

**Strategic Report, Report of the Directors and
Unaudited Financial Statements
for the Period
1 October 2024 to 31 March 2025
for
Sustainability West Midlands**

Sustainability West Midlands

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Sustainability West Midlands
Company Information
for the Period 1 October 2024 to 31 March 2025

DIRECTORS:

A Bassford
D K Kalirai
C A Pollard
H Smith
P Balu
A Bright
J R Gerrard
L H Harris
M Nazir
G O Oludotun
B D Boswell
I J Ford
A C Lovatt

REGISTERED OFFICE:

c/o Locke Williams Associates LLP
Studio 2
50-54 St Pauls Square
Birmingham
B3 1QS

REGISTERED NUMBER:

04390508 (England and Wales)

ACCOUNTANTS:

Locke Williams Associates LLP
Chartered Accountants
Studio 2
50-54 St Pauls Square
Birmingham
West Midlands
B3 1QS

Sustainability West Midlands
Strategic Report
for the Period 1 October 2024 to 31 March 2025

The directors present their strategic report for the period 1 October 2024 to 31 March 2025.

PRINCIPAL ACTIVITIES AND BUSINESS REVIEW

Our Vision for the West Midlands:

The West Midlands is leading in contributing to the national target of net zero greenhouse gas emissions by 2050 whilst addressing health inequality and driving inclusive growth.

Our Vision for our Business

Making the West Midlands region more sustainable, fairer and greener for all.

Our Mission

SWM is the first choice in providing sustainability advice to the leaders of the West Midlands. SWM is recognised by leaders in government, businesses, the public sector and third sector as the best organisation to go to for sustainability solutions and inspiration - to create new jobs, cut costs and carbon emissions, and improve health and wellbeing.

Our Values

Business led and business like - we seek and expect others to maintain personal and professional standards.

Creative and positive - we are always learning and looking for better ways of working with others.

Respectful - we respect nature's limits and the needs of future generations, we respect each other and celebrate our diversity so that everyone can give their best.

Our Role

Innovation: Using new ideas, technologies, services and processes to make positive changes quicker and more effectively.

Leadership: Leading by example and promoting the ideas and perspectives of influencers and policymakers who can inspire and make a difference.

Collaboration: Enabling the identification of partnerships and brokering connections between sectors to develop more powerful, sustainable solutions.

Celebrating success: Sharing good practice and promoting the achievements of our members and stakeholders and enabling these to be scaled up and applied elsewhere.

REVIEW OF BUSINESS 2024-25

This has been a hugely successful year for Sustainability West Midlands (SWM). We have increased our turnover by over 75% to £503,587 and made a surplus of £64,016. Our reserves have grown to £65,306.

We continue to deliver against our Business Plan to 2030 with ambitious targets for growth, providing focus on our key goals, and certainty for our board, staff and volunteers.

Sustainability West Midlands

Strategic Report for the Period 1 October 2024 to 31 March 2025

REVIEW OF BUSINESS 2023-24 - CONTINUED

We have developed a strong pipeline of projects, working with both existing and new customers. We continue to diversify our customer base, working with key organisations both within and outside the West Midlands. We delivered support to or on behalf of national organisations including Innovate UK and Kings College London. We sit on the Board of the Midlands Net Zero Hub and the Midlands Engine Green Growth Board. Working with CDP and on behalf of Midlands Net Zero Hub, we undertook an annual benchmark of Midlands local authority sustainability progress and performance. Across the Midlands geography we also contributed to a refresh of the Low Carbon Environmental Goods & Services Sector working with kMatrix on behalf of Midlands Net Zero Hub.

We continued to support the West Midlands Combined Authority (WMCA) through management of their West Midlands Net Zero Business Pledge, launched in partnership with the former Mayor in March 2021 and now with over 120 pledged organisations. We are the low carbon lead for the West Midlands Innovation Programme. We have also supported the WMCA with work on their Local Investment in Natural Capital (LINC) Project.

Our work on climate change adaptation has gone from strength to strength and we are supporting many local authorities in their approach to climate change adaptation including Coventry, Herefordshire, Gloucestershire, Oxfordshire, Lincolnshire, Malvern and Rugby councils, as well as the WMCA. Building on our existing work with the health sector on climate change adaptation, we have developed new partnerships with Trusts and ICBs in the North of England, and in Bath, Swindon and Wiltshire.

We have strengthened our support offer to businesses and have been working directly with several large businesses and SMEs, providing bespoke advice on sustainability including greenhouse gas reporting, waste management compliance and circularity, and communications. Projects commissioned by Aston University, Birmingham City University, Coventry University and the University of Warwick have also allowed us to provide training and support to businesses.

