



ANNUAL REPORT 2023

GIY Ireland CLG and GIY Ireland (Activities) Ltd

FOREWORD BY KAREN HAND

By any yardstick, 2022 was a challenging year for GIY as the Ukrainian crisis created economic pressure on Ireland and the world, and arrested the development that GIY and many others had forecast. Mid-year, the GIY leadership and the Board had to realign the annual targets to fit with these economic realities.

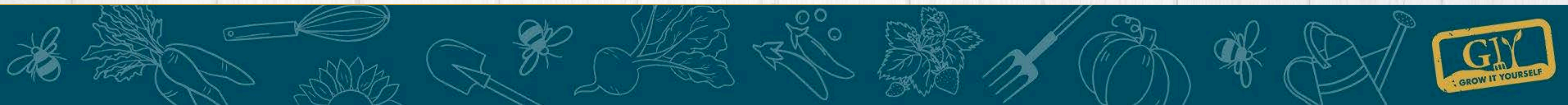
Despite these financial constraints, GIY people at all levels continued to be massively resilient and resourceful. It was a massive tribute to GIY's mission - to get 100 million GIY'ers by 2030 - that Charles the future King of England chose to come to GROW HQ in March. GIY capitalised on this momentum with trips back to the UK to meet possible clients and funders and marshalled some key allies who could help give insight and connection into UK Retailers in 2023. Hopefully, all this focus and effort will bear fruit in the coming years.

As ever, GIY leadership- backed by the Board- harnessed the unexpected business climate to commission a successful strategy project for 2022 to 2025. We ran a hugely successful Harvest Festival in Waterford in September. It was inspirational to see momentum building with the UN SDG2 Advocacy Hub on the merits of growing and eating beans for a more sustainable world. It was heartening to see GIY hire Sarah Prosser, a systems change-maker, to help develop and connect a network of regenerative food pioneers around the Waterford bio-region.

In terms of governance, GIY ratified a new constitution and also applied for charity status with the Charities Regulator. The Board was highly impressed by the professionalism of the Finance Director and team, and Mazars pronounced a clean and timely audit, to the delight of the GIY Board Finance Subcommittee.

Finally, the Chair and the Board were highly impressed to see the GIY team secure the funding to enable the recording of the 'Food Matters' TV series in the autumn. Presenting and delivering the programme is a big investment for GIY as an organisation but it is a strategic lever to help national audiences understand and connect with food sustainability and embark on their own food empathy journeys. It will be great to explore future media deals in other regions to help GIY accelerate global goals.

Karen Hand, Chairperson

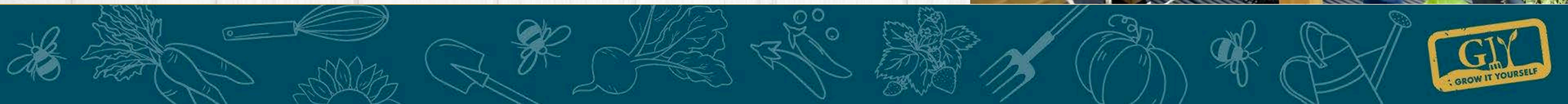


INTRODUCTION FROM MICHAEL KELLY

History will record 2022 as the year when the Covid Pandemic came to an end (let's hope permanently) but of course any joy we could take from that after a very difficult couple of years was diminished by the start of yet another global crisis with the war in Ukraine in the spring. Consequently, it was a very difficult year for GIY on many fronts, largely (but not exclusively) down to the financial challenges that came from operating in such a difficult external environment. Like most organisations, we were hit with significant cost increases, and reduced income across most areas of the business as consumers and businesses adapted to a cost-of-living crisis. This coincided with a number of larger multi-year funding partnerships coming to an end (for example, a wonderful ten-year relationship with innocent as sponsor of our primary school programme, the big grow). E-commerce and B2C sales, which were so buoyant during Covid, also had a very challenging year.

However, it's in the nature of social enterprises to work through adversity and challenging times and keep focused on the mission. And that's what we did as a team. We dug deep. We stayed mindful of the longer-term horizon and leaned into our beliefs about GIY and the world around us beyond the difficulties. Those beliefs are that we have an amazing team of very talented, dedicated people; a clear purpose and mission that resonates, and a strong track record and reputation for delivery. The urgency of climate change demands scalable nature-based solutions which GIY has and I believe that consumers are increasingly looking to work with authentic, mission-focused brands.

While keeping focused on that longer-term horizon, we also took the necessary steps to steady the ship. In mid-2022 we put a recruitment freeze in place and paused our plans for a much-needed extension at GROW HQ, and having reviewed 2022 in its entirety we made difficult decisions at the start of 2023 to cut back our team to get ourselves back on track. Our Development team put significant time and energy into fundraising in the US with trips to California and NYC, which we are confident will pay dividends in 2023. I am very proud of the team for working through these tough times and coming out the other end – they showed unbelievable resilience and courage.



But through all of these challenges, there was still incredible progress on many fronts. The executive team (SLT) and board created a new strategic plan (2023-2025) working with Ahmad Abu-el-ata from Simpacta. This new strategic plan period is a critical one to getting the organisation on the trajectory to achieve the 100 million GIYers goal by 2030. During 2020 we put in place important global partnerships as significant steps on that journey with the SDG2 Advocacy Hub on the Beans is How programme and with Ashoka and Commonland on the Bioregional Weaving Lab. On the latter, I am proud that Waterford is one of 8 EU 'bioregions' starting a long-term landscape restoration and food system transformation project, with GIY hosting the lab and hiring a 'weaver', Sarah Prosser, joining us in the bioregion from Norway.

We had a significant visitor to that bioregion in March with the future King Charles III visiting GROW HQ – it was such an honour for all of us to have HRH at GROW HQ. Considering his long-term commitment to sustainability issues, I believe it was a well-deserved recognition for the work of our entire team - a real high point of the year. In September we took over the running of the Harvest Festival on behalf of Waterford Council and though the weather scuppered day two of the weekend, we put on a great show and look forward to building on the success in 2023.

After a Covid hiatus, we were also thrilled to be back in TV land and in June started filming on a new TV series for RTE 1, Food Matters, which was sponsored by the EPA and ReThink Ireland, investigating Ireland's food sustainability from the ground up. The show was broadcast in spring 2023 with over 750,000 viewers. My new book The GIY Diaries, was published in October 2022 by Gill books and got an Irish Book Award nomination in November.

The important work of getting kids growing their own food and learning about a more sustainable food system continued. We launched our GROW At School funding drive with a goal to put a school garden in to half of Irish primary schools by the end of 2024.

In October we signed a new three-year partnership with Supervalu to sponsor our primary school growing programme to be rebranded as SuperValu Let's Grow; launching spring 2023. We're excited to work with them. In November I also presented to the Joint Oireachtas Committee on Education on the importance of food growing in schools.

In between all that we found the time to launch a new podcast (Food Done Right); a sustainability programme for chefs called Wasted, funded by the Department of the Environment; and delivered employee engagement programmes to teams in over 50 companies, including Virgin Media, Smurfit Kappa, Sisk, Dropbox, Bord Bia and LinkedIn.

During the year we were delighted to welcome Allen Troy to the team at GROW HQ as Head of Hospitality. Allen brings long-term hospitality expertise to the table at HQ and brings a new level of customer service to add to the always warm welcome and extraordinary food from JB's kitchen. We were proud to win the All Ireland Best Sustainable Practices Award at the RAI Awards in October and to feature in The Irish Times Top 100 list in November. We are very grateful to our loyal HQ customers who continue to support us every step of the way.

So, in summary, while the financial picture was difficult, I am very proud of the impact we had in 2022. With income and impact acting as two sides of the one social enterprise coin, we aim to have them a little more balanced in 2023.

Finally a huge thanks in particular to Shona, Elma and Nell on the leadership team; and to our hard-working board of directors; to every member of our team, and all our stakeholders, funders and partners. Above all, to every person who sowed a seed for the first time in 2022: smile, you're a GIYer now!

Michael Kelly, GIY Founder & CEO



**FOUNDED IN 2008, GIY SUPPORTS PEOPLE AROUND THE
WORLD TO LIVE HEALTHIER, HAPPIER AND MORE
SUSTAINABLE LIVES BY GROWING SOME OF THEIR OWN FOOD**

OUR MISSION

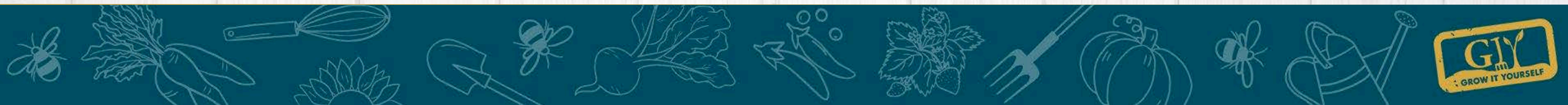
A world where
everyone grows food

OUR VISION

A regenerative food
system which nourishes
people and planet

OUR GOAL

By 2030, we aim to reach
100 million GIYers through
our campaigns, programmes,
products and educational
platforms



THE GLOBAL FOOD ISSUE

THE PROBLEM

The global food system serves short-term economic interests at the expense of the planet and human health.

Food production is responsible for almost a third of global greenhouse gas emissions, while habitat loss from allocating land for food production is the main driver of biodiversity loss. Globally more than 690 million people remain undernourished, while diet is the leading cause of mortality in the developed world.

According to the EAT-Lancet Commission: The Sustainable Development Goal for Climate Action (SDG 13) can't be achieved unless we shift our diets and the way we produce and consume food.

THE SOLUTION

At GIY, our research shows that when people grow their own food it shifts their knowledge, attitudes and behaviour around food. It empowers them to make healthier and more sustainable choices. We call this **FOOD EMPATHY**.

Through our activities we inspire, educate and enable a global movement of food growers, whose collective actions will help to rebuild a sustainable food system.



30% GHG EMISSIONS

Intensive farming, monocultures and livestock emissions make agriculture the second biggest contributor to global greenhouse gas (GHG) emissions.



70% FRESHWATER USAGE

Food production is the world's largest water-consuming sector and its use in our food system has more than doubled since the 1960s.



40% LAND USE

Agriculture is the largest driver of deforestation and land-use change globally. Clearing land for food production causes damage to natural ecosystems and reduces biodiversity.



GIY'S THEORY OF CHANGE



PROBLEM

The global food system serves short-term economic interests at the expense of the planet and human health.

It is responsible for a third of global GHG emissions, 69% of biodiversity loss and 70% of water use.

At the same time, 20% of all deaths are associated with poor diet while two billion people are malnourished.

SOLUTION

Food growing informs and empowers citizens to care more about their food and adopt a healthier and more sustainable diet: plant-based, local, seasonal, zero waste.

We call this food empathy.

Our research shows that participants in GIY's activities are 3-4 times more likely to have a plant-based diet than the average person.

ACTIVITIES

Inspire

action on food growing and other food system issues

Campaigns | Media Projects | Policy Positions | Collaborations

Educate

people on how to grow food and take other food sustainability actions

Campaign Resources | Educational Content | GROW HQ Model

Enable

transformative food growing experiences

Products | Action-Oriented Campaigns

Connect

a community of everyday food activists to sustain and build the movement

Peer-to-Peer Online Platforms | Offline Interactions

OUTCOMES

Increased Knowledge

Food Growing | Food Choices | Food System

Favourable Food Sustainability Attitudes

Local | Seasonal | Plants | Zero Waste

New Food Sustainability Behaviours

Grow | Buy | Eat | Waste

Increased Wellbeing

Mental | Physical | Social

MISSION

Our mission is to inspire, educate and enable a global movement of food growers, whose collective actions will help to rebuild a sustainable food system.

By 2030, we aim to reach 100 million GIYers through our campaigns, media projects, products and educational platforms.



VISION

We envision a world where all food is produced, distributed and consumed for the benefit of the planet and its people.

ENABLING FACTORS

Positive, active team culture

Team knowledge of food system

Authenticity, brand and customer experience

Strong partnerships with collaborators

Financial sustainability

THE GARLIC STORY

Once upon a time there was an IT salesman called Mick.

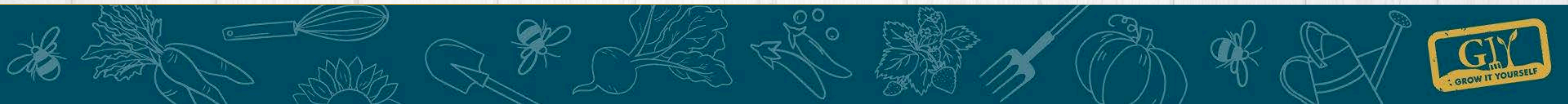
One day Mick was food shopping for the family in the local supermarket, when he noticed that a 90 cent bulb of garlic he was about to toss into the trolley was imported from China.

Now Mick had nothing against China, but it's a good 5,000 miles away from Ireland. To Mick it seemed pretty strange that garlic had to be grown there, to be shipped all the way here.

That was Mick's 'Road to Damascus' moment – the point in which his whole life pivoted. He sallied forth from that mid-priced supermarket, determined to grow his own damn garlic, which he managed to do.

Smitten by the notion that he could grow some of his own food and determined to get everyone else doing the same, in 2008 he started a local food growers' group to bring like-minded folk together to share their food growing journey.

And so began the GIY story...



GIY MANIFESTO

EAT MORE PLANTS

For the health of ourselves and the planet – and because we love what we grow ourselves

END FOOD WASTE

Because all food is precious and what a GIYer doesn't eat is returned to the soil

SUPPORT SMALL PRODUCERS

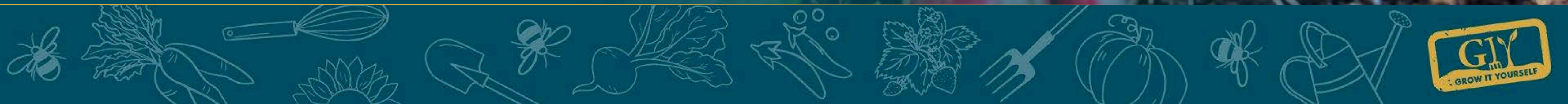
When buying food we look for the next best thing to our own veg by buying local, seasonal and fairtrade food

STOP FOOD POLLUTION

Gaining a greater understanding of how food is produced and avoiding plastics, pesticides and chemicals

CONNECT WITH NATURE

Being mindful of the seasons, soil, pollinators and wildlife that form a healthy food-producing planet



2022 IMPACT SUMMARY

815,809

people inspired

116K CAMPAIGN & PROGRAMME PARTICIPANTS

GET IRELAND GROWING:

GIY & Energia – 33,894 participants

THE BIG GROW:

GIY & innocent – 48,000 participants

COMMUNITY CLASSROOMS:

GIY & Tomar Trust – 5,250 participants

GROW AT SCHOOL:

GIY & Community Foundation for Ireland – 23,625 participants

GROWCIRCLE:

1,500 employees from participating companies engaged in growing some of their own food

570k

people engaged

95%

of people who took part in GIY campaigns agree that they will continue growing

90%

the increased food growing knowledge achieved by people taking part in GIY campaigns

77%

of participants in GIY campaigns felt an improvement in their mental health

TOP 3 CHANGES FOOD GROWING BROUGHT TO GIYERS

- I feel more motivated to make sustainable food choices
- I feel happier
- I feel less stressed



ABOUT US

HOW WE WORK

At GLY, there are three core aspects to our work:

1

CAMPAIGNS & PROGRAMMES

We create and deliver national awareness and engagement campaigns, programmes and media projects that inspire citizens, children, chefs, companies and communities to grow food and make more sustainable food choices.

