FINDHORN, NAIRN & LOSSIE RIVERS TRUST

FINANCIAL STATEMENTS

YEAR ENDED

MARCH 31ST 2023

SCOTTISH CHARITY NUMBER: SC040152

COMPANY NUMBER: SC350687

ANNE A. LAING Chartered Accountants ELGIN

FINDHORN, NAIRN & LOSSIE RIVERS TRUST SCOTTISH CHARITY NUMBER: SC040152 COMPANY NUMBER: SC350687

CONTENTS

Directors and Professional Advisers	<u>Page</u>
Directors' Report	1
Statement of Directors' Responsibilities	2 to 5
Independent Accountant's Report	6
Statement of Financial Activities	7
Balance Sheet	8
Statement of Cashflows	9
Notes to the Accounts	10
	11 to 13

FINDHORN, NAIRN & LOSSIE RIVERS TRUST SCOTTISH CHARITY NUMBER: SC040152 COMPANY NUMBER: SC350687 OFFICIALS AND PROFESSIONAL ADVISERS

DIRECTORS

Hon. Mark Laing, Chairman

Jamie Whittle Roy Dennis Frank Clark

Alasdair Laing OBE DL Marcus Braithwaite-Exley

Andrew Wallace Alex Leven Crinan Dunbar Alex Rose

COMPANY SECRETARY

R&R Urquhart, Solicitors

REGISTERED OFFICE

R&R Urquhart, Solicitors 117-121 High Street FORRES IV36 1AB

PRINCIPLE OFFICE

Fisheries Office Logie Steading Dunphail FORRES

Moray IV36 2QN

INDEPENDENT EXAMINER

Roy J Laing MAAT

ACCOUNTANT

Anne A Laing

Chartered Accountant Lavona, Calcots

ELGIN IV30 8NB

BANKERS

Royal Bank of Scotland

20 High Street NAIRN IV12 4AY

RECOGNISED CHARITY NUMBER

SC040152

COMPANY NUMBER

SC350687

FINDHORN, NAIRN & LOSSIE RIVERS TRUST SCOTTISH CHARITY NUMBER: SC040152 COMPANY NUMBER: SC350687 DIRECTORS' REPORT

1. Introduction

The Findhorn, Nairn and Lossie Fisheries Trust was incorporated as a company limited by guarantee on 31st October 2008. Its Charity status was granted on the 18st December 2008. Since this date the Trust has been successfully pursuing its charitable objectives. The name was changed to Findhorn, Nairn & Lossie Rivers Trust on 12th April 2021.

2. Governance and Management

Membership of the Trust consists of representatives of the Findhorn, Nairn and Lossie District Salmon Fishery Boards (DSFB), the local councils, the local angling associations, SNH, SEPA, and those with an interest in fisheries and river management. The Trust's Board meets three times per year, in addition to the AGM.

- (a)Governing documents: Memorandum of Association, Articles of Association. Company limited by guarantee
- (b)Appointment of Directors: The Findhorn DSFB is entitled to nominate two Directors to the Board. The Nairn DSFB, Lossie DSFB, the Forres and Nairn Angling Associations and the Elgin and District Angling Association are each entitled to nominate one Director to the Board. The membership is entitled to nominate six Directors to the Board. At each AGM, one-third of the Directors must retire by rotation. The Directors to retire by rotation shall be those who have been longest in office since their last appointment. As between those Directors who became or were appointed on the same day those to retire shall (unless they otherwise agree among themselves) be determined by lot.
- (c)Induction and training of Directors: Upon election or appointment, new Directors must sign a statement that they have received the Articles and Memorandum of Association. The Articles and Memorandum detail their roles, responsibilities and legal obligations. Directors will already have expertise in fisheries and/or river management.
- (d)Organisational and decision-making structure: The Board makes policy decisions and any decision involving a substantial cost. Board members and Ordinary members may vote at AGMs. Associate Members may attend AGMs but are not entitled to vote. The Articles of Association lay out clear procedures for Members to declare an interest in a particular topic, in which case they are not entitled to vote on it. Day-to-day operating decisions are made by the Director, Administrator and Chairman.
- (e) and (f) Wider network and related parties: The Trust is a member of Fisheries Management Scotland, the representitive body for Scotland's network of District Salmon Fishery Boards and Rivers and Fisheries Trusts. FMS works very closely with the Scottish Government. The Trust liaises regularly with the Nairn DSFB and continues to work in very close co-ordination with the Findhorn and Lossie DSFB.' Indeed the Chairman, Director and Administrator of the Trust attend both DSFB meetings. The director provides scientific advice and the Administrator provides administrative support to the DFBs.
- (g)The Charity has reviewed its financial risks, security risks at the office and health and safety risks on the rivers and has taken the necessary precautions, including taking out an appropriate insurance policy.

