



*Annual Report*

**2021/22**

# Contents

Page 1	Our Role
Page 2	Trustees Statement
Page 3	Our Achievements
Page 8	Volunteering and Employability
Page 9	Impact and Value
Page 10	Financial Review
Page 12	Governing Document & Constitution
Page 18	Future Plans



# Our Role

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

We redistribute surplus good food to charities and community groups 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 2021/22 were to:

- Divert 770-890t of food from disposal as waste
- Provide food to 160-230 community food members throughout the year
- Enable estimated savings of £1.1 million to the third sector in Wales
- Contribute towards 1.8 million meals



Llywodraeth Cymru  
Welsh Government

Cynllun Cymunedau y Dreth Gwarediadau Tirlenwi

WcVA  
CgGC



Ariennir gan  
Llywodraeth Cymru  
Funded by  
Welsh Government

Landfill Disposals Tax Communities Scheme

We are indebted to the Welsh Government, Moondance Foundation, the Waterloo Foundation and the Landfill Tax Disposals Community Scheme for their financial support, and to TC Consult and the many individuals for their donations, without which none of this would have been possible.

## Registered Office & Operating Address

Unit S5, Capital Business Park  
Cardiff, CF3 2PU

Telephone number: 02920362111

Email: [info@fareshare.cymru](mailto:info@fareshare.cymru)

Website: [www.fareshare.cymru](http://www.fareshare.cymru)

## 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

Another challenging year for FareShare Cymru and indeed everyone with the continuation of the pandemic and, towards the end of the year, the first signs of the cost living crisis for households across Wales and the UK. However, these challenges certainly underlined the importance of the FareShare network and its joint aims to support local organisations to feed those most in need and to provide an environmental solution to food waste.

This annual report outlines the excellent work undertaken in Wales with all of our original targets met and exceeded. It was also a year of change with an internal restructure of staff and management coupled with an expansion of the team. The Trustees fully supported these changes which, along with our five-year strategy, put FareShare Cymru on a sure footing for the years ahead. With this backdrop coupled with the challenging external environment, it's certainly encouraging that we managed to deliver the equivalent of 3.1 million meals across Wales (3 x our target) through 241 community food partners - a significant achievement seeing food being distributed effectively and efficiently to those that most need it.

2021/22 also saw the 10th anniversary of FareShare Cymru marked by a suitable outdoor celebratory event in November where we invited community food members, supporters, staff and trustees to reflect on these past 10 years.

The accounts this year, having been audited by Azets, reflect strong financial management and scrutiny and show how every penny is used as effectively as possible to remain focused on delivery of our core objectives. Increased staff costs from previous years, reflect the change in structure and expansion and represents how FareShare Cymru, in its 10th year has changed significantly delivering increased benefit for Wales. As ever, Trustees want to thank the staff, volunteers, community food partners and our funders for making FareShare Cymru what it is today.

Trustees play a small role in helping set strategy, provide effective scrutiny of delivery, operations and financial management and, hopefully, provide helpful support and advice where needed. It's a privilege to be part of the FareShare family supporting such an important business and charitable operation here in Wales.

*FareShare Cymru Trustees*



# Our Achievements

2021-22 has been a year of change, development and growth with the continuing uncertainty of the Covid-19 Pandemic and recovery. We continue to implement our ambitious plans to support the Third Sector in Wales and we have expanded the staff team to enable us to achieve this.

During the summer of 2021 we took on three new members of staff including a Finance Manager, Project Officer and Marketing and Communications Coordinator. We also took on another full-time student placement in September 2021 and a new member of staff as Community Food Members Coordinator in December 2021.

We started a Tuesday 'late shift' in April 2021 to enable us to deliver more food to charities that need it and we purchased two additional vans to support our planned expansion into West Wales.

July 2021 saw the 10th anniversary of our first delivery, which we celebrated with an outdoor event at the depot in November 2021.

## Food Redistributed



In 2021-22 FareShare in Wales redistributed 1482 tonnes of food, of which 857 was surplus. (In South Wales FareShare Cymru redistributed 1343 tonnes, of which 754 was surplus food).

