

**20
23**

**ANNUAL
REPORT
& FINANCIAL STATEMENT**

WELCOME TO ACTION FOR HUMANITY

Annual Report 2023

1700+ Employees

13 Years of experience

7 Offices worldwide

TABLE OF CONTENTS

EMERGENCY RESPONSE

GENERAL PROGRAMMES

TRUSTEES' ANNUAL REPORT (FOR THE YEAR ENDED 31 DECEMBER 2023)	4
REFERENCE AND ADMINISTRATIVE DETAILS	5
MESSAGE FROM THE CEO	6
MESSAGE FROM THE CHAIRMAN	7
INTRODUCTION	8
TESTIMONIES FROM RIGHT HOLDERS	10
GEOGRAPHICAL PRESENCE AND GLOBAL STRATEGY	11
PROGRAMMES 2023 GOALS	12
CROSS CUTTING THEMES	16
TÜRKIYE/SYRIA EARTHQUAKE RESPONSE	18
GAZA EMERGENCY RESPONSE	22
MOROCCO EARTHQUAKE RESPONSE	24
LIBYA FLOOD RESPONSE	26
SYRIA OUTLINE – 2023	28
YEMEN OUTLINE – 2023	32
PALESTINE OUTLINE – 2023	34
LEBANON OUTLINE – 2023	36
JORDAN OUTLINE – 2023	38
PAKISTAN OUTLINE – 2023	40
AFGHANISTAN OUTLINE – 2023	42
BANGLADESH OUTLINE – 2023	43
SOMALIA OUTLINE – 2023	44
STRATEGIC PRIORITIES FOR 2024	46
UK DOMESTIC OPERATIONS	48
OUR PEOPLE	50
ACTION FOR HUMANITY ADVOCACY REVIEW	53
MARKETING, COMMUNICATIONS AND PR	58
INSTITUTIONAL FUNDING & STRATEGIC PARTNERSHIPS	60
MEMBERSHIPS, NETWORKS & ACCREDITATIONS	62
STRUCTURE, GOVERNANCE AND MANAGEMENT	64
APPOINTMENT OF NEW TRUSTEES	65
PRINCIPAL RISKS AND UNCERTAINTIES	67
FINANCIAL OVERVIEW	70
STATEMENT OF TRUSTEES' RESPONSIBILITIES	72

TRUSTEES' ANNUAL REPORT FOR THE YEAR ENDED 31 DECEMBER 2023

The trustees present their report for the year ended 31 December 2023, in compliance with the charity's constitution and the Statement of Recommended Practice - Accounting and Reporting by Charities: SORP applicable to charities preparing their accounts in accordance with FRS 102.

Action For Humanity is a Charitable Incorporated Organisation dedicated to alleviating poverty and addressing issues of injustice and inequalities through humanitarian, development and advocacy interventions.

On 6 May 2018, Action For Humanity was made the sole corporate trustee of Syria Relief. As a result of the change, Action For Humanity has the power to govern the financial and operating policies of Syria Relief. On 15 February 2024 Syria Relief was made a linked charity with Action For Humanity.

Syria Relief was established in 2011 in response to the Syrian crisis. Syria Relief was formed by a group of friends of Syrian heritage who came together in order to provide emergency humanitarian aid, for what was initially assumed would be a short-term outreach. It quickly became clear that the crisis was an enduring one, and Syria Relief was set up as a vehicle to raise essential funds to support innocent civilians caught in the conflict.

REFERENCE AND ADMINISTRATIVE DETAILS

Trustees

Dr Mounir Hakimi, Chairman
Mr Irfan Munir
Dr Ayman Jundi, General Secretary
Mr Louai Al-Abed, Treasurer
Dr Mohammad Anas Nashawi
Mrs Abeer Zabadne
Mr Tamim Estwani (Resigned 20 February 2024)

Principal Office

6 Carolina Way
Salford
Greater Manchester
M50 2ZY

Charity Registration Number

1154881

Solicitors

Lee Bolton Monier-Williams
1 The Sanctuary
Westminster
London
SW1P 3JT

Bankers

Barclays Bank plc	Royal Bank of Scotland plc
1 Churchill Place Canary Wharf London E14 5HP	467 Wilmslow Road Withington Manchester M20 4AN

Auditor

Sayer Vincent LLP
110 Golden Lane
London
EC1Y 0TG

MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

2023 marks another difficult and turbulent year, not just for Action For Humanity, but the world. From the harrowing earthquakes in Türkiye-Syria, where we sadly lost members of our own team, to the devastating catastrophes hitting Morocco, Libya, Afghanistan, Yemen, and Lebanon, exacerbating the levels of extreme poverty, hunger, and displacement globally. And, of course, the ongoing crisis tearing apart Gaza, leading to the spiralling death toll and historic levels of internal displacement, hunger, and carnage.

With a multitude of disasters converging throughout 2023, our unbroken ethos and dedication to assisting those most in need drove us to reach over 5 million direct right holders through our sustainable aid and development programmes globally. This was only possible through the empowerment provided by the Action For Humanity community – whether you are a generous donor, determined partner, passionate volunteer, or committed staff member, you were an integral cog in our work enabling us to reach a record-breaking number of people and helping us move a few steps closer to achieving our vision of “a world of crises-resilient communities.”

The devastation of the Türkiye-Syria earthquakes in February of 2023 hit close to home for Action For Humanity. Two members of our own team were killed - a medical and MEAL professional - people motivated to do all they can to save the lives of Syrians, lost theirs to this tragedy. Dozens of our team lost parents, cousins, uncles, aunts,

nephews, and nieces, their lives ripped apart by this tragedy. It was a tragedy that impacted the Action For Humanity family like none we have experienced to date.

As soon as the earthquakes struck, our utmost priority was to ensure the wellbeing of our staff and the delivery of emergency assistance to the people affected by this disaster – the very reason our organisation exists. While continuously advocating and tackling the effects of a conflict with no end in sight, our teams managed simultaneous emergencies in Morocco and Libya, swiftly mobilising within hours and delivering life-saving aid in hard-to-reach, affected areas.

With the death toll growing daily, frequent outrageous attacks on journalists and aid workers, the Gaza conflict, which started in 2023, is a harrowing one. Innocent loss of life is utterly inexcusable. It is also a call to action for our organisation and the humanitarian sector – testing our resolve, willpower and determination to respond in unprecedentedly dire conditions. Alongside more than 60 other UK-based organisations, we unequivocally called for an immediate and permanent ceasefire, and full accountability for any perpetrators of abuse. On the ground, we mounted a full-scale emergency response, providing food, water, hygiene kits, medical aid, sanitation services, and temporary shelters to thousands affected.

2023 has shown that the obstacles we face may be daunting, unsettling, and even traumatic, but our resolve

and drive remain unshakeable. Side-by-side, we will continue to advocate and amplify the voices of those most vulnerable in the world. We will continue to serve humanity through shared and unified action. We will continue to make a difference, building resilience and paving the way for a better future, no matter the challenge.



Othman Moqbel

CEO

Othman Moqbel

MESSAGE FROM THE CHAIRMAN

2023 has been one of the most challenging yet rewarding years that Action For Humanity has experienced in our 12 years of operations and growth. The flexibility, determination, and grit shown by our team around the world have been inspiring and immensely encouraging. Despite war and disaster, we as the trustees have never once doubted the ability of our community to support, and our colleagues to work tirelessly to provide relief to millions of people. Our brand has grown, our name has been solidified. We are visible on the international stage, and operational in villages and communities in the hardest-to-reach geographies across the globe. With over 5 million people impacted in 2023, we now support 10 people every single minute, on average.

In the face of adversity this year, our team rallied together, demonstrating resilience and solidarity in times of extreme vulnerability. The tragic earthquake disaster in Türkiye-Syria, which led to the unfortunate loss of Action For Humanity team members, was a testament to our unwavering dedication. The establishment of Massa Village, in memory of our country director's niece, who was tragically lost during the earthquake, and our swift response reinforced our commitment to building resilient communities and providing immediate lifesaving support.

Action For Humanity also responded effectively to multiple emergencies simultaneously, ensuring need-specific humanitarian aid in disaster and conflict-affected regions worldwide. This included responses

in Morocco, Libya, Gaza, the floods in Yemen, and the Lebanon El Hilwa campfire. Overall, AFH reached a total of 5,313,016 individuals through our sustainable emergency programmes, further highlighting our commitment to making a meaningful difference in the lives of those we serve.

I know I speak on behalf of the entire Action For Humanity team when I say this: what we have achieved this year, and those in the past, could never have been done without the compassion shown to us by our donors and partners. This has been an incredible team effort, getting us to this point, and you should be proud to know that you are wholeheartedly a huge part of that team.

We have overcome every challenge thrown at us in 2023 with the knowledge and expertise garnered in over a decade of humanitarian response and developmental projects. Action For Humanity was on the ground in Turkey within 4 hours of the initial earthquake. In Gaza, we had projects being carried out within 24 hours, and in Morocco, we had mobilised our international teams into the country within 96 hours. We truly are Action For Humanity, in every sense.

This report is a testament to our agility, resilience, and ambition. It is the combined efforts of some 200 members of staff buoyed by thousands and thousands of donors and supporters, working hard, working efficiently and working with assuredness that the end result is a

positive difference in the lives of the communities we exist to serve. You may ask yourself how we can do this? I implore you to read on and discover the unwavering spirit and dedication that drives Action For Humanity.



Dr. Mounir Hakimi

Chairman

Dr. Mounir Hakimi

INTRODUCTION

Action For Humanity (AFH) is pleased to present its Annual Report for the year 2023. This report reflects our organisation’s achievements, challenges, and impact in our ongoing mission to provide humanitarian assistance and support to communities in need.

In 2023, AFH achieved significant milestones amidst various challenges, including the tragic earthquake disaster in Türkiye, which led to the unfortunate loss of AFH team members. Despite

these hardships, our team rallied together, demonstrating resilience and solidarity in times of extreme vulnerability. The establishment of Massa Village in memory of our country director’s niece and the swift response to the earthquake in Türkiye reinforced our commitment to building resilient communities and providing immediate lifesaving support.

AFH also responded effectively to multiple emergencies simultaneously, ensuring need-specific humanitarian

aid in disaster and conflict-affected regions worldwide, which included Morocco, Libya, Gaza, the floods in Yemen, and the Lebanon El Hilwa campfire. Overall, AFH reached a total of 5,313,016 individuals through our sustainable emergency programmes, further highlighting our commitment to making a meaningful difference in the lives of those we serve.

OUR VISION

“A world of crises-resilient communities.”

OUR MISSION

To mobilise and respond to emergencies and critical needs through humanitarian, development and peace-building action, in order to empower affected communities to survive, recover and build a better future.

OUR VALUES

Believe in the cause

We believe in supporting people in need. Changing and saving lives for the better is what drives us.

Work together

Teamwork is the backbone of our work’s success.

Give with grit

Being a ‘gritty’ person means to show resilience and act with optimism, confidence, and creativity as you strive for excellence.

Make life better

Ultimately, our work is to make life, in its holistic sense, better for everyone, and everything, including the environment.



TESTIMONIES FROM RIGHT HOLDERS



LAILA

“In the support group, I found a glimmer of light—a safe space where I could share my pain, my fears, and my hopes without judgment.”

SALEH

“The selling kiosk has been a game-changer for me,” Saleh, shares with a sense of pride. “It’s not just about making a living—it’s about reclaiming my independence and dignity. With this opportunity, I feel empowered to provide for my family and contribute to our community’s economic well-being.”

AHMED

“When the earthquake struck, I feared for my life,” he recalls, his voice trembling with emotion. “But thanks to the assistance we received from Action For Humanity, I no longer feel alone in this struggle. Knowing that there are people who care about us, who are willing to lend a helping hand in our time of need, gives me strength and hope for the future.”

**OVER 15 MILLION
PEOPLE SUPPORTED
SINCE 2011**



GEOGRAPHICAL PRESENCE AND GLOBAL STRATEGY

Action For Humanity (AFH), formerly known as Syria Relief, has been a pivotal force in humanitarian assistance since the onset of the Syrian crisis in 2011. As newer and more protracted conflicts and crises emerge, AFH is expanding its operations to encompass other regions such as the Palestinian Territories, Yemen, Iraq, and beyond, while maintaining Syria as its primary focus. This strategic expansion aligns with AFH’s overarching goal of fostering crisis-resilient communities globally, underpinned by a commitment to anticipatory humanitarian action and resilience-building initiatives. Below is an updated list of all countries AFH worked in during the year 2023. AFH concentrated its efforts on achieving several objectives, contributing to the 3 strategic goals of the organisation portrayed in the thematic areas infographic and the strategic map:



PROGRAMMES 2023 GOALS

STRATEGIC GOAL 1

Strengthening anticipatory and principled humanitarian action and advocating for vulnerable communities.

OBJECTIVES

1. To ensure humanitarian responses are timely, effective, and inclusive, while maximising geographical outreach

AFH is responding to natural and man-made disasters in areas which are beyond the relief capacity of national authorities or where governance and legal infrastructure has been decimated by conflict. In terms of geographical outreach, Syria has been at the forefront of our humanitarian response. Along with providing relief to vulnerable and displaced communities inside Syria, we have reached out to Syrian refugees and host communities in the neighbouring countries e.g., Jordan and Lebanon.

