed, TRAC2, Tredegar Community Task Force, Trinant Primary School, Trivallis, Twynrodyn Community Hub, Vale Foodbank, Vision 21, Wales Millennium Centre, Women In Need and Families, Womens Strike Assembly Cymru, WSSAG, Wyndham Street Pantry, Ynys Hywel Activity Centre, Ynysybwl Community Centre

"There's always a supply of food, and at a low cost! It's the best idea for charities to work with FareShare Cymru."

Vision Twenty One

**Litchfield Court
Supported Housing**

"The surprise of working with surplus allows for flexibility with the food that can be provided."

"Using surplus food to create food parcels has enabled us to reach and engage with members of our community that we may otherwise not have been able to."

The Play Yard



Partnerships and Events

Partnerships help us make an even bigger impact: we worked with Food Cardiff and ACE Pantry who have now successfully launched the first Pantry in Cardiff; the summer holidays saw us supply CCHA's Flourish programme with food for their 'Summer of Picnics' summer holiday project (working with over 500 children), we worked with Ely and Caerau Hub on a pilot holiday project during February half-term and we are active members of groups including South Wales Tackling Food Poverty Alliance, Food Cardiff, Food Merthyr and Food Vale.

This year we participated in lots of events and meeting spreading the word about what we do here at FareShare Cymru and looking to find solutions to food poverty and food waste. We attended the Bevan Foundation event solutions to Holiday Hunger, the Menu for Change event in Blaenau Gwent, Anti-Poverty Coalition Meetings and the Cross party Group on Poverty. In addition we organised a meet and greet event in Swansea, spoke at Wild Thing CIC's first supper club in Cardiff as well as at Blaenau Gwent PSB Strategic Support Group's meeting.

FareShare Cymru Fund

As part of the funding that we received through the EU Transition Fund from Welsh Government we worked with the Community Foundation Wales to develop a capital grant scheme. It sought to help improve resilience and capacity in the face of Brexit. The grant aimed to support organisations that utilise food as an enabler and deliver additional services that support and address the underlying causes and not just the symptoms of food poverty. The grant panel in January awarded 20 grants, with a total value of £75,000. Since then a few organisations have been in touch with the grant managers to say that the extra storage they've purchased with the grants has been a huge help when they've needed to meet the increased demand during the Coronavirus Lockdown.

FareShare Go

The FareShare Go programme is a sister project to FareShare working with end-of-day supermarket surplus, allowing community groups to collect free food to support their service users. They are now benefitting from an additional 70 members who have been able to provide over 931 thousand meals to vulnerable people within South Wales.



Volunteers

Last year, 170 people volunteered with us, giving over 11 thousand hours of their time. Some of these were regularly working the depot, including delivery drivers, warehouse assistants, administrators, and our marketing and communications placement student.

The number of volunteers includes a boost in volunteers during the Neighbourhood Food Collection in November and the Christmas period. These included volunteers encouraging shoppers to donate ambient food to us and team volunteer days, with staff from HSBC, Good Gym Cardiff, Olympus, and the Welsh Government Statistics team helping to sort the food donations. On separate occasions, we also organised team volunteer days for HSBC, Billington Foods and the Welsh Government Revenue Authority.



Our volunteers are invaluable members of our team
- we couldn't do what we do without them.

Impact and Value

In 2019/20 FareShare Cymru:

Contributed to the relief of poverty, the advancement of public education and to the conservation, protection and improvement of the physical and natural environment by...



566 tonnes of surplus food redistributed to charities and community groups within South Wales



1.348 MILLION

meals provided to vulnerable people during a difficult time



124

charities and community organisations supported



1996

tonnes of CO2 emissions saved from a reduction of 646 tonnes food waste



170

volunteers gave over 11,991 hours of their time. 7 of our regular volunteers went onto paid employment



8

training courses and qualifications gained by our volunteers, including Food Safety Level 2 and Forklift Truck driving.

Financial Review

Income during 2019-20 increased by over 200% on the previous year.

This was primarily due to FareShare Cymru securing an additional £710,000 funding through the Welsh Government EU Transition Fund in order to assist in the preparation for Brexit and tackling food poverty: to support community food organisations in Wales; ensuring that food and essential goods reach those in need. Enabling us to investigate increasing our geographical spread and boosting existing service provision in areas of high population that we already operate. It also aimed to enable organisations to increase their food supplies for distribution to those in need. Part of this funding was spent on increasing our chill food capacity and a further £82,500 was spent on a grant scheme administered by the Community Foundation Wales (see Fareshare Cymru Fund for further details).

