



FareShare

Cymru

Annual Report
2022/23



Contents

- 1 Our Role**
- 2 Trustee Statement**
- 3 Our Achievements**
- 4 Partnerships & Events**
- 6 Local Food Sourcing**
- 7 Volunteering & Employability**
- 8 Impact & Value**
- 9 Financial Review**
- 10 Governing Document & Constitution**







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 2022/23 were 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



Llywodraeth Cymru
Welsh Government

Cynllun Cymunedau y Dreth Gwarediadau Tirlenwi

WcVA
CgGC



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 the businesses and 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
Website: 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

As our 2022/23 annual report states, the year has been one of continued change and development. We would suggest this is for two main reasons. Firstly, the cost of living crisis which led to both unprecedented demand for our services and yet at the same time, presented a very real challenge to our food supplies requiring a pro-active response from our team. Secondly, we have needed to adapt processes, structures and strategy to give us a strong platform that will stand us in good stead in the medium to long term. The trustees, in this early part of 2023/24, will begin to draft a new strategy that reflects the changing environment and market in which we operate.

During 2022/23 the work of FareShare Cymru became increasingly important and needed in communities across Wales. The importance of climate change and therefore our environmental objective of reducing food waste, became an even more urgent issue for the country to tackle. On this objective, we can be very proud of what we aim to achieve and, as the report outlines, what we actually achieved and delivered. The cost of living crisis became increasingly prevalent during the year and access to good quality, affordable food for families and individuals became even more important - a key social objective of ours. Again, FareShare Cymru rose to the challenge and delivered - literally in our case, nearly 1,500 tonnes of food equating to 3.5 million meals for vulnerable people.

As trustees, we are both very proud and very thankful to all of the staff and volunteers who make this happen - they source, receive, store and distribute the food as well as managing teams, fine tuning processes, ensuring quality and safety of systems and carefully managing the finances. Although a relatively small organisation, we do not underestimate the time and effort that goes in to ensure FareShare Cymru is successful in delivering its goals.

The annual accounts prepared by Azets present an unqualified audit which is welcomed and reflects the good work of the finance and management team. Finances of the organisation remain stable, as ever relying on the income from our community food members of which we appreciate and funds sourced from grants, with a particular thanks to the Welsh Government for their continued support.

Trustees will continue to play our vital role in helping set strategy, provide effective scrutiny of delivery, operations and financial management. We are also here to provide helpful support and advice where needed.

It remains a privilege to be part of the FareShare family, that of course includes FareShare UK and the network throughout the UK and we are proud to see that we continue to deliver on our environmental and social objectives and we look forward to continued involvement and contribution during 2023/24.



Our Achievements

2022/23 has been a year of continued change and development, with the cost-of-living crisis affecting many people across Wales resulting in an increase in demand for our services. 93% of our the community groups and charities we serve in Wales say that demand for their services has significantly increased (FareShare Annual Impact Survey).

It's also been a difficult year for the food industry with a combination of global and national issues outside our control affecting supply of surplus food. These included the war in Ukraine; global supply chain issues such as a lack of labour and the cost of fuel; the food industry facing crippling costs and supply chain challenges, exacerbated by the fallout from Brexit; retailers reducing the number of lines and pushing more product to stores more quickly to try to maintain on-shelf availability; the cost of living crisis causing increased energy costs for food businesses; and extreme weather.

As a result we have spent time this year looking at solutions to help us access additional surplus food. Those solutions will see us investing in our ability to take more difficult foods and expanding our capacity in other areas. In 2022-23 we secured funding to support our investment and identified a suitable warehouse.

Food Redistributed

Despite the challenges in 2022/23 FareShare in Wales redistributed 1482 tonnes of food, of which 858 was surplus. The amount of food delivered equates to more than 3.5 million meals provided to vulnerable people in South Wales.