2

CONTENT & PRODUCTS

We produce educational products and content – led by our themed GROWBox product range, aimed at making it easy to grow your own food at home – that support and enable people to grow, cook and eat some of their own food.

3

GROW HQ

Based in Waterford, GROW HQ is our award-winning café, garden and education centre. It's the home of GLY; a model for a more sustainable food system; the Irish hub for the UN Chefs' Manifesto programme; and the filming location for the GROW COOK EAT TV series.

In 2022, GLY supported over 815,000 people to grow, cook and eat some of their own food at home, school, work and in the community in Ireland, the UK and North America.



KEY PARTNERS

We partner with some of the world’s leading brands and philanthropic organisations including:

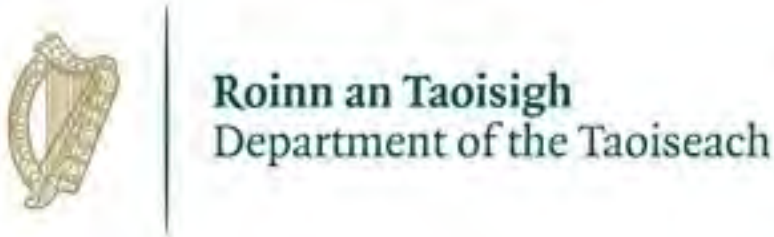
PHILANTHROPIC



CORPORATE



PUBLIC SECTOR



PROGRAMME PARTNERS

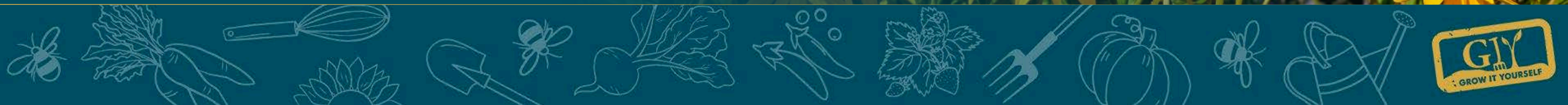


GROWTH FUND

In 2019, GIY were selected by Rethink Ireland – an initiative of the Government of Ireland – for Growth Fund support. The fund supports proven social innovations to achieve widespread impact, significant scale and transformative change. Through the Growth Fund - supported through funding from the Department of Rural and Community Development - Rethink Ireland provides bespoke support to social innovations that are ready to secure significant growth capital to grow and deepen their impact over several years.

Key targets are focused on income growth, employment creation, impact measurement, strategic planning and scaling strategy. Our 2022 goals included:

- To inspire 3 Million people across Ireland from 2020 to 2022, engaging 1 Million people to take action We are delighted to have exceeded these targets, having inspired 5,255,822 people over this period.
- To complete the strategic planning process around our mission to reach 100 million GIY'ers by 2030
- To finalise GIY's impact measurement surveys, so we are well positioned to capture data on food growing knowledge & food empathy behaviours



GIY & SDGs

In 2015, 193 countries adopted the 17 United Nations Sustainable Development Goals (SDGs), with the aim to deliver on them by 2030.

GIY is proud to align its mission, vision and impact with the following seven SDGs:

SDG 2: End Hunger

SDG 3: Good Health and Wellbeing

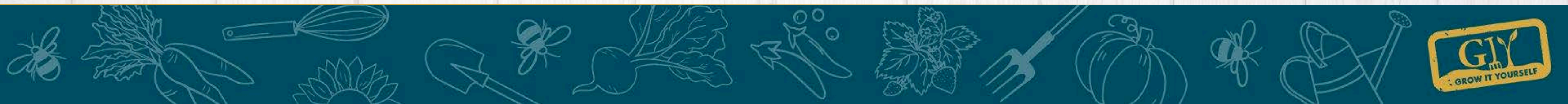
SDG 4: Quality Education

SDG 12: Responsible Consumption and Production

SDG 13: Climate Action

SDG 15: Life on Land

SDG 17: Partnerships for the Goals



DECADE OF >>> ACTION

In line with the United Nations Decade of Action – the time frame to achieve all 17 SDGs – our goal at GLY is to inspire

100 MILLION PEOPLE

around the world to grow some of their own food by 2030.

This ambitious goal will help create a tipping point where all food is produced and consumed for the benefit of people and planet.





STRUCTURE & ORGANISATION

LEGAL STRUCTURE & FORM

GIY is a social enterprise. Social enterprises are businesses whose core objective is to achieve a social, societal or environmental impact. Like other businesses, social enterprises trade in goods or services on an ongoing basis. However, any surpluses they generate are re-invested into achieving a social impact.

GIY (the GIY Group) comprises two companies:

- GIY Ireland CLG – a company limited by guarantee
- GIY Ireland (Activities) Ltd – a company limited by shares that is 100% owned by GIY Ireland CLG

Though there is considerable overlap between the two entities, GIY Ireland CLG operates our philanthropic activities, while GIY Ireland (Activities) Ltd operates our earned income activities (B2B and B2C products and services, and GROW HQ). Both companies have the same Board of Directors.

The members of GIY Ireland CLG are Michael Kelly, Eilish Kelly, Feargal O'Neill, Mick Brown, Sally Sweeney and Nicky Fortune. The role of members is outlined in the constitution of GIY Ireland CLG – they are entitled to attend and vote at the company AGM.

NAME	TAX NUMBER	TAX CLEARANCE	CRO NUMBER
GIY Ireland CLG	9727934N	974485	477525
GIY Ireland (Activities) Ltd	3196896EH	995941	490550

The registered office for both companies is:

GROW HQ

Farronshoneen

Dunmore Road, Waterford

auditor: Mazars

legal: Mason Hayes Curran / Peter O'Connor Ltd /
Bates Wells (UK)

hr/hs: Graphite

banking: AIB



GIY BUSINESS MODEL

The GIY Group's primary income sources are:

MISSION CENTRIC TRADED INCOME (46%)

Food & Beverage

- Café at GROW HQ Waterford serving home grown food (plot to plate 112 steps!)
- Events & Festivals - in person courses & events, plus ran Waterford's Harvest Festival
- Catering - servicing local businesses

Retail

- Products that support people to grow their own food (including GROWBox, GIY published books, branded seeds, etc)
- Online training courses that help people to grow and cook food

CLG FUNDING 54%

Corporate

- Campaigns & Programmes such as Lets GROW, Get Ireland Growing and GROW at School
- Corporate donations primarily towards our GROW at School programme

Trusts & Foundations

- Funding different initiatives and programmes such as BioRegional Weaving Lab, Community Classrooms, GROW at School and Social Innovation Funding

Philanthropic donations

- Private donations towards our GROW at School programme

Public Sector Funding

- Healthy Ireland, Enterprise Ireland and Government Departments

2022 INCOME	AMOUNT	PERCENTAGE
FOOD & BEVERAGE	€727,892	33%
RETAIL	€288,666	13%
CORPORATE	€530,631	24%
TRUSTS & FOUNDATIONS	€363,210	16%
PHILANTHROPIC DONATIONS	€167,285	8%
PUBLIC SECTOR FUNDING	€133,657	6%
TOTAL INCOME	€2,211,341	

Table: GIY Group Income Breakdown 2022



BOARD OF DIRECTORS

GIY is governed by a Board of Directors who are elected as per the procedures in the Board's Terms of Reference. It currently comprises 8 directors who act in a voluntary capacity and receive no fees or remuneration from GIY. The Board provides overall direction and leadership for GIY's corporate strategy and governance and ensure its effectiveness as a social enterprise. The directors are directors of both entities – GIY Ireland CLG and GIY Ireland Activities Ltd.

The Board are committed to best practice in Corporate Governance and are committed to ongoing compliance with the Code of Practice for Good Governance of Community, Voluntary and Charitable Organisations in Ireland. As such, the Board is committed to the five principles of the Code: leadership, controls, transparency and accountability, working effectively and integrity.

Since April 2019 we are in full compliance with the Code of Governance for Type C organisations and an annual review of the compliance is carried out annually. In 2022 we switched our governance compliance standards to the Charities Governance Code as the Governance Code for Voluntary and Charitable Organisations has been discontinued.

The CEO is not a member of the Board. Directors are appointed for a three year term. The Board meets monthly for an update meeting and four times per year for a full board meeting. There were four full board meetings held and minuted in 2022.

Recruitment to the Board is led by a Nominations Subcommittee that assesses the organisation's skillset requirements, ensuring we have a minimum of five and maximum of nine directors.

At this time there are five board subcommittees in place with specific terms of reference and reporting to the full board: Finance, Audit, Risk and Remuneration (FARR); Governance; Nominations; Scaling & Development; and GIY Campus.



Karen Hand (Chairperson)
Founder, Strategy & Research
Key skillset: Strategy



Eve Anne Cullinan
Co-Founder M.CO
Key skillset: Public Sector/Strategy



Stuart Fitzgerald
MD and Founder of LEON Ireland
Key skillset: Finance / F&B



Carol Montgomery
Head of Brand in Society, Guinness Global
Brand Team for Diageo
Key skillset: Brand / Comms



Aoibheann O'Brien
Co-Founder, Food Cloud
Key skillset: Social Enterprise / Funding



Tom Popple
Senior Manager, Climate Change and Sustainability, Natural Capital Partners
Key skillset: Sustainability / Corporate Development



Eamonn Clarke
Senior Manager, PWC
Key skillset: Finance & Audit



Paul Sweetman
CEO, Stacked
Key skillset: IT / CRM / Business Growth



GOVERNANCE SUMMARY

LEADERSHIP

We have a three-year strategic planning process, which includes a clear statement of our vision, mission and strategic objectives. It reflects our constitution. It includes objectives, operational plans, budgets, KPIs and timelines. Our annual strategic plan is the basis for our goal setting, Quarterly Action Plans and staff performance reviews. The CEO reports monthly to the Board and in more detail at the quarterly Board meeting, where strategic objectives are discussed and reviewed. Contracts and employment policies are in place and cover recruitment, induction, supervision, appraisals, grievance and disciplinary procedures. We have HR specialists, Graphite, as advisors. We have a formal process in place for annual appraisals, goal setting and performance management. Remuneration and benefits guidance is provided by the FARR subcommittee of the Board.

CONTROL

We are in compliance with all legal and regulatory requirements. There is a safety statement in place, which is reviewed annually. Annual budgets are produced and quarterly P&L and revised budgets are produced throughout the year. There is an active list of financial management activities, controls and processes. Management accounts are produced monthly and our accounts are audited annually by external auditors (Mazars). We carry out a full risk assessment each year, and update a risk register, which identifies risks facing the organisation; assesses and mitigates against risks; and ensures we have processes in place to manage risk. We also have a business continuity plan, which is updated annually as part of the Governance Code Review. Decision making is delegated to the CEO, who works with the Leadership and Management team to achieve strategic goals and objectives.

TRANSPARENCY

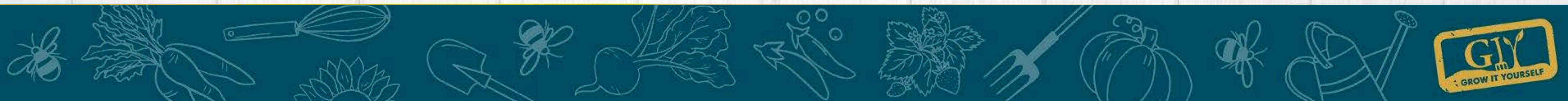
Our annual report is available on our website each year. We have an active stakeholder map and communications template – we update and consult with stakeholders regularly. The CEO updates the Board monthly in a formally agreed template, and stakeholders via the AGM. Codes of Conduct and standards are available on our website (e.g. Child Protection, Complaints, etc). This annual report is made publicly available and circulated to stakeholders. We invite feedback from key stakeholders in a round of Annual Report interviews and via the AGM.

WORKING EFFECTIVELY

We have an active Board Terms of Reference and induction process. Board members understand their fiduciary duties. There are active Board subcommittees. Board subcommittee performance is reviewed annually against agreed objectives. We carry out an annual skills gap assessment and advertise Board vacancies publicly. A Board improvement process was undertaken in 2020 and 2021 to strengthen Board processes and establish new subcommittees.

INTEGRITY

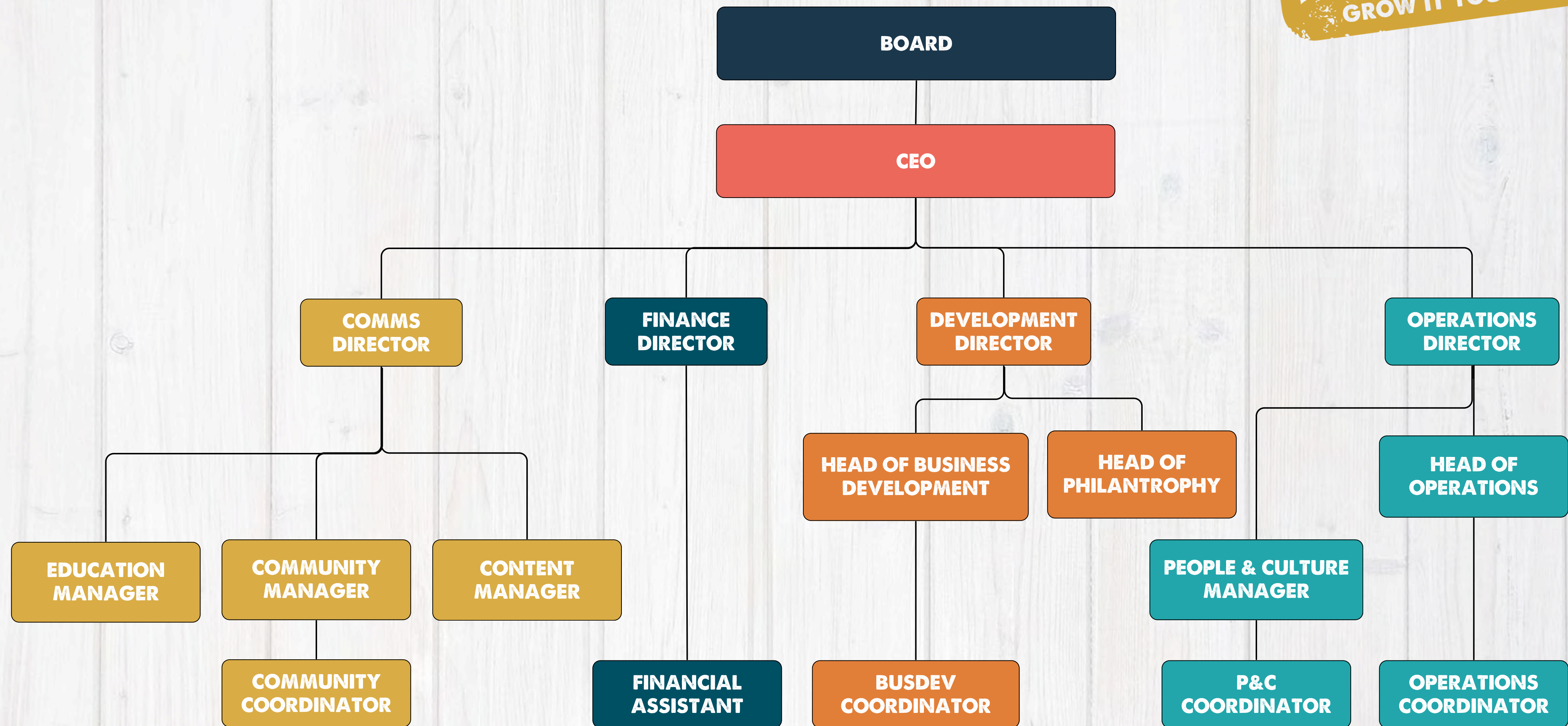
Operating with integrity is a cultural norm in GIY. We have a Code of Conduct, employee handbook and a culture book, which all staff members are briefed on. Directors review and sign a Code of Ethics and Terms of Reference. Directors also review a Conflicts of Interest statement and each Director must sign a Conflict of Interest statement annually.