The amount of food delivered equates to 3.1 million meals provided to vulnerable people in South Wales with an extra 0.4 million meals provided in north Wales.

## Organisations We Support



During 2021-22, we supported 204 organisations in Cardiff, Newport, Bridgend, Merthyr Tydfil, Caerphilly, Rhondda Cynon Taf, Blaenau Gwent, Torfaen, Vale of Glamorgan, Swansea, Neath Port Talbot. We also started our first delivery to Llanelli. In North Wales, our partners FareShare Merseyside, supported 37 organisations across Anglesey, Conwy, Denbighshire, Flintshire, Gwynedd and Wrexham.

We work with a wide range of organisations, that use food to support their communities in many different ways. Our members include community pantries, homeless hostels and residential settings, housing associations, food co-ops, community cafes, luncheon clubs and cooking programmes, support services run by churches, mosques, schools and community centres and more. The variety of support and community services provided by our members across Wales is incredible.

Community Food Members supported included:

Aberkenfig Community Church (Aberkenfig Ministries), ACE Pantry, Al-Ikhlās Centre, Arts Factory, Banc Bwyd Cwmaman Food Bank, Bethel Trust Port Talbot, Bethlehem Church Community Group, Brackla Primary School, Cadfield Van, Cadogs Corner Development Group, Canolfan Maerdy, Canolfan y Bont Food Bank, Castleland Community Association, Cefn Cribwr Community Pantry, Cetma, Colcot Primary School, Crossroads, Cwmllynfell Welfare Hall, Eastside Food Bank, Fairwater Primary School Family Action FOOD Club, Feed Newport, FoodCycle - Newport, Garnsychn Partnership, Hangar Community Hub CIC, Hope St Mellons Pantry (HOPE Trust Cardiff), Include Hub, Llanhilleth Miners Institute, Maindee Primary School, Myrtle House, Oakdale Christian Centre, Oasis Cardiff, Ogmore Vale Primary School, Panteg Employees Club, Pentrebane Zone, Penywaun Primary School, Pillgwenlly Millennium Trust Ltd, Porthcawl Community Pantry, RCCG Vineyard Chapel, RCT Heart Heroes, RCV UK, Rumney Forum, Safer Wales, Splott Community Volunteers, St. Gwladys' Church Hall, St Johns Day Service, Tavs Centre Cardiff, The Holy Trinity Church, The Pantry @YCB, The Wallich Swansea, Trinant Primary School, Van Community Centre, Vernon Place Community Hub, Whiterose Information & Resource Centre, WSSAG (Women Seeking Sanctuary Advocacy Group), Ysgol Gynradd Llandeilo Primary School.

"It's vital for a lot of the older diners who perhaps wouldn't come out otherwise. But without Fareshare, that might not be able to happen."

**Liam Turner, Volunteer Chef at Cornelly Luncheon Club**

"Food is really powerful. People share their stories when they are cooking or eating. Where language is a barrier, they share the food along with a part of their own culture and story."

**Songyeon Choi, Oasis Kitchen Manager**

"It's a good opportunity for people to have fruit and veg which might not be people's priorities when buying food. We've had things they've enjoyed but haven't been able to afford."

**Nkini Pulei, TAVs Co-ordinator**







## Partnerships and Events

Partnerships help us make an even bigger impact: we continued our partnership with FareShare Merseyside to deliver in North Wales, increasing the number of organisations that are supported there; we worked with Food Cardiff who was awarded Silver Sustainable Food Places and 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) and we worked with many of our school members to supply them with food during the summer holidays, some for their School Holiday Enrichment Programme (SHEP) projects. We are active members of groups including Wales Anti-Poverty Coalition, Cross Party Group on Poverty, Climate Cymru, Food Cardiff, Food Vale, Merthyr Food Prosperity Network, Bridgend Food Network, RCT Food, Carmarthenshire Food Network, Swansea Food Network.

