



ANNUAL REPORT

2025/2026

*Turning surplus food into
a social solution*



*Rescuing
good food*



*Supporting
communities*



*Reducing
waste*

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Trustee Statement

Throughout 2025/26, we continued to turn surplus food into opportunities to strengthen communities, improve wellbeing and protect the environment across Wales. As trustees, it remains a privilege to be involved and offer an important level of scrutiny, strong governance and support to staff.

Clearly core to what we do as a social enterprise is the distribution of food to those communities who need it most. Between April 2025 and March 2026, the Surplus with Purpose (SWP) Cymru Fund helped rescue over 58 tonnes of Welsh produce, supporting 186 Community Food Members across south Wales and providing the equivalent of 138,795 meals to an estimated 21,390 people. We appreciate the continued support of the Welsh Government to help us achieve these outputs.

Supporting Welsh growers means supporting Welsh communities — helping ensure good food reaches plates, not landfill. Beyond the SWP, this year's report shows that we have delivered the following outputs:

- 2,963,034 meals created
- 1178 tonnes of food redistributed
- 3850 tonnes of CO2 saved
- 131 Volunteers gave 11,474 hours of their time
- 286 Charities and community groups supported across Wales

Behind these figures are communities, volunteers, charities, suppliers and partners working together to ensure good food reaches people rather than going to waste. Together, we continue to create positive social and environmental impact across Wales.

In September, FareShare UK announced its merger with The Felix Project, a London-based charity that shares our mission of supporting communities and reducing food waste. As trustees, we have followed these developments carefully and believe this merger will bring new opportunities for us that includes unlocking more surplus food, building stronger partnerships, and amplify the voice of the FareShare network at a UK level. Most importantly, it means that even more community groups, schools, and local projects will be able to access the food they need to connect people, bring them together, and make a difference. As trustees, we will continue to monitor what this means for us going forward in terms of food supply, funding, the network across the UK and branding.

We are proud to report the outcome of a Welsh Government evaluation that looked closely at our operation and how we spend the funds received. It highlighted the significant social, environmental and economic value created through food redistribution, recognising the positive impact surplus food has on communities, food producers and the wider Welsh economy. Congratulations to the management team and staff in achieving this outcome.

Finally, some thanks, and as with every year, trustees are immensely proud and appreciative of the staff working hard to achieve the above and of course the volunteers who continue to bring incredible dedication, expertise and generosity to FareShare Cymru. Of course, we thank our funders in Welsh Government, the Moondance Foundation and the Simon Gibson Trust for their support throughout 2025/26.

Meet The Team



Meet the dedicated FareShare Cymru team, passionate about food equity, community support, and making a positive impact across Wales

Achievements



Our Impact in 2024/25

Throughout 2025/26, we turned surplus food into opportunities to strengthen communities, improve wellbeing and protect the environment across Wales.

2,963,034

Meals created

1178

Tonnes of food redistributed

3850

Tonnes of CO2 saved

131

Volunteers gave 11,474 hours of their time

286

Charities and community groups supported across Wales

58

Tonnes of the food was Welsh produce through the Surplus with Purpose Cymru fund

Our Achievements

2025/26 was a year of growth, collaboration and visibility for FareShare Cymru.

Through improvements in operational efficiency and ways of working, we were able to increase our reach and support an additional 24 charities and community groups across Wales, ensuring more organisations could access surplus food and the wider benefits it brings to local communities.

During the year, we relaunched the Surplus with Purpose Cymru programme, helping strengthen relationships with Welsh growers, producers and suppliers while encouraging more businesses to redistribute surplus food across Wales.

We also increased our presence at national events and within conversations around food sustainability and community support. This included attending the Royal Welsh Show with our immersive Field to Fork virtual reality experience, helping raise awareness of surplus food redistribution and its impact across Wales.

FareShare Cymru also contributed to wider discussions on food systems and food insecurity through participation in events including the Blaenau Gwent Food Summit, Swansea's Fairness for All workshop, and Y Farchnad at the Senedd.

Fundraising and supporter engagement grew throughout the year. During the Big Give Green Match Fund campaign, supporters helped raise £11,866, equivalent to more than 47,000 meals for communities across Wales. We also successfully launched the Meals with Meaning Christmas campaign and took part in the Tesco Winter Food Collection, supported by volunteers and communities across Wales.