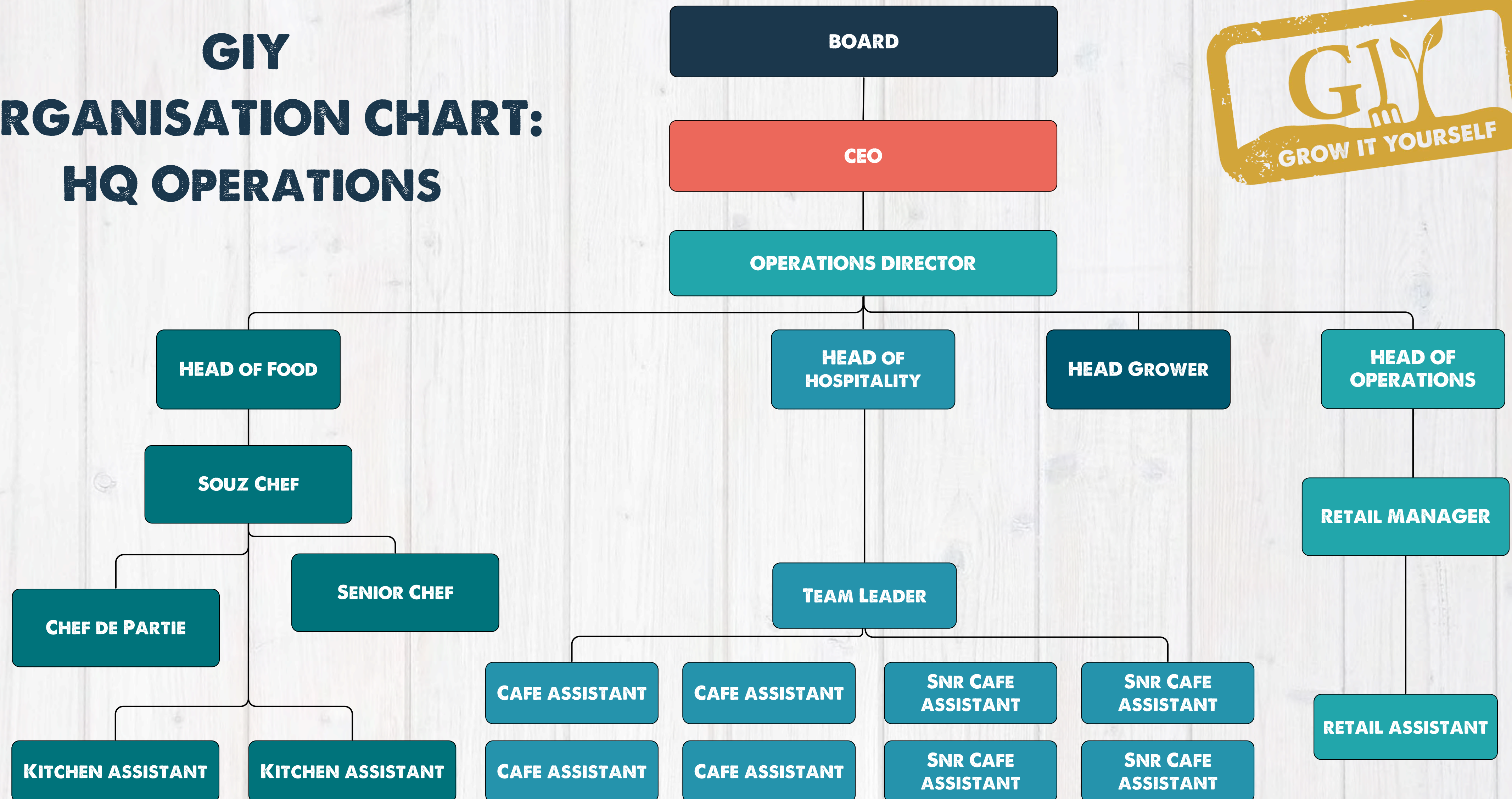


GIY

ORGANISATION CHART



GIY ORGANISATION CHART: HQ OPERATIONS



GIY TEAM NEWS

NEW MEMBERS OF THE GIY TEAM 2022

Terri Cole joined the Communications Team as Education Manager in early 2022, and was shortly joined by Sara West as Community Coordinator and Suzannah Philip as Marketing Coordinator.

In Operations, Billy Hurricks joined as People & Culture Coordinator in April and Avril Tiernan joined the team as Operations Coordinator in June. Brian Alcorn was appointed Retail Manager in July and Sarah Kavanagh joined as Retail Assistant in March.

Katarina Janktova was appointed Chef de Partie in March, Elaine Cooper was appointed Souz Chef in October 2022. Josh O Keeffe, Liam Holton and Andrea Valentim joined as Kitchen Assistants.

On the FOH team, Clodagh McGrath was appointed Team Leader in March and Allen Troy was appointed Head of Hospitality in June. Lynsey Dower, Calum Brophy, Cara Hayes, Daniel Stokes, Hannah Power, Laoise Kirwan, and Josh Norman joined the team as Café Assistants.



Terri Cole
Education Manager



Sara West
Community Coordinator



Suzannah Philip
Marketing Coordinator



Billy Hurrick
P&C Coordinator



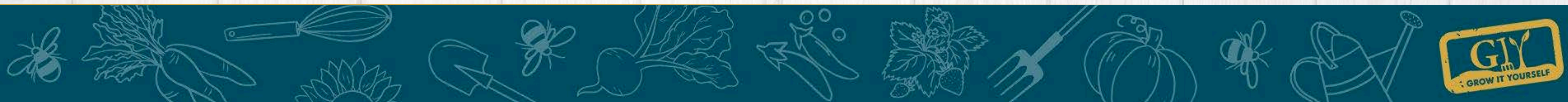
Avril Tiernan
Operations Coordinator



GIY TEAM

GIY employs 39 people (25 full time and 14 part time) based at GROW HQ in Waterford. 15 people are employed by GIY Ireland CLG and 24 people are employed by GIY Ireland Activities Ltd

CATEGORY	NAME	FT	PT	EMPLOYED BY
CEO	Michael Kelly	1		GIY Ireland GLG
Leadership Team	Shona Dubois (Director of Operations), Nell Ward (Director of Development), Barry Flinn (Director of Comms), Elma Falvey (Director of Finance)	4		GIY Ireland GLG
GROW HQ Kitchen Team	JB Dubois (Head of Food), Derek Bradley, Elaine Cooper, Katarina Janktova, Sami Hassan, Josh O Keeffe, Liam Holton, Adrea Valentim	4	4	GIY Ireland (Activities) Ltd.
GROW HQ FOH Team	Allen Troy (Head of Hospitality), Clodagh McGrath, Aishling Dunphy, Monika Antal, Weronika Woloszyn, Lynsey Dower, Calum Brophy, Cara Hayes, Daniel Stokes, Hannah Power, Laoise Kirwan, Josh Norman	4	8	GIY Ireland (Activities) Ltd.
GROW HQ Garden Team	Richard Mee (Head Grower)	1		GIY Ireland (Activities) Ltd.
Finance/Admin	Rosie Sherwin		1	GIY Ireland GLG
Development	Emma Klyne* (Head of Business Development), Seánie Comerford (Head of Philanthropy), Jane Foley*	3		GIY Ireland GLG *GIY Ireland (Activities) Ltd.
Operations	Rosy Bent (Head of Operations), Brian Alcorn*, Avril Tiernan, Sarah Kavanagh*	3	1	GIY Ireland GLG *GIY Ireland (Activities) Ltd.
People & Culture	Alex Hanlon (P&C Manager), Billy Hurricks	2		GIY Ireland GLG
Communications	Tor McIntosh, Molly Garvey, Laura Molloy, Suzannah Phillip, Terri Cole, Sara West	7		GIY Ireland GLG
TOTAL		25	14	
TOTAL GIY IRELAND CLG		14	1	
TOTAL GIY IRELAND (ACTIVITIES) LTD		11	13	



HOW WE WORK: OUR VALUES

While our values have been the foundation of our operations since 2010, they have also developed and transformed over time. To align with the evolving culture of GIY, we worked with employees to update our values in 2021.

BE RESOLUTE

to our mission, to our cause and in our work

BE CREATIVE

at every level, at every opportunity and at every
obstacle

BE HONEST

with each other and with the world

BE UNITED

for each other, to our purpose

BE BRILLIANT

in everything we do



WELLNESS POLICY

Alex Hanlon and Billy Hurricks are GIY's Wellness Officers, responsible for delivering our Wellness Programme with support from the Leadership Team. The core aspects of our wellness policy are:

FREE STAFF LUNCH AT HQ

All GIY staff working in HQ are entitled to a daily, delicious, nutritious lunch from our exclusive Staff Lunch menu.

COURSES

All courses in growing and cooking food and wellness (including our online courses) are free to staff members.

FLEX WORK

Life happens, and we can help you manage and take the stress out of the morning/evening commute or childcare arrangements with flex-time schedules and home-working options, where applicable.

HEADSPACE

All members of the GIY team can avail of a free subscription to the world's leading mindfulness app, Headspace. Or if you have your own Headspace subscription, you can link it to the GIY account for a year's free Headspace.

EMPLOYEE ASSISTANCE PROGRAMME (EAP)

We operate an online and telephone EAP where you can call a caring counsellor about any area of your work or personal life to get confidential support when you need it the most.

VOLUNTEER IN THE GARDEN

Staff can spend some time working in the garden with our head grower, Richard.

VOLUNTEER IN THE COMMUNITY

Volunteer two days a year of your time to a charity or not-for-profit that you are passionate about, and we will pay you for it.

GROUP OUTINGS

Each year we run a range of group outings to bring the team together outside of work. We're laser-blasting, bowling, axe-throwing, or getting together for a meal.

SPORTS CLUB MEMBERSHIP

Staff will save 50% on the cost of sports club membership, up to a max. of €300/year.

CYCLE TO WORK

We offer the Cycle to Work scheme, which gives staff the opportunity to sacrifice part of their salary in return for a bicycle, used primarily for part or all journeys to/from work.

WORKING ENVIRONMENT

GROW HQ is a smoke and vape free environments so staff can breathe easy.



EMPLOYEE BENEFIT PACKAGE

PENSION

All employees have the option to join the GIY Pension Scheme operated by Zurich Life Assurance Plc. Employees with minimum 12 months service qualify for 4% contribution from the company. This rises to 7% after 3 years' service. Both levels must be matched at the same percentage by the employee to qualify.

DEATH IN SERVICE

GIY offers Life Assurance (Death-in-Service Benefit Scheme) for part-time and full-time, permanent employees. This scheme is applicable after 12 months service and pays 2.5 times your annual salary to your next of kin (up to €150,000) during your time with GIY.

ADDITIONAL DAY ANNUAL LEAVE

GIY adds an additional day of Annual Leave for each year of service, after one year of continuous service, up to a maximum of 5 days.

Annual Leave for the following year is calculated each December. Additional days of AL are added at that time (e.g., If your one-year work anniversary falls in March 2022, an additional day's leave will be added in December 2022).

SICK LEAVE (came into effect in January 2022)

GIY operates a Sick Leave Policy which provides payment during periods of certified and uncertified sick leave.

Under the Statutory Sick Pay Scheme, on completion of 13 weeks of continuous employment, all employees are entitled to 3 certified sick days per calendar year, at a rate of 70% of normal wages (up to €110 per day). The duration of payment for certified sick leave after the initial 3 days will be reviewed on a case-by-case basis. This entitlement will rise to 5 paid certified sick days in 2023, 7 days in 2024 and 10 days in 2025.

On completion of your probation period, GIY provides payment during periods of uncertificated sickness as follows:

CONTINUOUS SERVICE	PAID UNCERTIFIED SICK DAYS
6 MONTHS - 3 YEARS	3 days per calendar year
3 - 5 YEARS	4 days per calendar year
5+ YEARS	5 days per calendar year



A YEAR IN PICTURES



Filming of Food Sustainability 101 course at GROW HQ with Tara and Madeleine from Change By Degrees



Launch of Big Grow 2022 plays big in media with RTE News Today and photo lands in all major newspapers



Filming for WASTED programme with Chefs JB Dubois, Janice Casey Bracken, Conor Spacey and Maurice McGeehan



HRH The Prince of Wales with Mick, Simon Coveney and Pippa Hackett



HRH with GROW HQ's Front of House team



Rediscovery Centre visit to GROW HQ and tour with Richard



With Ray D'Arcy in first part of 12 week growing challenge with RTE Radio 1



Mick with winning big grow school St Pope John Paul primary in Malahide



Chefs Manifesto Global Gathering in Omved Gardens London



New catering menu launched on Click & Collect



Best Sustainable Practices Award at Munster RAI Awards



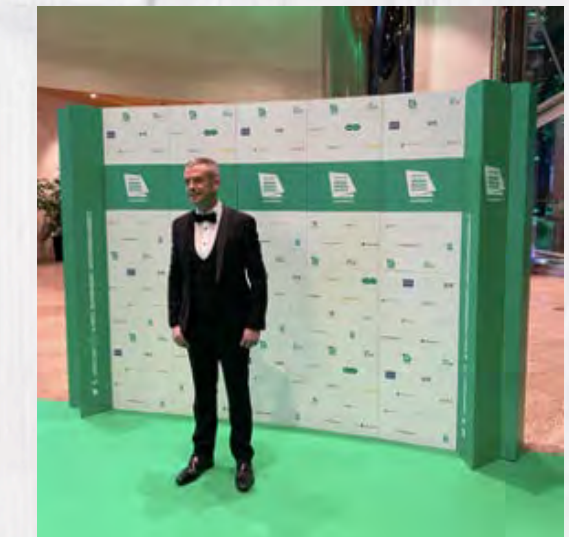
All Ireland Best Sustainable Practices Award at RAI Awards



At Oireachtas Joint Committee on Education re GROW at School



Nell at Google Food Lab in LA



Mick at the An Post Book Awards

2022 GOALS

STRATEGIC OBJECTIVES 2022

OBJECTIVES:

- Develop and deliver innovative campaigns and programmes to engage people at home, school, work and the community
- Develop and deliver a range of resources and products to inspire and teach people to grow, cook and eat delicious, nutritious, sustainable food
- Develop GIY campus as a model of a sustainable food system to engage people in sustainable food living
- Create the environment, partnerships and action plans to achieve 100m GIYers goal to end of decade

ENABLING OBJECTIVES:

- Well resourced, skilled, motivated, passionate and happy team
- Established partnerships, diverse development strategy and funding base
- Excellence in HR, H&S, governance, finance, impact measurement

IMPACT:

GIY will monitor the impact of our programmes, events, resources, products and the GROW HQ model on its direct and indirect stakeholders.