In 2023, AFH responded promptly to various emergencies. The response times for different types of emergencies in different countries were as follows:

COUNTRY	RESPONSE TIME
TURKEY EARTHQUAKE – SYRIA	4 HOURS AFTER THE EARTHQUAKE
YEMEN FLOODS	24 HOURS AFTER THE FLOOD
GAZA EMERGENCY RESPONSE AIN EL HILWA CAMP RESPONSE	72 HOURS
MOROCCO EARTHQUAKE RESPONSE	96 HOURS
LIBYA FLOOD RESPONSE	120 HOURS
GAZA EMERGENCY RESPONSE	24 HOURS

MOBILISE. RESPOND. RESTORE

SYRIA/ TURKEY EARTHQUAKE RESPONSE	523,112 across Idleb and Aleppo	£ 3, 349,578
LEBANON AIN EL HILWA CAMP EMERGENCY RESPONSE	5,400 Right holders received NFIs (including Mattresses, pillows, blankets, diapers) hot meals and water.	£ 7,857
MOROCCO EARTHQUAKE RESPONSE	5,625 Right holders received Food packs, hot meals and NFIs including tents	£ 169,509
LIBYA FLOODING RESPONSES	3,320 received food packs and NFIs - East Libya (Bayda and Derna)	£ 81,498
YEMEN FLOOD RESPONSE	6,300 Right holders received NFIs including tarpaulin provided.	£ 95,000
GAZA EMERGENCY RESPONSE	99,750 plus Right holders reached through distribution of hot meals, food vouchers, medicine, baby formula, water.	£ 609,954
TOTAL	634,262	£4,313,396

2. To enhance operational disaster preparedness to deliver quality humanitarian response.

AFH saw an increase in self-implementation in countries like Yemen and Palestine but also expanded its portfolio into Morocco, Libya, Pakistan and Palestine. AFH strengthened and expanded its operations conflict in terms of quality, efficiency, and outreach to support rapid humanitarian response for people affected by natural disasters and armed conflict.

Quality assurance strengthened in line with the recognised standards

to further improve the quality and accountability of our work to all stakeholders including affected populations and donors. The core humanitarian standards were referenced to as a benchmark to demonstrate commitment to transparency and accountability.

3. To improve the effectiveness of disaster risk reduction and management in humanitarian programmes

AFH in 2023 tailored some responses under 'anticipatory action' ensuring we provided critical support to at-risk communities before

disasters occurred or at least before the full extent of a disaster's effects occurred. Examples of this were seen through our cholera outbreak response in Syria. As soon as a case broke out, AFH ensured hospitals were equipped with the right medication to curb further increase. AFH also ensured that enough beds in the children's wards were procured for the hospital to be able to manage the cases that could have come in.

Disaster risk management was made an essential component of our humanitarian response along with improving effectiveness of disaster risk reduction.





SYRIA/ TURKEY - EARTHQUAKE RESPONSE



YEMEN - FLOOD RESPONSE



LEBANON AIN EL HILWA CAMP - EMERGENCY RESPONSE



LIBYA - FLOODING RESPONSES



MOROCCO - EARTHQUAKE RESPONSE



GAZA - EMERGENCY RESPONSE

STRATEGIC GOAL 2

Maximising impact and building resilience to conflict, disaster, and extreme poverty.

Our programmes in 2023 were designed based on integrated programmatic responses, also known as the 'humanitarian-development-peacebuilding nexus' or 'Triple Nexus'. We, as an organisation, strived to build the resilience of communities and link relief, rehabilitation, and development across our responses

along with strongly encouraging local implementing partners to think creatively and differently.

2. To respond in a more integrated manner, in line with the Triple Nexus.

OBJECTIVES

1. To support vulnerable people through innovative and long-term solutions in line with the Triple Nexus

AFH has maintained humanitarian response at the forefront of all its interventions. However, the organisation also understands the need for a more integrated response in line with the triple nexus. Therefore, more long-term interventions including food security and livelihoods, education and WASH have been implemented alongside immediate relief. 2023 saw our sustainable programme portfolio increase massively in the education sector, WASH sector, health, livelihood, and shelter sectors.

AFH incorporated innovation in project design and implementation

Conflicts are increasingly protracted along with climate-related shocks being more intense and frequent. Both contribute to a cycle of vulnerability and poverty, and sustainable development is not possible without long term and durable solutions. 2023 saw AFH focus on resilience building and disaster risk reduction designed around adaptation. Examples of these could be seen through our Extreme Weathers campaign, Gift For Life campaign etc.

With the knowledge that numerous large-scale emergencies in the future will be connected to climate change, AFH has started the process of incorporating environmental preservation in our response and further integrating this in both immediate response and long-term solutions.

CROSS CUTTING THEMES

GENDER:

Globally, the prevalence of gender-based violence remains a significant concern, with approximately 26% of ever-partnered women aged 15 and older (641 million) having experienced physical and/or sexual violence by a spouse or intimate partner at least once in their lifetime. Furthermore, a 2021 survey across 13 countries indicated that 45% of women reported experiencing violence or knowing someone who had since the onset of COVID-19. Additionally, despite progress in reducing child marriage rates, nearly one in five young women were married before turning 18 in 2021. The COVID-19 pandemic has exacerbated these challenges, with up to 10 million more girls projected to become child brides by 2030, in addition to the 100 million already at risk pre-pandemic (UN: 2022). AFH remains committed to addressing these issues through various initiatives, including empowering girls through education, vocational training for women-led households, and business training for widows in conflict-affected regions such as Yemen, Syria, Palestine, and Lebanon. In 2023, our efforts reached approximately 2.8 million women, reflecting our ongoing commitment to gender equality and empowerment.

ENVIRONMENTAL PROTECTION:

In 2021, the global mean temperature was approximately 1.1°C above pre-industrial levels, with the years

from 2015 to 2021 ranking as the seven warmest on record. Sea levels are projected to rise by 30 to 60 centimetres by 2100, even with significant reductions in greenhouse gas emissions (UN: 2022). Between 3 billion and 3.6 billion people live in highly climate-vulnerable contexts, and by 2030, an estimated 700 million people may face displacement due to drought alone. AFH continues to witness a significant increase in humanitarian disasters linked to climate change, including floods in Pakistan, Yemen, and Afghanistan, as well as drought in East Africa, in 2023. To address these challenges, we integrate environmental considerations into our humanitarian efforts, prioritising options with minimal environmental impact in projects such as water, sanitation, and hygiene (WASH) initiatives.

SAFEGUARDING AND PROTECTION:

Sexual violence continues to be a pervasive issue in conflict-affected areas, exacerbating gender inequalities and impacting both women and men. AFH has strengthened its protection programmes to address sexual violence and early marriage within Syria, Yemen, and other countries of operation. In 2023, we further implemented safeguarding and child protection policies, established focal persons, and provided training to all stakeholders to create a safe environment for employees, volunteers, and right holders at all levels of our organization. Our governance and risk management

systems ensure robust oversight and compliance with safeguarding standards, reflecting our commitment to safeguarding and protection.

LEAVE NO ONE BEHIND:

AFH remains committed to eradicating poverty in all its forms and reducing inequalities and vulnerabilities. In 2023, we continued to conduct comprehensive needs assessments to identify vulnerable populations and design evidence-based programmes targeting priority areas such as food security, health, education, employment, and water, sanitation, and hygiene (WASH). Our goal is to ensure that no one is left behind in our efforts to alleviate poverty and promote sustainable development.

VALUE FOR MONEY (V4M):

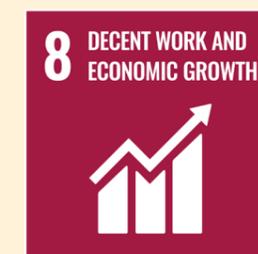
Value for money in aid remains a cornerstone of AFH's operations, ensuring that resources are utilised efficiently, effectively, and transparently to maximize impact. In 2023, we maintained our focus on local procurement and acquisition of goods for projects in Syria, Turkey, Yemen, Palestine, and Pakistan, while also emphasizing quality oversight of all aid materials and resources used. AFH closely aligns its activities with key SDGs that have the most significant impact on vulnerable populations.

The Sustainable Development Goals are 17 goals set by the UN to tackle some of the biggest problems facing our world. By reaching all targets by 2030, collectively, we can improve lives, protect the environment, and create a fairer, more sustainable future for everyone.

The (SDGs) aim to address a wide range of issues, from poverty and hunger, to social justice, economic growth, and gender equality. As an NGO, our programmes, advocacy, and strategies serve to champion the importance of the (SDGs), and in turn, create a brighter future for our rights holders around the world.

When you partner with Action For Humanity, not only are you helping us support a community today; you're creating an environment for that community to thrive for generations to come.

Currently, our operations impact 10 of the 17 (SDGs):



SUSTAINABLE DEVELOPMENT GOALS





TÜRKIYE/SYRIA EARTHQUAKE RESPONSE

On the 6th of February 2023 a major earthquake struck Türkiye's southeastern border with Syria with magnitude of 7.8 at 01:17 UTC. Aftershocks followed the initial earthquake including a 7.6 magnitude tremor hitting the same region in less than 24 hours at 10:24 UTC. These earthquakes caused extensive material and human losses due to the collapse of residential buildings. It is reported that over 55,000 people were killed in the disaster.

Many that went missing have not

been included in the death toll. In Syria, Idlib and Aleppo governorates are particularly impacted. 4.1 million individuals were already relying on cross-border humanitarian assistance across the two governorates in Northwest Syria, including over 1.87 million (Internally Displaced People) IDPs living in 1,421 last resort IDP sites. In addition, currently, northwest Syria is also subject to harsh winter events including heavy rain and snowstorms. Moreover, the situation is becoming more difficult as the earthquake exacerbates the damage

to the region's infrastructure and resources which have already been victims of the brutal conflict for more than 12 years. People are using their bare hands to search and rescue their loved ones from the rubble of the numerous buildings that were razed. Syria Relief/Action for Humanity lost two team members in the disaster while they were doing their jobs. Yet, the field teams were deployed to the most affected areas and started distributing essential support in the afflicted villages of Sarmada-Harim and Atareb.

MEDICAL INTERVENTION

- Examination of pregnant women at the reproductive health and obstetrics clinics due to a large number of right holders coming from Maram camp and neighbouring shelters.
- Nebulisation and first aid services provided at the clinic by the nursing personnel.
- 66 sick patients were received by the medical team working at the emergency project in Lira Charity Support Shelter Centre in Salqin.
- The mobile nutrition team worked within Mariam camp in Maarat Misrin to distribute all available preventive feeding materials and refer malnutrition cases to neighbouring centres.
- Over 26,000 different serum bags were distributed to hospitals and medical centres, in coordination with the Idlib Health Directorate.
- Hospitals across Idlib were equipped with fuel to ensure continual running.
- For people in hard to reach areas, AFH ran 5 mobile health clinics with referral systems in place for anyone with severe injuries.

WASH & SHELTER INTERVENTION

- The AFH WASH and Shelter was able to reach almost 500,000 Right holders in 105 shelter centers in both Idlib and Aleppo governorates by providing emergency services (water trucking, solid waste removal, and septic tanks desludging). The WASH and Shelter team distributed 500+ water tanks to Right holders in these shelter

centers, the programme also included the distribution of a number of additional water tanks in these centers to cover the needs of the right holders.

- The WASH and Shelter team distributed garbage containers and hygiene kits at the shelter centers identified in both Idlib and Aleppo governorates. The distribution continues to cover the needs of right holders in these locations.
- In addition to that, the WASH and Shelter team worked on rubble removal with excavation heavy machinery at two sites within Salqin city.
- The engineers' team visited the water stations in Armanaz cities to assess the damages suffered by the water station and water network in this city as a result of the earthquake that struck the area.
- The WASH and Shelter team continued coordinating with the local authorities and local council in the region where the need for rubble removal in Salqin city was assessed, followed by the development of a plan to start the rubble removal work on 20/02/2023.
- The engineers' team also visited the water stations in Iskat and Armanaz cities to assess the damage suffered by the water stations in these cities as a result of the earthquake that struck the area.