In addition to this membership fees also increased by 49% over the previous year as a result of increasing community food member numbers. This has been made possible due to the National Lottery Community Fund funding additional posts.

Our other major income sources for 2019-20 were grants from the National Lottery Community Fund and ASDA. Both of these were year two of three years of funding.

Expenditure increased by 164% over the previous year. This was primarily due to capital expenditure associated with then Welsh Government EU Transition Fund grant.

Due to the outbreak of the COVID-19 pandemic a number of activities under the Welsh Government EU Transition Fund had to be pushed into 2020-21. This means that a proportion of that funding will be spent during next financial year.

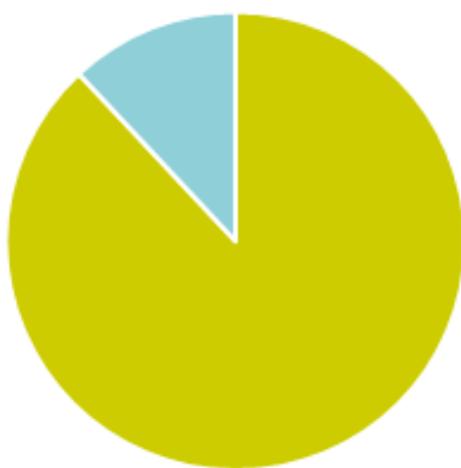
In addition COVID-19 is likely to have an impact on operations and finances going forward. We have conducted a risk assessment specific to this. COVID-19 is likely to have an impact on membership fees - some community food members have been forced to close, others have changed what they do and new ones have emerged, the ability of community food members to pay a fee may also be affected. This has been partly mitigated by FareShare UK securing funds to assist in this area, and we are working closely with all members to support them through this time. The financial implications of COVID-19 are also likely to impact on the food industry and we are unlikely to know the full extent of this for sometime. This has been partly mitigated by FareShare UK securing food donations from the food industry. In addition we have secured funding to recruit an additional post focusing on Wales specific food sourcing for twelve months.

Our Finances

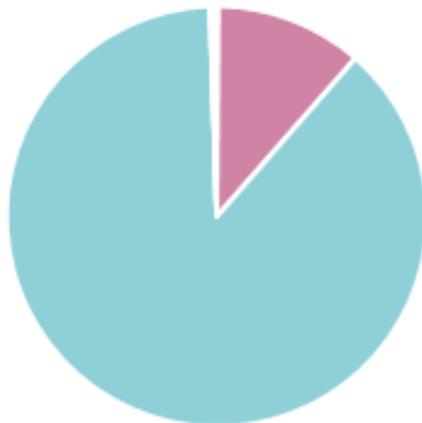
These graphics give a brief overview of our financial performance for 2019-20.

Total Income for the year was £1,135,989, total expenditure was £538,578.

Income



Income by Category



- Donations and gifts
- Grants
- Income from investments

- Membership fees
- Miscellaneous
- Other

Expenditure



- Staff Costs
- Volunteer costs
- Depreciation
- Overheads and running costs
- Grant funding
- Project costs and consultancy
- Other

Our full accounts and the report of the independent auditor on those accounts are available on the charity commission website.

Governing Document and Constitution

FareShare Cymru is the trading name of Food Redistribution Wales Ltd. It is a charitable company limited by guarantee (no. 07198367), and registered with the Charity Commission as a charity in England and Wales (no.1141781). FareShare Cymru was incorporated in 2010 and is governed by its Memorandum and Articles of Association adopted on 22nd March 2010. We began operations in July 2011.