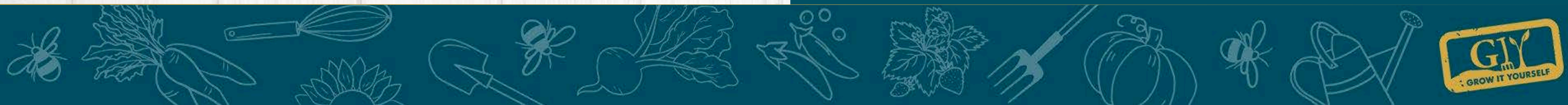
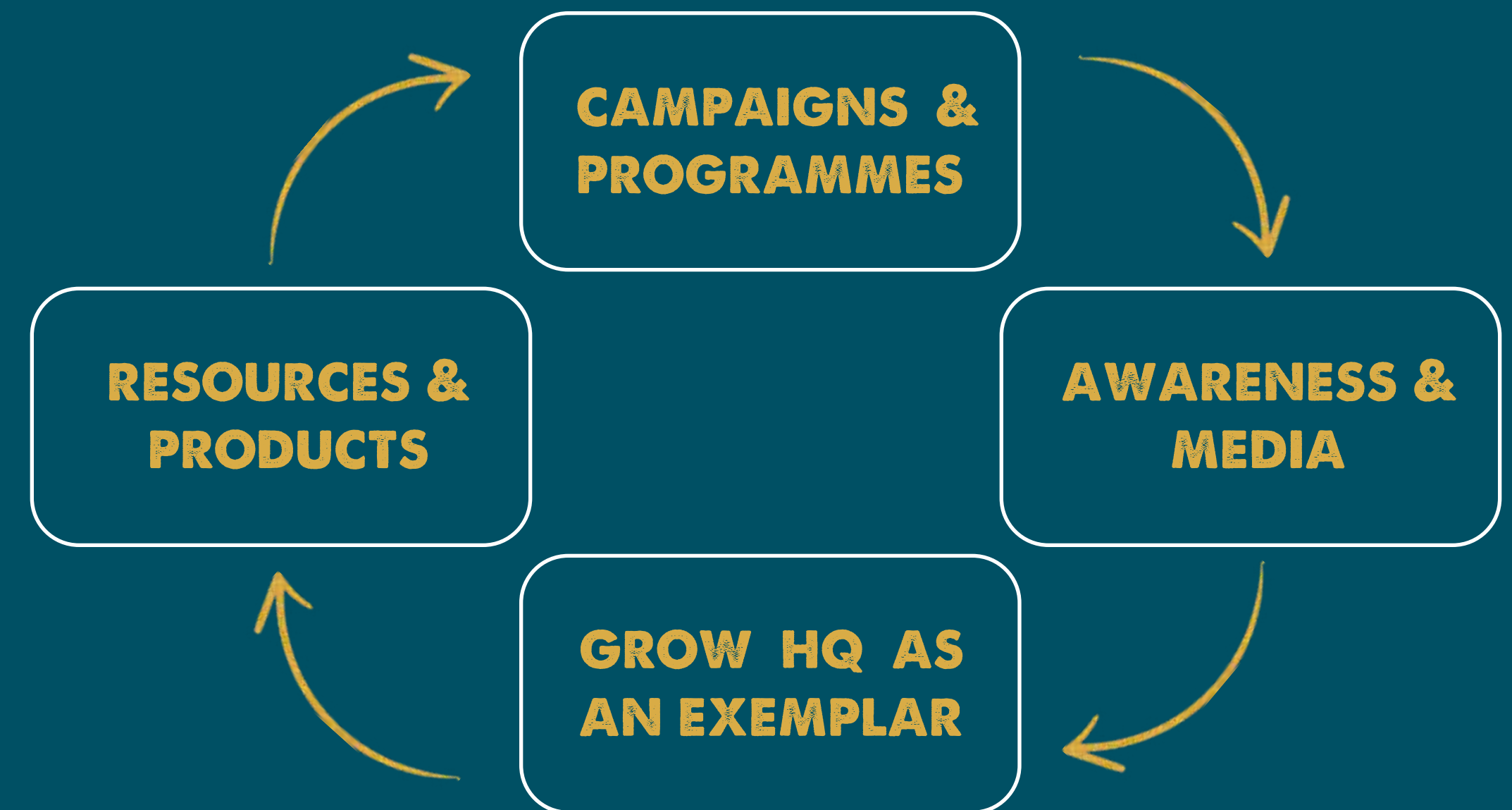
The data will focus on:

- Rate of uptake of programmes, campaigns and products
- Type and depth of engagement
- Increases in knowledge about food growing and food sustainability
- Attitudinal and behavioural shifts

STRATEGY HOUSE PILLARS

Visionary Partnerships | Thriving Team & Community | GIY Campus | Income for Purpose

HOW WE DO IT



STRATEGIC UPDATE ON 2022

SUMMARY

GIY's goal was to increase our consolidated income to €2.94m and to reach 2.5m people in 2022. We fell significantly short on both of these key metrics in a very difficult year where the war in Ukraine and the subsequent energy and cost of living crises created a challenging operating environment, stagnated our income and increased our costs.

EXTERNAL ENVIRONMENT

Post pandemic changes in consumer behaviour led to many ecommerce businesses experiencing declines in income. The fact that we didn't have a TV series this year to drive traffic to our website and GROW HQ created an additional challenge.

Business to business (GROW Circle) sales underperformed with many corporates reducing spends in employee engagement and sponsorship programmes. Footfall at GROW HQ didn't return back to pre-pandemic levels as expected and we continued to miss our income targets in our F&B business unit.

TEAM

The team developed further capacity during 2022 with new roles in education, community, marketing, retail and operations. We were also delighted to welcome Allen Troy as a new Head of Hospitality at GROW HQ. However, with a very challenging external economic environment we had to take some difficult decisions to reduce the size of our team in early 2023, which has affected some of the gains we have made in the last 2 years in building our team.

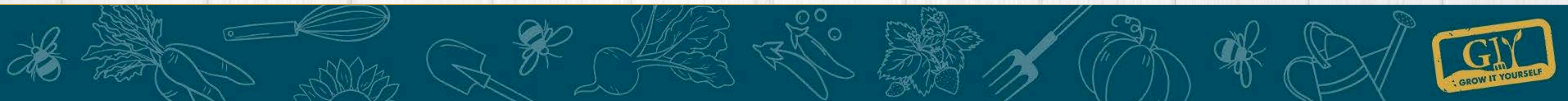
FINANCIAL SUSTAINABILITY

Our income stagnated at €2.3m and we posted a consolidated deficit of €310k. Having built reserves in 2021 our cashflow remained strong. In early 2023 we had to make some difficult decisions to reduce our costs, including reducing the size of our team.

Year End Improvements: Towards the end of the year we saw some improvements that set us up for 2023. We signed a new 3 year partnership with Supervalu for our primary schools campaign Let's Grow and secured sponsorship to start filming on a new TV series, Food Matters. There was significant pipeline build in campaign development, particularly to globalise some of our campaigns and in the philanthropy category.

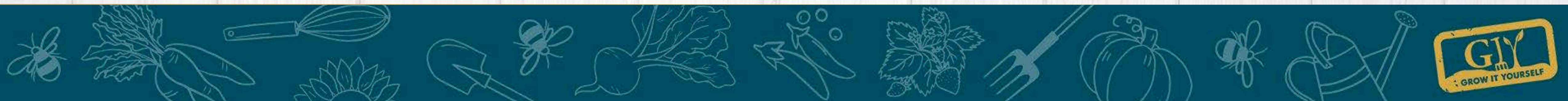
STRATEGIC PLANNING

In Q4 2022 the board and SLT of GIY developed a new 3-year plan to cover the period 2023-2025. The plan focusses on achieving GIY's decade of action goal of reaching 100 million people by 2030 and the shift in focus that needs to happen in the organisation to achieve that. The plan highlights the challenges for the organisation of expanding its reach during a difficult economic environment. We believe this balance can be achieved with focus on a small number of high-reach activities like campaigns and media (TV) and simultaneously moving away from low reach and underperforming activities such as B2B retail.



2022 STRATEGY UPDATE

GOAL	PROGRESS
2,500,000 reached and 1 million inspired to take action	We reached 815,809 people in 2022 and inspired 570k to take action. Our reach numbers were impacted significantly by not having a TV series on air in 2022, but it will be now broadcast in 2023.
Increase annual income to €3m by the end of 2022	A difficult external environment led to a reduction in our annual income in 2022 to €2.26m largely due to the cost of living crisis leading to a reduction in consumer spending, B2B sales underperforming and footfall at GROW HQ not recovering to pre-pandemic levels



2022 STRATEGY UPDATE

STRAND	DELIVERABLES	PROGRESS
Build a robust GIY team for the next stage of growth	Implement Legal Structure to accommodate CLG and Act	Deferred as we consider charities application in 2023
	Implement employee grades and performance mgt structure	Complete
	Complete board improvement process	Complete
	New constitution	Complete

2022 IMPACT FIGURES

CATEGORY	ACTIVITY	INSPIRED	ENGAGED	RATIONALE
MEDIA PROJECTS	Grow Cook Eat (TV)	0	0	N/A
	Food Done Right (podcast)	2,000	2,000	Downloads
CAMPAIGNS	the big grow	65,800	48,000	Children enabled to grow
	Get Ireland Growing	175,137	33,894	Campaign reach/group engagement
	GROW It Forward	0	0	N/A
DIGITAL COMMUNITY	Website	227,000	150,000	Visitors
	Social	210,000	210,000	6% engagement rate
	Email	5,500	5,500	GIY VIPs -cleansed & database re-profiled as VIPs
	App	5,000	5,000	Users (unique)
PROGRAMMES	GIY Groups	4,897	4,897	Members in ChangeX GIY community
	GROW at School	33,075	23,625	Estimated pupils from participating schools
	Community Classrooms	5,250	5,250	Estimated members of participating groups
	GROWCircle	0	0	Approximate employees in participating
GROW HQ	GROW HQ	70,000	70,000	companies Customers
RETAIL	B2B	4,050	4,050	Customers
	B2C		8,100	Customers
	TOTAL	815,809	570,316	

PARTNERSHIPS

CAMPAIGNS & PROGRAMMES

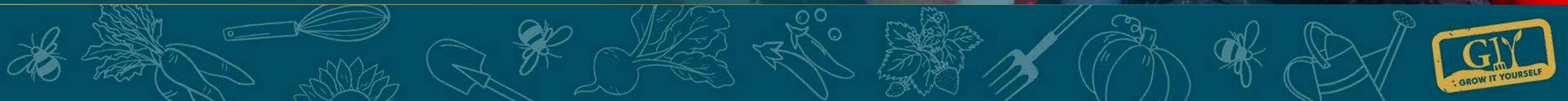
We run a range of SDG-aligned campaigns and programmes to support households, schools, companies and communities to grow their own food and make more sustainable food choices.

AT HOME: Award-winning engagement campaigns that provide growing kits and no-nonsense educational resources – to make home growing easily accessible and enjoyable.

IN SCHOOL: Free, accessible, curriculum-linked experiential resources for teachers that teach food empathy to children.

AT WORK: Engaging and connecting employees and customers through internal wellbeing/sustainability programmes and external brand-building activities.

IN THE COMMUNITY: Facilitating community groups to grow and learn together by providing operational support, funding opportunities and knowledge resources.





THE BIG GROW

PARTNER: innocent

COUNTRIES: Ireland

Giving primary school children in Ireland a curriculum-linked and teacher-led classroom growing experience.

- Launched with a press photoshoot, featuring coverage by RTE New2Day and multiple national and regional media.
- Registrations reached 1,500 schools, with kits dispatched across Ireland after mid-term.
- Home growing element of the campaign kicked off in March.
- Social Media reach of #BigGrow from launch to date reached over 3.17 million by April, a 19.2% increase from the previous year.
- Pope John Paul II National School won the school competition.
- Three home growers won the Big Grow Show.

50,000

school kids took part

1,500

school kits given away

800

home kits given away

€3,958,393

Total PR reach Ireland





GET IRELAND GROWING

PARTNER: Energia

COUNTRY: All Ireland

300
GIY GrowBoxes
distributed

33,895

people inspired to grow
their own food

€5,385,105

digital reach via social
channels and website

€785,511

PR AVE

- Launched with over 800 registrations for 300 community kits.
- Collaborated with influencers and secured media coverage, including a docu-series partnership with Virgin Media.
- Reached an external campaign audience of over 2.66 million by May, with impressive influencer and PR impacts.
- Hosted Get Ireland Growing Day on July 2nd and distributed six awards.
- Created wrap-up videos showcasing community heroes.





GROWCIRCLE & B2B

GIY's employee engagement & wellbeing programme.

- 40 Companies across a range of industry sectors supported their employees to grow with a GIY GROWBox or participate in GROW Circle in 2022.
- We are thrilled to have reached the milestone of over 10,000 employees taking part in our GROWCircle programme.
- Each participating employee received a GROWBox starter kit from the GIY range.
- Monthly webinars delivered on diverse topics engaging guest speakers (Craig Benton, Brian McCarthy, Catherine Cleary, Klaus Laitenberger, Dr, Una Fitzpatrick, Rob O Foghlú, Kitty Scully, Michael Kelly an Richard Mee).
- Positive attendee feedback, highlighting the program's impact and engagement.
- Celebrated participation of over 1400 employees from 19 companies in the end-of-year webinar.