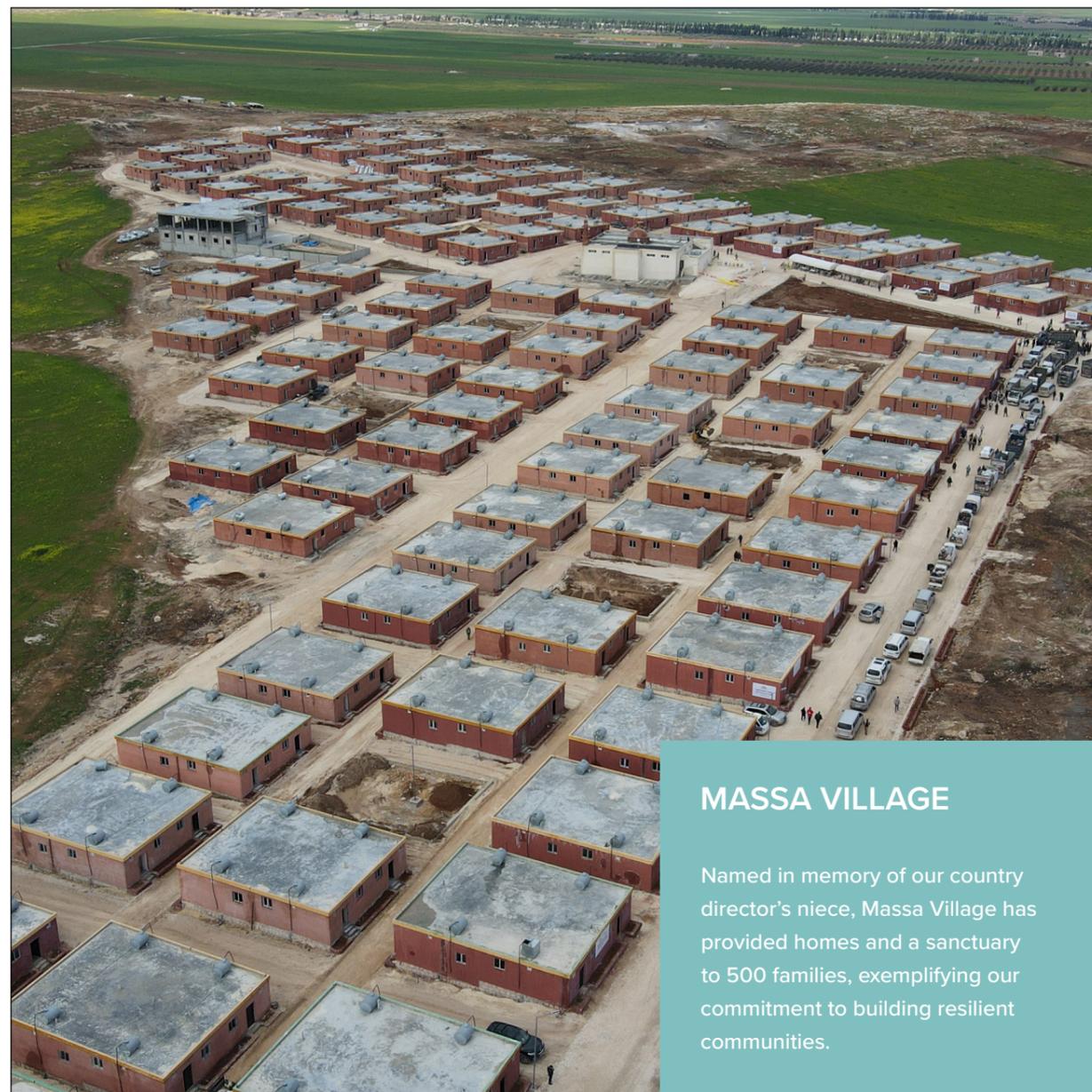


PROTECTION INTERVENTION

- Protection team continued emergency response to the people affected by the earthquake through visiting and providing the support necessary at the following sites:
 - Kafr Takhrim (Alaqaba camp and Al-Kazia camp Al-Dana: Marmara camp
 - Al-Sarout camp)
 - Koknaya quartering
 - Almadinat quartering
 - Almunawara, Sinjar Camp
 - Muzun Camp
 - Al- Harraqat Camp
 - Community Bozgar
 - Ehsan Camp
 - Alayadi Camp
 - Community Deir Hassan
 - Jendires Al-lman camp
 - Al-Muhammadiyah camp
 - Al-Hamam camp.
- The much-needed support extended by the AFH team at the sites mentioned above included:
 - Psychiatric first aid
 - Reducing stress in times of crisis
 - Dealing with children in times of crises and disasters
 - Referral services to specialised and non-specialised services in a physical manner
 - Dissemination of information about the available services was provided in physical form to the Right holders
 - Legal awareness
 - Case management

EDUCATION INTERVENTION

- Remedial education to make up for what students missed.
- Ensuring that all children, teachers, and parents are trained on safe evacuation plans, including the earthquake scenario.
- Initial support activities, memorial activities for children who lost their lives as a result of the earthquake, and appropriate explanation for children about what happened were carried out.
- The school staff were instructed to review the children’s previous records to ascertain which children did not attend school, the staff was then instructed to divide the unenrolled children by neighbourhoods.
- Educational specialists were brought on to count the learning hours lost due to the lockdown and implement a phased plan in order to increase the learning hours to compensate for the shortfalls.
- Separated and unaccompanied children were registered to ensure that information is shared with specialised centres led by specialised organizations for reunification.
- Media and advocacy activities were limited to prevent more harm to children.



MASSA VILLAGE

Named in memory of our country director’s niece, Massa Village has provided homes and a sanctuary to 500 families, exemplifying our commitment to building resilient communities.



CHALLENGES FACED:

Despite our achievements, AFH encountered numerous challenges in 2023, including the loss of team members in the Turkey disaster and the need to strengthen infrastructure to respond to future disasters effectively. However, these challenges have only strengthened our resolve and underscored the importance of our mission.



GAZA EMERGENCY RESPONSE

In response to the humanitarian crisis resulting from the tragic events in Gaza, Action For Humanity (AFH) has swiftly mobilised to provide urgent assistance to affected communities. Recognizing the gravity of the situation and the urgent need for support, AFH has coordinated a comprehensive humanitarian response aimed at alleviating the suffering and addressing the immediate needs of those impacted by the crisis. Our efforts have included the distribution of essential food items, clean water, medical

supplies, and hygiene kits to affected populations. Additionally, AFH has worked tirelessly to ensure access to critical healthcare services, providing medical support to those injured and affected by the violence. Through our robust network of partners and dedicated team members on the ground, we remain committed to providing lifesaving assistance and support to the people of Gaza during this challenging time. As we continue our humanitarian efforts, AFH

stands in solidarity with the affected communities and reaffirms our commitment to alleviating suffering and promoting resilience in the face of adversity.

FOOD INTERVENTION

- **Distribution of Hot Meals:** AFH launched two phases of hot meal distributions to address immediate food needs. Phase 1, spanning from October to November 2023, provided nourishing meals to approximately 5,100 individuals. In Phase 2, extending from December 2023 to January 2024, an additional 10,160 Right holders received hot meals, totalling 15,260 right holders. These efforts not only provided sustenance but also offered comfort and relief to those facing food insecurity.
- **Distribution of Food and Hygiene Vouchers:** During October 2023, AFH efficiently coordinated the distribution of food and hygiene vouchers, reaching out to 4,320 Right holders. This initiative aimed to alleviate immediate food insecurity and ensure access to essential hygiene products, enhancing the overall well-being of the recipients.
- **Distribution of Baby Milk in UNWRA Shelters:** From October to November 2023,

AFH partnered with the United Nations Relief and Works Agency (UNWRA) to distribute baby milk formula in shelters, benefiting 2,000 babies. This collaborative effort not only provided vital nutrition to infants but also included provisions for clean water, addressing multiple needs simultaneously.

NON-FOOD INTERVENTION

- **Distribution of Clean Water and 15,000 Hygiene Kits:** This comprehensive approach aimed to address the multifaceted needs of affected communities, ensuring access to essential provisions and promoting overall hygiene and well-being. These items are crucial for maintaining personal hygiene and dignity, especially in emergency situations where access to such essentials may be limited.
- **Distribution of Medical Supplies:** In November 2023, AFH facilitated the distribution of crucial medical supplies, catering to the healthcare needs of

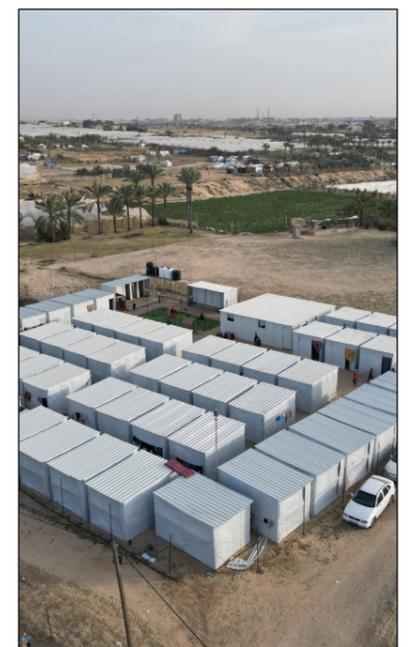
20,000 Right holders in Gaza. This initiative played a vital role in ensuring access to essential healthcare services, particularly in areas affected by emergencies or conflicts.

WASH INTERVENTION

- **Distribution of Clean Water:** Recognizing the importance of clean water for health and sanitation, AFH distributed a total of 54,000 liters of clean water to 27,000 Right Holders. This initiative played a pivotal role in ensuring access to safe drinking water, mitigating the risk of waterborne diseases, and promoting overall well-being.

NEW HOPE CAMP – SHELTER INTERVENTION

- AFH has completed the construction of its first camp which will accommodate 500 displaced individuals. The camp includes essential facilities such as 10 latrines, a prayer room, a medical point, a children’s play area, and a charitable kitchen.





MOROCCO EARTHQUAKE RESPONSE

On the night of September 8, 2023, Morocco experienced a seismic catastrophe as a powerful 6.8-magnitude earthquake struck the High Atlas Mountain range. Originating at a depth of 18.5km, the epicentre was located 71km southwest of Marrakesh, causing tremors felt as far away as Portugal and Algeria.

Subsequent aftershocks exacerbated the devastation, particularly impacting remote villages in the Atlas Mountains near the epicentre. This

event proved to be the deadliest earthquake in Morocco since 2004, claiming the lives of 2,946 people, injuring 5,674, and displacing 380,000 individuals.

The challenging topography of the mountainous region compounded difficulties in conducting rescue and relief operations. Fear of additional tremors, damaged roads, the risk of landslides, and vast distances hindered the immediate response. Adhering to the need of the hour, Action For Humanity (AFH) swiftly

mobilised its Emergency Response Team (ERT).

Recognising the urgent need for immediate assistance, AFH conducted an initial needs assessment in coordination with a local organisation (Scouts of Morocco Association) to comprehensively understand the challenges faced by the affected population. The assessment revealed critical needs in Taroudant, Chichaoua, and Al Haouz, including access to basic non-food necessities, safe and temporary

shelter, psychosocial support, safe water, sanitation, health, hygiene promotion, and specialised services for vulnerable groups.

AFH, in collaboration with local organisations such as the Moroccan Red Crescent and the Scouts of Morocco Association, engaged community representatives and held meetings to refine the understanding of the unique challenges faced by the affected population. Recognising that around 30% of the affected population comprised older individuals and 35% were children, AFH tailored its response to address the specific needs of these demographics.

The organisation remained committed to reaching families whose homes were destroyed or those who did not feel safe returning, opting to reside outside in informal temporary settlements.

AFH set clear objectives, aiming to increase food security, ensure dignity and hygiene, and equip people to reside safely outside of their homes in the Al-Haouz region within 60 days. This involved the distribution of 1,193 food packs, 3,000 hot meals, 1,593 hygiene kits, 250 fresh food baskets, 60 tents, and non-food items (3,079 blankets and 3,429 mattresses) for 5,625 vulnerable individuals.



Supplier assessments, quality checks, and Emergency Response Team (ERT) staff presence during distribution ensured the effective tracking and monitoring of distributed items. To maintain transparency and accountability, AFH implemented Complaint Response Mechanisms (CRM) through feedback boxes and AFH staff present during the distribution. Distribution volunteers were actively available to receive and complaints, facilitating immediate resolution and providing valuable insights for ongoing improvements. As AFH continues its efforts, the organisation remains dedicated to supporting the affected communities in their resilience-building endeavours, demonstrating a rapid, targeted, and comprehensive approach to addressing the immediate needs of the population.





LIBYA FLOOD RESPONSE

In response to catastrophic floods in East Libya, particularly in Bayda and Derna, Action For Humanity (AFH) launched a £30,000 emergency relief programme. This initiative aimed to provide immediate assistance to affected communities by addressing urgent needs for shelter, food, and essential supplies. The success of this programme was facilitated by generous donations, such as the £4,230 contribution from Masjid Al Jannah.



