



Impact & Annual Report 2022

Table of Contents

01 Welcome

02 Our Values

03 Impact in Numbers

04 Supporting Whistleblowers

05 Caller feedback

06 Caller Case Study

07 Caller Concerns and Industry

08 Who Calls the Advice Line?

09 Business Support

10 Members' Pledge

11 Our Services

12 Protect in Parliament

13 Protect in the Media

14 Annual Report and Accounts



Welcome

This report sets out the difference Protect's services make to individuals, organisations and to wider society from our charitable work. We have a vision of a world where no whistleblower goes unheard or unprotected. It sounds simple, but too many of the individuals calling our free, confidential legal advice line tell us they are ignored, and too many suffer as a result of speaking up. Whistleblowers provide their employer with a "gift of information" allowing them to address risks and wrongdoing quickly. Yet time after time scandals go to show someone inside an organisation knew something was going wrong – that vital early warning system that staff can provide is ignored at great cost.

We know from our work with some of the UK's leading organisations that there is reason to be cheerful. Despite the numerous problems across both public and private sectors, some businesses really understand the benefits of whistleblowing and we were proud to work with around 300 employers in 2022, helping them to develop and share best practice. Over 150 organisations have now completed our benchmark and our first employer guide was produced with input from employer members in 2022.

This year we are combining our impact report with our annual report and accounts. We are pleased to acknowledge the support of the Joseph Rowntree Charitable Trust for our work in 2022, and thank all those who work with us as staff, trustees, members, volunteers and supporters, for their commitment to improving whistleblowing in the UK.

In 2023 we will be celebrating our 30th anniversary as a charity with a day long conference in October. Perception and support of whistleblowers has changed massively over the last 30 years, but there is much more to do until the benefits of whistleblowing are understood by all. We will continue to press for our once world-leading whistleblowing legislation to be updated, to support organisations to develop good whistleblowing practice, and to provide advice to individuals to speak up to stop harm.



Elizabeth Gardiner, CEO at Protect

Our Mission

Our aim is to protect the public interest by helping workers to speak up to stop harm and wrongdoing. We support whistleblowers by providing free and confidential legal advice. We support employers to implement effective whistleblowing arrangements. We campaign for legal and policy reform to better protect whistleblowing.

Our Vision

We want a world where no whistleblower goes unheard or unprotected.

Our Values

Supportive: we support whistleblowers to raise concerns, and we support employers to establish effective whistleblowing arrangements

Independent: we are honest, trusted and impartial.

Expert: based on our experience over 30 years, we explain the value of whistleblowing and we produce compelling evidence for policy changes.

Collaborative: we listen to and empower staff, we encourage diversity and working with others.

Our Impact - 2022

In numbers

Advice Line Impact

12,961

Number of interactions by our advice team with people needing our help

2,486

Individual people received advice from Protect.



Online Impact

288%

Our YouTube views grew by **288%**.



Twitter followers increased **107%**.

293,541

Unique visitors to our website.

Policy Impact

30+

Mentions in the media and press.



Protect sent **9** briefings on various bills to **94** MP's and Peers.

Business Support Impact

72%

Of training participants said they were likely or very likely to recommend Protect's services.



Participants reported an increase from **6.2%** (Avg) to **9%** understanding post training.

1.4M

Between them the employers we worked with in 2022 have over **1.4 million workers** - demonstrating the potential reach of our work.

220

Employers are now Protect members.



Supporting Whistleblowers & our Advice Line

In 2022 our team of advisers helped **2,486** individuals with advice about whistleblowing. Some of these cases were not whistleblowing (**11%**) and in these cases our advisers offer support and signpost. Many cases require ongoing support, and a new figure we can now show is the number of interactions (emails and calls) our team has per year: **12,961**. We are constantly adding to our advice pages.

I followed the advice from your website, represented myself and was successful in obtaining interim relief. I'd never heard of interim relief until I came across your website the day after being dismissed whilst researching whether what my employer did was legit.

-Feedback from a caller who Protect helped fill out their claim form

Kong V Gulf International

Protect intervened as a third party in the Court of Appeal case of Kong v Gulf International Bank and were supported pro bono by solicitors from BDBF and Matrix barristers. The issue was whether there should be a test for when the act of whistleblowing can properly be separated from likely repercussions, the current test creates too high a hurdle for whistleblowers. Protect was disappointed in the outcome of this case, but want to use the outcome to further support legal whistleblowing reform. Despite the outcome we were a source of advice, support and expertise for Ms. Kong to rely on throughout her case.

A Big Thank You!

We want to extend a massive thank you to our support network. We are incredibly grateful for our community of over 100 barristers and law firms who help us pro bono and improve the quality and reach of our impact.

What do our callers think of the Advice Line?



Luke (not his real name) worked in the banking sector. He witnessed some serious financial wrongdoing by his line manager. He tried to raise the alarm but was ignored by the senior managers. He felt utterly helpless and thought he had no choice but to resign to avoid being implicated in the wrongdoing. We helped him assess the risks of the victimisation he was under and how to best protect himself. He was also very worried that the wrongdoing needed to be stopped ASAP. We advised him to identify the relevant regulator, what information to bring to them and how to contact them. He followed our advice and the regulator started an investigation. Meanwhile Luke found another job and left his employer, feeling reassured that the wrongdoing was now going to be properly addressed.

He wrote to us: "Thank you so much, I can't tell you how much it helped. I feel as if I'm strong again. I have a clear direction of what I want to do".

Helen (not their real name) worked as a hardware trainer at various sites across the UK. She would train the staff on how to use the equipment safely. Helen became increasingly alarmed by the dangerous equipment she saw on site and how staff were being subject to unsafe working conditions. This included observing defective, broken and damaged equipment. Helen raised these concerns internally with her line manager however these concerns were dismissed. Helen then took her concern to the Health and Safety Executive (HSE), Britain's national regulator for workplace health and safety. Shortly afterwards, Helen was dismissed from her role which she felt was due to whistleblowing.

Helen contacted Protect to find out what she could do. Protect provided strategic advice to Helen, by applying her facts to the legislation which protects whistleblowers – Public Interest Disclosure Act 1998 (PIDA). Protect explained that she may have rights under PIDA if she can show that the dismissal was a result of raising whistleblowing concerns. Protect explained the strict time limits for making an Employment Tribunal claim for automatic unfair dismissal claims as well as the process for doing so. Protect also provided Helen with guidance on how to fill out an ET1 form as well as examples. Helen thanked Protect for setting out her options and informed them she would keep them updated with her case.