40
participating
companies

4,050
Employees
learning to grow



2022 GROWCIRCLE PARTNERS INCLUDE:

Yahoo
Salesforce
John Sisk & Sons
Jenssen Science Ireland
Facebook/Meta
ESB International
DropBox UK
Fine Grain
IAA
Unum
KBC
HPRA
New Ireland
Accenture
Wix
Version 1





GROW AT SCHOOL

Primary School food growing & sustainability programme

- Mick Kelly presented to the Oireachtas Committee on Education in November, outlining the proven benefits of GROW at School as a co-curricular initiative that supports mental health in primary schools.
- Programme Expansion: 132 schools participated in GROW at School, with teachers supported to deliver garden-based learning around food literacy and growing.
- Launched a new webpage to promote the programme, support recruitment of schools, and to host programme content for teachers.
- Conducted focus groups with teachers in participating schools for programme development, creating lesson plans based on feedback.

FUNDED BY
**Community
Foundation
Ireland**

100

participating
primary schools

930

participating
students



The whole pilot GROW at School programme brought us such a sense of purpose, particularly during the Covid period when we faced many challenges with staff changes and remote working. GIY has really been a permanent fixture at our school – the soil holding us together. The outdoor learning experience has been just brilliant for children and this year we had the best results so far. It's wonderful to see the children truly embracing growing their own food. We've had several growing projects throughout the classrooms too, including swaps amongst the community. It's beginning to embed an "old-new" culture of growing.

**Evanna Charlton, Principal
Errew National School, Castlebar,
Co. Mayo**





COMMUNITY CLASSROOMS

PARTNER: Tomar Trust

Supporting a network of 30 community gardens around Ireland, enabling partnerships between community groups and primary schools to create outdoor, living classrooms

- Recruited 5 schools and 5 community groups for the 2022-2023 program.
- Distributed funds to the final year of participating groups, ensuring ongoing support for community learning.
- Maintained communication with participating groups, preparing for future funding allocations.

29

applicants for Year 2 Community Classrooms selected

10

€35,000

distributed to Community Classrooms



100%

of participants have prepared their growing area

100%

find the Community Classroom to be a useful teaching tool

100%

of students have enjoyed participating in the Community Classroom

TOP 3

BIGGEST CHALLENGES THIS YEAR

- Weather (30%)
- Lack of time (30%)
- Covid-19 (30%)

TOP 2

CHANGES BROUGHT TO THE CLASS/COMMUNITY

- Better mental wellbeing (40%)
- Helped to become more conscious of sustainability (30%)



“

Yola Farm's community garden was used by students from St. Mary's National School to grow crops pre-Covid, so we felt it was a natural partnership for the Community Classrooms programme.

The funding allowed us to put in more raised beds, make the garden accessible year-round and increase food production. The children got a real joy out of the outdoor space and really took to the garden work – surprisingly, shovelling horse manure was a favourite activity!

Our greatest success as a partnership was growing the seedlings in the classroom from April on and caring for them for six weeks until they were ready to plant out in the community garden. This gave the children practical insight into the growth process, the concept of time, and the level of care required to nurture plants.

All the participants – school, individual students, Yola Farm, and our wider community – want to see this project continue to grow. This year we plan to create a permanent water supply system and procure a small propagation tunnel. Our goal is to enhance and improve the garden so we can have a real, sustainable impact on what children eat.

Paul O'Keefe | St. Mary's National School and Yola Farm | Co. Wexford





GIY GROUPS

PARTNER: ChangeX

- In September, funding was available through ChangeX Dublin for GIY Groups, amounting to 2000 euros.
- Seven new GIY groups were formed in 2022, with six located in Ireland and one in the USA.
- Continued planning for community programs, indicating ongoing development and expansion of community-based initiatives.
- Developed content for The Closed Loop Community Garden, a 2-hour workshop, as part of their community engagement and education efforts.
- The GIY Community Newsletter saw a month-on-month open rate increase, reaching an audience predominantly in Ireland and the USA, indicating effective communication and engagement strategies.

1,206

international GIY
groups/projects
on ChangeX

12,402

followers of GIY Groups
on ChangeX

7

new giy groups



GIY has been a great help to us here as well as myself, providing advice and encouragement through all their channels as well on a personal level. We are looking ahead to much more engagement with GIY in the future for example we would be planning to replicate a lot of their educational programmes such as “grow cook eat”! I would like to say that our gardens would not be where they are today were it not for GIY. Thanks for everything, GIY!

Pat Pender
Zero-waste Community Garden
Rathcoffey, Co. Kildare



CHEFS' MANIFESTO

PARTNER: UN SDG2 Advocacy Hub

Developed by the UN SDG2 Advocacy Hub, the Chefs' Manifesto is a global community of over 900 chefs in 80+ countries who are helping to deliver good food for all. The manifesto is an action plan established on the idea that chefs can be powerful advocates for a better food future – inspiring people to make changes in their kitchens and communities, and empowering them to call on governments and companies to also play their part.

In Ireland, over 40% of the population dine out at least once a week, which means that chefs have an outsized impact on what society eats on a daily basis. In 2019, GROW HQ was chosen as the Irish action hub for the Chefs' Manifesto with our Head Chef, JB Dubois, taking a lead role in the development of the Chefs' Manifesto network in Ireland, along with the Ambassador for Ireland, Chef Conor Spacey. We are committed to a programme of engagement and events to promote the Chefs' Manifesto goals in Ireland.

In 2022, GIY representatives attended the annual SDG2/Chefs Manifesto event in London.

900+
chefs taking part
worldwide

211
Irish chefs signed
up to the Chefs'
Manifesto newsletter



FOOD WASTE WEBINAR

Chefs' Manifesto Irish Action Hub Gathering
Date: 19th & 20th July 10:30 - 1pm

Speakers include Michael Kelly, Vivienne Lawlor (FoodCloud), Richard Mee, Chef Tom Hunt, Dietician Tom Coleman and more.

#ChefsManifesto
#GoodFood4All
#ZeroFoodWaste

GIY GROW IT YOURSELF
THE CHEFS' MANIFESTO



RESPECT FOR THE OCEAN WEBINAR GUEST SPEAKERS


Grace O'Sullivan, MEP

Grace O'Sullivan is an Irish politician who has been a Member of the European Parliament from Ireland for the South constituency since July 2019. She is a member of the Green Party, part of the European Green Party. She previously served as a Senator for the Agricultural Panel from 2016 to 2019.

SWIPE UP TO REGISTER



CHEFS' MANIFESTO IRISH ACTION HUB EVENT
RESPECT FOR THE OCEAN



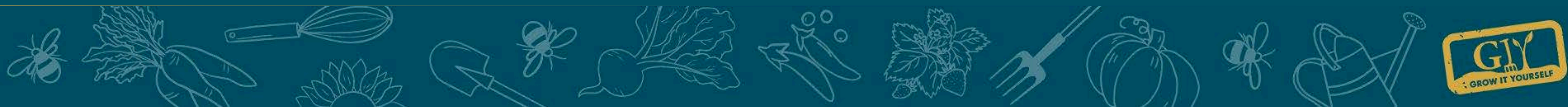
12 & 13 April 2021, 11am-1pm BST
RSVP VIA THE LINK IN OUR BIO

GIY GROW IT YOURSELF
THE CHEFS' MANIFESTO



WATERFORD HARVEST FESTIVAL

- Programming included Food Matters talks and panel discussions focused on regenerative food systems.
- The 100-mile market focused on ensuring a quality offer in line with GIY's ethos and a compelling mix to appeal to a broad demographic.
- A new Harvest website was launched with trader applications and general information.
- GIY worked with Native Events to build a three-year sustainability strategy for events, focusing on the baseline measurement of carbon footprint, funded by Waterford City and County Council (WCC).
- Waterford Local Enterprise Office sponsored the Kitchen Demo stage, focusing on Waterford producers. Negotiations were underway with Waterford Chamber Skillnet for the Food Done Right Stage.
- Event Partnerships and Programming: Every Event (Production), Gary Graham (Sustainability & Creative), and Powerhouse PR (Marketing & PR).
- GROW HQ hosted a Wasted Supper Club as part of the Waterford Harvest Festival on September 9th, featuring Conor Spacey and JB Dubois in the kitchen. And a Cider Supper Club was held on September 10th, in collaboration between GROW HQ and Legacy Cider.
- The Festival generated a PRAVE of approximately €500,000. Despite a cancellation on Sunday and subsequent refunds to traders, the festival broke even for GIY.



CONTENT & PRODUCTS



7,645

GROWBoxes sold

€117k

2022 GROWBox
revenue

336

GROWBox Subscriptions

GROWBox was created by GIY in late 2018 to fill a market need to help consumers to grow food and make it more appealing, accessible, straight-forward and successful. The GROWBox range puts everything we know about growing into a box, making it easy for people to start growing, and feel supported and empowered to do so.

GROWBox provides the targeted expert advice and knowledge that they need to grow food successfully and in doing so join a supportive tribe of GIYers to share the journey. Our GROWBox range features nine themed GROWBoxes, priced from €19.99 to €89.99, which are sold online (growbox.ie), instore at GROW HQ and via our corporate programme, GROWCircle.

In 2022 we developed a GROWBox subscription product.

Our typical GROWBox customer is a 35-54 year old woman with one or more children. 80% would recommend GROWBox to a friend and 63% would buy a GROWBox again.



GIY APP

Developed throughout 2020 with funding from Rethink Ireland, the GIY app was launched in February 2021, initially to serve as the core education and engagement tool for the GROWCircle programme.

Designed to make the complex challenge of eating sustainably simple, engaging and motivating, the app gamifies growing, cooking and other food sustainability challenges. Bite-sized actions earn users points and develop friendly competition among team members.

- Released version 2.4 of the GIY app, achieving 661 monthly users by year-end
- Integrated online courses like WASTED into the app.
- Filmed digital content for an 8-module course and continuously updated the app with new features and functionalities.

67%

helped "a lot" in growing food

39%

increased motivation to take sustainable food behaviour was the greatest change it brought

17%

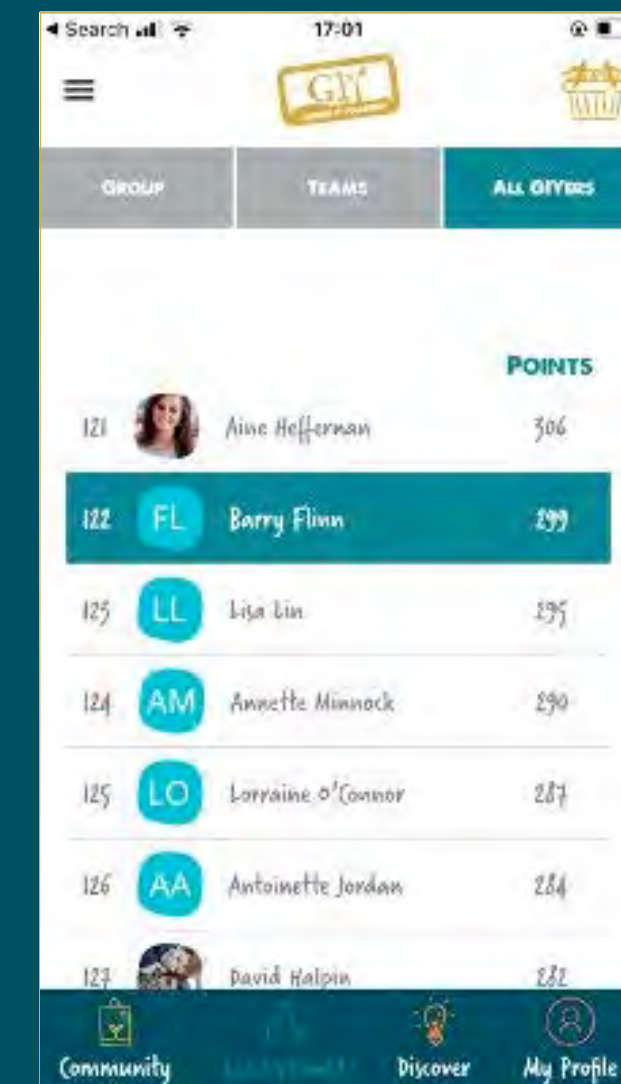
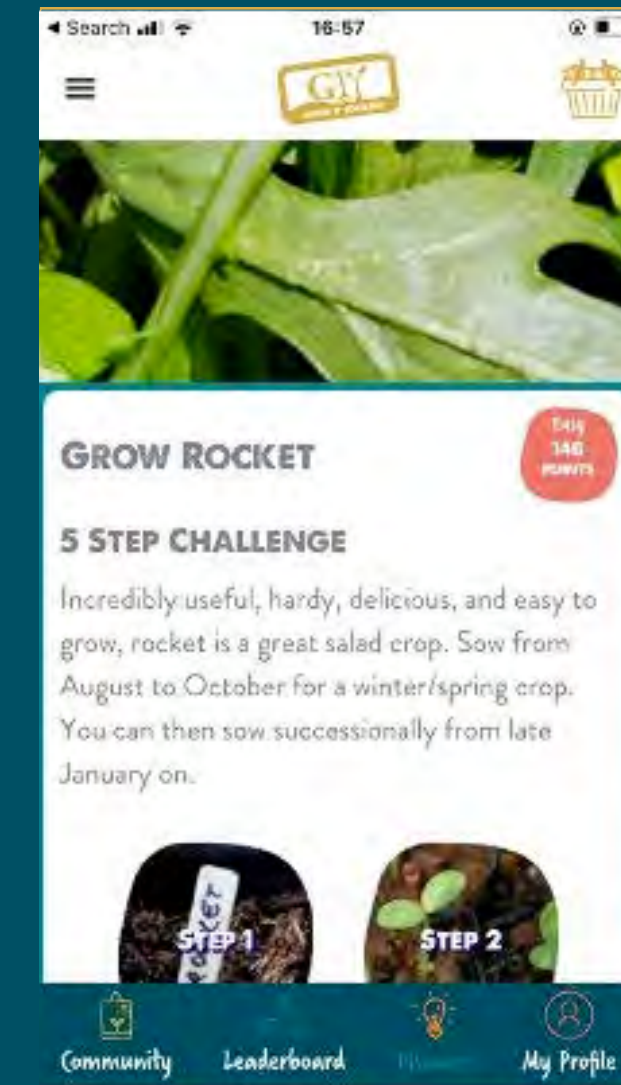
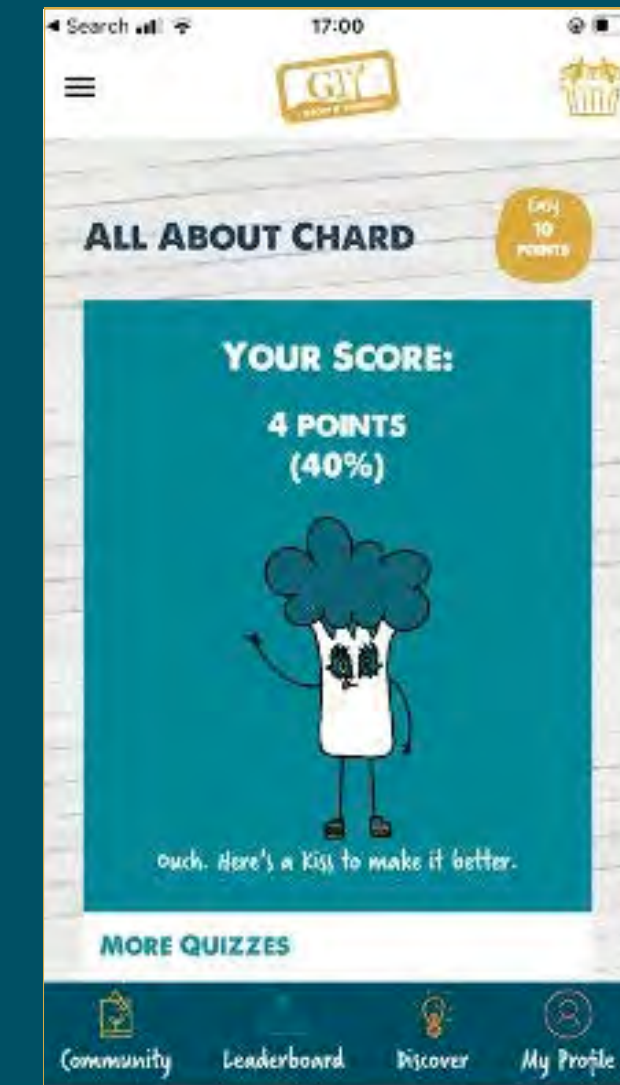
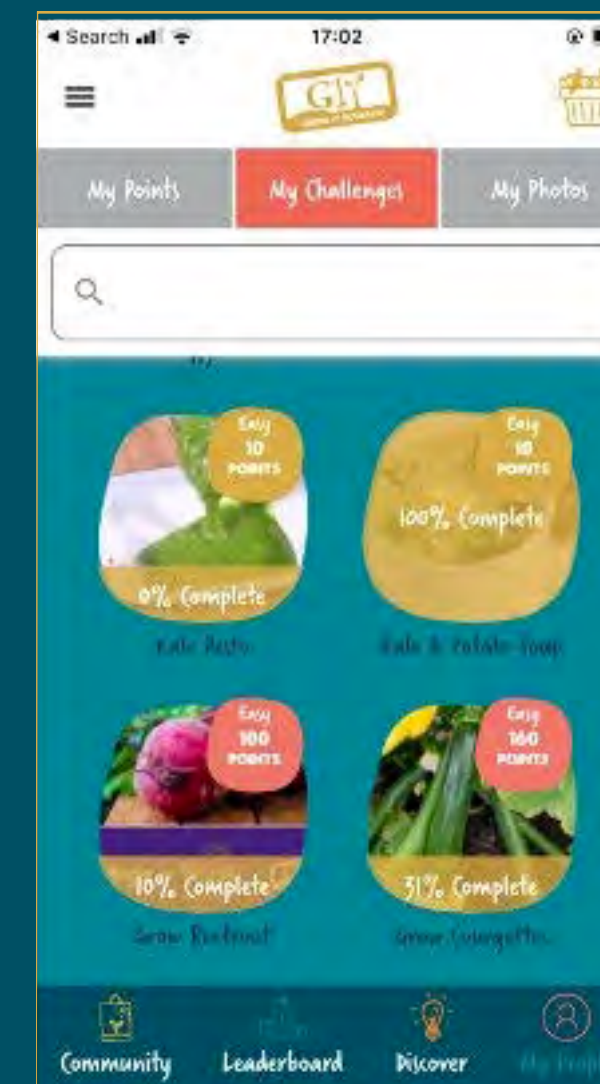
increase in growing knowledge was the greatest change it brought