This year we participated in lots of opportunities to spread the word about what we do at FareShare Cymru and to help find solutions to food poverty and food waste. We attended meetings with the Anti-Poverty Coalition, the Cross-Party Group on Poverty, Cardiff Food Poverty Working Group, Torfaen Sustainable Food Places Steering Group, Vale Sustainable Food Places Steering Group and RCT Sustainable Food Places Steering Group. We also spoke at a Blaenau Gwent Food Network meeting and Big Bocs Bwyd open mornings, the Food and Drink Sustainability Cluster, Wales Real Food and Farming Conference and to business advisors at the Wales Co-operative Centre. We also attended Taste Wales. As part of our expansion in west Wales, we held a meet and greet event for potential CFM's in Carmarthen.



# 10th Anniversary Celebration

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In November 2021, we celebrated our 10th Anniversary celebration by welcoming guests to our warehouse for entertainment, food and a chance to find out more about what we do.

Tours were running throughout the day with guests seeing our warehouse, and fridges and asking questions to our staff. This was an excellent opportunity for our suppliers and members to learn more about how we operate.

The tours were followed by a musical performance organised by one of our volunteers Nick Whiting. Nick is the Associate Leader and First Violin in the BBC National Orchestra of Wales and he put together a performance with fellow volunteers David Simpson and Glyn Price. We also thank Beverley Wescott, Angharad Jones, Heather Thomas and Phil Pinder for their involvement too.

Our lunch was kindly provided by Beca Lyne Pirkis, Welsh cook, food, presenter and semi-finalist GBBO 2013. Beca made a Lebanese Vegan Stew with surplus ingredients from the warehouse and inspired our members on how to use chickpeas. We also thanked Beca for making us a birthday cake.



## Local Food Sourcing

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In the past year, we've been very fortunate to have worked with a host of new businesses and to deepen our relationship with our fantastic existing suppliers. This has allowed us to provide a social solution to businesses' environmental problems associated with food waste.

We've continued to work with tremendous food businesses like 2 Sisters, Fruitful Cardiff, Bako Wales and Prima Foods, and welcomed donations from new friends including Zorba Foods, Tregroes Waffles, Banc Organics, and South Caernarfon Creamery. The past year has also seen a range of former suppliers donating their surplus to us again, with ample scope for these relationships to grow and develop into the next year.

## Surplus With Purpose Cymru Fund

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The Surplus with Purpose Cymru fund came to an end in March 2022.

The fund was successful in allowing FareShare Cymru to make it cost-neutral for several businesses to donate their edible food waste to us, and to distribute it amongst our community group and charity members. In total, the fund encouraged more than 32 tonnes of food to be donated to us. In addition to this, the fund's availability allowed us to enter into discussion with a range of new businesses encouraging them to donate their surplus to FareShare Cymru.

## FareShare Go

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FareShare Go connects not-for-profit organisations to their local supermarkets to collect unsold surplus food at the end of the day using an app. It is a free project that works with 4 major retailers all across the UK; Tesco, Waitrose, Asda and Booker. During 2021/22 we redistributed approximately 1030 tonnes of food to 221 unique organisations across all of Wales from 185 individual supermarkets. This is the equivalent of approximately 2.5 million meals with estimated beneficiaries being 20 thousand.



# Volunteering & Employability

Last year, 153 people volunteered with us, giving over 15 thousand hours of their time. Most of these were regularly volunteering in the depot, including delivery drivers, warehouse assistants and administrative assistants. Several more volunteers supported us remotely with translation, marketing and research along with our marketing and communications placement student. Sadly, due to Covid restrictions, we were unable to run our popular team volunteering days and had a much lower response to the Tesco Food Drive events.

We must give our volunteers a huge cheer for their patience and hard work during Covid. They have been amazing whilst having to adapt to new ways of working and restrictions.

Last year saw the start of developing our employability offer. We completed one round of three Kickstart placements (at least one now in employment) and at the end of March are halfway through our second run of three. We need to thank South Wales & South West FLT training and Careers Change Wales for their support in providing training. We are looking towards supporting our volunteers with training and support towards employment if they require it. Happily, we have been able to appoint two of our volunteers to positions within FareShare Cymru. We are also working with FareShare UK towards developing a formalised employability offer over time.