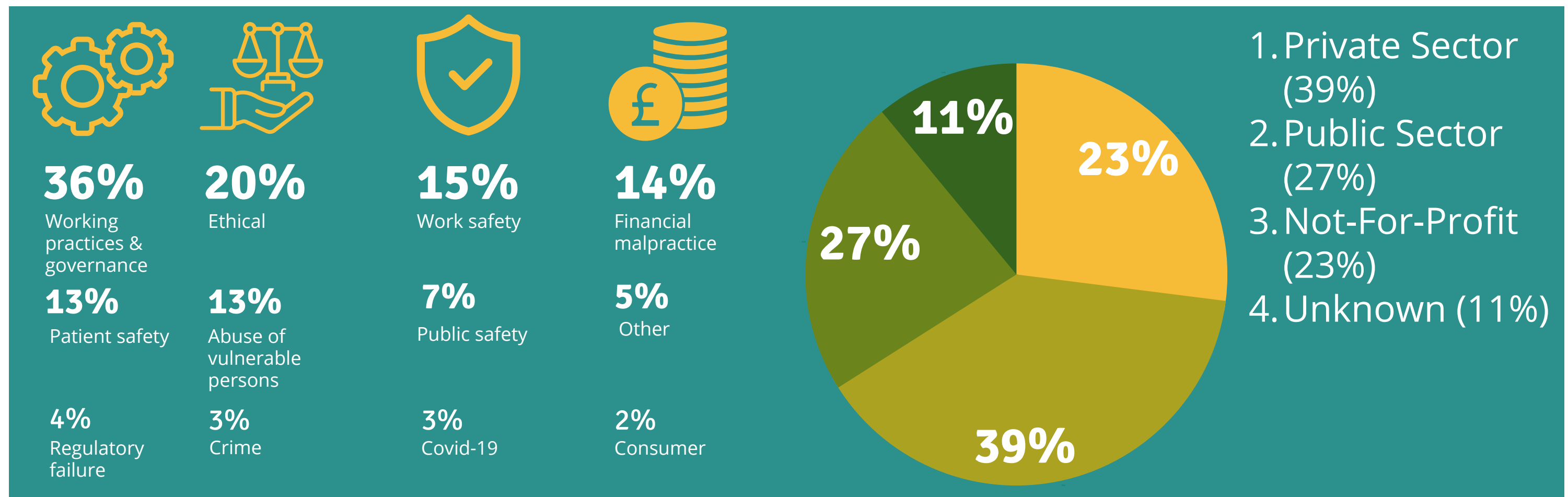


What concerns our callers? Where do they work?

Caller concerns have changed from 2021, however stats are hard to compare as our data is now generated differently so as to be in line with ONS industry categories. **23%** of all our 2022 calls came from individuals working in the not-for-profit sector, up from **21%** in 2021.

Callers reach out to us via calls, webforms, emails and voicemail, from all industries. We respond to everyone's concern, in 2022 this was communicated predominantly via call (**65%**). However, we did observe a **22%** increase in webforms.

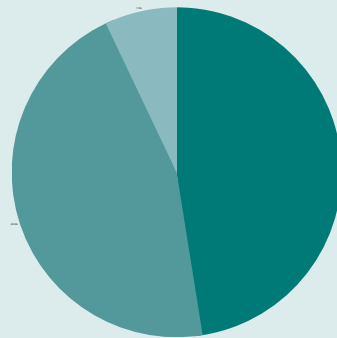
Some people are not comfortable communicating with us in person, so we make sure our advice can be accessed immediately online. Our top advice pages included "What is Whistleblowing" (viewed over **9,000** times), and our outline of the Public Interest Disclosure Act was viewed over **11,000** times in 2022. Our new template pages have been widely used and received over **5,000** views.



Who Calls The Advice Line?

Gender

- 47%** Of callers identify as female.
- 45%** Of callers identify as male.
- 8%** Prefer not to say.



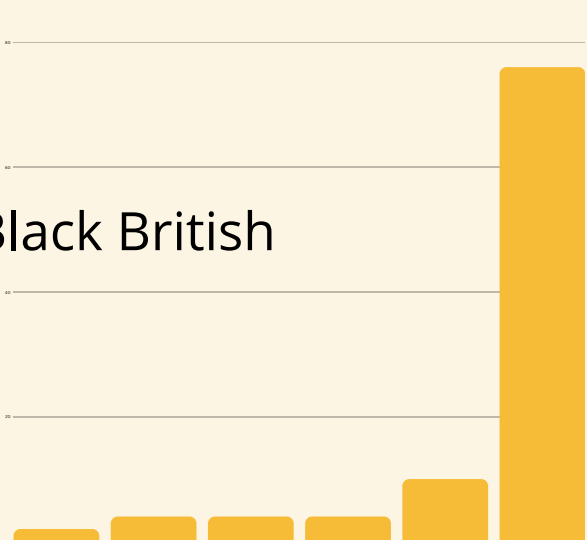
Disability

- 26%** Of callers consider themselves disabled.
- 69%** Of callers do not consider themselves disabled.
- 5%** Prefer not to say



Ethnicity

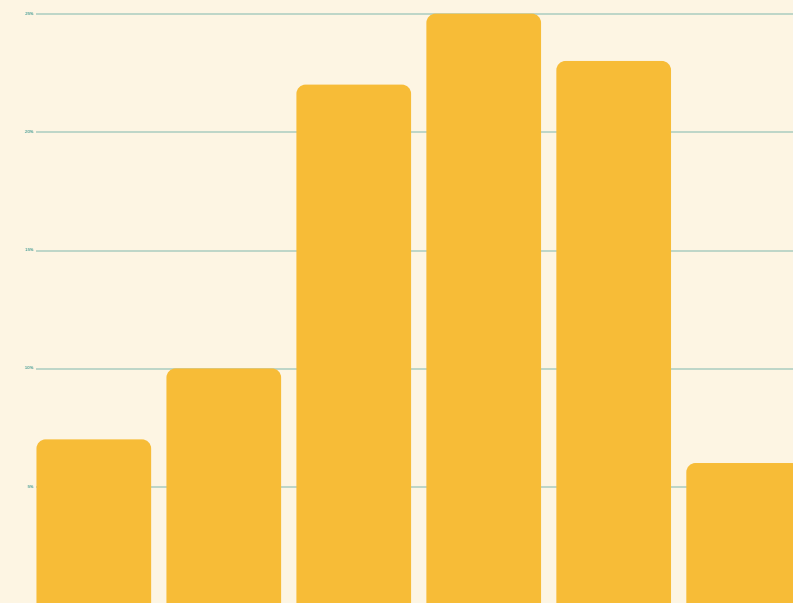
- 76%** White British/ Irish/ Other
- 10%** Asian/ Asian British
- 4%** Black African/ Caribbean/ Black British
- 4%** Mixed Ethnic Origin
- 2%** Other
- 4%** Prefer not to say



In 2022 we moved to a new advice database which we hope will allow us to capture data better. We are developing a feedback form to be sent to all whistleblowers who call the advice line and we will also ask for equality monitoring data to ensure that we are reaching the broadest possible audience.