5,000
engaged users

WALK-THROUGH

(clockwise, L-R):

1. Home screen containing universal challenges at the top and bespoke content below.
2. Encouragement from the Brocstar mascot.
3. Growing challenges broken down step-by-step.
4. Points earned from challenges and quizzes lead to public and private leaderboards.
5. A range of quizzes on all kinds of food topics.
6. A personalised directory of challenges.





FOOD DONE RIGHT PODCAST

SUPPORTED BY: Rethink Ireland

PRODUCED BY: Audiobrand

- Planned a relaunch for the Spring/Summer season and submitted the podcast for the Irish Podcast Awards.
- Created new promotional materials and updated episodes for the relaunch, with planning for the second series to be recorded at the Harvest Festival.
- Relaunched the first series via social media platforms, resulting in an increase in downloads
- A new podcast page was created on the GIY website featuring embedded Spotify episodes to coincide with the relaunch of the 'Food Done Right' series via social media.

1,535
downloads

SERIES ONE EPISODES:

1. At Home – Roger Doiron discusses his campaign for the White House to create a kitchen garden to help educate Americans about their food. Erin Fornoff explains how she grows food on the roof of her houseboat.
2. At School – Food entrepreneur, writer and researcher Michelle Darmody explains the lack of emphasis on food literacy in our education system. Teacher Charles Banda talks about creating his own school garden in Zambia.
3. In The Community – In Holland, Geert van der Veer discusses how he enables people to co-invest in a farm and take control of the food supply in their area. Pat Pender explains how he has transformed his housing estate into a community garden.
4. At Work – IRFU Chef Maurice McGeehan details the food needs of Irish rugby players. Tim Holmes takes us behind the scenes of the veg garden tended by the team at Guinness.
5. In Restaurants – Advocacy specialist Paul Newnham talks about mobilising chefs globally to take action towards addressing SDG2, Zero Hunger. At Michelin starred Aimsir, Tom Downes talks about giving up his role as a chef role to take over the on-site garden.
6. In Care – Joyce Timmins discusses her efforts at Rotunda Hospital to improve hospital food. Horticultural therapist Rachel Gerrard talks about how growing is integral to patient recovery.



GROWING FOR THE CLIMATE

Building on the success of our RTÉ TV series GROW COOK EAT and our real-world education programmes at GROW HQ, our online training courses are designed to support people in acquiring the skills to grow, cook and eat their own food, and explore other aspects of sustainable living.

In early 2022, The Growing for The Planet course, consisting of 10 lessons, began filming at GROW HQ with GIY Head Grower Richard Mee. GIY's online courses, including "Growing for the Planet," were made freely available on October 20th, indicating GIY's commitment to broadening access to education on climate-conscious growing practices.

1,500

engaged with
free courses





WASTED



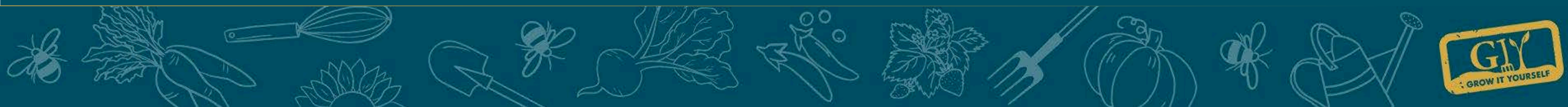
Rialtas na hÉireann
Government of Ireland

Filming of an 8-module course on the WASTED program was undertaken with Conor Spacey, Janice Casey Bracken, Maurice McGeehan, and JB Dubois.

By April 2022, the 8 WASTED lessons, along with a bonus lesson, were completed. These lessons, including quizzes, were prepared for sharing with participants on the GIY app.

As part of the Waterford Harvest Festival, the Wasted Supper Club event was planned for September 9th. This event featured Conor Spacey and JB Dubois and was focused on creating menu items for participants in the program.

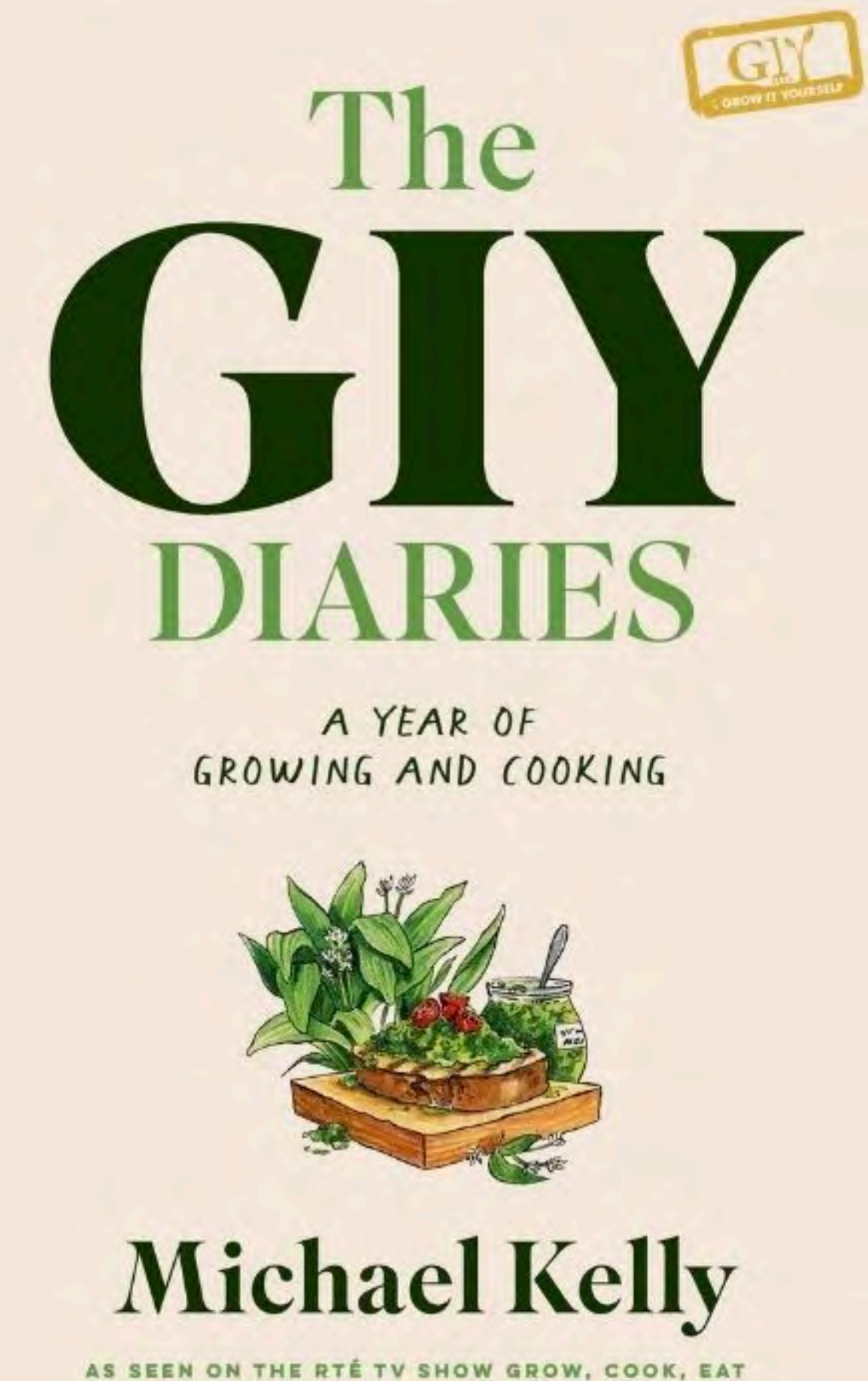
Efforts were made to encourage multiple Wasted Supper Club (WSC) events as the conclusion of the program approached. This included outreach to the sector and communication strategies to maximize engagement.



THE GIY DIARIES

In 2022, GIY added the latest book by Michael Kelly to our collection. The GIY Diaries shares Michael Kelly's down-to-earth, informative accounts of his own growing year to impart hard-earned wisdom and inspiration. His expert advice will guide readers whether they are a complete beginner or a more experienced grower – regardless of the amount of space they have.

The book launch event was held in GROW HQ on the 27th of October. Mick, Sarah Libby from Gill Books, Sarah Kilcoyne who created the 106 illustrations and award-winning food writer Caroline Hennessy, held a Q&A in HQ before Mick read an excerpt from The GIY Diaries. In true GIY style, the evening was accompanied by tasty treats made by the kitchen team at GROW HQ with produce from the HQ gardens.



OTHER RESOURCES

Education resources that support people to grow food



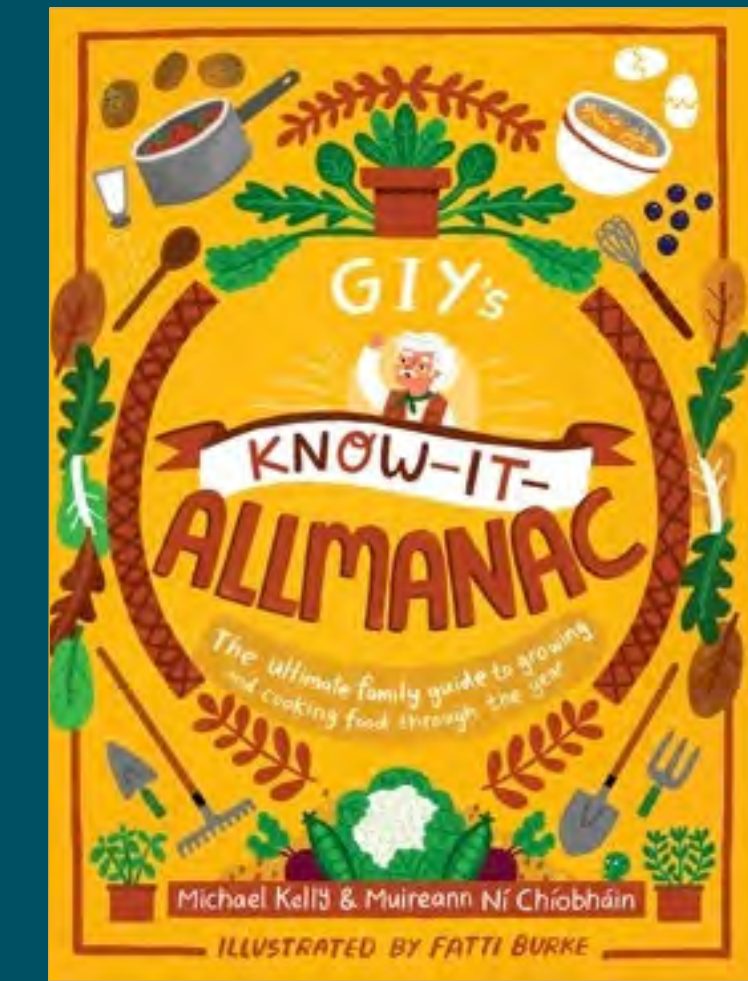
GROW COOK EAT

Our award-winning book written by GIY founder, Michael Kelly, and featuring recipes from renowned chefs, cooks and growers, including Hugh Fearnley-Whittingstall, Neven Maguire, Donal Skehan and Rachel Allen.