Throughout the year, we continued highlighting the work of Community Food Members across Wales through visits, storytelling and campaigns. Organisations including Grow Rhondda, Sirhowy Community Centre, Hope Pantry at The Hive, Bridgend Community Outreach Centre, GVS FoodShare Pantry and Prendergast Community School demonstrated the many different ways surplus food can help strengthen local communities.

We also continued expanding volunteering and employability opportunities, celebrating Volunteers Week, hosting volunteer awards, and supporting participants through programmes including FareBoost Cymru.



Volunteering,
Food Sourcing,
Employability,
Community Food
Members,
Fundraising.

Volunteering

In 2025/26, we continued to grow our strong and engaged volunteer community. A total of 145 people volunteered with us, giving more than 11,400 hours of their time. On average, volunteers completed around four shifts a month in our warehouses, and by the end of the year we were supporting almost 300 volunteer shifts each month.

Our volunteers continue to bring incredible dedication, expertise and generosity to FareShare Cymru. Throughout a year of significant change, they showed flexibility, commitment and a willingness to support new ways of working across the organisation.

We were proud to be runners-up once again in the Cardiff Volunteer Awards 2025, and especially delighted that two of our volunteers received national volunteer awards from FareShare UK.

We also continued our work through the Investing in Volunteers scheme, helping shape the future of volunteering at FareShare Cymru. This has been strengthened through the support of our volunteer panel, whose ideas and feedback continue to help improve the volunteer experience and the work we do.



Celebrating our volunteers remained an important part of the year. Volunteers Week was marked with a warehouse BBQ and a week of staff-made cakes, while the FareShare UK and internal volunteer awards were celebrated with afternoon tea at the warehouse. Staff and volunteers also came together for a lively Christmas celebration at Llanishen Rugby Club, and the year ended with a special social gathering at Tiny Rebel Brewery to celebrate the retirement of Gerry Molan, our much-loved Head of Operations and quizmaster extraordinaire.



Impact Story



Allyson joined FareShare Cymru in October 2024, looking for a volunteering opportunity that would allow her to make a practical difference in her community. After enjoying her experience, she encouraged her husband Joe to join shortly before Christmas.

Together, they volunteer weekly in the warehouse, helping pick orders for charities and community groups across Wales. Through their role, they help ensure good food reaches organisations supporting local people and communities.

Reflecting on her experience, Allyson said:

“Every time I go home I say, ‘This is so satisfying.’ In my job, the satisfaction was always a long way away. With this, it’s instant—you know the food is going to a group that will really appreciate it.”

Allyson and Joe's story highlights how volunteering can provide purpose, connection and a tangible way to support communities while helping ensure good food reaches those who need it most.

Corporate Volunteering

We expanded our corporate volunteering programme during the year, welcoming larger teams and increasing the number of available volunteering days. We hosted 35 corporate volunteering days, with more than 140 employees volunteering alongside us.

Every corporate volunteer leaves with a greater understanding of our work and becomes an advocate for FareShare Cymru within their workplace and community. It has been a year of growth, change and progress, and our volunteers have continued to play a central role in supporting improvements and expansion across the organisation.



Food Sourcing

Throughout 2025/26, we continued to strengthen supplier partnerships and expand the redistribution of surplus food across Wales. Over 960 tonnes of food were redistributed during the year, including 806 tonnes of surplus food, with more than 20% sourced locally.

This equates to approximately 2.29 million meals, supporting individuals, families and communities across Wales. These achievements would not have been possible without the ongoing support of both long-standing suppliers and new partners, to whom we extend our sincere thanks.

Building and maintaining strong supplier relationships remained a key priority throughout the year. Alongside developing new partnerships, we successfully re-engaged a number of previously lapsed suppliers, leading to renewed and ad hoc donations across a wide range of product categories.

We also continued to build new relationships through proactive outreach, digital campaigns and attendance at key industry events including the Royal Welsh Show, Castell Howell Trade Show and Taste Blas.



Alongside redistribution activity, we explored opportunities for wider collaboration, including partnerships focused on using surplus food within meal production. We also carried out early feasibility work around a potential gleaning pilot and identified further opportunities to increase surplus sourcing and redistribution capacity in the future. This included assessing the feasibility of implementing a gleaning initiative and identify potential opportunities for collaboration around South Wales.