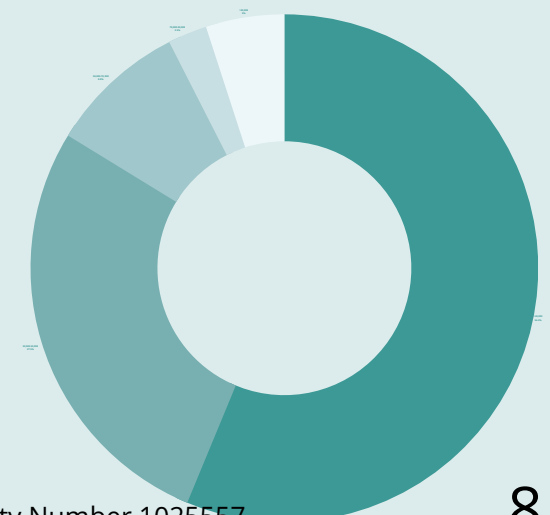
Age

- 7%** 25 years +
- 10%** 25 - 34 years
- 23%** 35 - 44 years
- 26%** 45 - 54 years
- 24%** 55 - 64 years
- 6%** 55 - 75 years
- 4%** Prefer not to say



Annual Income (£)

- 56%** Of callers earn under 30,000
- 27%** Earn between 30,000 - 50,000
- 9%** Earn between 50,000 - 70,000
- 2%** Earn between 70,000 - 90,000
- 6%** Earn over 90,000



Business Support



Protect is proud to have around 220 organisations as members, all of whom are committed to improving their whistleblowing arrangements and who work with us to share best practice. Being a member is not an endorsement, but in 2022 we consulted our members and introduced a pledge and logo for them to use.

We held a number of Members forum meetings and webinars where organisations and Protect discussed issues around confidentiality, anonymous statements, ESG, and communications.

For World Whistleblowers' Day we held a webinar to consider how to prevent victimisation. We were pleased to be joined by cricketer Azeem Rafiq, Mark Steward of the Financial Conduct Authority and Linklaters Partner Nicola Rabson. The webinar attracted an audience of 243 people and has been watched 191 times since, online.

In addition we worked with a wide range of organisations providing training, consultancy or benchmarking. In total we supported 300 different employers in 2022.

"I honestly think it's excellent, it gave me the material and evidence I need to leverage real change. I wouldn't hesitate on running this at least once a year to ensure we are on the right path with our journey."

- Anthony Farmer, Head of Practice Management & Professional Standards/Deputy Monitoring Officer, Birmingham City Council talking about our New Whistleblowing Scanner

I much appreciated the course. It also made me much more likely to consult Protect directly for advice. Very professional, and resulting in clear actionable knowledge gains on my side. Big thank you to the team!

-Taken from training feedback forms

MEMBERS' PLEDGE

As a Member of Protect we will:

- **Work towards a culture where whistleblowers can speak up freely without fear of victimisation, and we will listen and act upon concerns. Senior leaders and all managers will actively demonstrate our commitment to this.**
- **Ensure effective policies and procedures are in place and are promoted regularly to staff and stakeholders.**
- **Engage with all staff and ensure support is given to managers by training them how to receive and respond to concerns effectively.**
- **Investigate concerns in as independent and thorough a manner as possible, making sure to separate the concerns from the person raising them, and maintaining the confidentiality of the whistleblower wherever possible.**
- **Encourage suppliers and other stakeholders to adopt effective whistleblowing arrangements.**
- **Continually strive to improve our whistleblowing arrangements, and to audit and review regularly so that our organisation learns lessons from whistleblowing and improves.**

Whistleblowing Benchmark

Whistleblowing Benchmark



Our flagship product – the Whistleblowing Benchmark tool – has been used by over 150 organisations who find it valuable to identify gaps and to compare their progress against international best practice. We’ve ensured it covers key aspects of the EU Whistleblowing Directive and the ISO whistleblowing management international standard. However, we know that for smaller organisations without dedicated whistleblowing teams, the Whistleblowing Benchmark may be unwieldy so we have developed a new Whistleblowing Scanner (see information below).

Used by 150+ organisations

New Services in 2022

Preventing Whistleblower Victimisation



We know from our advice line that around **65%** of our callers report some kind of detrimental treatment as a result of speaking up. Prevention is the best cure. Our new guide, "Preventing Whistleblower Victimisation" identifies best practice and has been distributed widely to Protect Members, regulators and other organisations to help them implement preventative methods to protect their staff.

Whistleblowing & ESG



We introduced new training for employers including a successful masterclass on Whistleblowing and ESG (Environment, Social and Governance) – explaining how speaking up about environmental damage is likely to move further up the agenda as organisations tackle the biggest risk to the planet – the climate emergency.

Whistleblowing Scanner



In 2022 we started work on a “Whistleblowing Scanner” – an online tool for small and medium sized enterprises (SMEs) and piloted the Scanner with some of our Members. The Whistleblowing Scanner was launched early 2023.

Now Available!

Member

2022

Protect in Parliament

Economic Crime

The horrific invasion of Ukraine prompted two new economic crime bills. Protect provided briefings and suggested amendments for MPs and Peers on why whistleblowing was vital to enforcement, why whistleblowers needed greater protection and employers need to be required to have in place internal whistleblowing arrangements. While amendments were not accepted, this has prompted meetings between Protect and the ministers.

“Some staff (in Number 10 Downing Street) wanted to raise concerns about behaviours they witnessed at work but at times felt unable to do so. No member of staff should feel unable to report or challenge poor conduct where they witness it. There should be easier ways for staff to raise such concerns informally, outside of the line management chain”

- Sue Gray, Initial Report into parties at 10 Downing Street.

‘I have said before that 43% is the stat for the discovery of financial crime. In my experience, it is much higher than that— about 100%.

Everything I have dealt with has been brought to the attention of authorities through whistleblowers,’

Kevin Hollinrake, MP
Parliamentary Under Secretary, Department of Business and Trade

Standards in Public Life

We provided commentary both on our website, and via publications such as Civil Service World about the threats civil servants face when raising concerns in Whitehall. We gave evidence to The Committee stage of the Standards in Public Life and were quoted in their recent "Leading in practice" report which referred to the importance of speaking up arrangements.

Policy

Protect has made an impact in Parliament this year placing whistleblowing at the centre of three key political issues. Protect has sent 9 briefings on various bills in 2022 to 94 MP and Peers.

National Security Bill

We raised fears that the absence of a public interest defence for whistleblowing in the National Security Bill posed a risk to some whistleblowers raising concerns with foreign regulators. We provided briefings on the issue, amendments were debated in Parliament.

Review of whistleblowing framework

We continued to make the case to Government to hold a review of the whistleblowing framework - which was announced in March 2023.