GIY WEBSITE

In 2022, GIY focused on improving their digital presence by enhancing the website's functionality, security, and content offerings to better serve our community



GIY'S KNOW-IT-ALLMANAC

GIY's Michael Kelly and Muireann Ní Chíobháin joined forces with award-winning illustrator, Fatti Burke, to bring you a riotous, fully illustrated kid's guide to growing and cooking food through the year.





GROW HQ





GROW HQ

GROW HQ is the home of the GIY movement and a working model of a sustainable food system. Our award-winning zero waste café, gardens, shop, education hub and woodland trail are for immersing in all things GIY. And, of course, to enjoy some delicious, organic and seasonal food right where it is grown. GROW HQ is the Irish hub for the UN programme, Chefs' Manifesto, as well as being GIY's head office.



2022 HQ SUMMARY

GROW HQ continued to thrive in 2022, adapting to the post-pandemic climate and focusing on sustainability and community engagement.

- Operational Adjustments: Opened five days a week with optimized front-of-house and kitchen teams
- Site Improvements: Made several improvements to enhance the visitor experience and operational efficiency, including updated signage, wildlife pond, and additional edible hedge
- Menu Innovation: While we faced challenges in menu creation due to limited harvests; Head of Food JB Dubois diversified and developed new dishes. The new menu items introduced reflected GIY's commitment to sustainability and zero-waste principles
- Events and Partnerships: Successfully hosted events like the Wasted Supper Club as part of the Waterford Harvest Festival
- Events and Tours: Hosted various events like Teacher Training courses, Solstice Supper Clubs, and seasonal celebrations
- Media Reach: Continued to have a strong presence in the media with consistent PR efforts, spreading the message of sustainable living and community growth. Undertook marketing campaigns including a 5-month partnership with WLR. GROW HQ had 21,467 social media followers with a total reach of 41,373
- Financial Performance: Despite challenges, GROW HQ maintained financial stability and even saw revenue growth from various channels.
- Team Growth: Welcomed new team members and developed staff skills, fortifying the organization's expertise in sustainable food practices.



WAYS TO EXPERIENCE GROW HQ IN 2022



WOODLAND TRAIL

Follow our woodland trail from HQ to find a moment of calm in a secluded woodland behind the vegetable garden. Here you can disappear from the urban world into this unexpected forest atmosphere surrounded by native trees and hidden wildlife and reconnect with nature.



AUDIO TOUR

A free audio tour narrated by Mick Kelly takes visitors on a journey through the ethos and operations of HQ's microcosm of a sustainable food system. By using the free map and signage all around HQ, listening and learning is made easy.



FAMILY SCAVENGER HUNT

Let the wild ones run free with a free map available from the HQ Shop. Kids can scavenge the gardens and woodland for all kinds of plants, bees and butterflies, before getting their hands dirty at the seed sowing station and take the food growing adventure home.



ROYAL VISIT

On 25th March 2022, GIY welcomed His Royal Highness, The Prince of Wales, to GROW HQ in Waterford as part of the royal visit to Ireland marking Her Majesty The Queen's platinum jubilee year. The social enterprise hosted the dignitaries at their award-winning urban garden and zero waste café, in appreciation of The Prince's longstanding advocacy for sustainable food systems.

Speaking in advance of the visit, GIY Founder Mick Kelly commented on the values GIY shares with The Prince of Wales:

“The Prince of Wales has been practising a sustainable approach to his own farming and gardening for several decades. He understands the crisis we're in and the urgent need to bring nature back to the centre of how we produce food. At GIY, we have seen that growing even a very small amount of food has a profound impact on the rest of what you eat. With Spring well and truly here, there has never been a better time to get started.”

The guests in attendance at GROW HQ today who greeted the royal visitors included some of those who participated in GIY's activities. Among them was Maria Curtin, a nurse at the nearby University Hospital Waterford, who GIY helped to create a food growing club for frontline workers in 2020 as a way to gain respite from the pandemic. 17-year-old Molly Keating also turned to GIY during the strain of lockdown, quickly sparking a garden transformation, while local teacher Brenda Cusack has created a flourishing outdoor classroom with financial support from GIY.

Welcoming the members of the GIY community to the occasion, Kelly added:

“Every GIYer is playing their part in creating a more sustainable food system. Millions of GIYers would be truly transformative, especially as we face into an immediate food security crisis and the chronic effects of climate change. We hope this part of the royal visit inspires people to take the simple but powerful action of growing it yourself.”





FINANCIAL INFORMATION

Consolidated Financial Information for 2022 for the GIY Ireland Group
incorporating GIY Ireland CLG and its subsidiary GIY Ireland (Activities) Ltd



THE PRESENTED FINANCIAL RESULTS AND POSITION OF GIY IRELAND REPRESENT THE CONSOLIDATED GROUP OF GIY IRELAND CLG AND ITS SUBSIDIARY GIY IRELAND (ACTIVITIES) LIMITED.

GIY IRELAND CLG

A Company Limited by Guarantee and not having Share Capital

GIY Ireland CLG operates our philanthropic activities
The principal activity of the company is the promotion of growing your own food and the health, environmental and community benefits of growing your own food.

Grant income recognized in 2021 was €815k the breakdown of which CLGs activities, campaigns and initiatives are supported by grants and sponsorship from public sector, corporate and philanthropic partners, is included on the Major Funders slide.

GIY IRELAND (ACTIVITIES) LIMITED

Limited Company:

shares 100% owned by GIY Ireland CLG

GIY Ireland (Activities) Ltd operates our earned income activities in Ireland.

The principal activity is B2B and B2C products and services along with a cafe and shop at Grow HQ in Waterford City, Ireland.

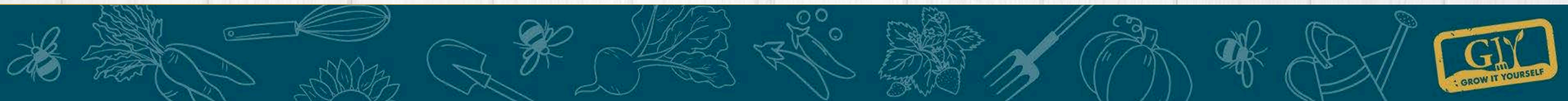
GIY UK CIC

Community Interest Company:

shares 100% owned by GIY Ireland CLG

GIY UK CIC will operate our earned income activities in the UK

The principal activities will be campaigns & programmes along with B2B and B2C products and services. GIY UK CIC, while incorporated in September 2021, has not yet commenced trading.



MAJOR FUNDERS 2022

<u>Corporate Partnerships</u>	Project	Duration	Amount	
Energia	Get Ireland Growing - Community based Campaign	Year 3 of 3	€140,000	€395,056
Musgraves	Let's GROW - primary school classroom based growing Campaign	Year 1 of 3	€192,306	
Innocent	The Big Grow - primary school classroom based growing Campaign	Year 3 of 3	€12,750	
Multiple	GROW at School (Meta, Hibernia, Janssen, Keogh's, Sanofi, other)		€85,575	
Multiple	GROW Circle (Diageo & AIB)		€50,000	
Multiple	GROW in the Community (Meta & Fidelity)		€50,000	
			€530,631	
<u>Trusts & Foundations</u>				
Re-Think Ireland	Social Innovation Fund Ireland	Year 3 of 3	€228,200	
Multiple	GROW at School (Lakeside, Community Foundation Ireland, Change	Year 2 of 3	€58,260	
Commonland Foundation	BioRegional Weaving Lab (BWL) Programme	Year 1 of 2	€43,500	
Tomar Trust	Community Classrooms Project	Year 2 of 3	€33,250	
			€363,210	
<u>Philanthropic Donations</u>				
Private Donations*	GROW at School programme		€167,285	
<u>Public Sector Funding</u>				
Healthy Ireland / LGMA	GROW it Forward Campaign		€45,000	
Enterprise Ireland	eCommerce Retail Grant		€38,669	
Government DECC	Circular Economy Innovation Grant Scheme - Wasted Program		€31,876	
Pobal / Dormant Account Fund	ARISE		€10,407	
Government DECC	Geoheritage grant		€5,000	
Wexford County Council	Reimaging Enniscorthy		€2,705	
			€133,657	
Total			€1,194,783	

* known to Finance Director & CEO

EXECUTIVE SUMMARY

INCOME STATEMENT

Turnover in 2022 was €2.2m an increase of €174k from 2021, with Cash in Bank of €568k. After a difficult trading year, the Deficit Before Tax for 2022 was €310k versus €93k surplus in 2021.

The year-on-year variance was driven by:

Turnover from Operations + €174k:

- Food & Beverages +€244k reflecting the reopening of the cafe to full capacity following Covid.
- Retail (€128k) reflects the post Covid drop in online & corporate B2B sales.
- Festivals: +€80k Harvest festival introduced in 2022
- Grants & Donations (€151k) impacted by the national redirection of grant funding due to recession & the war in Ukraine.
- Corporate Income + €129k benefited from corporate sponsorship of our GROW at School Programme

Other Operating Income (€165k)

- Reflecting the reduction in COVID-19 Government subsidies supports (EWSS) year on year.

Cost of Sales increase (€34k)

- F&B spend increased by (€67k) in line with growth in Cafe revenues. Cost of sales ratio increased from 22% in 2021 to 24% in 2022 due to price increases.
- Retail Spend +€33k savings in line with falloff in sales.
- Festivals (€73k) reflect 91% of total festival income.
- Campaign costs were included this year under Cost of Sales. +€72k savings due to operational efficiencies through economies of scale & timing of campaigns

Administrative costs increased by (€403k)

- Labour costs (€300k) driven by the strategic growth of the Development team and by COVID-19 capacity restrictions being eased.
- Marketing (€47k) spend behind promoting the brand and marketing tools was increased from 5% to 6.5% in 2022.
- Overheads (€43k) an increase of 1% year on year.
- Campaign Costs reclassified as cost of sales given that the costs relate directly to individual campaign & programme 'sales'.
- Depreciation (€13k) due to the capitalisation of digital assets (GIY App).

BALANCE SHEET

Members' funds fell by €310k to €29k as at 31 December 2022 (CLG €299k, Activities (€270k)

Net Current Assets decreased to €140k as at 31 December 2022 from €238k at 31 December 2021.

This reflects an increase of current liabilities (€144k), a reduction in current debtors (€92k) offset by an increase in Cash at Bank +€137k.

The maturity profile of Non-current Liabilities (i.e. maturing after 12 months from the balance sheet date) totalling €1,414k remains manageable with 40% maturing between 1 and 2 years, 53% between 3 and 5 years and the remaining 7% maturing after 5 years.

When a Loan Note matures 65% of the loan note holders want to reinvest their funds. E.G Loan note 2015 worth €395k matured in 2021. 54% (equating to €160k) reinvested €220k into LN 2021.

Representing 65% of the €340k LN 2021 investment.

OUTLOOK

GIY's performance in 2023 so far has been mixed with some area's overperforming & others underperforming. Overall consolidated income is forecasted to grow by 8% year on year to €2.4m

- Café visitor numbers are trending down 5% versus prior year.
- Retail benefitted in 2023 from a Wholesale deal and a number of B2B sales.
- Campaigns & Programmes - Corporate funding is forecasted to finish at €850k 60% ahead of 2022, while Grants & Donations are forecasted to remain flat at €660k. Our campaigns & programmes funding pipeline is healthy at €3.1m. The focus has been on obtaining multi-year campaigns both nationally & internationally which will help secure funding for 2024 and beyond.

We are forecasting a consolidated full year turnover of €2.4m and a consolidated net surplus of €65k for 2023.



INCOME STATEMENT: 2022 VS 2021 ACTUAL

GIY Ireland CLG Group

	2022	2021	Mvt	Mvt
	€'000	€'000	€'000	%
Turnover	2,211	2,038	174	9%
Cost of Sales	(582)	(548)	(34)	6%
Gross Profit	1,630	1,490	139	9%
Other Income	50	216	(165)	-77%
Labour Costs	(1,416)	(1,116)	(300)	27%
Marketing	(149)	(102)	(47)	46%
Overheads	(273)	(231)	(43)	19%
Depreciation	(89)	(75)	(13)	17%
Administrative Expenses	(1,927)	(1,524)	(403)	26%
Operating Profit	(247)	181	(429)	-236%
Interest payable	(63)	(66)	3	-5%
Profit / (Loss) Before Tax	(310)	115	(425)	-369%
Tax on Profit	0	(23)	23	-100%
Profit / (loss)	(310)	93	(403)	-434%

Commentary

Turnover at €2.2m was €174k higher than 2021. Driven by the reopening of the Cafe +€244k, the addition of the Harvest festival +€80k & campaigns secured +€129k. All of which mitigated against the fall off in retail sales -€128k & the national redirection of grant funding -€151k

Cost of sales were relatively flat year on year.

Resulting in a consolidated **Gross Profit** of €1.63m / 74% reflecting a 1% improvement in the gross profit margin versus the prior year

Other Income -€165k reflects the reduction in COVID-19 supports (EWSS) year on year.

Administrative Expenses increased by €403k. As we scaled up our headcount after Covid labour costs increased by €300k and marketing costs grew by €47k. Overheads increased by €43k due to international consultancy & external marketing support. Depreciation increased with the addition of digital assets i.e. the GIY APP.