FINDHORN, NAIRN & LOSSIE RIVERS TRUST SCOTTISH CHARITY NUMBER: SC040152 COMPANY NUMBER: SC350687 DIRECTORS' REPORT (CONTINUED)

3. Objective and Activities

These are as follows:

a)The Trust's objectives are:

To conserve and restore all species of native freshwater fish and improve their habitats, and

To advance the education and understanding of the river environment and river catchment management.

The Trust thus has a broad remit and works in close co-ordination with both DSFBs and with the angling associations on the threee rivers, local councils, SEPA and SNH.

The Trust undertakes and commissions research on the state of the river and the fish, coordinates projects for the improvement of the river such as obstacle removal, supports and coordinates water bailiff efforts, supports and co-ordinates predator control measures and the control of INNS.

b)Main objectives for the Year:

FNLRT operates in a hybrid working fashion with staff working from home, at the FNLRT office or in the field as appropriate. Staff continue to comply with the latest guidelines with regard to Covid-19.

A juvenile fish surveys were undertaken on the Findhorn Mainstem, results indicated a good salmon population. Assistance was provided to the Spey Fishery Board to help them complete the Atlantic Salmon Trust smolt

tagging project. School sessions were suspended.

FNLRT significant activities carried out in accordance with the Management Plan.

Project work on the Findhorn Watershed Initiative, a FNLRT led multi-generational landscape-scale vision to restore a mosaic of nature-rich habitats, inspire a local culture of nature connection, and enable a thriving nature-based economy.

Project work on the control of Invasive Non-Native species (INNS) of plants and animals continued through the SISI project with a Project Officer appointed.

Additionally, INNS on the Lossie was treated with funding from Crown Estate Scotland and MEDCO.

Funding for INNS control was received from Moray Council.

Monitoring & reporting of licenced and unlicenced riverworks is ongoing.

Monitoring of wind farms, flood alleviation schemes and road upgrades continued.

Managing of the river bailiffing team under the guidance of the Director continued.

c) Strategy for achieving these objectives:

Supervise and co-ordinate the INNS control programme, liaising with riparian owners, contractors volunteers and members of the local community. Seek additional funding to expand the project.

Develop projects to meet the aims of the FNLRT Management Plan and seek appropriate funding sources to facilitate.

Conduct monitoring activities, both routine and for specific developments, to assess changes in fish populations in partnership with the DSFBs.

Participate in the Moray Firth Predator Management Group undertaking regular counts and control measures. Hold regular meetings or communications with DSFBs, bailiffs, SEPA, SNH and other stakeholders.

d) Details of significant activities:

Launch of the Findhorn Watershed Initiative Project, a catchment scale restoration project for the Upper Findhorn. Funding secured from the Just Transition Fund and Nature Restoration Fund

The Trust gained additional funding and staff through the Scottish Invasive Species Initiative (SISI),

Project Officer and Volunteer/Communications Officer to control invasive plants and mink.

Funding from Crown Estate and MEDCO was obtained to expand control of INNS plants along the Funding from Moray Council was obtained to facilitate INNS control

The Director worked in partnership with the DSFBs to respond to development consultations and Windfarm and other developments continued.

Collection and analysis of rod catch data, scale samples and other fishery data continued.

- e) The charity does not offer grants.
- f) The charity does not make investments.
- g) A number of volunteers assisted the Trust with INNS and mink control and there has been a significant commitment from the Chairman and other Directors.