Through access to their network and by addressing potential operational challenges, we identified and engaged with three prospective farmers to discuss participation in gleaning activities. These discussions provided valuable insight into the practical considerations and level of interest among local producers, helping to evaluate the viability of future gleaning opportunities.



Surplus with Purpose Cymru Fund

We are grateful to the Welsh Government for its continued support of the Surplus with Purpose Cymru Fund. This funding enables Welsh food businesses to donate surplus food without facing additional costs such as packaging, labour, labelling or transport.

Since April 2025, the fund has supported the redistribution of more than 355 tonnes of fresh produce and dairy products, including potatoes, leeks and cheese.

This surplus food redistribution prevented an estimated 1,099 tonnes of CO₂ emissions that would otherwise have been generated if the food had gone to landfill. It also helped create approximately 845,000 meals for people experiencing food insecurity across Wales.

One of the new partners accessing the fund this year was Monarchs Crackers in West Wales. Through this partnership, surplus cheese crackers and cheese were successfully redistributed to communities across Wales.

As highlighted by Managing Director - Alex Rus:



“We wanted to donate through FareShare Cymru because their model ensures surplus food goes directly to people who need it most in Wales. Knowing the cheese will be distributed to local community organisations and families who benefit from nutritious, high-quality food gives us confidence it will have the greatest possible impact.”

Employability

Throughout 2025/26, FareShare Cymru continued to support people across Wales to build confidence, gain practical experience and develop new skills through volunteering, training and employability opportunities.

Our employability work focuses on creating supportive and inclusive environments where people can gain meaningful experience while contributing to their local communities. Through warehouse operations, food handling, administration, community engagement and cooking activities, participants developed transferable workplace skills, confidence and routine in a real working environment.

Alongside practical experience, participants were supported to improve wellbeing, build social connections and explore pathways into further training, volunteering and employment. During 2025/26, 14 participants joined the FareBoost Cymru programme, with six progressing into employment. This demonstrates the positive role the programme plays in helping people build confidence, gain experience and take meaningful steps towards work.

As FareShare Cymru continues to grow, we remain committed to creating opportunities that not only reduce food waste and strengthen communities, but also help people grow in confidence, skills and aspiration.



Impact Story

One participant, Chantelle, joined FareBoost Cymru looking for structure, confidence and new opportunities. Over the course of the programme, she developed leadership skills, gained practical experience and became an active part of the FareShare Cymru community.

During her time with FareBoost Cymru, Chantelle secured her first paid role in hospitality at the Principality Stadium and began preparing for future training opportunities, including Security Industry Authority (SIA) training.

Reflecting on her experience, Chantelle said:

“Being part of FareBoost has given me a sense of purpose and community. You’re helping people who need food, and it feels amazing to make a difference.”

Chantelle’s story highlights the wider impact of FareBoost Cymru, demonstrating how practical experience, encouragement and community support can help people build confidence and move towards new opportunities.

Community Food Members

2025/26 was a year of growth, partnership and collaboration across our Community Food Member network. We successfully onboarded many new members across Wales, while many existing members increased the amount of food they received. We have supplied 10 sets of Zero Waste Dispensers to some of our members, which has meant we can redistribute more catering ambient stock throughout Wales, meaning that less food is going to waste, and less packaging too! Almost 40% of our members now use FareShare Cymru food within cooking and meal-based projects.

Our members include community organisations, schools, supported housing projects, faith groups, pantries, cafés and grassroots initiatives working in communities across Wales.

All of our members use food in ways that go far beyond emergency provision. The Shared Plate in Swansea, for example, uses food to teach young people cooking skills before bringing people together through shared community meals. Beechwood College in Sully incorporates food into learning opportunities within its residential setting for young autistic adults, while Kenfig Hill Meals on Wheels Baobab Bach in Bridgend prepares healthy meals for local people who are unable to cook for themselves.

We partner with organisations that place food at the centre of wider community support. While food is often the starting point, the impact reaches much further, with members providing safe spaces, practical support, social connection and services tailored to the needs of their communities.

We deeply value these partnerships and the difference they make within local communities across Wales.