We have grown and diversified our membership to over 200 cross-sector organisations, with the greatest rate of growth being the private sector. We continue to work with The Crown Estate as a 'Supporting Member'.

We have grown our team by investing in new roles including Membership Manager and Project & Data Officer.

Sustainability West Midlands
Strategic Report
for the Period 1 October 2024 to 31 March 2025

FORWARD LOOK FOR 2025-26

We will strengthen our financial position and build on the foundations of pipeline development to deliver many new and exciting projects across the region, focussed both on climate change mitigation and adaptation, and will grow our team to do so. We will continue to provide support to partners such as the Midlands Net Zero Hub, the WMCA, Greater Birmingham Chambers of Commerce, and the Innovation Alliance for the West Midlands, as well as individual councils, education providers and businesses. We will support and increase our membership, particularly in under-represented sectors, and through improvements to our website and online platforms. We will support young people by providing placement opportunities for students and recent graduates, and the Young Director position on our board. We will work with our External Advisory Committee, who provide independent advice, on the direction and operation of our organisation. We will build on recent work on an Equalities, Diversity & Inclusion Action Plan and work with partners to improve our approach to ensure that our operations represent the diversity of the West Midlands and recognise the value of inclusion of people of all backgrounds. We hope to inspire others to champion diversity. We will publish the latest monitoring in relation to our Sustainability Roadmap to 2030 for the West Midlands and review data and performance on an ongoing basis. We will review our own environmental performance and will publish our Environmental Impact Report covering the period 2023/24/25

ON BEHALF OF THE BOARD:



A Bright - Director

3 December 2025

Sustainability West Midlands

Report of the Directors for the Period 1 October 2024 to 31 March 2025

The directors present their report with the financial statements of the company for the period 1 October 2024 to 31 March 2025.

DIRECTORS

The directors shown below have held office during the whole of the period from 1 October 2024 to the date of this report.


A Bassford
D K Kalirai
C A Pollard
H Smith
P Balu
A Bright
J R Gerrard
L H Harris
M Nazir
G O Oludotun

Other changes in directors holding office are as follows:

T Miller - resigned 3 December 2024
A Bloom - resigned 3 December 2024
B D Boswell - appointed 24 January 2025
I J Ford - appointed 9 January 2025
A C Lovatt - appointed 24 January 2025

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

ON BEHALF OF THE BOARD:



M Nazir - Director

3 December 2025

Sustainability West Midlands

Income Statement for the Period 1 October 2024 to 31 March 2025

	Notes	Period 1.10.24 to 31.3.25 £	Period 1.4.24 to 30.9.24 £
TURNOVER		503,587	232,493
Cost of sales		<u>91,292</u>	<u>40,603</u>
GROSS SURPLUS		412,295	191,890
Administrative expenses		<u>345,508</u>	<u>156,194</u>
		66,787	35,696
Other operating income		<u>569</u>	<u>-</u>
OPERATING SURPLUS		67,356	35,696
Interest payable and similar expenses		<u>397</u>	<u>223</u>
SURPLUS BEFORE TAXATION		66,959	35,473
Tax on surplus	4	<u>2,943</u>	<u>-</u>
SURPLUS FOR THE FINANCIAL PERIOD		<u>64,016</u>	<u>35,473</u>

The notes form part of these financial statements

Sustainability West Midlands (Registered number: 04390508)

**Balance Sheet
31 March 2025**

	Notes	31.3.25		30.9.24	
		£	£	£	£
FIXED ASSETS					
Tangible assets	5		3,258		3,728
CURRENT ASSETS					
Debtors	6	71,250		37,777	
Cash at bank		<u>155,900</u>		<u>77,578</u>	
		227,150		115,355	
CREDITORS					
Amounts falling due within one year	7	<u>161,662</u>		<u>74,800</u>	
NET CURRENT ASSETS			<u>65,488</u>		<u>40,555</u>
TOTAL ASSETS LESS CURRENT LIABILITIES			68,746		44,283
CREDITORS					
Amounts falling due after more than one year	8		<u>3,440</u>		<u>7,520</u>
NET ASSETS			<u><u>65,306</u></u>		<u><u>36,763</u></u>
RESERVES					
Income and expenditure account	9		<u>65,306</u>		<u>36,763</u>
			<u><u>65,306</u></u>		<u><u>36,763</u></u>

The company is entitled to exemption from audit under Section 477 of the Companies Act 2006 for the period ended 31 March 2025.