HIGHLIGHTS

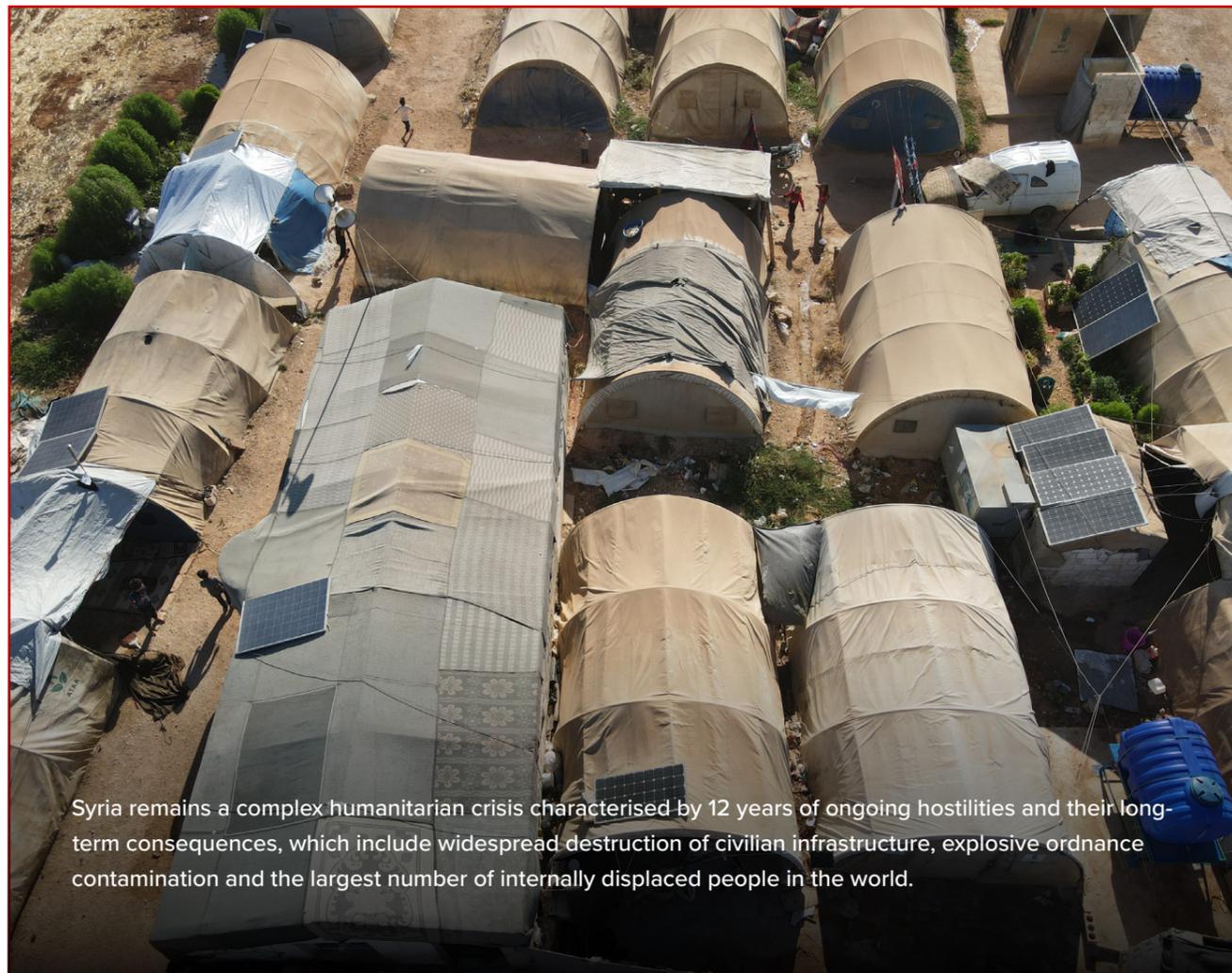
Commencing on September 13, 2023, and concluding on October 13, 2023, the project spanned 30 days with the primary objective of addressing the urgent needs of 200 families, totalling at approximately 1,000 individuals. Aid packages included essential food items like milk, oil, flour, rice, sugar, as well as non-food items such as blankets and mattresses. Collaboration with trusted local partners ensured efficient distribution of aid directly to affected communities, aiming to instil hope and provide relief to those in dire circumstances.

EMERGENCIES IN 2023



**THANKS TO YOUR SUPPORT,
WE ARE ABLE TO**

MOBILISE. RESPOND. RESTORE.



Syria remains a complex humanitarian crisis characterised by 12 years of ongoing hostilities and their long-term consequences, which include widespread destruction of civilian infrastructure, explosive ordnance contamination and the largest number of internally displaced people in the world.

SYRIA OUTLINE – 2023

In 2023, the accelerating economic deterioration and impacts of the earthquake have increasingly become additional key drivers of needs, compounding vulnerabilities even further. According to OCHA, 14.6 million people needed humanitarian assistance, an increase of 1.2 million from 2021. Syria remains one of the largest humanitarian responses in the world.

- After 12 years of conflict, the humanitarian situation in north-west Syria is at its worst. **3.4 million people are internally displaced - up from 2.9 million people last year.**
- Almost half of the **4.2 million people in need are children**, many of whom live in overcrowded camps. 89 per cent of children in north-west Syria require protection assistance.
- Early recovery support is ongoing to address protracted needs. **Over 31,000 families have been moved out of tents into dignified shelters over the past two years.**
- The cross-border response is facing the **worst funding crisis in its history**. Critical functions of nine hospitals were temporarily suspended last year due to funding shortfalls. (UNOCHA: 2023)

In 2023, AFH continued to provide life-saving humanitarian aid for Internally Displaced Syrians, helping the most vulnerable with basic necessities. Our operation in North Syria remains the largest programme, where we have provided aid since the onset of the Syrian crisis in 2011. We continued to provide humanitarian assistance, while focusing on strengthening the resilience of the Syrian people by enhancing positive coping mechanisms, that enabled them to rely on themselves and rebuild their livelihoods, rather than remain dependent on humanitarian assistance. Within the AFH Humanitarian Response Plan, interventions are focused on the rehabilitation of basic and social infrastructures, providing livelihoods support and enhancing economic recovery. In 2023 alone we provided aid to 4,456,217 right holders across our different thematic areas.

To ensure a more symbiotic and sustainable approach to humanitarian aid, AFH launched the “Empowerment for Resilience” initiative. This initiative aimed to empower and enable vulnerable communities to participate in their own recovery and development

and build their capacity to access basic services and resources on their own. This initiative included providing access to vocational and life skills training, proper shelter, and employment opportunities.

In 2023, AFH also continued with our much-needed programme to provide mobile healthcare services for vulnerable populations in remote rural areas. This programme aimed to improve access to basic healthcare services and reduce the disparities between rural and urban populations. The programme provided mobile medical teams, who provided primary and preventative healthcare services, such as vaccinations, health check-ups, and health education sessions.

In the last quarter from October - December 2023 we witnessed a shift in the North West Syria (NWS) context in relation to the Greater Idlib conflict dynamics between GoS and the Armed Opposition Groups. In early October, the Government of Syria (GoS) conducted a wide-ranged military campaign against Greater Idlib’s regions. Districts of Idlib and Ariha received the largest share of the bombing during 05-10 October 2023 which caused up to 65 civilian casualties and 250 injuries in addition to displacement

of around 118 thousand people most of them from Idlib and Ariha cities. This round of escalation came after a drone bombing that targeted a GoS military celebration from military school in Homs city caused around 100 casualties among military personnel and civilians attending the event. October escalation was even followed by other frequent but less intense rounds of escalation taking place 1-2 times a week on average, targeting vital locations of civilian nature. This escalation led to the closure of SR/AFH for three full days and the loss one sub-contracted drivers in addition to injuries to two others, as well as some material damage to a warehouse during indirect GoS shelling.

As for Northern Aleppo and North Central Syria, the Tell Abiyad and Ras Al Ain areas continued to witness frontline confrontations between SNA and SDF mostly at the frontlines in Southern Azaz, Afrin, Northern Menbij and Tedef. In addition to that, the occasional internal community/tribal/familial tensions led to, on one occasion of intensity, the closure of the Tell Abiyad office during October due to the inaccessibility of roads for two days.

FACT SHEET:

14.6 MILLION
people in need
of humanitarian
assistance

12.9 MILLION
people are estimated
to be food insecure.
(WFP:2023)

OVER 2 MILLION
people live in
informal settlements
and planned camps



KEY PROJECTS 2023

SHELTERS

Establishment of a village through the construction of a dignified shelter for the IDPs.

SEWAGE SYSTEM REHABILITATION

Rehabilitation of the sewage system including construction of a wastewater treatment plant.

REHABILITATION OF WATER SYSTEM

AFH's water system rehabilitation efforts included establishing water stations, solar powered systems, and supporting monthly operational materials and water networks in the affected areas.

WASH EMERGENCY

Support in WASH related emergency situations was extended through the deployment of projects centring water trucking, solid waste management, desludging, hygiene promotion, and distributing hygiene kits.

AL-MOUMOUDLI CAMP

A tent school has been established to provide primary education for 729 students, enhancing access to education for Syrian refugees. The plan includes an Accelerated Learning programme for 500 children, Psychosocial Support (PSS) for 500 children and 100 caregivers, and referrals for 50 children.

SCHOOLS

Support to over 100 schools in various locations, through covering monthly running costs, ensuring access to clean water, providing cleaning items, and stationery for teachers. The project includes teacher training in different areas, first aid kits, complaint boxes for accountability, and structured PSS sessions for students. In addition, the project aims to contribute to better performance in exams, increase resilience, and minimise child labour through standardised stipends for teachers, and in Gelan district of Paktika province, the rehabilitation of a war-affected school involves monthly running costs, repairs, teacher training, safety measures, and community engagement which AFH has worked tirelessly to cover.

WASH AND SHELTER PROJECTS

Funded by institutional donors, AFH extended WASH facilities through projects that were located in specifically identified areas of heightened vulnerability within North Syria (Az'az area, Afrin, Idleb, Tell Abiad, and Ras Al Ain).

EARTHQUAKE RESPONSE

AFH continues to support more than 75,000 IDPs affected by the earthquake with emergency WASH support along with the rehabilitation of more than 6 WASH infrastructure locations, putting AFH in the leading position in the earthquake response among local and international actors.



SDG HIGHLIGHTS INNOVATIVE PROGRAMME PORTFOLIO SYRIA





After nine years of conflict and with truce conditions largely holding in 2023, hope remains that a peaceful settlement of the conflict is within reach. However, the needs in Yemen remain immense. As we enter 2024, 18.2 million people, over half the country's population, require humanitarian assistance and protection services.

KEY PROJECTS 2023

FLOOD EMERGENCY

Provided emergency lifesaving food assistance to 2,100 vulnerable people affected by floods in Sana, Yemen.

WASH REHABILITATION IN SANA

Emergency Water Restoration for People of Sana'a Yemen – Tower Tank Construction.

WASH REHABILITATION IN MALKAN

Emergency Water Restoration for People of Maklan – Tower Tank Construction.

WASH REHABILITATION IN QUZA'A

Restoration of Water sources for conflict affected families in Al Quza'a - Tower Tank Construction.

SCHOOL REHABILITATION

School Rehabilitation in Yemen: AFH through the Rehabilitation of Al-Fawz School in Al Hudaydah governorate aims to provide a safe and supportive learning environment for 800 conflict affected students in the main educational facilities.

YEMEN OUTLINE – 2023

Severe deterioration of economic conditions, extensive damage to civilian infrastructure, and the collapse of essential services are critical drivers of large-scale vulnerabilities and needs countrywide. 17.6 million people are facing food insecurity, and nearly half of all children under five suffer from moderate to severe stunting. 4.5 million people remain displaced, many of whom have experienced multiple displacements over several years.

The latest update on Yemen as an extension to the Gaza crisis is as follows: The U.S. Department of State has announced the designation of Ansarallah (AA) as a Specially Designated Global Terrorist group. This is not the first time the northern authorities have been labelled with this designation. The US had removed this designation back in 2021 but its reimposition will carry certain restrictions to operate within the northern areas of Yemen controlled by the designated authorities. The

designation may impose new legal and security challenges for humanitarian organisations operating in Houthi-controlled areas including Action For Humanity. It can become more challenging to navigate the regulatory environment that now associates logistical operations with the AoRs in the area. The military escalation remains a major concern as airstrikes continue with areas of impact being in Hudaydah and other hotspots as of recent reporting.

IMPLICATIONS FOR OUR PROGRAMME DELIVERY AND OPERATIONS:

There is no noticeable impact on the programmes we deliver now as the designation will not take effect until a month from now. We also do not expect major shifts in our programmes given that we do not operate with government-based funding from the US. However, the general impact on humanitarian operations in Yemen can cause certain disruptions to our planning and priorities. We are considering the following in anticipation of any implications:

Potential Aid Disruption:

- The designation could lead funding to being reduced and banks and international suppliers withdrawing from transactions due to sanction concerns, impeding crucial aid and resources.

Engagement with Stakeholders:

- AFH Yemen is engaged in relevant briefings to

comprehend the designation's effects on humanitarian efforts. Engagement with all relevant stakeholders remains to be critical during this period to ensure the continuity of humanitarian programme delivery and funding.

Advocacy:

- AFH Yemen is working with the AWG on advocating for explicit humanitarian exceptions for funding transfers and procurement of essential goods.

OPERATIONAL ADJUSTMENT AND CONTINUITY PLANNING:

- Implementing an escalation protocol, including relocating plans for staff, to respond to possible intensifications of the conflict.
- All essential staff will be provided with mobile internet at home to be able to communicate in case offices are not accessible.
- Programmes being implemented in high-risk areas will be monitored to ensure delivery

- of essential programmes is not disrupted.
- Bank accounts will be active or re-activated in multiple banks to ensure access to funds where needed. We are working on communicating with banks that operate in both regions of the country to ensure steady access to financial services. The banks in the south are not expected to be impacted by this designation.
- Based on the recommendations from the UN and HCT, staff salaries will be advanced for 2 months to ensure they can have essential food and supplies.
- Fund transfers to Yemen need to be fast-tracked in anticipation of any disruptions.
- Preparations for building resiliency measures for right holders and providing emergency programmes where needed are in place. This includes having access to impacted areas and field teams that are ready to mobilise. Delivery of food, water, shelter and health assistance continues to be a priority. CNs for those programmes are being developed and shared with partners and donors.