FINDHORN, NAIRN & LOSSIE RIVERS TRUST SCOTTISH CHARITY NUMBER: SC040152 COMPANY NUMBER: SC350687 DIRECTORS' REPORT (CONTINUED)

4. Achievements and Performance

The Trust's achievements and performance may be summarised as follows:

- a) The Trust is now working in full co-operation with both District Salmon Fishery Boards.
 And the Administrator is also administrator to both the Findhorn and LossieFisheries Boards
- Control of INNS and mink continues on all three rivers and predator management strategies are now functioning more effectively.
- c) The Trust provides scientific advice to the DSFBs and is consulted on major developments such as windfarms, Flood alleviation schemes and infrastructure improvements.
- d) Fundraising activities: The Trust raised £7,173 in donations.
- e) Fundraising activities: The Trust continues to operate an angler contribution scheme.
- f) No material investments are held.
- g) Factors relevant to achievement of objectives: Both DSFBs and the FNLFT continue to work effectively together.

5. Financial Review

- . Review of financial position:
 - a) The Trust produced a deficit of £5,225 (2022 deficit £8,773) in un-restricted funds and has a surplus of £24,208 in restriced funds in the year to 31st March 2023.
 - b) Any funds materially in deficit: none
 - c) Principle funding sources
 - i. Contributions from the Findhorn DSFB and the Lossie DSFB £29,390 (2022 £29,590)
 - ii. Grants and project income £287,912 of which £185,860 was restricted (2022 £85,831 un-restricted)
 - iii. Donations £7,1743 (2022 £5,149)
 - d) Material investments: none

6. Key Objectives

Expenditure during the year has supported the key objectives of the charity
The key objectives of the Trust are to conserve and restore all species
of native freshwater fish and improve their habitats, and to advance the education and
understanding of the river environment and river catchment management.

All costs of Generating Funds were used to support, administer and co-ordinate these activities.

FINDHORN, NAIRN & LOSSIE RIVERS TRUST SCOTTISH CHARITY NUMBER: SC040152 COMPANY NUMBER: SC350687 DIRECTORS' REPORT (CONTINUED)

7. Plans for Future Periods

Fisheries Management Plans for the rivers 2021-26 approved by FNLRT & DSFBs to inform the Trust's choice of projects for future years. Projects to reduce the effects of climate change will be prioritised. Control of non-native species and predators will continue and funding sought to continue these projects. Barrier removal in the River Lossie catchment will be a long term objective. Funding opportunities will continue to be identified.

8. Funds Held as Custodian Trustee

The Trust held monies on behalf of the Moray Firth Predator Management Group. This group was formed in Spring 2010 to investigate and manage the interactions between piscivorous birds and salmonids. To date, the group has had no additional income and has incurred no expenses. Thus there is no need for arrangements for segregating funds. When the Group becomes more active, the Trust plans to devise such arrangements. This fund was returned in the financial year to 31st March 2023

9. Conclusion

The Trust continues to progress its charitable objectives, while producing a small deficit. The Director continues to carry out a very broad range of work in the catchment areas of the three rivers.

Hon. Mark Laing, Chairman

28t Sept 2023

FINDHORN, NAIRN & LOSSIE RIVERS TRUST SCOTTISH CHARITY NUMBER: SC040152 COMPANY NUMBER: SC350687 STATEMENT OF DIRECTORS' RESPONSIBILITIES

FINANCIAL STATEMENTS

The Directors have pleasure in presenting their report and the financial statements of the Company for the year ended March 31st 2023.

The financial statements comply with the Charities and Trustee Investment (Scotland) Act 2005, the the Charities Accounts (Scotland) Regulations 2006 (as amended), the Companies Act 2006, the Memorandum and Articles of Association, and 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 (FRS 102).

In preparing these financial statements the officials are required to:

- select suitable accounting policies and apply them consistently
- b. make judgements and estimates that are reasonable and prudent; and
- prepare the financial statements on a going concern basis, unless it is inappropriate to do so
 on the grounds that the charity is unlikely to continue in existence.

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

DIRECTORS

The Directors who served the Company during the year were as follows:

Hon. Mark Laing, Chairman
Jamie Whittle
Roy Dennis
Frank Clark
Alasdair Laing OBE DL
Marcus Braithwaite-Exley
Andrew Wallace
Alex Leven
Crinan Dunbar
Alex Rose

SMALL COMPANY PROVISION

This report has been prepared in accordance with the provisions applicable to companies subject to the small companies regime.