Organisations We Support

During 2022-23, we supported 201 organisations in Cardiff, Newport, Bridgend, Merthyr Tydfil, Caerphilly, Rhondda Cynon Taf, Blaenau Gwent, Torfaen, Vale of Glamorgan, Swansea, Neath Port Talbot, Monmouthshire, and Carmarthenshire. We also started our first delivery to Carmarthen, supporting organisations in west and north Carmarthenshire. In North Wales, our partners FareShare Merseyside, supported 33 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. This includes community pantries, homeless hostels and residential settings, and housing associations, along with food co-ops, community cafes, luncheon clubs and cooking programmes, support services run by churches, mosques, schools and community centres and more. All organisations provide vital support and services specific to the needs of their communities. The variety of services provided by our members across Wales is incredible.

Some of our members include: ACE Pantry, Al-Ikhlās Centre, Arts Factory, Barc Community Outreach Centre, Blaen-y-Maes Drop-In Centre, Bryncethin Community Centre, Cadfield Van, Cafe Tyfu - Barod, Centre for African Entrepreneurship, Cornelly and District Luncheon Club, Cwtch Angels Abergavenny, Duffryn Community Link, @Duffryn Community Centre, Fabric Foundation, FAN Community Alliance, Fir Tree Community Association, FoodCycle - Newport, Foothold Cymru, Garnsychan Partnership, Gilfach Goch Community Association, Grangetown Nursery, Hope Church Merthyr, Include Hub, Lampeter Food Project, Llannon Community Council, Maindee Primary School, Merthyr Tydfil Institute for the Blind (MTIB), Myrtle House, Noddfa Baptist Church, Oakdale Christian Centre, Ogmōre Vale Primary School, Pentrebane Zone, River Church Wales, Rumney Forum, Sharon Full Gospel Church, St. Gwladys' Church Hall, St Johns Day Service, Swansea Community Farm, Tavs Centre Cardiff, Teen Challenge Hope House, The Bridge Mentoring Plus Scheme, The Youth Centre Cefn Hengoed, Threshold DAS Limited, Trinant Primary School, UK Islamic Mission (I care Newport) Food Project, Van Community Centre, Victory Grocery Store, Whiterose Information & Resource Centre, 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

"FareShare is filling a really useful gap, it would be very difficult and expensive if we had to do it ourselves and we wouldn't have the capacity to go to all of these places to get the amount of food we need"

Lee Thomas, Bryncynon Strategy

Partnerships & Collaboration

This year, our partnerships have helped us make an even bigger impact across Wales. We have continued to work alongside FareShare Merseyside to deliver FareShare in North Wales, increasing the number of organisations that are supported there. In addition, we set up a partnership with Carmarthen-based restaurant the Warren and University of Wales Trinity St. David Carmarthen campus, to begin the first phase of our West Wales expansion. This partnership enabled food to be redistributed to groups in Llanelli and Carmarthen. As part of our expansion into West Wales, we held meet-and-greet events for potential CFM's in Cardigan and Pembrokeshire.



We worked with Cranfield School of Management, Henley Business School, and Cardiff University students to research and write reports for us on Operational Efficiency/Employability (Cranfield), fundraising (Henley) and business development (Cardiff).

The Wild Water Group kindly provided us with 24 pallet spaces free of charge, which we could use to store our frozen food products. This meant that we could accept more frozen food without worrying about storage space, which enabled us to meet the needs of those we support. We also partnered with Museums Wales to encourage surplus from the St Fagans Food Festival stallholders to be donated.

Photographer Tony Charles showcased the work of FareShare Cymru alongside three of our CFMs at an exhibition at Cardiff Metropolitan University which ran for two weeks in February 2023. We also collaborated with Cardiff University Business School on a mapping project of South Wales, looking at where food projects are, nature of the project and beneficiaries.

Excitingly, we also started work on the feasibility of a Redistribution Wales Kitchen in partnership with Cardiff and Vale College funded by SBRI. Other collaborators on this project include Cardiff University, Cardiff and Vale Dietetics and Zero 2 Five.