‘Since taking over as Minister with whistleblowing in my portfolio, I have asked officials to prioritise this review and to get it moving properly, and that is what we have committed to do.’ - Kevin Hollinrake, Parliamentary Under Secretary of State (Department for Business and Trade) during Committee stage of the Economic Crime and Corporate Transparency Bill.

Protect in the Media

Media coverage has increased this year with media appearances including on BBC Newsnight, local BBC and Woman's Hour. Protect have been quoted in many news stories this year, appearing in publications including the Financial Times, the Daily Mirror, Law 360, Press Gazette and ENDS Report among others.

When We Speak- Documentary

We were pleased to collaborate with Director Tas Brooker on her new documentary film "When We Speak" which follows three female whistleblowers – Helen Evans (Oxfam Whistleblower), Rose McGowan (Harvey Weinstein) and Katharine Gunn (GCHQ). The film – which includes comments from Protect advisers – looks at the aftermath of whistleblowing and the profound impact it can have on whistleblowers' families, finances and future careers. We were delighted to contribute to the Q&A discussions at the premiere screening as part of the Raindance Festival.

Protect (Whistleblowing Advice) Limited Company Number: 02849833 Charity Number 1025557

"I didn't know what whistleblowers went through. And just what society owes them. In every culture and every society, we owe them so much for historic progress in civil rights and liberties. For going above and beyond to seek the truth and get the truth out. I didn't realise how important whistleblowers were until I made the film. I also didn't realise the toll it took on them, it's a huge injustice."
-Tas Brooker



Liz featured on BBC's Newsnight to discuss the poor treatment of whistleblowers raising concerns about patient safety at University Hospitals Birmingham NHS Trust.



Helen Evans (Oxfam whistleblower) in promoting the documentary *When We Speak* spoke about how Protect is a place of support and advice for whistleblowers.



Annual Report and Accounts

Registered Company Number 02849833 (England and Wales) Registered Charity Number: 1025557

Report of the Trustees and Audited Financial Statements for the year ended 31 December 2022 for Protect (Whistleblowing Advice) Limited.



Trustees: Paul Boyle (Chair)
A Gardiner
S Gaysford
J Graham
K Jordan
R Lloyd
F Morris-Jones (Deputy Chair)
R Passi
D Widdowson

Company Secretary: Nneka Egbuji (until 29 November 2022) Rebecca Durkin (appointed 29 November 2022)

Registered Office: The Green House 244 – 254 Cambridge Heath Road London E2 9DA

Registered Company Number: 02849833 (England and Wales) **Auditors:** Azets Audit Services Statutory Auditor 2nd Floor, Regis House 45 King William Street London EC4R 9AN

Bankers: CAF Bank Kings Hill West Malling Kent ME19 4TA

Annual Report and Accounts



Report of the Trustees for the Year Ended 31 December 2022

The Trustees, who are also Directors of the charity for the purposes of the Companies Act 2006, present their report with the financial statements of the charity for the year ended 31 December 2022. The Trustees have adopted the provisions of the Accounting and Reporting by Charities: statement of recommended practice applicable to the charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) (effective 1 January 2015).



Reserves Policy

Trustees reviewed both the reserves and liquidity policies in 2022. The charity aims to retain sufficient reserves to allow it be resilient to normal operating risks (including the loss of a major employer member) and, in the unlikely event that it should be necessary, to allow for a solvent cessation or transfer of its activities to another organization. The current policy says that the charity should aspire to maintain reserves in the range of £175,001 to £275,000. The position at 31 December 2022 is above this level of reserves at circa £330k, due to a number of staff vacancies resulting in lower staff costs, and Trustees have approved a budget for 2023 for investment which is likely to reduce the reserves to the appropriate range.



Financial Review

Our funds are mostly from subscriptions from organisations becoming members of Protect together with the income we receive from our consultancy and training work. We were delighted to be awarded a three-year grant by the Joseph Rowntree Charitable Trust which started in 2022. We also received a small amount of charitable donations from individuals.

The Trustees ensure that our self-funding status does not result in conflicts which could undermine or constrain our independence and the charitable and public benefit purposes of our activities.



Company and charity details

Statutory information Protect (Whistleblowing Advice) Limited is a registered charity (No 1025557) and a company limited by guarantee No 02849833). Our registered address is The Green House, 244-254 Cambridge Heath Road, London E2 9DA.

Executive Officers: Elizabeth Gardiner (Chief Executive), Jon Cunningham (Business Development Director) and Sybille Raphael (Legal Director)

Annual Report and Accounts

Review of financial position

The charity has an adequate balance sheet at year end with net funds of £330,809 compared with £202,205 in 2021. Level of cash is £590,071 at year end.

Public benefit

When setting our objectives and planning all of our activities the Trustees have considered the Charity Commission guidance on public benefit. We promote the role of whistleblowing in furthering organisational accountability, individual responsibility and public confidence. All our activities help to promote the public interest and are for the public good in that they protect the interests of citizens, consumers, patients, regulators, shareholders, tax payers and the vulnerable, both individually and collectively.

Risk management

The Audit and Risk Committee maintains a risk register which is reported annually to the Board. During 2022 the following risks were deemed to have the biggest potential impact: * Income shortfall * Data security * Loss of key Staff * IT failures * Competition, particularly in the provision of business support. Trustees discussed mitigation plans for these risks and keep the register under regular review.

Future plans

The Trustees are convinced that the charitable company delivers useful public benefit through its various activities described in this report. They would like those benefits to be more widely available and have greater impact: too many workers, organisations and third parties are harmed when whistleblowers are ignored.

Going concern

After reviewing the charity's forecasts and projections and taking into account economic conditions and possible changes in sales performance, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

Related parties

During the year the charity entered into no transactions with any parties deemed to be related. The Trustees thank all those organisations, foundations and individuals that support Protect, whether by subscriptions, fee grants, donations or benefits in kind.

Board composition

During 2022 Paul Boyle, who has been Chair of the Board since 2017, notified the Board of his wish to stand down in 2023. The other Trustees, led by Deputy Chair Frances Morris-Jones, conducted the process to select a new Chair, with the help of a search firm with extensive experience in the Third Sector. Lucy McLynn has been appointed as Chair-Designate and will become Chair in July 2023.

PROTECT (WHISTLEBLOWING ADVICE) LIMITED
REPORT OF THE TRUSTEES
FOR THE YEAR ENDED 31 DECEMBER 2022
TRUSTEES' RESPONSIBILITIES STATEMENT

The Trustees (who are also Directors of Protect (Whistleblowing Advice) Limited for the purposes of company law) are responsible for preparing the Trustees' Annual Report and the financial statements in accordance with applicable law and United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice).