Registered office:
R&R Urquhart, Solicitors
117-121 High Street
FORRES IV36 1AB

Signed by order of the Directors

Hon, Mark Laing, Chairmar

Approved by the Directors on 23 Septules 2023

INDEPENDENT ACCOUNTANT'S REPORT TO THE MEMBERS OF FINDHORN, NAIRN & LOSSIE RIVERS TRUST SCOTTISH CHARITY NUMBER: SC040152 COMPANY NUMBER: SC350687 YEAR ENDED MARCH 31ST 2023

Independent Examiner's Report to the Directors of Findhorn, Nairn and Lossie Fisheries Trust

I report on the Accounts of the Charity for the year ended 31 March 2023 which are set out on pages 8 to 13.

RESPECTIVE RESPONSIBILITIES OF DIRECTORS AND INDEPENDENT EXAMINER

The charitable company's directors are responsible for the preparation of the accounts in accordance with the terms of the Charities and Trustees Investment (Scotland) Act 2005 and the Charities Accounts (Scotland) Regulations 2006 (as amended) and the Companies Act 2006, the Memorandum and Articles of Association, and 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 (FRS102). The charitable company's directors consider that the audit requirement of Regulation 10 (1) (a) to (c) of the Accounts Regulations does not apply. It is my responsibility to examine the accounts as required under section 44 (1) (c) of the Act and to state whether particular matters have come to my attention.

BASIS OF INDEPENDENT EXAMINER'S STATEMENT

My examination is carried out in accordance with Regulation 11 of the Charities Accounts (Scotland) Regulations 2006 (as amended). An examination includes a review of the accounting records kept by the charitable company and a comparison of the accounts presented with those records. It also includes consideration of any unusual items or disclosures in the accounts, and seeking explanations from the directors concerning any such matters. The procedures undertaken do not provide all the evidence that would be required in an audit, and consequently I do not express an audit opinion on the view given by the accounts.

INDEPENDENT EXAMINER'S STATEMENT

In the course of my examination, no matter has come to my attention:

- (1) which gives me reasonable cause to believe that in any material respect the requirements :
 - to keep accounting records in accordance with Section 44(1) (a) of the 2005 Act and Regulation 4 of the 2006 Accounts Regulations, and
 - to prepare accounts which accord with the accounting records and comply with Regulation 8 of the 2006 Accounts Regulation

have not been met, or

(2) to which, in my opinion, attention should be drawn in order to enable a proper understanding of the accounts to be reached.

Roy J Laing MAAT, (partner in the firm of)

Anne A. Laing, Chartered Accountants Lavona, Calcots, ELGIN, Moray IV30 8NB

Date 16-10-23

FINDHORN, NAIRN & LOSSIE RIVERS TRUST SCOTTISH CHARITY NUMBER: SC040152 COMPANY NUMBER: SC350687 STATEMENT OF FINANCIAL ACTIVITIES (INCLUDING INCOME AND EXPENDITURE ACCOUNT) YEAR ENDED MARCH 31ST 2023

STATEMENT OF FINANCIAL ACTIVITIES

		UNRESTRICTED FUNDS 2023	RESTRICTED FUNDS 2023	TOTAL FUNDS 2023 £	TOTAL FUNDS 2022 £
INCOMING RESOURCES	Note				
Charitable Activities	3, 4 & 5	36,563	0	36,563	34,769
Investment income	6	20	0	20	13
Grants and project income	7	102,052	185,860	287,912	85,831
Total incoming resources		138,635	185,860	324,495	120,613
RESOURCES EXPENDED					
Charitable activities	8, 9 & 10	143,860	161,652	305,512	129,386
Total resources expended		143,860	161,652	305,512	129,386
Net (outgoing)/incoming resources		(5,225)	24,208	18,983	(8,773)
Transfers between funds		0	0	0	0
NET MOVEMENT IN FUNDS					
Fund balances as at March 31st 2022		38,901	0	38,901	47,674
Fund balances as at March 31st 2023		33,676	24,208	57,884	38,901

FINDHORN, NAIRN & LOSSIE RIVERS TRUST SCOTTISH CHARITY NUMBER: SC040152 COMPANY NUMBER: SC350687 BALANCE SHEET AS AT MARCH 31ST 2023