SDG HIGHLIGHTS INNOVATIVE PROGRAMME PORTFOLIO YEMEN

SUSTAINABLE DEVELOPMENT GOALS





The intra-Palestinian divide between Hamas (in Gaza) and the Fatah-led Palestinian Authority (in parts of the West Bank) that began in 2007 remains unresolved, deepening territorial fragmentation between both areas, and reducing the capacity of local institutions in Gaza to deliver basic services. Political divisions and a sense of disenfranchisement in the West Bank are further entrenched given the absence of elections since 2006, the dismissal of the Palestinian Legislative Council in 2018 and the issuance of Presidential decrees.

PALESTINE OUTLINE – 2023

Hostilities in Gaza and Israel are ongoing, and violence in the West Bank has surged. Millions of Palestinians struggle to live with dignity under Israeli occupation, facing coercive practices and Palestinian political divisions.

The humanitarian impact of the ongoing Massacre on the Gaza Strip is dire, with devastating consequences for the civilian population. Over the course of the last few weeks, the region has witnessed intense Israeli

bombardments, ground operations, and clashes between Israeli forces and Palestinians.

The toll on civilians is staggering, with the Ministry of Health reporting 25,000+ Palestinians killed and 80,000+ injured from October 7, 2023, to January 23, 2024.

The destruction of infrastructure, including health facilities and schools, exacerbates the suffering, limiting access to essential services. The situation is further compounded by

severe access constraints, hindering the delivery of humanitarian aid to those in need. Critical sectors such as healthcare, education, water, sanitation, and food security are grappling with immense challenges, amplifying the urgency for humanitarian aid. As the crisis unfolds, urgent measures are required to address the multifaceted humanitarian needs and mitigate the catastrophic impact of the war on the vulnerable population in the Gaza Strip.

KEY PROJECTS 2023

FOOD AND HYGIENE VOUCHERS 4,320 Right holders received assistance (Oct 23)	MEDICAL SUPPLIES 20,000 Right holders received essential medical supplies (Nov 23)	ORPHAN SPONSORSHIP Orphan Sponsorship of 600 orphans in the West Bank (WB).
OLIVE FARM REHABILITATION Rehabilitation of olive farms before the unrest in the WB as an extension to the Gaza War.	DISTRIBUTION OF FOOD, NFIS 22,500 Right holders received ready to eat meals, NFIs, some including hygiene kits, and clean water (Nov 23 – Dec 23).	NFIS Distribution of NFIs (Hygiene kits, women dignity kits etc) – 15,000 Right holders reached.
HEALTH CARE SUPPORT In Egypt, the AFH team has been visiting patients from Gaza currently in Egypt and covering healthcare expenses (Jan-Feb 24)	BABY MILK IN UNWRA SHELTERS 2,000 babies benefitted from the distribution of baby milk formula in partnership with the UN who contributed with distributing clean water (Oct 23– Nov 23)	INSTALLATION OF LATRINES AFH completed the installation of 30 emergency latrines in a shelter within Rafah. There are units available for both men, women, and people with disabilities (Jan-Feb 24)
HOT MEALS: PHASE 1 Approximately 5,100 Right holders received hot meals (Oct 23 – Nov 23) Phase 2 – 10,160 Right holders received hot meals (Dec 23 – Jan 24) Total Right holders reached – 15, 260.	FOOD AND WATER DISTRIBUTION Distribution of clean water - 54,000 litres of clean water delivered to 27,000 Right holders. Mass food shipment sent to Gaza from Egypt - 205 tonnes of food items including 50 tonnes of rice, 25 tonnes of pasta, 70 tonnes of flour, 6000 bottles of oil, 3000 packages of sanitary pads, packed in 9 trucks in total. The trucks reached Gaza in Jan-Feb 24. The aid benefitted approximately 20,000 families in Gaza.	

SDG HIGHLIGHTS INNOVATIVE PROGRAMME PORTFOLIO PALESTINE

SUSTAINABLE DEVELOPMENT GOALS





3.8 MILLION
people in need.

1.5 MILLION
Syrians displaced in
Syria.

5.8 MILLION
depend on
humanitarian
assistance for food
and basic needs.

1.2 MILLION
people plus need
support for safe
water and sanitation.

LEBANON OUTLINE – 2023

Lebanon grapples with a prolonged economic, political, and social crisis, now in its fourth year. In April 2023, record currency depreciation led to a staggering 350 percent food price inflation rate, as per the World Bank. This crisis has plunged over a million children, adolescents, and women into a triple burden of malnutrition and deprivation, as highlighted by the United Nations in Lebanon. Lack of access to safe drinking water and the banking systems' near collapse exacerbate challenges.

In response to these challenges, Action For Humanity (AFH) has proactively initiated several projects with a primary focus on addressing critical food insecurity. Particularly noteworthy are the initiatives dedicated to food distribution, such as the provision of nourishing hot meals and the delivery of comprehensive food parcels that sustain families throughout the month of Ramadan.

Furthermore, AFH has demonstrated its adaptability by implementing

seasonally tailored projects that cater to the unique needs of ongoing circumstances. The impactful "Winter project" stands out as it ensures families have access to essential heater fuel, mitigating the harsh conditions and fostering warmth within their homes. Equally significant is the "Qurbani project," which meets a fundamental requirement—providing families with much-anticipated meat, a vital nutritional component.

Demonstrating its commitment to broader welfare, AFH has effectively managed the distribution of Zakat funds. By doing so, it facilitates contributors in their mission to extend assistance to the most deserving sections of the population, reaching those who benefit the most from these contributions.

KEY PROJECTS 2023

LEBANON - CAMP EMERGENCY RESPONSE

This emergency response initiative is targeted at providing immediate assistance to families in the Ain El Hilwa camp in Lebanon during times of crisis. Assistance includes: Provision of hot meals to ensure basic nutritional needs are met - Distribution of mattresses, pillows, bedding, detergents, and diapers to enhance living conditions and hygiene standards. Supplying potable water to address the essential need for clean drinking water. Repairing ambulances to ensure prompt medical assistance and transportation for residents in emergencies.

SEASONAL QURBANI 2023:

Qurbani is the ritual sacrifice of livestock during Eid-ul-Adha, and this initiative aims to provide fresh meat to 539 households who may not have the means to afford it otherwise. By providing this staple food item, the programme ensures that vulnerable families can enjoy a nutritious meal during the festive period of Eid-ul-Adha.

RAMADAN FOOD ASSISTANCE PROGRAMME 2023:

A programme aimed at supporting individuals and families in need during the holy month of Ramadan. The initiative involves the distribution of 3,000 food parcels to disadvantaged communities to ensure they have access to essential nutrition during Ramadan.

ZAKAT AL FITR RAMADAN:

This programme focuses on the distribution of Zakat Al Fitr, a form of charity given to the needy at the end of Ramadan, to 762 households. Zakat Al Fitr is an obligatory act for Muslims who have the means to do so, ensuring that everyone can partake in the celebrations of Eid-ul-Fitr without worrying about their basic needs.

NON-FORMAL EDUCATION FOR SYRIAN REFUGEES

This programme focuses on providing educational opportunities for Syrian refugee children who may not have access to formal schooling. It offers non-formal primary education to 439 refugee students, ensuring they receive a basic education despite the challenges of displacement. Additionally, the initiative supports 34 teacher salaries, ensuring qualified educators are available to facilitate learning and provide guidance to refugee children.

SDG HIGHLIGHTS INNOVATIVE PROGRAMME PORTFOLIO LEBANON

SUSTAINABLE DEVELOPMENT GOALS





JORDAN OUTLINE – 2023

HUMANITARIAN:

In December 2023, our focus remained on providing critical humanitarian aid to the vulnerable population in Gaza. A pivotal moment occurred during a meeting with Mr. Marwan Henawi, the Director of Planning and Programmes from JHCI (Jordan Hashemite Charity Organisation). We also held a meeting with the Jordanian Food Bank to determine the method of delivering aid to Gaza. We have

formulated several suggestions and are still working on selecting the best ones.

POLITICAL:

The political landscape continued to pose challenges, emphasising the importance of strategic collaboration. Coordination with JHCI facilitated a more structured approach to aid delivery, ensuring that resources reached those in need. The political nuances required careful consideration to navigate logistical

complexities and optimise the aid distribution process.

SECURITY:

Security considerations were paramount in our planning. With the evolving situation in Gaza, safety measures were reinforced. The agreed-upon division of aid into food and medical categories aimed to address urgent humanitarian needs while accounting for potential security concerns.

KEY PROJECTS 2023

RAMADAN FOOD AID 2023

This initiative was designed to support households during the month of Ramadan, a period of fasting and spiritual reflection for Muslims. It aimed to ensure that 235 households have access to the necessary food supplies they require during this sacred time.

DISTRIBUTING QURBANI MEAT

This initiative focused on distributing Qurbani meat to the most vulnerable households during Eid Al-Adha, the festival of sacrifice. Qurbani involves the ritual sacrifice of livestock, and distributing the meat ensures that disadvantaged families can enjoy this traditional aspect of the celebration.

HOME RENOVATIONS

This initiative assisted four households in renovating and restoring their homes to a liveable and safe condition. By addressing structural issues and making necessary repairs, the programme aimed to improve the living conditions of these families, enabling them to reside in safety and dignity.

ZAKAT AL FITR, HOT IFTAR MEALS AND EID GIFTS:

This comprehensive programme encompasses multiple aspects of extending support during Ramadan and Eid celebrations through projects such as providing Zakat Al-Fitr, a form of charity given to the needy at the end of Ramadan, successfully reaching 175 individuals or families. Offering nutritious meals for breaking the fast (Iftar) to 135 individuals or families, ensuring they have access to sufficient food during the evening meal. Providing Eid cash gifts to 95 individuals or families to help them celebrate Eid-ul-Fitr, the festival marking the end of Ramadan, ensuring they can participate in the festivities and meet their needs.

SDG HIGHLIGHTS INNOVATIVE PROGRAMME PORTFOLIO JORDAN

SUSTAINABLE DEVELOPMENT GOALS





PAKISTAN OUTLINE – 2023

Pakistan is contending with a severe food security crisis due to wheat shortages and surging food prices, hitting low-income and flood-affected communities the hardest. Around 14.6 million people need urgent food aid in flood-affected regions. In 15 such districts, recent data shows that a third of children under two suffer from moderate acute malnutrition and 14% from severe malnutrition. With over 4.4 million acres of farmland destroyed by 2022 floods, 2023 wheat and rice production will decline. Food inflation surged to

48% in April. Factors include adverse weather, macroeconomic issues, political unrest, bureaucracy, and the Russia-Ukraine conflict, driving social unrest due to food scarcity exacerbated by low foreign reserves for imports.



KEY PROJECTS 2023

RAMADAN FOOD PACKS:

Ramadan Food Packs: We undertook the distribution of essential dry food packs to support families during the holy month of Ramadan. This project was executed in the Sindh region of Pakistan and was managed from our office in the country. The scale of the project was of medium size, impacting a total of 4488 individuals. Through this effort, we aimed to alleviate some of the hardships faced by communities during the fasting period.

QURBANI PROJECT:

As part of this initiative, we conducted the ritual slaughtering of 15 animals. The programme also involved providing 3 kg meat packs to 525 deserving families in the Punjab region of Pakistan. Our office in the country coordinated the implementation of this small-scale project, which brought assistance to 3,675 individuals.

ACHIEVEMENTS:

- Registration completed and Memorandum of Understanding signed with the Ministry of Interior, Government of Pakistan in April 2023
- AFH Pakistan Bank account opened and operational
- AFH Pakistan became the member of Pakistan Humanitarian Forum (PHF), a network of 46 International NGOs in Pakistan
- Country Director hired
- Programme and Partnerships Manager Hired
- Secured funding for AFH Pakistan's food security and livelihoods projects from Guernsey Overseas Aid & Development Commission

CHALLENGES:

- The advancement of the registration process has encountered a considerable setback due to the enduring political instability prevailing within the country of Pakistan. This destabilising factor has

significantly impeded the timely and seamless completion of the registration procedure for Action For Humanity during 2023. This is now complete.

- The fluctuating political landscape has introduced complexities and uncertainties, prolonging the process and posing difficulties in navigating the bureaucratic requirements essential for successful registration. As a result, the organisation has had to navigate through the intricate interplay of political dynamics, seeking avenues to ensure compliance while working toward its mission in the midst of these challenging circumstances.

FUTURE PLANS:

- Formulation of 3-year country strategy for Pakistan
- Short-term and long-term action plans for AFH Pakistan
- Prioritise risk management, capacity building, and effective monitoring
- Foster sustainability, transparency, and adaptability to political dynamics

SDG HIGHLIGHTS INNOVATIVE PROGRAMME PORTFOLIO PAKISTAN

SUSTAINABLE DEVELOPMENT GOALS





AFGHANISTAN OUTLINE – 2023

Afghanistan continues to grapple with the consequences of four decades of conflict, entrenched poverty, climate-induced crises, and barriers to women’s equality and participation in public life.