Company law requires the Trustees to prepare financial statements for each financial year, which give a true and fair view of the state of affairs of the charitable company and of the incoming resources and application of resources, including the income and expenditure, of the charitable company for that period. In preparing these financial statements, the Trustees are required to:

- select suitable accounting policies and then apply them consistently;
- observe the methods and principles in the Charities SORP 2015 (FRS 102);
- make judgements and estimates that are reasonable and prudent;
- state whether applicable UK Accounting Standards have been followed, subject to any material departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in operation.

The Trustees are responsible for keeping adequate accounting records that disclose with reasonable accuracy at any time the financial position of the charitable company and enable them to ensure that the financial statements comply with the Companies Act 2006. They are also responsible for safeguarding the assets of the charitable company and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

In so far as the Trustees are aware:

- there is no relevant audit information of which the charitable company's auditor is unaware; and
- the Trustees have taken all steps that they ought to have taken to make themselves aware of any relevant audit information and to establish that the auditor is aware of that information.

AUDITORS

The auditor, Azets Audit Services, is deemed to be reappointed under section 487(2) of the Companies Act 2006.

This report has been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small companies.

The Report of the Trustees was approved by the Board on and signed on their behalf by:



-Paul Boyle (Chair)

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF

PROTECT (WHISTLEBLOWING ADVICE) LIMITED

Opinion

We have audited the financial statements of Protect (Whistleblowing Advice) Limited (the 'charitable company') for the year ended 31 December 2022 which comprise the Statement of Financial Activities, the Balance Sheet, the CashFlow Statement and notes to the financial statements, including significant accounting policies. The financial reporting framework that has been applied in their preparation is applicable law and United Kingdom Accounting Standards, including Financial Reporting Standard 102 The Financial Reporting Standard applicable in the UK and Republic of Ireland (United Kingdom Generally Accepted Accounting Practice).

In our opinion the financial statements:

- give a true and fair view of the state of the charitable company's affairs as at 31 December 2022, and of its incoming resources and application of resources, including its income and expenditure, for the year then ended;
- have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice; and
- have been prepared in accordance with the requirements of the Companies Act 2006.

Basis for opinion

We conducted our audit in accordance with International Standards on Auditing (UK) (ISAs (UK)) and applicable law. Our responsibilities under those standards are further described in the Auditor's responsibilities for the audit of the financial statements section of our report. We are independent of the charitable company in accordance with the ethical requirements that are relevant to our audit of the financial statements in the UK, including the FRC's Ethical Standard, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Conclusions relating to going concern

In auditing the financial statements, we have concluded that the trustees' use of the going concern basis of accounting in the preparation of the financial statements is appropriate.

Based on the work we have performed, we have not identified any material uncertainties relating to events or conditions that, individually or collectively, may cast significant doubt on the charitable company's ability to continue as a going concern for a period of at least twelve months from when the financial statements are authorised for issue.

Our responsibilities and the responsibilities of the trustees with respect to going concern are described in the relevant sections of this report.

Other information

The other information comprises the information included in the trustees annual report, other than the financial statements and our auditor's report thereon. The trustees are responsible for the other information contained within the annual report. Our opinion on the financial statements does not cover the other information and, except to the extent otherwise explicitly stated in our report, we do not express any form of assurance conclusion thereon. Our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained in the course of the audit or otherwise appears to be materially misstated. If we identify such material inconsistencies or apparent material misstatements, we are required to determine whether this gives rise to a material misstatement in the financial statements themselves. If, based on the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact.

We have nothing to report in this regard.

Opinions on other matters prescribed by the Companies Act 2006

In our opinion, based on the work undertaken in the course of the audit:

- the information given in the trustees' report (incorporating the directors' report) for the financial year for which the financial statements are prepared is consistent with the financial statements; and
- the trustees' report has been prepared in accordance with applicable legal requirements.

REPORT OF THE INDEPENDENT AUDITORS TO THE MEMBERS OF PROTECT (WHISTLEBLOWING ADVICE) LIMITED

Matters on which we are required to report by exception

In the light of the knowledge and understanding of the charitable company and its environment obtained in the course of the audit, we have not identified material misstatements in the directors' report. We have nothing to report in respect of the following matters in relation to which the Companies Act 2006 requires us to report to you if, in our opinion:

- adequate accounting records have not been kept, or returns adequate for our audit have not been received from branches not visited by us; or
- the financial statements are not in agreement with the accounting records and returns; or
- certain disclosures of directors' remuneration specified by law are not made; or
- we have not received all the information and explanations we require for our audit; or
- the trustees were not entitled to prepare the financial statements in accordance with the small companies' regime and take advantage of the small companies' exemptions in preparing the directors' report and from the requirement to prepare a strategic report.

Responsibilities of trustees

As explained more fully in the trustees' responsibilities statement set out on page 17, the trustees (who are also the directors of the charitable company for the purposes of company law) are responsible for the preparation of the financial statements and for being satisfied that they give a true and fair view, and for such internal control as the trustees determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the trustees are responsible for assessing the charitable company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the trustees either intend to liquidate the charitable company or to cease operations, or have no realistic alternative but to do so.

Auditor's responsibilities for the audit of the financial statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs (UK) will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements. The specific procedures for this engagement and the extent to which these are capable of detecting irregularities, including fraud is detailed below:

- Enquiry of management and those charged with governance around actual and potential litigation and claims as well as actual, suspected and alleged fraud;
- Reviewing minutes of meetings of those charged with governance;
- Assessing the extent of compliance with the laws and regulations considered to have a direct material effect on the financial statements or the operations of the company through enquiry and inspection;
- Reviewing financial statement disclosures and testing to supporting documentation to assess compliance with applicable laws and regulations;
- Performing audit work over the risk of management bias and override of controls, including testing of journal entries and other adjustments for appropriateness, evaluating the business rationale of significant transactions outside the normal course of business and reviewing accounting estimates for indicators of potential bias.

Irregularities, including fraud, are instances of non-compliance with laws and regulations. We design procedures in line with our responsibilities, outlined above, to detect material misstatements in respect of irregularities, including fraud.

Because of the inherent limitations of an audit, there is a risk that we will not detect all irregularities, including those leading to a material misstatement in the financial statements or non-compliance with regulation. This risk increases the more that compliance with a law or regulation is removed from the events and transactions reflected in the financial statements, as we will be less likely to become aware of instances of non-compliance. The risk is also greater regarding irregularities occurring due to fraud rather than error, as fraud involves intentional concealment, forgery, collusion, omission or misrepresentation.

A further description of our responsibilities is available on the Financial Reporting Council's website at: <https://www.frc.org.uk/Our-Work/Audit/Audit-and-assurance/Standards-and-guidance/Standards-and-guidance-for-auditors/Auditors-responsibilities-for-audit/Description-of-auditors-responsibilities-for-audit.aspx>.

This description forms part of our auditor's report.