Impact Story

Community Volunteers Wales (CVW) in Risca uses surplus food to support local people through a range of projects designed to tackle poverty, reduce isolation and strengthen community connections. Through initiatives including The Pantri community pantry and family cooking sessions, food acts as a gateway to wider support, learning and wellbeing.

With support from FareShare Cymru, CVW received a Pop-Up Kitchen which is helping local families develop cooking skills, build confidence and prepare healthy meals on a budget.



“There’s a much bigger picture, because if people can come together and have those conversations and socialise, it’s all supporting mental health. Food is always a part of that.”

CVW's work demonstrates how food can do far more than fill plates. It can bring people together, create opportunities to learn new skills and help build stronger, more connected communities.

Community Food Members

Al-Ikhlās Centre | Al-Manar | Banc Bwyd Cwmaman Food Bank | Barc Community Outreach Centre | Barry Baobab Bach | Beaufort Centre | Bethel Trust Port Talbot | Bethlehem Church Community Group | Brackla Primary School | Bryncethin Community Centre | Bwyd i Bawb (Ysgol Bro Banw) BBB | Cadogs Corner Development Group BBB | Cafe Tyfu - Barod | Calon-y-Cwm Baobab Bach Pantry | Canolfan Maerdy | Cap y Gymuned | Castleland Community Association | Cefn Cribwr Community Pantry | Cefn Fforest Primary School BBB | Central Primary School BBB | Centre for African Entrepreneurship | Cetma | Community Volunteers Wales | Cornelly and District Development Trust (Amdani) | Costar Partnership | Cwmfelin Primary School BBB | Cwmffrwdor Primary School BBB | Cwmllynfell Welfare Hall | Cwtch Angels Abergavenny | Cyfarthfa Park Primary School BBB | Dant y Llew CIC | Dove Workshop | Duffryn Community Link @ Duffryn Community Centre | Fairwater Primary School Family Action FOOD Club | FAN Community Alliance | Felinfoel Family Centre | Food Cycle - Newport | Foodshare Llantwit | Foothold Cymru | Garnsychan Partnership | Gellideg Foundation Group Merthyr Tydfil | Glad2Share Gladstone Primary School RC | Glenwood Church | Glyncoch Community Regeneration Ltd. | Hangar Community Hub CIC | Herbert Thompson Primary | Hope Church Merthyr | Hope St Mellons Pantry (CIO) | Kenfig Hill Meals on Wheels Baobab Bach | KPC Youth & Community (Baobab) | Llannon Community Council | Maesteg Baobab Bach Pantry | Matthews House | Merthyr Tydfil Institute for the Blind (MTIB) | Michael Climer Legacy Fund | Myrtle House | Oakdale Christian Centre | Ogmore Vale Primary School | Old School Community Hub | Panteg Employees Club | Penarth Community Group | Pentre Community Hwb | Pillgwenlly Millennium Trust Ltd | Porthcawl Community Pantry | Rainbow Cafe FOOD Club | RCCG Vineyard Chapel | River Church Wales | Rumney Forum | Safer Wales | Sandfields Community Pantry Baobab Bach | Sharon Full Gospel Church | Sirhowy Valley Hub CIC (Catering) | Sketty Food Bank | Splott Community Volunteers | St Alban's Catholic Primary School BBB | Swansea Community Farm | Sycamore Centre | Tabernacle Baptist Church | Tavs Centre Cardiff | Teen Challenge Hope House | The Bridge Mentoring Plus Scheme | The Fortified City of God | The Good Food Hub | The Pantry @YCB | The Shared Plate | Thornhill 4 U Too | Threshold DAS Limited | TLC CAFE RISCA | Treorchy Primary School BBB | Trinant Primary School | Trowbridge Pantry | UK Islamic Mission (I Care Newport) Food Project | Vernon Place Community Hub | Victory Grocery Store | Vineyard Church Cardiff | Whiterose Information & Resource Centre | Wildmill Community Pantry Baobab Bach | Willowtown Community Primary BBB | Wyesham Christian Fellowship Church FOOD Club | Youth Centre Cefn Hengoed | Ysgol Gymraeg Gwynllyw BBB | Ysgol Gynradd Gorslas BBB | Ysgol Gynradd Llandeilo Primary School BBB | Ysgol Hen Felin

Fundraising and Partnerships

The support of our funders, partners and supporters continues to play a vital role in the success of FareShare Cymru. Through their investment and collaboration, we can redistribute good food across Wales, strengthen communities and reduce food waste.