The members have not required the company to obtain an audit of its financial statements for the period ended 31 March 2025 in accordance with Section 476 of the Companies Act 2006.

The directors acknowledge their responsibilities for:

- (a) ensuring that the company keeps accounting records which comply with Sections 386 and 387 of the Companies Act 2006 and
- (b) preparing financial statements which give a true and fair view of the state of affairs of the company as at the end of each financial year and of its surplus or deficit for each financial year in accordance with the requirements of Sections 394 and 395 and which otherwise comply with the requirements of the Companies Act 2006 relating to financial statements, so far as applicable to the company.

The financial statements have been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

The financial statements were approved by the Board of Directors and authorised for issue on 3 December 2025 and were signed on its behalf by:



M Nazir - Director

The notes form part of these financial statements

Sustainability West Midlands

Notes to the Financial Statements for the Period 1 October 2024 to 31 March 2025

1. STATUTORY INFORMATION

Sustainability West Midlands is a private company, limited by guarantee, registered in England and Wales. The company's registered number and registered office address can be found on the Company Information page.

The presentation currency of the financial statements is the Pound Sterling (£).

2. ACCOUNTING POLICIES

Basis of preparing the financial statements

These financial statements have been prepared in accordance with Financial Reporting Standard 102 "The Financial Reporting Standard applicable in the UK and Republic of Ireland" including the provisions of Section 1A "Small Entities" and the Companies Act 2006. The financial statements have been prepared under the historical cost convention.

Going concern

The company is reliant on revenue from project work, which is naturally variable in its size and timing. In making their assessment of going concern, the directors have reviewed the company's forecasts and project work for the coming year and, on an assessment of reasonable expectation of project work to be won, have concluded that the company will have adequate resources to continue in operational existence for the foreseeable future.

Turnover

Turnover is measured at the fair value of the consideration received or receivable, excluding discounts, rebates, value added tax and other sales taxes.

Income recognised as follows:

- a) Funding which is specifically attributable to a project is recognised in the period in which the relevant expenditure relating to that project is incurred.
- b) General core funding, which is not specifically attributable to a project, is recognised in the period in which it is received

Tangible fixed assets

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

Computer equipment - 20% on cost

All assets with a cost of over £500 are capitalised.

Sustainability West Midlands

Notes to the Financial Statements - continued for the Period 1 October 2024 to 31 March 2025

2. ACCOUNTING POLICIES - continued

Financial instruments

Financial instruments are recognised in the company's balance sheet when the company becomes party to the contractual provisions of the instrument.

Financial assets and liabilities are offset, with the net amounts presented in the financial statements, when there is a legally enforceable right to set off the recognised amounts and there is an intention to settle on a net basis or to realise the asset and settle the liability simultaneously.

Basic financial assets

Basic financial assets, which include debtors and cash and bank balances, are initially measured at transaction price including transaction costs and are subsequently carried at amortised cost using the effective interest method unless the arrangement constitutes a financing transaction, where the transaction is measured at the present value of the future receipts discounted at a market rate of interest. Financial assets classified as receivable within one year are not amortised.

Basic financial liabilities

Basic financial liabilities, including creditors, bank loans, loans from fellow group companies and preference shares that are classified as debt, are initially recognised at transaction price unless the arrangement constitutes a financing transaction, where the debt instrument is measured at the present value of the future payments discounted at a market rate of interest. Financial liabilities classified as payable within one year are not amortised.

Debt instruments are subsequently carried at amortised cost, using the effective interest rate method.

Trade creditors are obligations to pay for goods or services that have been acquired in the ordinary course of business from suppliers. Amounts payable are classified as current liabilities if payment is due within one year or less. If not, they are presented as non-current liabilities. Trade creditors are recognised initially at transaction price and subsequently measured at amortised cost using the effective interest method.

Taxation

Taxation for the period comprises current and deferred tax. Tax is recognised in the Income Statement, except to the extent that it relates to items recognised in other comprehensive income or directly in equity.

Current or deferred taxation assets and liabilities are not discounted.

Current tax is recognised at the amount of tax payable using the tax rates and laws that have been enacted or substantively enacted by the balance sheet date.

Deferred tax

Deferred tax is recognised in respect of all timing differences that have originated but not reversed at the balance sheet date.

Timing differences arise from the inclusion of income and expenses in tax assessments in periods different from those in which they are recognised in financial statements. Deferred tax is measured using tax rates and laws that have been enacted or substantively enacted by the period end and that are expected to apply to the reversal of the timing difference.