Structure, management and governance

Directors and Trustees

John Antoniazzi (Chair to Dec 2019)
Keith Manson
Simon Harris

Nadia De Longhi
Chris Bray (From Jan 2020)
Emma Waldron (from Jan 2020)

Staff Team

Manager -Sarah Germain
Operations Manager - Gerry Molan
Assistant Project Manager - Katie Padfield
Volunteer Officer - Phil Pinder

Assistant Operations Managers -
Emma Roberts, Molly Jones,
Matt Lee (from Dec 2019)

Registered Office

Unit S5, Capital Business Park, Cardiff, CF3 2PU

Bankers

The Co-operative Bank - P.O. Box 250, Delf House, Southway, Skelmersdale, WN8 6WT

Triodos - Deanery Road, Bristol, BS1 5AS

The Charity Bank Limited - Fosse House, 182 High Street, Tonbridge, TN9 1BE

Auditors

Baldwins - Waters Lane Chambers, 1-3 Waters Lane, Newport, NP20 1LA

Company Registration Number: 07198367

Charity Registration Number: 1141781

Objects

FareShare Cymru's charity's objects ("Objects") are specifically restricted to the following:

- a) the relief of poverty and the preservation and promotion of good nutrition, good health and social improvement among people who are suffering from social, economic or emotional distress in such ways as the Directors may in their absolute discretion think fit but particularly through:
 - (i) the collection and redistribution of surplus food; and
 - (ii) the encouragement of members of the public to undertake voluntary work;
- (b) the advancement of public education in particular but not exclusively by providing training in the voluntary sector; and
- (c) the furtherance, for the benefit of the public, of the conservation, protection and improvement of the physical and natural environment through the reduction of waste (in particular food waste) and its adverse environmental impacts.

Public Benefit

The trustees confirm that they have referred to the Charity Commission's guidance on public benefit when reviewing the charity's aims and objectives and in planning future activities. FareShare Cymru's focus on tackling food poverty, working in partnership with local charities and community-based organisations, has a direct and positive benefit for many of the most marginalised people in Wales (individuals who are homeless, unemployed, poor, isolated). The charity engages individuals as volunteers in its work and this is open to all members of the community, including the most marginalised. This also provides opportunities for volunteers and others to gain recognition, including accreditation, for the skills they have acquired while working with FareShare Cymru. In addition through the use of surplus food we are reducing waste and reducing carbon emissions.

Recruitment and Appointment of Trustees

The Trustees, who are also directors and members of the charitable company, are listed on the previous page. Each year, one-third of the trustees retire from office but may stand for re-election according to the procedures set out in the Memorandum and Articles of Association at the next Annual General Meeting.

Trustees are recruited with a range of skills and experience that is needed best to ensure sound governance and strong progress towards the charity's mission and aims. Newly appointed trustees receive an induction that includes making them aware of their legal responsibilities as well as FareShare Cymru's policies, decision making processes, strategic plan and recent financial performance.

All trustees give their time voluntarily and receive no benefits from the charity. Any expenses reclaimed from the charity are set out in note 10 to the accounts.

Organisation

The Trustees together constitute the Board that is FareShare Cymru's governing body. They met five times in 2019/20. The Trustees approve the strategic plan and annual budgets of the charity as well as overseeing policy. They also provide oversight on matters of finance and audit, risk and long-term sustainability.

The staff team, led by the Manager, is responsible for implementing the strategy and for progressing towards agreed key aims and objectives

Staff Pay Policy

Our approach to staff pay is designed to ensure that we can attract and retain recruiting high-calibre people to represent its interests. We also believe in rewarding staff fairly for the jobs that they do and fostering a positive working environment, and we believe our salaries and our terms and conditions reflect this.

People are employed at FareShare Cymru on the basis of the specific skills that they bring to their particular role. For FareShare Cymru to run successfully, a range of skills and disciplines are required, and we need to pay appropriately to ensure that we can recruit people with the right skills.

We also need to retain them in a competitive market where their skills are readily transferable to other organisations both in the voluntary sector and in other sectors. FareShare Cymru firmly believes in trying to retain staff for the long-term, developing them and benefiting from their growing knowledge

The lowest rate of pay is always at least the living wage set by the Living Wage Foundation. Annual increases are normally awarded in October each year, taking into account the rate of inflation and organisational affordability. Annual increases are subject to approval by the Board of Trustees.

Risk Management

FareShare has a risk management strategy that centres on maintaining a risk register. The initial identification and assessment of risks is done by the Management and the Board of Trustees. The trustees review the risk register on a regular basis: they consider how the risks interact and where to prioritise mitigating actions.