Events & Representation

We are active members of groups including Wales Anti-Poverty Coalition, Cross Party Group on Poverty, Climate Cymru, Food Cardiff, Food Vale, Cardiff Food Poverty Working Group, Cardiff Community Food Retail Network, Torfaen Sustainable Food Places Steering Group, Vale Sustainable Food Places Steering Group and RCT Sustainable Food Places Steering Group Merthyr Food Prosperity Network, Bridgend Food Network, RCT Food, Carmarthenshire Food Network, Swansea Food Network, Caerphilly Food Network, and Llantwit Major Food Access project.

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 spoke at the Food and Drink Sustainability Cluster and BITC's Cost of Living Roundtable, and attended the Wales Sustainable Food Places conference, Future Trends for the Baking Industry conference, and the Royal Welsh Show, as well as giving evidence to the Senedd's Equality & Social Justice Committee's inquiry into debt and the cost of living crisis. We submitted consultation responses including one on the Draft Food (Wales) Bill and held a fringe event as part of Wales Climate Week.



Local Food Sourcing

In the past year, we've been able to foster some excellent new relationships with a range of food businesses, allowing us to provide an ethical solution to the challenges presented by surplus food for a number of Welsh businesses.

We've been delighted to work with new food partners like Peter's Food Service, Memory Lane Cakes, Tillery Valley Foods, and Lewis Pie and Pasty Co. Their donations of high-quality surplus food have proven a lifeline for so many of our charity and community group members. In addition to local relationships, we've also begun to provide more localised relationship management for national FareShare partners like Booker and Tesco to unlock more surplus food, and to do more good

Surplus With Purpose Cymru

In August 2022, the Welsh Government confirmed that the Surplus with Purpose Cymru funding would be continued until 2025, to enable us to access more surplus food from suppliers that can support the charities and community groups we work with across Wales to provide healthy, nutritious meals to their service users. . The fund allows FareShare Cymru to work with food manufacturers, producers and farmers to unlock 'hard to reach' surplus food. In addition to more marketing for the fund in food-specific outlets and media, we've been able to work with established brands like Puffin Produce, and also small independent growers to encourage a large volume of fresh produce into the FareShare Cymru network

FareShare Go

FareShare Go connects not-for-profit organisations with their local supermarkets to collect unsold surplus food at the end of the day, via the Foodiverse app. It is a free project that works with four major retailers across the UK; Tesco, Asda, Waitrose, and Booker, and two restaurant chains; KFC, and Nando's. During 2022/23 876.16 tonnes of food was redistributed across Wales

Fundraising





Volunteering & Employability

In the last year, 130 people volunteered with us, giving over 14.5 thousand hours of their time. Most 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.

A huge shout out is due to our volunteers for their amazing positivity in some tricky times with the remains of Covid and fluctuating food levels. They have been hugely supportive and flexible, quite literally going that extra mile to get good food out to those in need. We continued our employability journey with the completion of our second round of KickStart placements. We need to thank South Wales & South West FLT training and Careers Change Wales for their support in providing training. We are looking towards continuing to help our volunteers with training and support towards employment if they require it. In the last year at least 7 of our volunteers moved on to gain employment.

We have been able to refresh and relaunch our corporate volunteering provision, offering team days on two days a week with some great uptake. We hosted 15 corporate volunteer days with 66 employees having a volunteering experience with us.



Impact and Value

We 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...



Redistributing
1482 tonnes
of food, of which 858
was surplus.



Providing over
3 million
meals to vulnerable
people



Supporting
234
charities and
community
organisations



Saving
200
tonnes of CO2
emissions



130
volunteers gave over 14,656
hours of their time in South
Wales. 7 volunteers moved
on to full-time employment