Unrelieved tax losses and other deferred tax assets are recognised only to the extent that it is probable that they will be recovered against the reversal of deferred tax liabilities or other future taxable profits.

Pension costs and other post-retirement benefits

The company operates a defined contribution pension scheme and the pension charge represents the amounts payable by the company to the fund in respect of the year. The assets of the scheme are held separately from those of the company in independently administered funds.

Sustainability West Midlands

Notes to the Financial Statements - continued for the Period 1 October 2024 to 31 March 2025

3. EMPLOYEES AND DIRECTORS

The average number of employees during the period was 8 (2024 - NIL).

4. TAXATION

Analysis of the tax charge

The tax charge on the surplus for the period was as follows:

	Period 1.10.24 to 31.3.25 £	Period 1.4.24 to 30.9.24 £
Current tax:		
UK corporation tax	<u>2,943</u>	-
Tax on surplus	<u>2,943</u>	-

5. TANGIBLE FIXED ASSETS

		Computer equipment £
COST		
At 1 October 2024		12,266
Additions		<u>1,429</u>
At 31 March 2025		<u>13,695</u>
DEPRECIATION		
At 1 October 2024		8,015
Charge for period		<u>2,422</u>
At 31 March 2025		<u>10,437</u>
NET BOOK VALUE		
At 31 March 2025		<u>3,258</u>
At 30 September 2024		<u>4,251</u>

6. DEBTORS: AMOUNTS FALLING DUE WITHIN ONE YEAR

	31.3.25 £	30.9.24 £
Trade debtors	70,254	35,835
Other debtors	<u>996</u>	<u>1,942</u>
	<u>71,250</u>	<u>37,777</u>

Sustainability West Midlands

Notes to the Financial Statements - continued for the Period 1 October 2024 to 31 March 2025

7.	CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	31.3.25	30.9.24
		£	£
	Bank loans and overdrafts	8,109	8,009
	Payments on account	52,180	-
	Trade creditors	11,524	10,383
	Taxation and social security	35,615	24,130
	Other creditors	<u>54,234</u>	<u>32,278</u>
		<u>161,662</u>	<u>74,800</u>
8.	CREDITORS: AMOUNTS FALLING DUE AFTER MORE THAN ONE YEAR	31.3.25	30.9.24
		£	£
	Bank loans	<u>3,440</u>	<u>7,520</u>
9.	RESERVES		Income and expenditure account £
	At 1 October 2024		1,290
	Surplus for the period		<u>64,016</u>
	At 31 March 2025		<u>65,306</u>
10.	LIMITED BY GUARANTEE		
	<p>The company is a private company limited by guarantee and consequently does not have share capital. Each of the members is liable to contribute an amount not exceeding £1 towards the assets of the company in the event of liquidation</p>		

Sustainability West Midlands

Detailed Income and Expenditure Account for the Period 1 October 2024 to 31 March 2025

	Period 1.10.24 to 31.3.25		Period 1.4.24 to 30.9.24	
	£	£	£	£
Turnover				
Sales	499,587		232,493	
Grants	<u>4,000</u>		<u>-</u>	
		503,587		232,493
 Cost of sales				
Events costs	11,492		5,000	
Design, Printing and Website	240		240	
Consultancy	<u>79,560</u>		<u>35,363</u>	
		<u>91,292</u>		<u>40,603</u>
 GROSS SURPLUS		412,295		191,890
 Other income				
Sundry receipts		<u>569</u>		<u>-</u>
		412,864		191,890
 Expenditure				
Rent, rates and water	10,475		5,225	
Insurance	3,245		1,528	
Salaries and social security	278,471		127,390	
Staff pension contributions	16,085		7,171	
Travel and subsistence	6,063		2,094	
Printing, stationery and postage	680		463	
Other office administrative expenses	9,460		5,553	
Staff training	2,652		-	
Recruitment Costs	454		254	
Membership fees	979		601	
Sundry expenses	911		589	
Payroll & bookkeeping	1,278		580	
Legal & professional fees	4,376		634	
Finance Director support	7,920		3,960	
Depreciation of tangible fixed assets				
Computer equipment	2,422		-	
Entertainment	<u>-</u>		<u>152</u>	
		<u>345,471</u>		<u>156,194</u>
		67,393		35,696
 Finance costs				
Bank charges	37		-	
Bank loan interest	<u>397</u>		<u>223</u>	
		<u>434</u>		<u>223</u>
 NET SURPLUS		<u>66,959</u>		<u>35,473</u>

This page does not form part of the statutory financial statements