The main categories of risk identified can be segmented into the following main areas:

Food safety - Food redistribution is the essence of what we do. Food safety, its traceability and overall handling, is at the core of both our mission and our reputation. Mitigation: Our policies and procedures enable us to maintain the highest standards as any lapses would ultimately compromise our position of trust and expert authority with the food industry

Loss of key staff - FareShare Cymru has a small staff team and the loss of any key individual would be significant. Mitigation: We ensure that all staff are able to cover a variety of tasks. Putting a succession plan in place.

Securing surplus food - We rely primarily on FareShare Uk for our supply of food. Those supplies of food are potentially vulnerable to commercial competition as well as alternative uses such as anaerobic digestion and animal feed. Mitigation: We have secured funding to put in place a Food Sourcing Co-ordinator for an initial 12 months. In addition Fareshare UK have set up a fund to reduce the barriers to charitable food redistribution.

Income generation - A large proportion of our income is from grants, much of which is short-term. The trustees regularly review forecasts to ensure we are able to adjust our expenditure to deal with changes in projected revenue. Mitigation: We aim to increase our proportion of earned income over time as can be seen with the increase in membership fees. This is also addressed by our target reserves policy of aiming to cover six to twelve months of ordinary ongoing expenditure.

Operations - FareShare Cymru Network operates a busy warehouse with potentially hazardous equipment such as fork lift trucks and walk-in fridges and freezer. We have both office-based employees as well as external volunteers coming to work at our sites. Mitigation: We maintain an up to-date health and safety manual and ensure their consistent communication through training and induction programmes.

FareShare Uk

FareShare Cymru is part of the FareShare Uk network. This means that we have adopted the FareShare UK food safety manual and its HACCP policy and procedures. We use the FareShare UK Gladys Online Management System to record incoming and outgoing food as well as their online system for Volunteer Management. In addition we agree to follow their branding guidelines.

Fundraising Approach

This year our income came from membership fees, government, corporate partners and individuals. We are grateful to every supporter and for every gift we receive. All of our fundraising is managed by our staff and volunteers. The amount of money that we raise from individuals is small (less than 1%). We provide information on donating to individuals that take part in Team Volunteering Days and have a Donate button on our website. We ran an online campaign at the end of 2019-20 to raise funds to help with additional costs associated with the COVID-19 pandemic. We do not employ any professional fundraising organisations and received no complaints about our fundraising practices or activities in 2019-20.

Future Plans - Next Year

Next year our aim is to continue to support local organisations that feed those in need, whilst also providing an ethically, environmentally, and economically sound solution to the food industry.

Our operational objectives for 2020/21 are to:

- Divert 750 tonnes of food from disposal as waste
- Provide food to 100-130 community food members during the year
- Provide £1.8 million worth of food to the third sector in South Wales
- Contribute towards 1.7 million meals

COVID-19

It is anticipated that COVID-19 will have an impact on activity and finances during 2020-21. We closed 2019-20 just after lockdown in the UK was implemented.

A number of our community food members were forced to close due to the nature of the service they provide. At this time it is unclear if and when they will be able to reopen. Others changed their services overnight, for example changing from a meal service to a food parcel or food delivery service. With regards to numbers, whilst community food member numbers had increased throughout the year, March saw that number increase sharply with us taking on an additional 15 members in just one month, three times the average per month across the rest of the year. This increase continued to be seen in the early months of 2020-21 whilst lockdown remained in place. A number of those organisations that we worked with during lock-down are likely to cease being members during the year, as they were set up as a result of the pandemic or increased their offering to help out.

In addition to this we have worked in partnership with the Welsh Government, FareShare Uk and FareShare Merseyside to implement an emergency response in North Wales.

COVID-19 will also mean increased costs in 2020-21. There will be increased level of PPE and hygiene supplies required. In addition, in order to ensure that we could take advantage of food donations secured by FareShare UK we have needed to take on additional warehouse storage and forklift capacity. Vehicle costs and volunteer costs will also increase to enable us to meet the increased demand.

As a result of the demand for the service increasing at a faster rate than planned we will also require additional food. We will work closely with FareShare Uk to help meet this requirement. In addition we have secured funding to put in place a Wales Food Sourcing Co-ordinator to facilitate work with Welsh Food and Drink Businesses.



www.fareshare.cymru
FareShareCymru on Instagram,
Twitter, Facebook, and LinkedIn.

FareShare Cymru is operated by Food Redistribution Wales Ltd.
Charity Reg. Number: 1141781 | Company Number: 07198367