We would like to extend our sincere thanks to the Welsh Government, the Moondance Foundation and the Simon Gibson Trust for their support throughout 2025/26. Their funding has enabled us to continue delivering our services, increase our reach and support more charities and community groups across Wales.

During the year, we welcomed the findings of the Welsh Government's independent evaluation of surplus food redistribution in Wales. The evaluation highlighted the significant social, environmental and economic value created through food redistribution, recognising the positive impact surplus food has on communities, food producers and the wider Welsh economy.

Collaboration remained central to our work throughout the year. We continued to contribute to regional food partnerships and steering groups across Wales, including the Torfaen Food Steering Group, Food Vale Steering Group, Rhondda Cynon Taf Food Steering Group and Bwyd Abertawe. Through these partnerships, we helped support discussions around food insecurity, sustainable food systems, food waste reduction and community food provision.

We would also like to thank the many food suppliers, corporate supporters, donors and volunteers who have supported FareShare Cymru throughout the year. Their commitment helps ensure good food reaches people and communities across Wales which would otherwise have gone to waste.

Together, these partnerships enable us to maximise our impact and continue building a more sustainable, connected and resilient Wales.

Operations

In September 2025, we moved our day-to-day operations to the M1 warehouse. This transition enabled increased food throughput by making full use of storage capacity across both warehouses, allowing us to support a greater number of charities and community groups.

We have also focused on improving operational efficiency, introducing tablets to support key processes. This has reduced both processing time and paper usage, streamlining day-to-day activities. Use of the labelling machine enabled us to re-label 6000 packets of surplus rice which would have otherwise gone to waste.

Since September 2025, the delivery schedule has been under continuous review, with new routes introduced to expand our reach. As a result, we have been able to support more charities and community groups across Wales, working with an additional 24 Community Food Members (CFMs) from our Cardiff depots.



FareShare Plus has been delivered quarterly from the S5 site. This initiative provides a non-food offering to our members, giving them access to items such as toiletries, pet food and other essential goods identified as beneficial for their communities.



Events and Representation

Events and Representation

Throughout 2025/26, FareShare Cymru continued to champion the role of surplus food redistribution through events, conferences, partnerships and policy discussions across Wales. These opportunities helped raise awareness of our work, strengthen partnerships and contribute to wider conversations around food sustainability, food insecurity, community resilience and environmental impact.

During the year, we attended the Royal Welsh Show, engaging with growers, producers and visitors from across Wales. Our immersive “Field to Fork” virtual reality experience helped demonstrate the journey surplus food takes from farms and suppliers to community organisations, highlighting both the environmental and social impact of food redistribution.

We also attended Blas Cymru / Taste Wales, where we connected with Welsh food and drink producers, suppliers and partners from across the sector. Following the event, surplus products donated by exhibitors were redistributed to communities across Wales, helping ensure good food did not go to waste.

FareShare Cymru participated in a range of events and discussions throughout the year, including the Blaenau Gwent Food Summit, Swansea’s Fairness for All workshop, the Wellbeing Economy Conference and Y Farchnad at the Senedd. We also continued to contribute to the Wales Anti-Poverty Coalition, Cwmpas’ Cross Party Group on Food Resilience, and regional food partnerships across Wales.

As part of our policy and influencing work, we launched our manifesto ahead of the 2026 Senedd elections and participated in both the Equality and Social Justice and the Climate Change, Environment and Rural Affairs roundtable discussions. We also provided both oral and written evidence to the Senedd Equality and Social Justice Committee inquiry into access to healthy, nutritious and affordable food, and gave oral evidence to the Right to Food Commission during its Cardiff session.



In December, we were pleased to welcome the Deputy First Minister, Huw Irranca-Davies, and Cabinet Secretary Jane Hutt to our Cardiff warehouse. The visit provided an opportunity to showcase the impact of surplus food redistribution across Wales and highlight the work of our staff, volunteers and Community Food Members in supporting local communities.