TURNOVER: 2022 VS 2021 ACTUAL

GIY Ireland CLG Group

	2022	2021		
	Audited	Audited	Mvt	Mvt
	€'000	€'000	€'000	%
Turnover				
Food & Beverage	648	405	244	60%
Retail	289	417	(128)	-31%
Festivals	80	0	80	0%
Corporate	531	401	129	32%
Grants & Donations	664	815	(151)	-19%
Turnover from Operations	2,211	2,038	174	9%
Other Income	50	216	(165)	-77%
Total Turnover	2,262	2,253	8	0%
Cost of Sales				
F&B	(157)	(90)	(67)	74%
Retail	(124)	(157)	33	-21%
Festivals	(73)	0	(73)	0%
Campaigns & Programmes	(228)	(300)	72	-24%
Total Cost of Sales	(582)	(548)	(34)	6%

Commentary

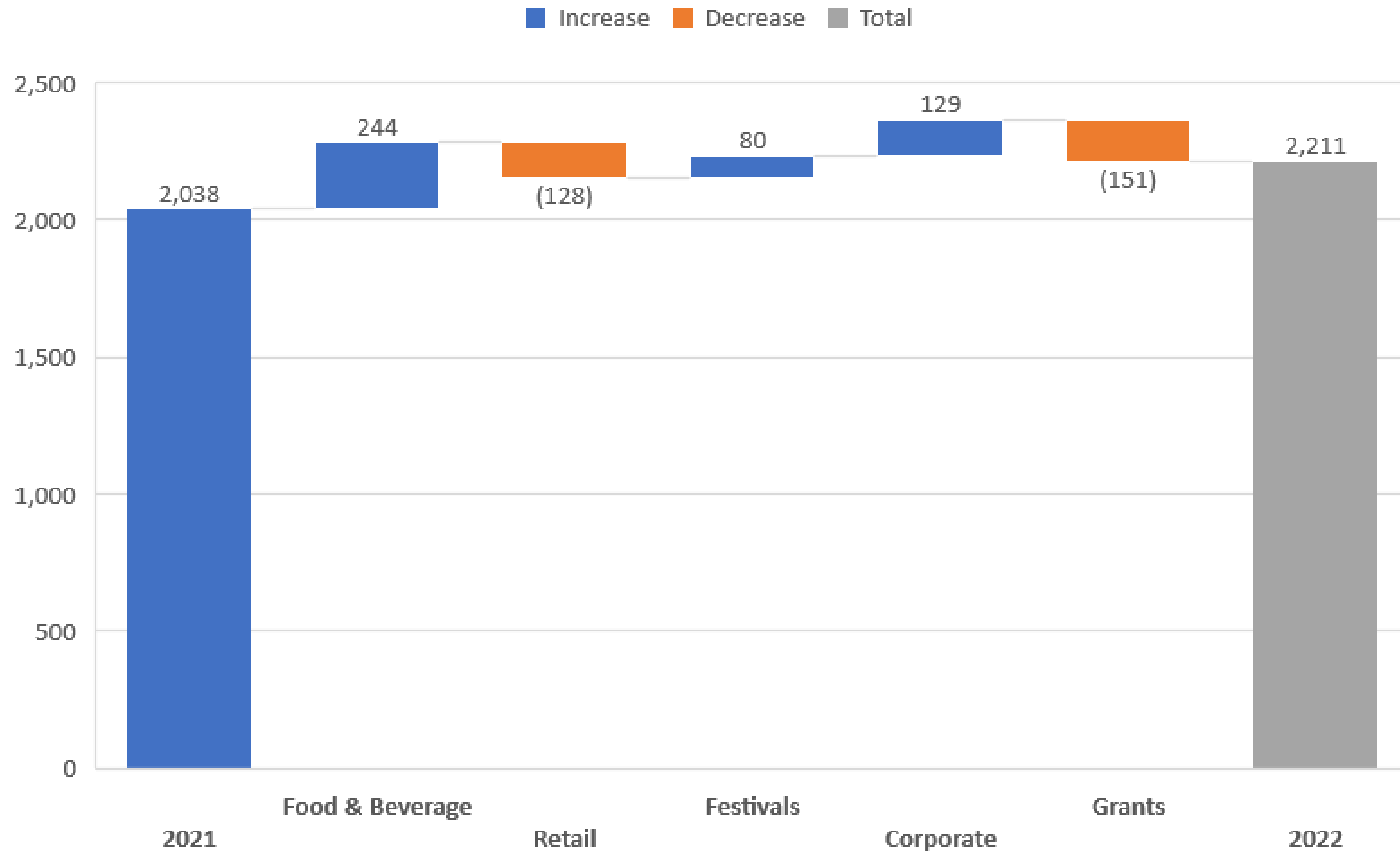
Total Turnover for 2022 (including other income) was flat with the prior year albeit the sales mix was quite different:

- **F&B:** +€244k reflects the reopening of the cafe to full capacity following Covid.
- **Retail:** (€128k) reflects the post Covid drop in online & corporate B2B sales.
- **Festivals:** +€80k Harvest festival introduced in 2022
- **Corporate:** +€129k benefited from corporate sponsorship of our GROW at School Programme
- **Grants:** (€151k) impacted by the national redirection of grant funding due to recession & the war in Ukraine
- **Other Income:** (€165K) Post Covid Reduction in funding from Irish Government re EWSS

Total Cost of Sales were €34k higher than 2021. Albeit 1% lower as a percentage of turnover from operations.

- **F&B:** (€67k) Cost of sales ratio increased from 22% in 2021 to 24% in 2022 due to price increases
- **Retail:** +€33k savings in line with fall off in sales
- **Festival costs:** (€73k) reflect 91% of total festival income
- **Campaigns & Programmes:** +€72k savings due to 5% operational efficiency savings through economies of scale

TURNOVER: FROM OPERATIONS 2022 VS 21 ACTUAL



ADMINISTRATIVE EXPENSES: 2022 VS 2021 ACTUAL

GIY Ireland CLG Group

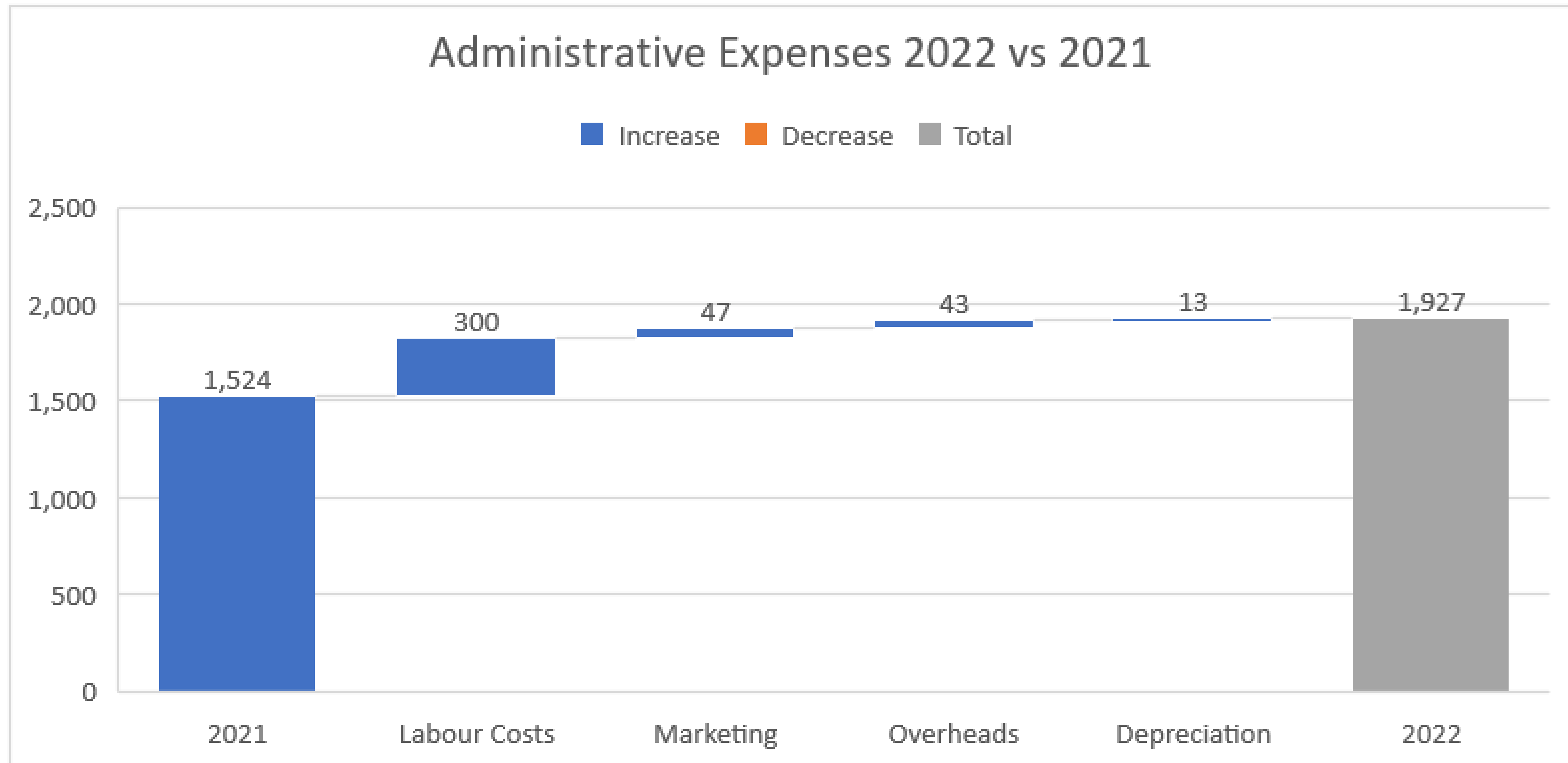
	2022	2021		
	Audited	Audited	Mvt	Mvt
	€'000	€'000	€'000	%
Administrative Expenses				
Labour Costs	(1,416)	(1,116)	(300)	27%
Marketing	(149)	(102)	(47)	46%
Overheads	(273)	(231)	(43)	19%
Campaign Costs	0	0	(0)	-100%
Depreciation	(89)	(75)	(13)	17%
Total Administrative Expenses	(1,927)	(1,524)	(403)	26%

Commentary

Administrative Expenses €403k higher than 2021 due to:

- **Labour Costs** (€300k) driven by the strategic growth of the Development team and by COVID-19 capacity restrictions being eased
- **Marketing** (€47k) spend behind promoting the brand and marketing tools was increased from 5% to 6.5% in 2022
- **Overheads** (€43k) an increase of 1% year on year
- **Campaign Costs** reclassified as cost of sales given that the costs relate directly to individual campaign & programme 'sales'.
- **Depreciation** (€13k) due to the capitalisation of digital assets (GIY App)

ADMINISTRATIVE EXPENSES: 2022 VS 2021



BALANCE SHEET: 2022 VS 2021

GIY Ireland CLG Group	2022 Audited €'000	2021 Audited €'000
Fixed Assets	1,303	1,372
Current Assets		
Cash at Bank and In Hand	569	432
Stock	221	221
Debtors	34	127
	<hr/> 824	<hr/> 780
Creditors: amounts falling due within one year	<hr/> (684)	<hr/> (542)
Net Current Assets / (Liabilities)	<hr/> 140	<hr/> 238
Total Assets Less Current Liabilities	1,443	1,610
Creditors: amounts falling due after more than one year	(1,414)	(1,271)
Net Assets	<hr/> 29 <hr/>	<hr/> 339 <hr/>
Capital & Reserves		
Profit & Loss Account	29	339
Members Funds	<hr/> 29 <hr/>	<hr/> 339 <hr/>

NON-CURRENT FUNDING: 2022 VS 2021

GIY Ireland CLG Group	2022 Audited €	2021 Audited €	2020 Audited €
<u>Less than 1 year</u>			
Mortgage	43,414	43,414	43,414
Financial Institutions	64,653	77,524	35,537
Loan Notes	150,000	0	285,000
Other Private Funding	27,000	36,833	62,167
Amounts falling due within one year	285,066	157,771	426,118
<u>Between 1 and 2 years</u>			
Mortgage	86,827	86,829	86,828
Financial Institutions	129,306	129,306	129,306
Loan Notes	340,000	150,000	150,000
Other Private Funding	8,993	35,993	54,000
	565,126	402,128	420,134
<u>Between 3 and 5 years</u>			
Mortgage	130,241	130,244	130,242
Financial Institutions	102,645	155,412	203,613
Loan Notes	515,000	455,000	115,000
Other Private Funding	0	0	8,991
	747,886	740,656	457,846
<u>Greater than 5 years</u>			
Mortgage	40,444	66,259	91,350
Lottery Grant	60,349	61,858	63,367
	100,793	128,117	154,717
Amounts falling due greater than one year	1,413,804	1,270,901	1,032,697

NON-CURRENT FUNDING: 2022 VS 2021 CONTINUED

	2022 Audited		2021 Audited		2020 Audited	
Maturity Profile of non current funding	€	%	€	%	€	%
Between 1 and 2 years	565,126	40%	402,128	32%	420,134	41%
Between 3 and 5 years	747,886	53%	740,656	58%	457,846	44%
Greater than 5 years	100,793	7%	128,117	10%	154,717	15%
	1,413,804	100%	1,270,901	100%	1,032,697	100%

Loan Note Maturity	Principal	Maturity Date	Principal	Maturity Date
LN 2017	€150,000	Oct-23	€150,000	Oct-23
LN 2020	€115,000	Apr-25	€115,000	Apr-25
LN 2021	€340,000	Aug-24	€340,000	Aug-24
LN 2022	€400,000	Nov-27		
	€1,005,000		€605,000	

Note:

When a Loan Note matures over half of the loan note holders want to reinvest their funds.

E.G Loan note 2015 worth €395k matured in 2021. 54% (equating to €160k) reinvested €220k into LN 2021. Representing 65% of the €340k LN 2021 investment.

CONSOLIDATED PROFIT & LOSS ACCOUNT 2022 BY COMPANY

		Activities	CLG	ICO	Consolidated	
		€'000	€'000	€'000	€'000	
Revenue	F&B	648	0		648	
	Retail	289	0		289	
	Festivals	80	0		80	
	Corporate	0	531		531	
	Grant & Donations	39	625		664	
Total Revenue from Operations		1,055	1,156	0	2,211	
	Government Subsidies	50	0		50	
	Rental Income	24	0	-24	0	
Total Revenue		1,130	1,156	-24	2,262	50%
Cost of Sales	F&B	-157	0		-157	
	Retail	-124	0		-124	
	Festivals	-73	0		-73	
	Campaigns & Programmes	0	-228		-228	
	Total Cost of Sales	-354	-228	0	-582	

Gross Profit

GP%

775 929 -24 1,680

69% 80% 74%

Marketing Costs

-92 -57 -149

Labour Costs

-608 -808 -1,416

Overheads

-177 -120 24 -273

Total Indirect Costs

-878 -985 24 -1,839

EBITDA

EBITDA %

-102 -56 0 -159

-9% -5% -7%

Depreciation

-49 -40 -89

Interest

-63 0 -63

Corporation Tax

0 0 0

Net Profit/(loss)

-214 -96 0 -310

Net Profit %

-19% -8% -13.7%

69%

GIY CONSOLIDATED BALANCE SHEET

AS @ 31ST DEC 2022

	As @ 31.12.21	As @ 31.12.22				YOY
	Consolidated	Activities	CLG	ICO	Consolidated	Movement
	€'000	€'000	€'000	€'000	€'000	€'000
Fixed Assets	1,372	1,225	78	0	1,303	-68
Financial Assets	0	0	0	0	0	0
Current Assets:						
Cash at Bank and in Hand	432	394	175	0	569	137
Stock	221	197	24	0	221	-0
Debtors	126	16	231	-213	34	-92
	779	608	429	-213	824	45
Creditors: Amount falling due < 1 year	-541	-689	-209	213	-684	-144
Net Current Assets / (Liabilities)	238	-81	220	-0	140	-99
Total Assets less Current Liabilities	1,610	1,144	299	-0	1,443	-167
Creditors: Amount falling due > 1 year	-1,271	-1,414	0	0	-1,414	-143
Net Assets	339	-270	299	-0	29	-310
Capital & Reserves						
Called up share capital	0	0	0	-0	0	0
P&L Account	339	-270	299	0	29	-310
Members Funds	339	-270	299	-0	29	-310



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