Use of our report

This report is made solely to the charitable company's members, as a body, in accordance with Chapter 3 of Part 16 of the Companies Act 2006. Our audit work has been undertaken so that we might state to the charitable company's members those matters we are required to state to them in an auditor's report and for no other purpose. To the fullest extent permitted by law, we do not accept or assume responsibility to anyone other than the charitable company and the charitable company's members as a body, for our audit work, for this report, or for the opinions we have formed.

John Howard (Senior Statutory Auditor)

Azets Audit Services

For and on behalf of Azets Audit Services

Statutory Auditor

2nd Floor, Regis House

45 King William Street

London

EC4R 9AN

Date: 05 June 2023

**STATEMENT OF FINANCIAL ACTIVITIES
(INCORPORATING AN INCOME AND EXPENDITURE ACCOUNT)
FOR THE YEAR ENDED 31 DECEMBER 2022**

	Notes	2022 Unrestricted £	2022 Restricted £	2022 Total funds £	2021 Total funds £
INCOME AND ENDOWMENTS FROM					
Donations and legacies	3	48,346	-	48,346	8,259
Charitable activities					
Business support and fundraising	4	200,013	-	200,013	230,626
Advice line		662,704	-	662,704	638,460
Investment income	5	1,865	-	1,865	262
Other income	6	57,926	-	57,926	-
Total		<u>970,854</u>	<u>-</u>	<u>970,854</u>	<u>877,607</u>
EXPENDITURE ON					
Charitable activities					
Business support and fundraising	7	271,977	-	271,977	257,981
Advice line		403,578	-	403,578	382,810
Public Education and Policy		131,601	-	131,601	124,827
Development and Growth		35,094	-	35,094	33,288
Total		<u>842,250</u>	<u>-</u>	<u>842,250</u>	<u>798,906</u>
NET INCOME		128,604	-	128,604	78,701
RECONCILIATION OF FUNDS					
Total funds brought forward		202,205	-	202,205	123,504
TOTAL FUNDS CARRIED FORWARD	17	<u>330,809</u>	<u>-</u>	<u>330,809</u>	<u>202,205</u>

**STATEMENT OF FINANCIAL POSITION
AT 31 DECEMBER 2022**

			2022 Total funds	2021 Total funds
	Notes		£	£
FIXED ASSETS				
Tangible assets	13		-	3,509
CURRENT ASSETS				
Debtors	14		243,977	226,248
Cash at bank			<u>590,071</u>	<u>441,266</u>
			834,048	667,514
CREDITORS				
Amounts falling due within one year	15		(503,239)	(468,818)
			<u>330,809</u>	<u>198,696</u>
NET CURRENT ASSETS				
			330,809	202,205
TOTAL ASSETS LESS CURRENT LIABILITIES			<u>330,809</u>	<u>202,205</u>
NET ASSETS			<u>330,809</u>	<u>202,205</u>
FUNDS	17			
Unrestricted funds			330,809	202,205
Restricted funds			<u>-</u>	<u>-</u>
TOTAL FUNDS			<u>330,809</u>	<u>202,205</u>

These financial statements have been prepared in accordance with the special provisions of Part 15 of the Companies Act 2006 relating to small charitable companies.

The financial statements were approved by the Board of Trustees on 15 April 2023 and were signed on its behalf by:

P V Boyle
P V Boyle -Trustee

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2022**

	Notes	2022 £	2021 £
Cash flows from operating activities:			
Cash generated from operations	19	<u>146,940</u>	<u>161,698</u>
Net cash provided by operating activities		<u>146,940</u>	<u>161,698</u>
Cash flows from investing activities:			
Interest received		<u>1,865</u>	<u>262</u>
Net cash provided by (used in) investing activities		<u>1,865</u>	<u>262</u>
Cash flows from financing activities:			
Capital repayments in year		<u>-</u>	<u>-</u>
Net cash provided by (used in) financing activities		<u>-</u>	<u>-</u>
Change in cash and cash equivalents in the reporting period		<u>148,805</u>	<u>161,960</u>
Cash and cash equivalents at the beginning of the reporting period		<u>442,266</u>	<u>279,306</u>
Cash and cash equivalents at the end of the reporting period		<u>590,071</u>	<u>441,266</u>

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2022

1. STATUTORY INFORMATION

Protect (Whistleblowing Advice) Limited is a charitable company, limited by guarantee, registered in England and Wales. The company's registered number and registered address can be found on the Reference and Administrative Details page.

2. ACCOUNTING POLICIES

Basis of Preparation

The financial statements have been prepared in accordance with Accounting and Reporting by Charities: Statement of Recommended Practice applicable to charities preparing their accounts in accordance with the Financial Reporting Standard applicable in the UK and Republic of Ireland (FRS 102) issued on 16 July 2014, the Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland (FRS 102), the Companies Act 2006 and UK Generally Accepted Practice as it applies from 1 January 2015.

The financial statements are prepared on a going concern basis under the historical cost convention, modified to include certain items at fair value. The financial statements are prepared in sterling which is the functional currency of the charity.

The significant accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to all years presented unless otherwise stated.

Public Benefit

The charitable company meets the definition of a public benefit entity under FRS 102.

Legal Status

The charity is a company limited by guarantee and has no share capital. The liability of each Trustee in the event of winding up is limited to £1.

Going Concern

After reviewing the charity's forecasts and projections and taking into account the economic conditions and possible changes in trading performance, the Trustees have a reasonable expectation that the charity has adequate resources to continue in operational existence for the foreseeable future. The charity therefore continues to adopt the going concern basis in preparing its financial statements.

Consequently, the trustees have a reasonable expectation that the company will have sufficient funds to continue to meet its liabilities as they fall due for the foreseeable future and therefore have prepared the financial statements on a going concern basis.

Fund Accounting

Unrestricted funds are available for use at the discretion of the Trustees in furtherance of the general objectives of the charity and which have not been designated for other purposes.

Designated funds comprise unrestricted funds that have been set aside by the Trustees for particular purposes. The aim and use of each designated fund is set out in the notes to the financial statements. The charity currently has no designated funds.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by donors or which have been raised by the charity for particular purposes. The cost of raising and administering such funds are charged against the specific fund. The aim and use of each restricted fund is set out in the notes to the financial statements.

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2022

2. ACCOUNTING POLICIES - continued

Income

All incoming resources are included in the Statement of Financial Activities (SoFA) when the charity is legally entitled to the income after any performance conditions have been met, the amount can be measured reliably and it is probable that the income will be received.

For donations to be recognised the charity will have been notified of the amounts and the settlement date in writing. If there are conditions attached to the donation and this requires a level of performance before entitlement can be obtained then income is deferred until those conditions are fully met or the fulfilment of those conditions is within the control of the charity and it is probable that they will be fulfilled.