The economic downturn following the political transition in August 2021 – which coincided with a suspension

of large-scale bilateral development cooperation on which the country depended – has exacerbated underlying fragilities, including limited livelihood opportunities for both urban and rural populations alike.

Despite the significant reduction in active hostilities, Afghanistan remains

primarily a protection emergency characterised by high-levels of protracted displacement, mine and explosive ordnance contamination, restrictions to freedom of movement, increased risk of gender-based violence, child labour, early marriage and increased needs for mental health and psychosocial support.

KEY PROJECTS 2023

FOOD PACKS

We undertook the distribution of essential dry food packs to support families during key periods throughout the year. Through this effort, we aimed to alleviate some of the hardships faced by communities during winter, emergencies, and the fasting period.

BANGLADESH OUTLINE – 2023



KEY PROJECTS 2023

QURBANI 2023:

The project aimed to provide 2 kg of meat to each family, reaching a total of 495 poor households among the Rohingya community in Bangladesh. This initiative ensured that these families were not only given nutritious food, but they could also partake in the tradition of Qurbani during Eid-ul-Adha, despite their economic challenges.

While significant economic growth was witnessed in the past decade, nearly one third of the population still faces food insecurity and 20 percent lives below the national poverty line. Bangladesh is extremely vulnerable to natural hazards with most of the population residing in areas prone to floods and cyclones. The country strategic plan 2022-2026 reinforces World Food Programme (WFP’s) commitment to working with the Government to improve food security, nutrition, and resilience in vulnerable communities, while also

HAND PUMPS

Installed 6 Semi-Deep Hand Pump Deep Tube Wells in Bangladesh: This initiative involved the installation of six semi-deep hand pump deep tube wells in Bangladesh. These wells provided communities with access to clean and safe drinking water, improving their overall health and well-being.

providing emergency assistance to people affected by disasters. Since 2017, in response to the influx of approximately 745,000 Rohingya from Myanmar to Cox’s Bazar, WFP has been providing food assistance and nutrition services, as well as implementing self-reliance and disaster risk reduction (DRR) activities in the camps. In Cox’s Bazar, WFP also supports Bangladeshi communities most vulnerable to food insecurity through longer-term nutrition, school feeding, livelihoods and DRR interventions. From late

EMERGENCY FOOD SUPPORT

In response to natural disasters such as floods and cyclones, this project provided emergency food support to affected communities in Bangladesh. Specifically, 251 households, comprising 1,255 family members, received essential food supplies to address immediate needs and alleviate hunger during times of crisis.

2021, WFP has been supporting the Rohingya on Bhasan Char Island, now home to 32,574 government-relocated refugees. Due to the ongoing ration cuts, the overall daily nutritious consumption has decreased, 99 percent of Rohingya households are vulnerable without humanitarian assistance per WFP’s monitoring report from December 2023, while borrowing food and money has nearly doubled to 46 percent.

SDG HIGHLIGHTS INNOVATIVE PROGRAMME PORTFOLIO AFGHANISTAN



SUSTAINABLE DEVELOPMENT GOALS



SDG HIGHLIGHTS INNOVATIVE PROGRAMME PORTFOLIO BANGLADESH



SUSTAINABLE DEVELOPMENT GOALS





SOMALIA OUTLINE – 2023

KEY PROJECTS 2023

WASH PROGRAMMES:

Improving Access to Water, Sanitation and Hygiene in Kismayo of Lower Juba Region of Somalia: This initiative aimed to further improve access to water, sanitation, and hygiene in Kismayo of the Lower Juba Region of Somalia by constructing an additional 20 water wells. Through this project, the capacity of 3,600 local community members was increased to maintain hygiene and sanitation practices, resulting in improved health outcomes for the community.

SOMALIA QURBANI 2023:

The Qurbani for Wafa Relief project aimed to provide support to 2,800 people in need in Africa by distributing 111 sacrificial sheep during Eid al-Adha. The project was implemented in Bel Khair camp, Mogadishu, Somalia, in collaboration with a local partner. This initiative ensured that vulnerable individuals in the community could partake in the tradition of Qurbani and have access to meat during the festive occasion.

EMPOWERING WOMEN

Empowering Women for Economic Growth in the Lower Juba Region of Somalia: The goal of this project was to enhance the livelihoods of 30 women in the Lower Juba Region of Somalia through increased income and skill development. By empowering women economically, the project aimed to promote gender equality, improve household welfare, and contribute to the overall economic growth of the region.

WATER WELLS

3 Water Wells in Kismayo, Lower Juba Region of Somalia: The project aimed to improve access to water, sanitation, and hygiene in Kismayo of the Lower Juba Region of Somalia by constructing three water wells. This initiative benefited the local community by providing clean and safe drinking water, enhancing sanitation practices, and promoting hygiene awareness.

Somalia experienced the worst drought in decades in 2023, followed by the most extensive floods in generations, all within the span of just a few months. Despite some improvements, levels of humanitarian needs are still severe and extreme. Almost one in five Somalis face high levels of acute food insecurity. According to the Integrated Food

Security Phase Classification (IPC) analysis published on 15 February, at least 4 million people (21 per cent of the population) are estimated to be in IPC Phase 3 or worse (Crisis or Emergency) until March 2024. High levels of acute malnutrition persist in many areas, with an estimated 1.7 million children aged 6 to 59 months facing acute

malnutrition between January and December 2024, of whom 430,000 are likely to be severely malnourished. Access to healthcare is limited and functional health facilities are inadequate, which heightens the risk of maternal and infant mortality and increases rates of preventable diseases like cholera.

SDG HIGHLIGHTS INNOVATIVE PROGRAMME PORTFOLIO SOMALIA



SUSTAINABLE DEVELOPMENT GOALS



STRATEGIC PRIORITIES FOR 2024

In 2024, one of the strategic priorities is to ensure that no one is left behind through an inclusive approach to programming and quality enhancement. Here's an expanded explanation of this priority:

LEAVE NO ONE BEHIND

The overarching goal of this strategic priority is to ensure that all individuals, especially those who are marginalised or vulnerable, have equal access to and benefit from development programmes and services. This principle is rooted in the commitment to achieve the Sustainable Development Goals (SDGs) by 2030, which includes targets to eradicate poverty, reduce inequalities, and promote social inclusion.

INCLUSION IN PROGRAMMING

Inclusion in programming refers to the deliberate effort to design and implement initiatives that address the needs and rights of all individuals, regardless of their background, identity, or circumstances.

This involves:

1. Identifying Vulnerable Groups:

Conducting thorough assessments to identify and understand the needs and challenges faced by marginalised or vulnerable groups within the community.

2. Tailoring Interventions:

Developing interventions that are responsive to the specific needs and priorities of these groups, ensuring that they are not overlooked or

excluded from development efforts.

3. Promoting Participation:

Actively involving marginalised groups in the planning, decision-making, and implementation processes of development programmes to ensure their voices are heard and their perspectives are considered.

4. Removing Barriers:

Addressing structural, social, and institutional barriers that prevent marginalised groups from accessing essential services, resources, and opportunities.

5. Quality Enhancement:

Improving the effectiveness, efficiency, and impact of development interventions to ensure that they deliver meaningful and sustainable outcomes for all right holders.

6. Monitoring and Evaluation:

Implementing robust monitoring and evaluation mechanisms to track progress, measure impact, and identify areas for improvement.

7. Learning and Adaptation:

Creating opportunities for continuous learning and adaptation based on feedback, evidence, and best practices to enhance the relevance and effectiveness of interventions over time.

8. Capacity Building:

Strengthening the capacity of local partners, organisations, and communities to design, implement, and manage high-quality programmes that prioritise inclusivity

and sustainability.

9. Innovation and Best Practices:

Promoting innovation and the adoption of best practices to enhance the efficiency, scalability, and replicability of interventions, while ensuring they remain inclusive and responsive to the diverse needs of right holders.

By prioritising inclusion in programming and quality enhancement, organisations can strive to create more equitable, participatory, and impactful development interventions that leave no one behind.

The strategic priority of leaving no one behind through inclusion in programming and quality enhancement is closely aligned with several Sustainable Development Goals (SDGs), based around our projects. Please see below:

	<p>1. SDG 1: No Poverty</p>
	<p>2. SDG 5: Gender Equality</p>
	<p>3. SDG 10: Reduced Inequalities</p>
	<p>4. SDG 16: Peace, Justice, and Strong Institutions</p>
	<p>5. SDG 17: Partnerships for the Goals</p>

Inclusion in programming ensures that marginalised and vulnerable groups, who are often at risk of poverty, have access to essential services, resources, and opportunities, thereby contributing to the goal of eradicating poverty.

Prioritising inclusion involves promoting gender equality by addressing the specific needs and rights of women and girls, enhancing their access to education, healthcare, economic opportunities, and participation in decision-making processes.

By focusing on leaving no one behind, this strategic priority aims to reduce inequalities within societies by ensuring that all individuals, regardless of their background or circumstances, have equal access to development programmes and services.

Inclusion in programming fosters social cohesion and strengthens institutions by promoting participatory decision-making processes, addressing grievances, and ensuring that all voices are heard and represented in governance and development efforts.

Quality enhancement involves building effective partnerships and collaborations between governments, civil society, the private sector, and other stakeholders to maximise the impact and sustainability of development interventions, thereby advancing progress towards all SDGs.



By aligning with these SDGs, the strategic priority of leaving no one behind through inclusion in programming and quality enhancement contributes to the broader agenda of sustainable development, ensuring that progress is equitable, inclusive, and sustainable for all.

UK DOMESTIC OPERATIONS

This year within the UK, Action For Humanity continued to expand our domestic projects through our community outreach support campaigns that started over 4 years ago

FOOD PROVISION OUTREACH WORK

The foundation of our local community initiatives started in March 2020 with Action For Humanity's food bank at the start of the Covid-19 crisis when basic food essentials and healthcare packs were delivered to hundreds of elderly, isolated and vulnerable citizens across Tameside and Greater Manchester. Since the start of the pandemic, our team of trained volunteers provided hundreds of hot meals to NHS staff, the isolated and the vulnerable. Since that time to date, our 175-member, strong volunteer outreach team have prepared, cooked, and delivered over 100,000 hot meals to homeless shelters, vulnerable families, and victims of domestic violence across Manchester and Tameside. As an organisation, we swiftly became recognised for our ability to provide a rapid, effective service which supplies culturally appropriate meals to those identified by outreach organisations in a timely and efficient manner.

Through our weekly batch-cooking classes, we have trained over 200 community cooks to prepare large quantities of nutritious hot meals, enabling a reduction of food poverty and helping to expand our outreach services to those in need.

Our outreach in the form of hot food provision continues to supply 300 meals weekly, through sustainable and regular service programmes that deliver without fail across Greater Manchester and Bolton.

We have previously extended our outreach services through a number of organisations such as Myriad Foundation, Tameside Council, Action Together, Age Concern, ISB, Tameside Veteran food provision, As-Salaam Centre, Barakah Food Aid, and SPIN (Supporting People in Need- Coverdale Church Shelter). Action For Humanity's local response and outreach services continue to spread across Tameside and Greater Manchester. This work has been facilitated by the local community, for the local community with any gaps in funding covered by Tameside Council in their bid to build capacity with organisations working directly at the grassroots level to reach those most in need.

2023 also saw the start of our UK Qurbani project; to source local Qurbanis and distribute meat after Eid Ul Adha to vulnerable families across Greater Manchester. This is in collaboration with the 'Share my Qurbani' campaign and grassroots organisations, such as UKEFF.

OUTREACH SERVICES FOR REFUGEE AND ASYLUM SEEKERS

Action for Humanity's outreach intervention has also included the provision of culturally appropriate hot meals, new clothing, and prayer mats for Afghan refugees still struggling

after arriving in the UK since the summer of 2021.

This year, AFH has partnered with the "We Love MCR" Charity with a substantial grant to support 20 refugee professionals living in Manchester, with five of the refugees entering structured employment. To date, the project has supported seven refugee professionals, with one person successfully entering employment as a trainee technician.

The funding AFH provided created a part-time role, (15hrs per week) within "Refugees and Mentors", a third-party organisation supporting refugees and asylum seekers to improve their employment prospects. The support aims to provide all candidates with individual information, guidance and encouragement, to develop their professional profile and increase self-confidence in their existing skills, experience and qualifications. Our work extends to working with additional local partners to signpost asylum seekers and refugees until they are settled within their new community.

COMMUNITY BEREAVEMENT SUPPORT

In the aftermath of the pandemic, Action for Humanity has provided ongoing outreach support for bereaved and grieving families who have lost family members to Covid 19. On identifying a need to signpost and support vulnerable families, AFH has built a support mechanism by providing workshops nationally on how families can safely wash

and shroud their departed family members with dignity and start the healing process with a focus on mental health and wellbeing. Over 3000 participants have attended workshops around the UK in the last four years. The courses have been accredited and also developed into an online module available remotely.

This project continues to be a source of providing safe spaces for communities to talk about dying, death, bereavement and learning safe practices to honour loved ones beyond Covid-19. The funds being generated from the workshops are being utilised to provide bereavement support for grieving households, making this a project by the community, for the community.