19
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

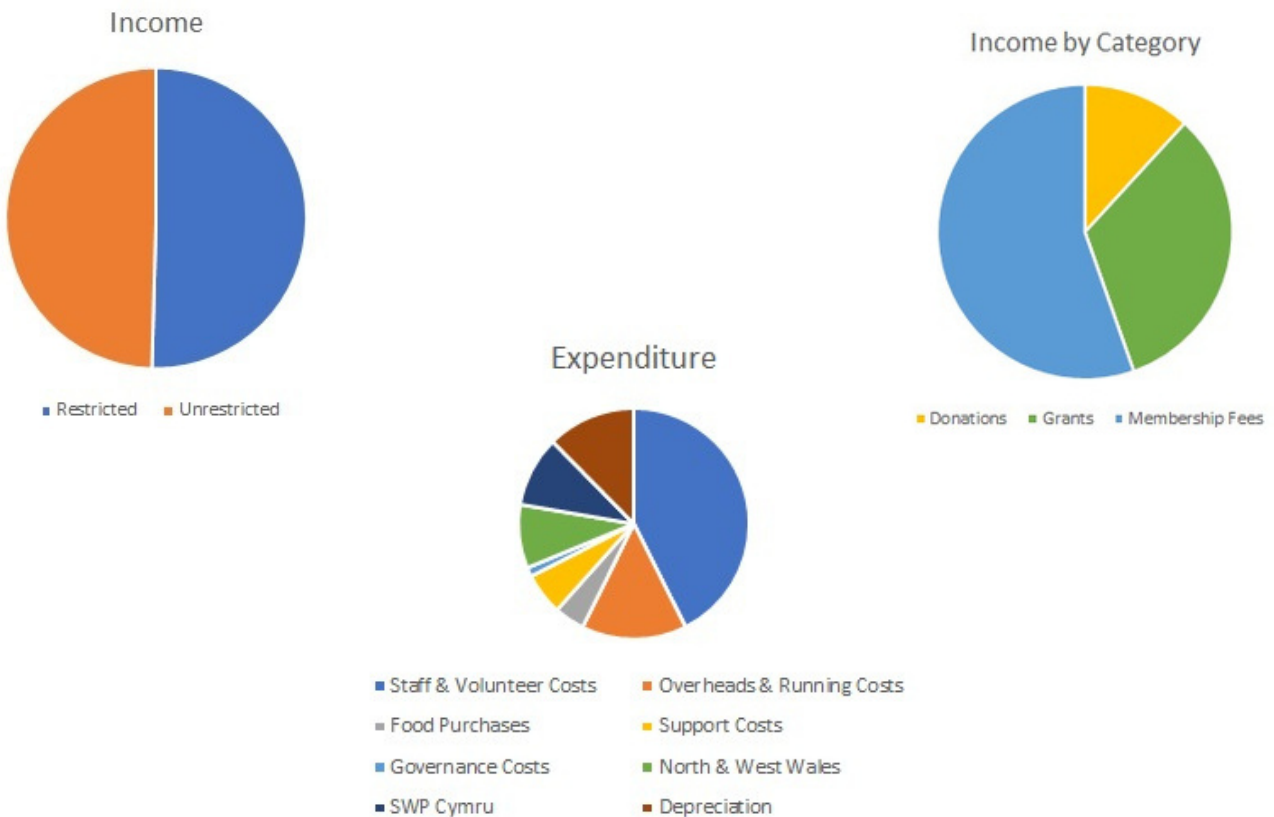
According to the financial report for the 22-23 fiscal year, we experienced a decrease in income of approximately 30% compared to the previous year. This drop in income was primarily due to the absence of an exceptional grant received in the 21-22 fiscal year from the Welsh government fund to tackle food poverty.

However, the organization was able to receive grants from other major sources, including the Moondance Foundation, the Waterloo Foundation, and the Landfill Disposals Community Scheme, which helped to supplement its income. The organisation was also able to reduce its expenditure by 33%, mainly due to the significant spend on initiatives relating to the exceptional grant in the previous fiscal year. Overall, while the decrease in income was a challenge, it was able to adapt and continue its operations with the support of other funding sources.

Our membership fees continued to increase by around 10%.

Our Finances

The total income for the year was £1,242,135, total expenditure was £818,832.