For legacies, entitlement is taken as the earlier of the date on which either: the charity is aware that probate has been granted; the estate has been finalised and notification has been made by the executor(s) to the charity that the distribution will be made; or when a distribution is received from the estate. Receipt of a legacy, in whole or in part is only considered probable when the amount can be measured reliably and the charity has been notified of the executor's intention to make a distribution. Where legacies have been notified to the charity, or the charity is aware of the granting of probate, and the criteria for income recognition have not been met, then the legacy is treated as a contingent asset and disclosed if material.

Income from charitable activities represents net amounts receivable, excluding any value added tax. Where income relates to services to be provided over a number of years, income is matched to the service provision and income invoiced in advance is deferred to future years.

Donated professional services and donated facilities are recognised as income when the charity has control over the item; any conditions associated with the donated item have been met; the receipt of economic benefit from the use by the charity of the item is probable; and that economic benefit can be measured reliably. In accordance with the Charities SORP (FRS 102), volunteer time is not recognised so refer to the Trustees' annual report for more information about their contribution.

On receipt, donated gifts, professional services and donated facilities are recognised on the basis of the value of the gift to the charity which is the amount the charity would have been willing to pay to obtain services or facilities of equivalent economic benefit on the open market; a corresponding amount is then recognised in expenditure in the period of receipt.

Interest on funds held on deposit is included when receivable and the amount can be measured reliably by the charity; this is normally upon notification of the interest paid or payable by the bank.

Expenditure

All expenditure is accounted for on an accruals basis and has been classified under headings that aggregate all costs related to the category. Expenditure is recognised where there is a legal or constructive obligation to make payments to third parties, it is probable that the settlement will be required and the amount of the obligation can be measured reliably. It is categorised under the following heading:

Expenditure on charitable activities which includes costs in relation to Business Support and Fundraising; Advice Line; Public Education and Policy and Development and Growth.

Allocation and apportionment of costs

Resources expended that relate directly to specific activity are allocated solely to that activity. All other resources expended are allocated based on total staff time. Other resources expended and support costs are allocated to charitable activities based on total staff time.

Tangible fixed assets

Depreciation is provided at the following annual rates in order to write off the cost less estimated residual value of each asset over its estimated useful life.

Fixtures and fittings - 4 years straight line

Computer equipment - 4 years straight line

Assets that are expected to be of continuing use to the charity are capitalised at either their cost to the charity or, if donated, at their estimated market value. Assets with a value of less than £1,000 are expensed at the point of purchase. Assets are reviewed for impairment if circumstances indicate their carrying value may exceed their net realisable value and value in use.

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED

FOR THE YEAR ENDED 31 DECEMBER 2022

2. ACCOUNTING POLICIES - continued

Trade and other debtors

Trade and other debtors are measured at transaction price less any impairment.

Current asset investments

Current asset investments comprise cash deposits with an original maturity date of more than 3 months.

Cash and cash equivalents

Cash and cash equivalents in the balance sheet comprise cash at banks and in hand and short term deposits with an original maturity date of three months or less. For the purpose of the consolidated cash flow statement, cash and cash equivalents consist of cash and cash equivalents as defined above, net of outstanding bank overdrafts.

Trade and other creditors

Trade and other creditors are measured at their transaction price unless the arrangement constitutes a financing transaction in which case the transaction is measured at present value of future payments discounted at prevailing market rate of interest. Other financial liabilities are initially measured at fair value net of their transaction costs. They are subsequently measured at amortised cost using the effective interest method.

Leases

Assets acquired under finance leases are capitalised and depreciated over the shorter of the lease term and the expected useful life of the asset. Minimum lease payments are apportioned between the finance charge and the reduction of the outstanding lease liability using the effective interest method. The related obligations, net of future finance charges, are included in creditors.

Rentals payable and receivable under operating leases are charged to the SoFA on a straight line basis over the period of the lease.

Employee benefits

When employees have rendered service to the charity, short-term employee benefits to which the employees are entitled are recognised at the undiscounted amount expected to be paid in exchange for that service.

The charity operates a defined contribution plan for the benefit of its employees. Contributions are expensed as they become payable.

Taxation

The charitable company is considered to pass the tests set out in Paragraph 1 Schedule 6 Finance Act 2010 and therefore it meets the definition of a charitable company for UK corporation tax purposes. Accordingly, the charity is potentially exempt from taxation in respect of income or capital gains received within categories covered by Chapter 3 Part II Corporation Tax Act 2010 or Section 256 of the Taxation of Chargeable Gains Act 1992, to the extent that such income or gains are applied exclusively to charitable purposes.

Judgements and key sources of estimation uncertainty

The preparation of financial statements requires management to make judgements, estimates and assumptions about the carrying values of assets and liabilities that are not readily apparent from other sources. The estimates and underlying assumptions are based on historical experience and other factors that are considered to be relevant. Actual results may differ from these estimates.

The estimates and underlying assumptions are reviewed on a continuing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period, or in the period of the revision and future periods if the revision affects both current and future periods.

The Trustees consider that there are no significant judgements or estimates in the preparation of these financial statements

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2022**

3.	DONATIONS AND LEGACIES		2022	2021
			£	£
	Donations (unrestricted)		18,346	8,259
	Donations (restricted)		-	-
	Benefit in-kind		<u>30,000</u>	<u>-</u>
			<u>48,346</u>	<u>8,259</u>

In 2022 we benefited from pro bono support from trainee solicitors from Baker McKenzie and Howard Kennedy LLP who were seconded to us for 3 or 6 month placements. We estimate the value of this to be around £30,000 over the year. This arrangement allows us to provide our staff the opportunity to get litigation experience on secondment to law firms as part of their own training contracts.

4.	INCOME FROM CHARITABLE ACTIVITIES			2022	2021
		Activity	£	£	
	Incoming resources from charitable activities	Business support and fundraising	200,013	230,626	
	Incoming resources from charitable activities	Advice line	<u>662,704</u>	<u>638,460</u>	
			<u>862,717</u>	<u>869,086</u>	

5.	INVESTMENT INCOME			2022	2021
			£	£	
	Investment income		<u>1,865</u>	<u>262</u>	

6.	OTHER INCOME			2022	2021
			£	£	
	Grant income (Joseph Rowntree Charitable Trust)		<u>57,926</u>	<u>-</u>	

7.	CHARITABLE ACTIVITIES COSTS				
		Direct costs (See note 8)	Support costs (See note 9)	Totals	
		£	£	£	
	Business support and fundraising	245,369	26,608	271,977	
	Advice line	364,096	39,482	403,578	
	Public Education and Policy	118,726	12,875	131,601	
	Development and Growth	<u>31,661</u>	<u>3,433</u>	<u>35,094</u>	
		<u>759,852</u>	<u>82,398</u>	<u>842,250</u>	

NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2022

8. DIRECT COSTS OF CHARITABLE ACTIVITIES

	2022	2021
	£	£
Staff costs	618,645	592,067
Non-staff costs	<u>111,207</u>	<u>127,264</u>
	<u>729,852</u>	<u>719,331</u>