COMMUNITY COLLECTIONS

Additionally, we regularly organise collections of brand-new winter clothing, and medical aid in the UK, which are then transported to conflict afflicted crisis areas such as Syria or Yemen for distribution to hospitals and vulnerable camp communities through our outreach teams in respective countries.

PRIORITIES FOR THE YEAR AHEAD

Our programmatic strategy for future UK projects is to continue organic growth of existing campaigns by expanding connections to outreach partners such as We Love MCR, Manchester and, Tameside City Councils, ISB, UKEFF and others working towards collaborations and similar goals. Priorities include the reduction of food poverty, providing outreach support to struggling communities and continuing services that build capacity with our

implementing partners and wider community during the ongoing 'cost-of-living' crisis. Our aim is to increase the number of hot meals provided for vulnerable people; from 300 to around 500 hot, nutritious and culturally appropriate meals per week. This will be facilitated by raising funds from within our existing donor community as well as corporate funding grants we are seeking to apply for that support social responsibility and outreach projects.

We are also expanding our accredited batch-cooking and bereavement workshops being taught online. In addition to the service provision, we are also working on onboarding more volunteers and increasing our outreach work nationally. Volunteers for the homeless outreach project at Action for Humanity will also aim to have their formidable efforts recognised through The King's Award for volunteering. This is a prestigious award that seeks to recognise volunteer groups that have provided a community social responsibility service that impacts vulnerable communities locally and campaigns that have a proven track record of beneficial outreach work for a minimum of three years.

Support for asylum seekers and refugees is another key area for expansion. In collaboration with partners such as Caritas, the co-ordinating charitable organisation responsible for supporting refugees and asylum seekers over Manchester hotels, AFH will identify gaps in service provision to improve support for those in temporary accommodation.

This would include distribution of clothing and essentials for newly

arriving refugees/asylum seekers. It would also include building capacity with services that support and educate such people with familiarity of UK residency procedures and protocol.

Supporting the vulnerable during their leave to remain, during which they have 28 days to apply for a bank account, universal credit and source accommodation is essential to prevent further homelessness and vulnerability.

The proposal includes an induction to life in the UK to encourage service users to start the process early, outlining the next steps in the official migration process. This would potentially reduce homelessness of refugee populations, equip them better for the next stages of the process and provide vital information about housing options, benefits, work and employment opportunities, bank accounts, ESOL classes, etc. The scheme above would also tie in with the 'Local Authority of Sanctuary' strategy being developed by GM.

Action For Humanity is actively advocating for increased awareness about refugees and asylum seekers. This includes challenging narratives that dehumanise those fleeing conflict and persecution. Our team has commissioned a Virtual Reality (VR) film about the dangers that families are forced to navigate through, to reach the UK. The film is being exhibited nationally to diverse audiences with the aim of fostering a better understanding of refugee communities, their challenges and how to support them.

OUR PEOPLE

Our success at Action for Humanity is driven by the remarkable individuals in our organisation that force us to recognise them as the driving force behind every one of our successful endeavours. Our dedicated Human Resources teams, operating in different countries, have been instrumental in ensuring that our teams are adequately equipped, our staff members are well supported, and seamless collaboration and synchronisation are achieved globally. Through moulding a robust and truly collaborative team that utilises the diverse backgrounds of its members, we have been able to drive our success forward and reach our strategic goals with renewed ease and confidence.



STAFF WELLBEING

The wellbeing of our staff is of paramount importance at Action for Humanity. We understand that for our people to thrive, their needs must be prioritised and so we have worked diligently to develop a holistic and comprehensive staff wellbeing offering.

Action for Humanity has recognised the challenges posed by rising living expenses and economic uncertainties in the countries in which our staff operate. To foster a motivated and content working environment we have meticulously benchmarked competitive remuneration packages against local market averages.

Moreover, we have implemented and refined several initiatives aimed at promoting staff wellbeing, supporting

positive mental health, and achieving a healthy work-life balance. Our comprehensive approach includes generous provisions for annual leave allowance, flexible and hybrid working arrangements, as well as robust reporting channels to safeguard our employees. Field staff in applicable offices receive generous leave allowance for rest & recuperation, and they are provided access to healthcare services, for example in Yemen we have partnered with the UN to provide our staff with 24/7, professional, point-of-contact physical and psychological healthcare. We have also adopted a new Employee Handbook which includes family-friendly policies, and we have delivered a range of team-building activities, social events, away days, and retreats. At our UK Annual Retreat in 2023, all of our UK employees engaged in a range of leadership and self-care workshops

as well as outdoor teambuilding activities at the renowned JCA Condover Hall.



To further support our employees, we provide access to the Health Assured Employee Assistance Programme. This service offers a range of benefits such as emotional support including counselling, expert advice on legal and financial matters, and access to an app and online portal which has a comprehensive library of resources to help employees through life's challenges. Additionally, our staff can enjoy exclusive discounts and special offers for shopping, dining, gym memberships, and more.

At our core, we are committed to empowering our staff to excel in their roles and make a significant impact. By ensuring their wellbeing and providing the necessary support, we enable them to perform their jobs effectively and maximise their contributions to the organisation.

STAFF WELLBEING DURING THE TÜRKIYE/ SYRIA EARTHQUAKE

Our commitment to staff wellbeing was epitomised during the Türkiye/ Syria earthquake in February 2023. This unprecedented disaster caused profound devastation and loss for our colleagues. Many of our team members from Türkiye and Syria endured the hardship of having their homes either partially or completely destroyed, suffering physical injuries and/or psychological harm, and most devastatingly, the majority of them faced the trauma of losing a friend or a family member. In response to this time of unprecedented difficulty, Action for Humanity's management dedicated itself to safeguarding and supporting our staff through a comprehensive support plan which was unmatched in the sector.



IMMEDIATELY AFTER THE EARTHQUAKE

Management contacted all staff to check on their condition and ascertain the best ways to extend support.

Recognising the urgent need for safe accommodation immediately after the earthquake, we opened our Gaziantep office as a shelter centre for all staff and their families.

**WITHIN
48
HOURS**

As the scale of destruction from the earthquake became clear, we relocated all our staff in Türkiye and their families to a hotel in the nearby city of Mersin, which included providing safe and reliable transportation in difficult circumstances.

We began to learn that tragically we had lost some members of the AFH family in the catastrophic disaster. For their mourning families, we hoped to alleviate some of their financial burdens in the extremely trying times by putting together a package of financial assistance.

Psychosocial Support sessions were delivered in Mersin by a specialist member of staff. These sessions aimed to provide emotional and psychological support in a conducive environment during the calamitous time.

IN THE WEEKS THAT FOLLOWED

Once the damage and destruction to our staff members' homes was assessed, we extended financial assistance to those who required repairs to their homes, also providing alternative housing in the meantime. For those whose homes were damaged beyond repair, we helped rebuild their lives by providing resettlement assistance cushioning their move into new homes as much as possible. Healthcare services were provided for staff members injured in the earthquake, ensuring they received medical care during their recovery process.

TRAINING AND DEVELOPMENT

We are dedicated to providing our staff with opportunities and support for individualised training and development. Our goal is to empower each employee to thrive, whether they are pursuing qualifications, participating in specialised training programmes, or receiving in-house on-the-job training.

Furthering our commitment to staff development, we have organised monthly all-staff training sessions under our Inspire & Grow scheme. These sessions serve as a platform to enhance the knowledge, skills, and expertise of our employees in thematic areas within the humanitarian sector and other areas of their professional lives. In 2023, areas of training included:

- Diversity & Inclusion
- Risk Management
- Safeguarding
- Exploring Identity & Celebrating Achievements
- CHS 9 Commitments for Staff

To enhance the performance and prospects of our employees, we sponsor and support their pursuit of academic and professional qualifications accredited by professional bodies. This allows our teams to seek excellence in their work, whether it is in Programmes, Operations, Marketing, Finance, Human Resources, Management, or other areas.

Our strategy regarding training in the field is centred upon addressing our operating regions' unique needs and challenges as well as our employees' career development goals. Our infield management designs bespoke training initiatives through

a lens of advanced and nuanced understanding of their respective regions based on the input they receive through surveys from the field staff.

Recognising the importance of unity, safety and accountability, our field staff undergo mandatory training in critical areas such as PSEA (Preventing Sexual Exploitation and Abuse), Safeguarding, Anti-Fraud, and Aid Diversion. These trainings ensure that our staff are equipped with the necessary knowledge and tools to maintain high standards of conduct and integrity.

Our training and development programmes are intricately linked with our annual performance development review and appraisal processes. We firmly believe that as employees enhance their abilities, their contributions should be duly recognised and rewarded. By aligning personal growth with performance evaluation, we foster a culture of continuous improvement and professional advancement.

We remain committed to investing in our staff's training and development, as we recognise that their growth is integral to the success of our organisation. Through these initiatives, we aim to empower our employees to reach their full potential and cultivate a significant impact in their roles.

THE STEERING COMMITTEE FOR HUMANITARIAN RESPONSE (SCHR) MISCONDUCT DISCLOSURE SCHEME (MDS)

In line with our commitment to safe programming and recruitment, Action

for Humanity participates in the inter-agency Misconduct Disclosure Scheme (MDS) administered by the Steering Committee for Humanitarian Response (SCHR). This scheme serves as a vital platform for organisations to share crucial information during the recruitment process regarding individuals who have been involved in incidents of sexual harassment, sexual abuse, or sexual exploitation.

By engaging in the scheme, we contribute to the collective effort of improving humanitarian action. Through information sharing and learning, we continuously strive to enhance our practices and promote the well-being and safety of those we serve.

In alignment with the SCHR's four Key Areas, we have made notable progress in each of them:

1. Peer support, influence, and learning: We have fostered strong relationships with influential SCHR members, allowing us to actively exchange knowledge and expertise. Regular engagement with these partners enables us to stay at the forefront of the emerging ideal practices and continuously enhance our approach.
2. Prevention of sexual exploitation, abuse, and harassment: We prioritise the vigorous implementation of the Misconduct Disclosure Scheme (MDS). Through this scheme, we actively support and collaborate with other organisations within the sector to thoroughly vet job applicants. We aim to identify and disqualify individuals who have engaged in any form of sexual exploitation, abuse, or harassment, ensuring a safe and respectful working environment for all.

In summary, our active engagement in the SCHR Misconduct Disclosure Scheme exemplifies our unwavering commitment to upholding the highest standards across the humanitarian sector.

ACTION FOR HUMANITY ADVOCACY REVIEW

Throughout 2023, our focus has been on advancing our overarching advocacy objective: to garner increased political and financial support from the international community for fragile and conflict-affected settings. We aim to ensure that international policy frameworks embody robust and principled approaches to both humanitarian response, development, and peacebuilding, in line with the triple nexus approach. Our specific policy requests are designed to actively engage the international community in the following ways:

1. Systemic Reforms of the Humanitarian and Development Architecture:

Policy makers and donors acknowledge the increasing humanitarian needs across populations in fragile and conflict affected settings and commit to making systemic reforms to coordinate and fund mechanisms, access and processes that provide the necessary infrastructure for building stronger humanitarian-development-peace cooperation in humanitarian FCAS. In 2023, there was a specific emphasis on efforts to support humanitarian access and early recovery in Syria.

2. Sustainable and needs-based funding:

Policy makers and donors, acknowledging the urgent and evolving challenges faced by communities in fragile and conflict-

affected settings, ensure that funding is increased, predictable, flexible, and sustainable to support the growing needs, thereby contributing to stability, resilience, and sustainable development.

3. Enhanced protection for populations in humanitarian and development response:

Policy makers and donors ensure the safety, dignity, and rights of affected populations in fragile and conflict-affected settings. Key aspects include providing access to basic needs and services in a safe and non-discriminatory manner, supporting community participation and empowerment, and policies and actions that uphold the rights of all individuals, especially women, children, older people, and marginalised groups. This also includes integrating protection considerations into all humanitarian, development, and peacebuilding efforts.

4. Support for climate resilience:

Policy makers and donors support resilient and sustainable development through investment and policies that support climate adaptation and mitigation, and the integration of climate resilience and climate sensitivity into humanitarian, development, and peacebuilding efforts.

5. Commitments to conflict affected populations during emergency response:

Due to an increase in natural disasters and conflict in 2023, our advocacy also expanded to shaping policies around emergency responses including the Syria earthquake response and the Gaza response. This included advocacy to support humanitarian access and system strengthening, funding, and protection and rights. It also includes tackling the political root causes of humanitarian emergencies.

To achieve the goals we have allocated to ourselves, Action For Humanity has employed a diverse range of advocacy strategies. In terms of what we have been able to accomplish in the past year, our work in advocacy has allowed us to make significant strides towards our goals:

STRENGTHENING HUMANITARIAN AND DEVELOPMENT ARCHITECTURE

Our advocacy efforts, in reference to the first policy ask established above, informed by extensive research and policy analysis, ensured that FCAS were recognised much more significantly in the [UK's international development white paper](#). Our efforts moved to include the recognition of areas of best practice like inclusion and investment in local actors, investment in self-reliance, prioritising gender equality, conflict and climate-sensitive programming and long-term flexible funding.