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 (until April 2022)

Professor John Hunt

John Belcher (from May 2022)

Chris Bray

Hitesh Vadgama

Stephen Milburn

Staff Team

Chief Executive Officer -Sarah Germain

Head of Operations - Gerry Molan

Head of Development - Katie Padfield

Finance Manager- Sarah Williams

Project Officer - Heather Thomas

Volunteering & Employability Co-ordinator - Phil Pinder

Community Food Member Co-ordinator - Tom Mogford (until March 2023)

Food Sourcing Co-ordinator - Simon Stranks

Marketing & Communications Co-ordinator- Georgina Sullivan (until April 2022), Macsen Jones (September 2022-March 2023)

Assistant Operations Managers - Dan Richards (until April 2022) Shane Harvey (from May 2022), Emma Roberts, Matt Lee, Daniel King, Darren Warbuton

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

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 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

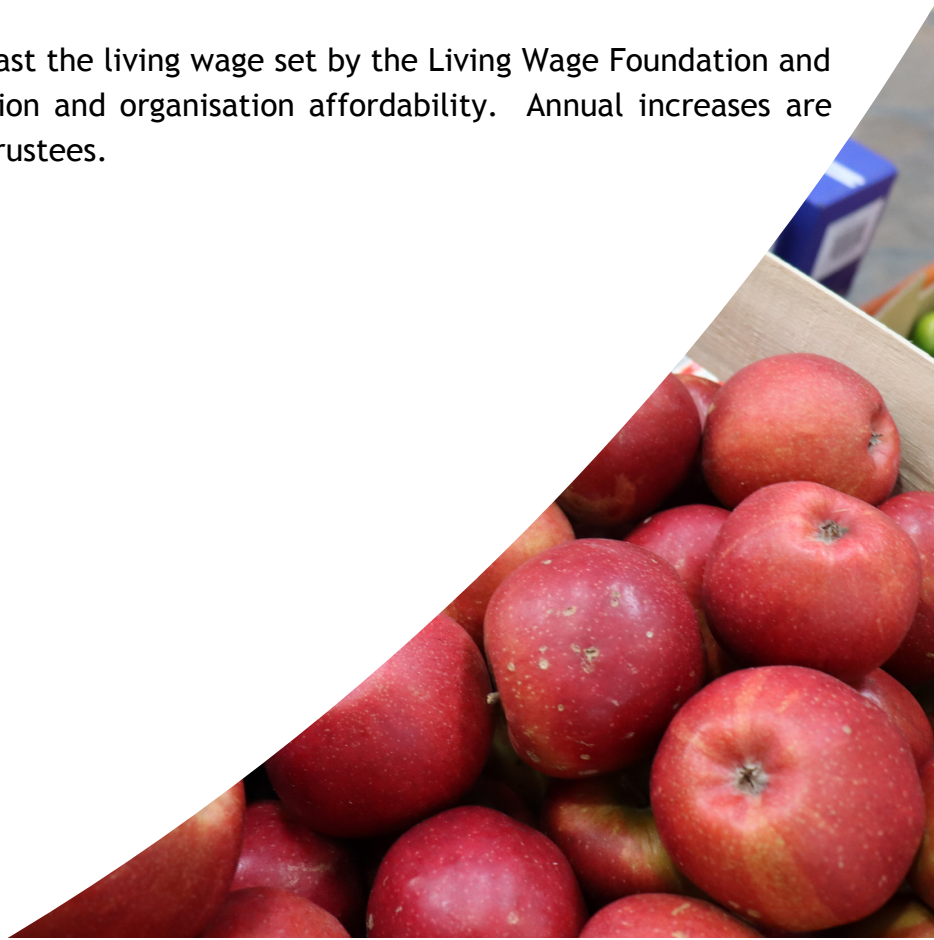
Staff Pay Policy

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

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

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

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%).

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.

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 2023/24 are to:

- Divert 1200 tonnes of surplus food throughout Wales
- Provide food to 310 community food members throughout the year throughout Wales
- Contribute towards estimated savings of £1.5 million by the third sector
- Contribute towards 2.8 million meals

In response to the increasing demand and our need to be able to handle a greater variety of products we are also planning to take on an additional warehouse to increase our capacity.



FareShare

Cymru

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