9. SUPPORT COSTS

	Management	Governance costs	Totals
	£	£	£
Business support and fundraising	14,275	12,333	26,608
Advice line	21,181	18,301	39,482
Public Education and Policy	6,907	5,968	12,875
Development and Growth	<u>1,842</u>	<u>1,591</u>	<u>3,433</u>
	<u>44,205</u>	<u>38,193</u>	<u>82,398</u>

10. NET INCOME/(EXPENDITURE)

Net income/(expenditure) is stated after charging/(crediting):

	2022	2021
	£	£
Depreciation - owned assets	3,509	4,274
Operating lease rentals	34,783	30,884
Auditor's remuneration - statutory audit	6,750	5,400
Auditor's remuneration - other services	<u>1,600</u>	<u>1,600</u>

Non-staff costs are made up of:

	2022	2021
	£	£
Premises	54,505	44,348
Communications	4,480	9,878
Depreciation	3,509	4,274
Training and library	8,233	10,950
Public relations and marketing	11,971	11,127
IT Upgrade	-	15,805
Office costs: Computer and photocopier	20,241	8,660
Other office expenses	8,153	6,272
Auditor's remuneration - statutory audit	6,750	5,400
Auditor's remuneration - non-audit services	1,600	1,600
Professional fees	30,000	-
Provision for bad debts	5,000	19,653
Other	<u>7,978</u>	<u>10,317</u>
	<u>162,420</u>	<u>148,284</u>

11. TRUSTEES' REMUNERATION AND BENEFITS

No Trustees received remuneration or other benefits during either the current or the prior year.

No Trustees received reimbursements for expenses during either the current or the prior year.

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2022**

12. STAFF COSTS

	2022 £	2021 £
Salaries and wages	581,762	566,032
Social security costs	52,275	52,148
Employer's contribution to defined contribution pension scheme	25,241	28,506
Other staff costs	20,552	13,936
	679,830	650,622

The average full-time employees' equivalent number during the year was 17.5 (2021: 16.9).

Employees remunerated in excess of £60,000 excluding employer's pension contributions are as follows:

	2022 No.	2021 No.
£60,001 to £70,000	2	2

The aggregate employer pension expense in relation to these employees was £7,044 (2021: £7,034).

Staff costs have been allocated on a percentage basis over the charitable activity cost headings.

The key management personnel comprises of the personnel given in the Report of the Trustees under Executive Officers. The total employee benefits of the key management personnel of the charitable company were £191,457 (2021: £173,257).

13. TANGIBLE FIXED ASSETS

	Fixtures and fittings £	Computer equipment £	Totals £
COST			
At 1 January 2022	22,888	36,402	59,290
Disposals	-	-	-
	22,888	36,402	59,290
At 31 December 2022	22,888	36,402	59,290
DEPRECIATION			
At 1 January 2022	19,379	36,402	55,781
Charge for year	3,509	-	3,509
Depreciation on disposals	-	-	-
	22,888	36,402	59,290
At 31 December 2022	22,888	36,402	59,290
NET BOOK VALUE			
At 31 December 2022	-	-	-
At 31 December 2021	3,509	-	3,509

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2022**

14. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade debtors	217,438	208,569
Other debtors	6,483	6,483
Prepayments and accrued income	<u>20,056</u>	<u>11,196</u>
	<u>243,977</u>	<u>226,248</u>

15. CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	2022	2021
	£	£
Trade creditors	8,326	19,870
Social security and other taxes	96,374	59,583
Accruals and deferred income	<u>398,539</u>	<u>389,365</u>
	<u>503,239</u>	<u>468,818</u>

Deferred income reconciliation:

	2022	2021
	£	£
Brought forward balance at 1 January	367,327	342,037
Amounts recognised as incoming resources in the year	(367,027)	(342,037)
Amount deferred at 31 December	<u>383,426</u>	<u>367,327</u>
	<u>383,426</u>	<u>367,327</u>

Deferred income consists of subscription income and income in relation to retainers and consultancy fees. An element of the income has been deferred at the year-end due to the subscription period spanning over the financial year end or the income having been received in advance.

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2022**

16. LEASING AGREEMENTS

Total minimum lease payments under non-cancellable operating leases fall due as follows:

	2022 £	2021 £
Within one year	32,772	32,772
Between one and five years	<u>73,594</u>	<u>106,366</u>
	<u>106,366</u>	<u>139,138</u>

The above commitment relates to the charity's office and the total commitment shown is for the length of the lease. Protect (Whistleblowing Advice) Limited can terminate the lease agreement at any time giving the landlord four months' notice in writing.

17. MOVEMENT IN FUNDS

	At 1/1/22 £	Net movement in funds £	At 31/12/22 £
Unrestricted funds			
General fund	202,205	128,604	330,809
Restricted funds	-	-	-
	<u>202,205</u>	<u>128,604</u>	<u>330,809</u>

Net movement in funds, included in the above are as follows:

	Incoming resources £	Resources expended £	Movement in funds £
Unrestricted funds			
General fund	940,854	(812,250)	128,604
	<u>940,854</u>	<u>(812,250)</u>	<u>128,604</u>

	Incoming resources £	Resources expended £	Movement in funds £
Restricted fund			
General fund	-	-	-
	<u>-</u>	<u>-</u>	<u>-</u>

TOTAL RESTRICTED FUNDS

**NOTES TO THE FINANCIAL STATEMENTS - CONTINUED
FOR THE YEAR ENDED 31 DECEMBER 2022**

18. PENSION COMMITMENTS

The company operates a defined contribution pension scheme. The assets of the scheme are held separately from those of the company in an independently administered fund. The pension cost charge represents contributions payable by the company to the fund. The amounts payable at year end was £3,111 (2021: £2,679) and is included in creditors under other tax and social security.

	2022 £	2021 £
Contributions payable by the company for the year	<u>25,241</u>	<u>28,506</u>

19. RECONCILIATION OF NET INCOME TO NET CASH FLOW FROM OPERATING ACTIVITIES

	2022 £	2021 £
Net income for the reporting period (as per the statement of financial activities)	128,604	78,701
Adjustments for:		
Depreciation charges	3,509	4,273
Interest received	(1,865)	(262)
Decrease in debtors	(17,729)	66,187
Increase in creditors	<u>34,421</u>	<u>12,799</u>
Net cash provided by operating activities	<u>146,940</u>	<u>161,698</u>

20. RELATED PARTY DISCLOSURES

There are no related party transactions to disclose for the current or the prior year.

21. ULTIMATE CONTROLLING PARTY

The company is considered to have no ultimate controlling party.



Protect is a registered Charity No.1025557.
Registered as a Company
limited by guarantee in England No. 2849833.
Registered office at
The Green House, 244-254 Cambridge Heath
Road, London E2 9DA.
Copyright © 2023 Protect. All rights reserved