	Note	<u>2023</u> £	<u>2022</u> £
FIXED ASSETS	12	7,324	9,764
CURRENT ASSETS Bank Debtors and prepayments	13	51,273 112,800 164,073	60,530 12,970 73,500
CURRENT LIABILITIES Creditors and accruals	14	107,169	33,019
NET CURRENT ASSETS		56,904	40,481
CREDITORS DUE AFTER ONE YEAR	15	6,344	11,344
TOTAL ASSETS		57,884	38,901
REPRESENTED BY RESERVES Restricted Funds		24,208	0
Unrestricted Funds		33,676 57,884	38,901 38,901

The Directors

- 1 confirm that for the year ended March 31st 2023 the Company was entitled to exemption from audit under section 477 of the Companies Act 2006 relating to small companies.
- 2 confirm that the members have not required the Company to obtain an audit of its accounts for the year in question in accordance with section 476 of the Companies Act 2006,
- 3 acknowledge their responsibility for:
 - (a) ensuring that the company keeps accounting records which comply with section 386; and
 - (b) preparing accounts which give a true and fair view of the state of affairs of the Company as at the end of the financial year and of its profit for the 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 accounts, so far as applicable to the Company.

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

The financial statements on pages 8 to 13 were approved by the Board of Directors on 21x August 2023 and signed on its behalf by

Hon. Mark Laing, Chairman

FINDHORN, NAIRN & LOSSIE RIVERS TRUST SCOTTISH CHARITY NUMBER: SC040152 COMPANY NUMBER: SC350687

STATEMENT OF CASHFLOWS FOR THE YEAR ENDED 31 MARCH 2023

	2023 £		2022 £
Cash flows from operating activities Net income/expenditure Adjustment for depreciation	18,983 4,883		(8,773) 4,883
Decrease/(increase) in debtors (99,830 Increase/(decrease) in creditors 69,15	•	5,833 (4,650)	
Cash generated from operations	(30,680)		1,183
Net (decrease)/increase in cash and cash equivalents	(6,814)		(2,707)
Cash and cash equivalents at 31st March 2022	60,530		63,237
Cash and cash equivalents at 31st March 2023	53,716		60,530
Cash and cash equivalents consist of: Cash at bank and in hand	53,716		60,530

FINDHORN, NAIRN & LOSSIE RIVERS TRUST SCOTTISH CHARITY NUMBER: SC040152 COMPANY NUMBER: SC350687 NOTES TO THE FINANCIAL STATEMENTS YEAR ENDED MARCH 31ST 2023

1 GENERAL INFORMATION

The company is a charity and limited by guarantee. It is registered and incorporated in Scotland. The registered office and charity registered address is: R & R Urquhart, Solicitors 117-121 High Street, FORRES, IV36 1AB and it's principle address is Fisheries Office, Logie Steading, Dunphail, FORRES, IV36 2QN.

2 ACCOUNTING POLICIES

Basis of accounting

The financial statements have been prepared under the historical cost convention, and in accordance with the Financial Reporting Standard for Smaller Entities and with the Statement of Recommended Practice 2005 - Accounting by Charities including the 2006 Regulations for preparing charity accounts.

Income and expenditure

Income has been taken account of using an accruals basis, with pledges, covenants and recoverables being accounted for in the period they relate to, rather than when received. Expenditure has been similarly charged to the revenue account.

Charitable Expenditure

Direct charitable expenditure includes all expenditure incurred on grants awarded or on other schemes run in pursuance of the Charity's objectives. The direct costs of supporting these activities, including staff, establishment and other overhead costs are included as support costs under this heading.

Depreciation

Depreciation has been provided at the following rates calculated to write off the assets over their estimated useful lives:
Motor & equipment 25% reducing balance

	wotor & equipment	25 /6 reducing balance			
		Unresticted <u>2023</u>	Resticted 2023 £	TOTAL 2023 £	<u>2022</u> £
3	INCOME FROM FUNDRAISING All income was used for charitable activities.	0	0	0	0
4	INCOME FROM Donations All income was used for charitable activities.	7,173	0	7,173	5,179
5	INCOME FROM DSFB CONTRIBUTIONS	29,390	0	29,390	29,590
6	INVESTMENT INCOME The investment income is bank interest received.	20	0	20	13
7	GRANTS AND PROJECT INCOME	£ 102,052	£ 185,860	£ 287,912	£ 85,831