# Impact and Value

## In 2021/2022 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...



**857** tonnes of surplus food redistributed to charities and community groups across Wales



**3.5**  
MILLION meals provided to vulnerable people



**204** charities and community organisations supported



**2649** tonnes of CO2 emissions saved from a reduction of 857 tonnes food waste



**153** volunteers gave over 15,328 hours of their time in South Wales. 8 of our South Wales volunteers went onto paid employment



**26** training courses and qualifications gained by our South Wales staff, kickstarters and volunteers, including Food Safety Level 2 and Forklift Truck driving.

**Thank you to FareShare Merseyside for supporting us in North Wales.**



# Financial Review

Income during 2021-22 increased by over 50% on the previous year. This was primarily due to FareShare Cymru securing an additional £450,000 funding through the Welsh Government Fund in order to tackle food poverty and to support community food organisations in Wales, ensuring that food and essential goods reach those in need. This has been spent on a food purchase enabling us to receive additional food in 2022-23 allowing us to further support organisations supporting clients through the cost of living crisis.

In addition to this membership fees also increased by 27% over the previous year as a result of increasing community food member numbers.

Our other major income sources for 2019-20 were grants from the Moondance Foundation, the Waterloo Foundation and the Landfill Tax Disposals Community Scheme.

Expenditure increased by 52% over the previous year. This was due to us starting to implement our ambitious plans to move towards FareShare throughout Wales. It includes a number of things including increasing staff numbers to ensure that we are able to continue to provide a service in the future. New staff posts include a Finance Manager, Project Officer, a Marketing and Communications Co-ordinator and a Community Food Members Co-ordinator. In addition to this, we also purchased two additional vans to support our expansion into West Wales.

COVID-19 continued to have an impact on operations and finances throughout the year with non-operational staff being primarily based at home and increased cleaning and PPE required for staff and volunteers. We have continued to see our community food membership change, with members doing things differently, emergency providers starting to close and old members re-opening. In addition to COVID-19, the food industry has also been affected by the haulage crisis and the rise in fuel prices, which have also affected us.

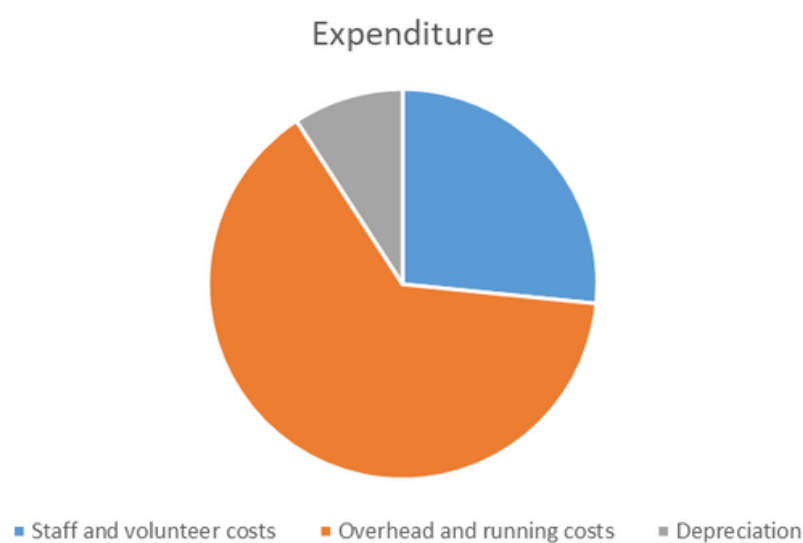
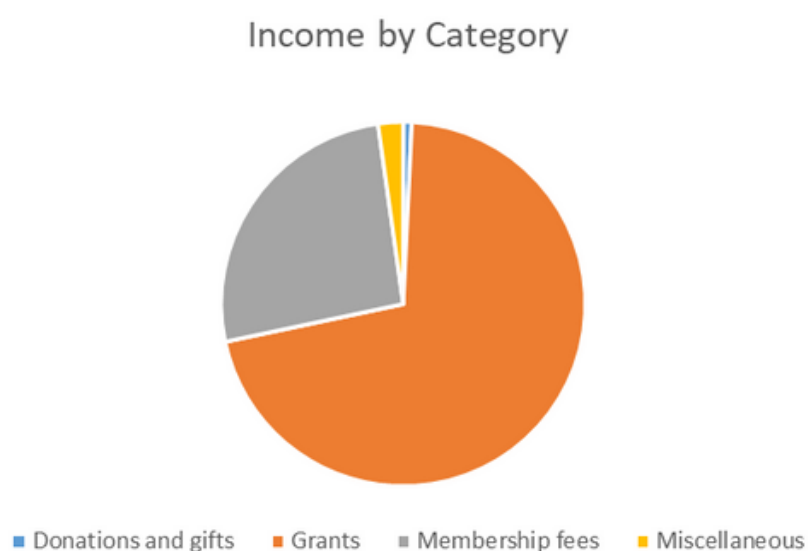