Alongside national events and policy engagement, we continued visiting Community Food Members and local projects across Wales, helping share stories of impact and celebrate the work taking place within communities every day. These visits strengthened relationships, increased understanding of local needs and highlighted the many ways food can support wellbeing, connection and opportunity.



Governing Document & 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.

Staff Team

Chief Executive Officer -Sarah Germain
Head of Operations - Gerry Molan
Head of Development - Katie Padfield
Finance Manager- Sarah Williams
Employability Lead - Jessica Howells (until February 2026)
Food Sourcing Lead- Carmai Chung
Fundraising Lead- Stephen Wornham (until June 2025)
Marketing & Communications Lead – Bethan Cook (from May 2025)
Volunteering Lead - Phil Pinder
Community Food Member Lead - Laura Haines-Burke
Finance Officer -Shelley Stokes
Support and administration officer – Emina Redzepovic (from October 2025 until March 2026)
Operations Manager – Allan Cuthbertson (from June 2025)
Deputy Operations Manager: Dan King

Assistant Operations Managers:

Shane Harvey (until June 2025), Emma Roberts, Matt Lee, Patrick Walker, Mohanth Palem (from September 2025), James Aylward (from September 2025)

Directors and Trustees

Simon Harris - Chair
John Belcher
Chris Bray
Caitlin Jones (until July 2025)
Martin Little
Matt Lloyd (until April 2025)
Stephen Milburn
Jessica Paddock
Cath Smith (until February 2026)
Rhian Thomas

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

Carston ETL, Tudor House, 16 Cathedral Road, Cardiff CF11 9LJ.

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.

Organisation

The Trustees together constitute the Board that is FareShare Cymru's governing body. They met four times in 2025/26. 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

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.

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.

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%). 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 2025-26.

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, work closely with FareShare UK to reduce barriers to accepting food, run the SWP Cymru scheme and we are actively working to increase the proportion of local surplus food.

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. Existing risk assessments have been reviewed and updated. A fire risk assessment has been carried out with quotes being sought for remedial action.

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 are aiming to increase our proportion of earned income over time.

Future Plans

In March 2026 we completed a refurbishment of the kitchen and office space in S5, utilising a set of pop-up kitchen equipment and creating a dining space. Going forward, we will be recruiting a Culinary Lead who will produce healthy cooked meals for volunteers to be eaten on site, develop and deliver cooking skills training to volunteers and support CFMs to get the most out of the food they receive by delivering cooking demonstrations and creating resources around use of the surplus food available, with a focus on produce. The cooking skills training will also link in with plan to re-launch our employability programme, FareBoost, with a merged Volunteer and Employability Lead role.

Training will be a focus throughout 2026-27, with the recruitment of a Training Lead to develop and deliver volunteer training. This will ensure all training given to volunteers is consistent, recorded and reportable. It will also transfer into ensuring our processes and the quality of our service to our CFMs is consistent. We will continue to rollout Forklift Truck training in-house and look at becoming an accredited training centre.

A need has been identified for our services in West Wales. We will recruit a Project Officer to work in this area, ensuring we can support charities and community groups with good quality surplus food. This will involve expanding further into West Wales and scoping options for delivery in West Wales longer-term.

Overall, our aim is to continue to support local charities and community groups that are utilising surplus food to create social impact in their communities, whilst providing an ethically, environmentally and economically sound solution to the food industry.

Contribute towards

3.4 Million meals

Redistribute

1371 tonnes

of food

Support

287

community organisations and charities

Save

4113 tonnes

of CO2

Save

£1.6 million

for the Third Sector in Wales

Financial Review



The financial statements for the year ending 31 March 2026 show an overall decrease in total income and funds compared with the previous year.

Overall income decreased from £1.342 million to £938k. This was primarily due to one-off projects in the previous year, including SBRI funding for the Redistribution Kitchen Wales project and additional capital funding from the Welsh Government for replacement vans. Similarly, expenditure decreased from £1.064 million to £943k, mainly reflecting the direct costs associated with the Redistribution Kitchen Wales project in the previous year.

Overall, this resulted in a small deficit during the year, which was funded from general reserves.

One notable positive change was an improvement in our cash position of £418k, primarily due to a reduction in debtors.



 www.fareshare.cymru

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