FINDHORN, NAIRN & LOSSIE RIVERS TRUST SCOTTISH CHARITY NUMBER: SC040152 COMPANY NUMBER: SC350687 NOTES TO THE FINANCIAL STATEMENTS CONTINUED

YEAR ENDED MARCH 31ST	2023
-----------------------	------

	Anticonstitution of the state o	UNRESTRICTED R	RESTRICTED	TOTAL	TOTAL
		FUNDS	FUNDS	FUNDS	FUNDS
		<u>2023</u>	2023	2023	2022
		£			
8	COSTS FOR CHARITABLE ACTIVITIES (1)	-			
_	Just Transition	0	118,765	118,765	0
	Nature Restoration	Ō	42,887	42,887	Ō
	INNS	3,834	0	3,834	4,296
	INNS -SISI	58,541	Ō	58,541	39,920
	Contract expenditures	267	Õ	267	5,582
	Education	0	ő	0	0,002
	Fund Raising Expenses	Ô	Ö	Ö	20
	Wages - Regular	53,306	Ö	53,306	52,641
	Employers Pensions	5,657	ő	5,657	5,616
	Entriplicy of the Control of the Con	121,605	161,652	283,257	108,075
		12000	101,002	200,201	100,070
9	COSTS FOR CHARITABLE ACTIVITIES (2)				
•	Subscriptions	2,075	0	2,075	1,250
	Local Projects	797	Ō	797	828
	Rent	3,300	Ō	3,300	2,962
	Premises Insurance	3,580	Ō	3,580	2,914
	Electricity	682	Õ	682	589
	Staff Training	0	Ō	0	298
	Postage and Carriage	32	Ō	32	8
	Telephone	448	Ō	448	481
	Broadband and website hosting	1,261	0	1,261	1,033
	Office Stationery	498	Ŏ	498	613
	Miscellanous	634	Ŏ	634	136
	Fuel	2,562	Ö	2,562	1,663
	Miscellaneous Motor Expenses	1,362	ŏ	1,362	1,763
	Professional fees	894	ő	894	1,054
	Sundry	990	ŏ	990	166
	Depreciation	2,440	Ŏ	2,440	4,883
	Depresidition	21,555	Ö	21,555	20,641
		21,000	<u> </u>	21,000	20,041
10	GOVERNANCE COSTS	700	0	700	670
	www.machardzam.mach.com				

11 RESTRICTED GRANTS

	Incoming	Outgoing	Transfers	Balance at 31/03/2023
	resources c	resources	Tansiers	3 1/03/2023 £
Just Transition Fund	420.072	(118,765)	٥	21.207
		, ,	0	
Nature Restoration Fund	45,888	(/	U	3,001
	185,860	(161,652)	0	24,208

FINDHORN, NAIRN & LOSSIE RIVERS TRUST SCOTTISH CHARITY NUMBER: SC040152 COMPANY NUMBER: SC350687 NOTES TO THE FINANCIAL STATEMENTS CONTINUED YEAR ENDED MARCH 31ST 2023

12 TANGIBLE FIXED ASSETS **TOTAL** MOTOR EQUIPMENT Cost £ £ 21,982 638 21,344 At 1 April 2022 0 Added 이 0 ō 0 Disposals ٥ 638 21,982 At 31 March 2023 21,344 Depreciation 596 At 1 April 2022 11,622 12,218 On disposals 0 0 2,430 10 2,440 Charge for year At 31 March 2023 14,052 606 14,658 **Net Book Value** At 31 March 2023 7,292 7,324 At 31 March 2022 9,722 42 9,764 2023 <u>2022</u> £ 13 DEBTORS Debtors being received after the year end. 112,800 10,598 14 CREDITORS AND ACCRUALS Funds held as custodian trustee for Moray Firth Predator Management Group. 0 24,969 **Trade Creditors and Accruals** 107,169 8,050 107,169 33,019 15 CREDITORS DUE AFTER ONE YEAR 6,344 11,344 **PARTICULARS OF EMPLOYEES** The aggregate payroll costs of the above were:

In the year to March 31st 2023 there were 4 employees.

Wages

There are no payments to trustees. The charity is managed by the trustees only and wages are paid to employees only.

53,306

52,641