## Our Finances

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These graphics give a brief overview of our financial performance for 2021-22.

Total Income for the year was £1,417,732, total expenditure was £1,226,991.



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

Simon Harris - Chair

Emma Waldron

Professor John Hunt (August 2021)

Chris Bray

Hitesh Vadgama

Stephen Milburn (May 2021)

### Staff Team

Chief Executive Officer -Sarah Germain

Head of Operations - Gerry Molan

Head of Development - Katie Padfield

Project Officer - Heather Thomas (July 2021)

Volunteering & Employability Co-ordinator - Phil Pinder

Community Food Member Co-ordinator - Tom Mogford (November 2021)

Marketing & Communications Co-ordinator - Georgie Sullivan (August 2021)

Assistant Operations Managers - Emma Roberts, Dan Richards, Matt Lee, Daniel King (March 2022), Darren Warbuton (March 2022)

Finance Manager- Sarah Williams

Food Sourcing Co-ordinator - Chloe Rossi (to August 21) Simon Stranks (from October 21)

**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** - Azets, Ty Derw, Lime Tree Court, Cardiff Gate Business Park, Cardiff, CF23 8AB

Company Registration Number: 07198367

Charity Registration Number: 1141781



## Objects

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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

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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

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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

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The Trustees together constitute the Board that is FareShare Cymru's governing body. They met four times in 2021/22. The Trustees approve the strategic plan and annual budgets of the charity as well as oversee policy. They also provide oversight on matters of finance and audit, risk and long-term sustainability.

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

## Staff Pay Policy

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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 and takes into account the rate of inflation and organisation affordability. Annual increases are subject to approval by the Board of Trustees.



## Risk Management

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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 are 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 within 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 recruited a Food Sourcing Co-ordinator and work closely with FareShare UK to reduce barriers to accepting food.

**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 operates a busy warehouse with potentially hazardous equipment such as forklift trucks and walk-in fridges and a 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 consistent communication through training and induction programmes.

In addition to this, we have carried out display screen equipment audits for all employees and conducted a risk assessment for lone workers in the depot, working from home and travelling on works business. Existing risk assessments have been reviewed and updated. A fire risk assessment has been carried out with quotes being sought for remedial action.





## FareShare UK

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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 and Community Food Member Management. In addition we agree to follow their branding guidelines.

## Fundraising Approach

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This year our income came from membership fees, government, trusts and foundations, corporate partners and individuals. We are grateful to every supporter and for every gift we receive. All our fundraising is managed by staff and volunteers. The amount of money that we raise from individuals is small (less than 1%).

Our marketing student placement ran a 'Gift a Meal' campaign during December which asked people to donate in exchange for a gift certificate. Two types of content were published; one with a positive angle, and one with a negative angle. This saw £780 donated during the campaign with the negative content performing slightly better.

Due to the closure of Virgin Money Giving, our online donation method is now through JustGiving. We also have a Crowdfunder page that encourages people to donate their Nectar points. Research was done on which platforms were best to use and JustGiving was decided on due to its credibility.

Due to the pandemic, our corporate team volunteering days were put on hold. We also had interest from volunteers to host fundraising events but these were put on hold due to the pandemic.

We do not employ any professional fundraising organisations and received no complaints about our fundraising practices or activities in 2022-23.





# Future Plans - Next Year

Next year our aim is 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 2022/23 are to:

- Divert 900 tonnes of surplus food
- Provide food to 225 community food members throughout the year
- Contribute towards estimated savings of £1.3million by the third sector
- Contribute towards 2.1 million meals





[www.fareshare.cymru](http://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