By leveraging insights from our reports and policy papers, such as “[Making UK Assistance work in Conflict Situations](#)” and our analysis of the UK’s Integrated Review Refresh ([Support for Fragile and Conflict Affected Settings: An analysis of the UK’s Integrated Review Refresh, 2023](#)), we effectively demonstrated the urgent need for increased support and funding in FCAS, and also for (Official Development Assistance) ODA to be needs based and used for poverty alleviation. Our engagement with Members of Parliament, the Foreign, Commonwealth and Development Office (FCDO), the [Office of Conflict, Stabilisation and Mitigation](#), the United Nations, and international policy makers amplified our advocacy messages and led to the inclusion of much stronger recognition of the need to prioritise FCAS in the white paper.

“We have to understand the importance of fragility and conflict in shaping development outcomes. Conflict has stalled or even reversed progress in too many places, with humanitarian needs at their highest since 1945. Soon half the world’s poorest will live in fragile or conflict-affected states, with a lack of state capacity and respect for the rule of law, high levels of corruption and enduring ethnic or political divisions.”

David Cameron, 2023, [UK’s international development white paper](#), pg. 8.

“We will ensure that development finance reaches those left furthest behind.”

[UK’s international development white paper](#), pg. 82

This recognition comes as a direct outcome of our ongoing advocacy efforts to restore commitments to FCAS. We also included strong language on FCAS in the joint [Syria specific submission](#) reflecting the government’s increased commitment to addressing the complex challenges faced by communities facing protracted conflict and instability. Our submission also emphasised the importance of depoliticising the conversation surrounding early recovery in Syria and pushing for a clear and internationally accepted definition that distinguishes it from non-humanitarian development and reconstruction efforts. By drawing attention to this issue, we influenced the government’s commitment to continue convening with other states in conversations that aim to ensure that early recovery efforts in Syria are effectively coordinated and implemented.

Furthermore, our submission advocated for the alignment of UK sanctions exemptions with the spirit of UNSC resolution 2664 to avoid hindering legitimate humanitarian action. This advocacy directly contributed to the government’s commitment to ensuring that sanctions do not impede humanitarian efforts, thereby facilitating greater access to essential services such as education, healthcare, and livelihoods for communities in crisis.

INCREASED AND SUSTAINABLE FUNDING

In line with enhancing the second policy ask established above, our advocacy efforts in the [UK’s international development white paper](#) produced multi-pronged

achievements for us. The white paper included an additional one billion GBP in humanitarian assistance and the allocation of a further 15% for a self-reliance fund. The allocation of up to 15% of humanitarian provision for resilience-building alongside relief efforts is commendable, reflecting an understanding of long-term solutions to mitigate future disasters - a direct result of our advocacy efforts. We also welcomed the commitment to allocate 50% of bilateral Official Development Assistance (ODA) to Least Developed Countries (LDCs), however, we suggest that a more explicit focus on Fragile and Conflict-Affected Areas (FCAs) would be more beneficial, given the acute needs in these regions. The humanitarian commitments to address disaster risk financing are also a positive inclusion.

Our advocacy also included joint work with the UK Syria Advocacy Working Group to research and write an analysis on the [Aid Fund for Northern Syria](#) (AFNS) from the perspectives of local and international organisations working on the Syria context. The report, which included testimonies from 28 organisations, was shared with AFNS for feedback. Following this engagement, organisations report that AFNS has incorporated our recommendations to improve transparency, communication, and gender inclusivity.

FACILITATING GENDER INCLUSIVITY

In continuing efforts at advancing the third policy ask established above, we are working with various women’s rights organisations (WROs)-the women’s advocacy group to the HLG, the women’s advisory board to the UN Special Envoy for Syria and other grassroots women activists

to secure stronger commitments to support women and girls in FCAS. Through investing in gender equality programming, supporting WROs, and ensuring women are better included in decision-making, we aim to make significant strides towards our goals.

Our research initiatives, including our [analysis of the UK’s women and girls strategy](#) and the report “[Recognising Resilience: Women’s Leadership in Northwest Syria’s Earthquake Response](#)” provided valuable insights into the specific needs and challenges faced by women and girls in FCAS, specifically Syria, which we then amplified during a [roundtable](#) at the [Brussels Conference for Supporting Syria and the Region](#). We facilitated a space to bring Syrian women together with decision makers, including Duncan Bell from the FCDO and [Kat Fotovat](#), Senior Official for Gender and Diversity at the White House. This work was also featured in the [Metro](#), to whom we gave an extended interview.

Our contributions in the recognition of the pivotal role of women peacebuilders and commitments to inclusivity in the White Paper signify a positive step towards addressing gender disparities and empowering marginalised communities in conflict-affected regions.

“Locally-led women’s rights organisations (WROs) should be at the heart of setting development priorities in their communities.”

[UK’s international development white paper](#), pg. 79.

Following extensive engagement with the Office of Conflict, Stabilisation and Mitigation (OSCM) in 2023, including through

deep dives with the OCSM and meetings with the Minister responsible for the [UKISF](#), some of the recommendations from our report - [Recognising Resilience - Women’s Leadership in Northwest Syria’s Earthquake Response and Beyond](#) – made it into the UKISF. The latest call for proposals ([Syria: accountability, transitional justice and gender equality project](#)) included specific funding for initiatives that support conflict-sensitive, innovative, and localised project proposals which focus on transitional justice, accountability, and standalone interventions for gender equality, social inclusion, and human rights.

In November 2023, we facilitated an all-donor meeting to launch a private briefing which we produced in response to the failure to reach consensus on United Nations Security Council (UNSC) Resolution 2672 on July 10, 2023, which impacted UN humanitarian access to 2.7 million Syrians via the Bab Al-Hawa crossing point. Initiating a research project, we conducted interviews and gathered insights directly from women and girls in Northwest Syria regarding the consequences and implications of this development. The meeting was attended by key stakeholders such as FCDO, USAID, AFNS and OCHA, who were able to directly engage with the Syrian women we worked with on the briefing. We agreed that the meeting was just the first step towards much more transparent and inclusive decision making processes.

ENHANCE PROTECTION IN HUMANITARIAN RESPONSE BY PRIORITISING EQUITABLE ACCESS TO EDUCATION

In extension of the third policy ask-through our advocacy efforts, we have successfully influenced policymakers to prioritise facilitating access to fundamental rights such as education. Our report, “[Hard Lessons: An inquiry into children with disabilities’ exposure to protection risks](#),” was a key activity for AFH in 2023, and we strategically launched it at the [Education Cannot Wait](#) conference in Geneva. Alongside partners like World Vision, Sightsavers, and Humanity and Inclusion, we hosted a side event where we engaged with decision makers including the (then) Shadow Minister for the Middle East Bambos Charalambous. At the conference, we met with key stakeholders like David Miliband and the Lebanese Minister for Education.

Through these efforts, Education Cannot Wait committed an additional US\$1.5 billion in funding to Columbia, South Sudan and -crucially- Syria. ECW also committed to ensure that at least 5% of funding goes to support the equitable access, participation and achievement of persons with disabilities, guided by their [Policy and Accountability Framework on Disability Inclusion](#).

In the UK, we engaged with UK Special Envoy for Girls’ Education, Helen Grant, who met with us to discuss the findings of the report. We shared our findings with the APPG for Global Education and [Send My Friend to School](#). In another success, the UK’s white paper explicitly addressed our concerns, affirming a

focus on reaching marginalised girls and children with disabilities, while pledging to address barriers such as poverty, marginalisation, gender-based social norms, disability, and conflict-induced displacement, all of which were direct requests outlined in our report.

We ensured that education was a focal point in the Syria-specific white paper consultation, advocating for commitments to early recovery programming and emphasising the significance of Action for Humanity's SEP programme. A key win for us here is that the White Paper also commits to:

“Reform education systems, extending from primary through tertiary levels, with a pledge to base these reforms on evidence of effectiveness—a crucial step towards ensuring inclusive and quality education for all.”

[UK's international development white paper](#), pg. 86

We also contributed notable insights to joint ventures including:

- [COP28: a critical crossroads for education and the climate agenda](#)
- [Securing Education for the world's refugees at the 2023 Global Refugee Forum \(GRF\)](#)

COMMITMENTS TO CLIMATE FINANCE

In line with advancing our fourth key policy ask established above, our efforts successfully contributed to advocacy for the retention of commitments totalling 28 billion GBP to climate finance by the UK government, and also secured

a specific focus on climate and conflict within the Office of Conflict, Stabilisation and Mitigation (OCSM) conflict prevention hub. Our research publication, “Support for Fragile and Conflict Affected Settings: An analysis of the UK's Integrated Review Refresh, 2023” provided compelling evidence of the urgent need for climate financing in FCAS and its nexus with peacebuilding efforts. Through the wide-spread sharing of our research with policymakers and collaborating with the Climate Action Network and Send My Friend to School (who we co-wrote the COP28: a critical crossroads for education and the climate agenda policy briefing with), we influenced discussions and policy decisions around climate finance commitments. We also presented this paper to the OCSM and pushed for a specific pillar on climate in their work. The establishment of a peace and climate day at COP28 and the historic COP28 Declaration On Climate, Relief, Recovery And Peace led by the UAE showed the significant impact of our advocacy efforts, in collaboration with organisations like the Climate Action Network and others, in shaping climate policies that address the unique challenges faced by FCAS.

UNITING FOR EMERGENCY RESPONSE

Extending our commitment to the fifth policy ask, AFH has ensured a swift and focused respond to the surge in natural disasters and conflicts this year. Leading both the Syria Working Group and the IOPT Working Group, we coordinated joint efforts to strengthen emergency responses, particularly during the Syria-Türkiye earthquake response, and the Gaza response.

With the Syria Working Group, we led a sector-wide collaboration to maximise response strength. Collaborating closely with Deputy Foreign Secretary, Minister Mitchell, we advocated for increased funding allocation, particularly to local actors, and were able to highlight the importance of commitments to FCAS through our blog on the BOND website.

Weekly engagements with the FCDO led to several wins, including insights into the UN's plans to establish a hub in northwest Syria. AFH led on joint briefings which were widely shared with ministers, politicians, and committees such as the International Development Committee and the Foreign Affairs Select Committee, holding government policies to parliamentary scrutiny. Notably, during the Syria-Türkiye earthquake response, our messaging featured in Preet Gill's debate speech and video message for Syria 13, amplifying the urgency of our advocacy agenda.

Furthermore, we lead the IOPT working group and received praised for coordinating an energetic approach. We led the production of a joint TOR, and our efforts include in-person strategy sessions, regular joint statements, letters and briefings covering critical topics such as gender, unexploded ordnance (UXO), and International Humanitarian Law (IHL).

We played an active role, supported, or led on joint campaigning, including demonstrations outside the Global Food Summit, Lobby's in Parliament, and a CEASEFIRE NOW stunt outside Westminster. We also orchestrated engagement with MPs and ministers, including a joint MP letter that we led ahead of COP28, signed by 52 MPs, which was featured in the

Jerusalem Post. Additionally, our bi-weekly engagements with the FCDO have been instrumental, culminating in 'piecemeal progress' in terms of access, and a significant meeting that led to securing an audience with the Foreign Secretary.

This crucial work highlights our commitment to advocating for communities in FCAS and advancing international humanitarian, development and peacebuilding efforts.

POLICY ANALYSIS AND RESEARCH

The following research and policy analysis has been instrumental in the journey towards reaching our goals:

- We continued to leverage the report published in 2022 Making UK Assistance work in Conflict Situations.
- Additionally, our policy analysis paper on the UK's integrated review refresh - Support for Fragile and Conflict Affected Settings: An analysis of the UK's Integrated Review Refresh, 2023 - provided an opportunity to scrutinise current policy and make concrete recommendations for improved engagement in FCAS, drawing on learnings from Making UK Assistance work in Conflict Situations.
- We published rapid analysis on how the women and girls strategy, published in March 2023, delivered for women and girls in FCAS.
- In order to influence discussions around COP28, we wrote and published The Climate Conflict Nexus: The Crucial Role of Climate Finance in FCAS. We also shared this widely with politicians when it was leaked that the

UK was failing to honour its commitments to climate finance.

- Following the devastating earthquake that struck Syria and Türkiye in February 2023, we extensively researched and published a report Recognising Resilience: Women's Leadership In Northwest Syria's Earthquake Response
- We partnered with Help Age to produce a report, Roles Reimagined: Stories of challenges and self-reliance from older people in northwest Syria.
- We led and drafted the Syria specific submission to the UK's International Development White Paper Submission.

We worked on several private briefings for specific decision makers, including:

- An analysis of the Aid Fund for Northern Syria (AFNS) from the perspectives of local and international organisations working on the Syria context.
- In response to the failure to reach consensus on United Nations Security Council (UNSC) Resolution 2672 on July 10, 2023, we initiated a research project.

Action For Humanity is dedicated to making a significant difference by engaging in policy analysis, utilising networks and coalitions, influencing global mechanisms, and expanding our network of allies. Our goal is to advocate for strong and ethical humanitarian and development frameworks.

MARKETING, COMMUNICATIONS AND PR

In 2023, Action For Humanity built upon the work of previous years, focusing heavily on expanding our global activities, shaping our identity, enhancing our organisational achievements and making a meaningful impact worldwide. For us, aligning our marketing strategy with our global goals is the optimal way to move forward. With 2023 being a devastating year in climate and conflict-driven adversities, our dedicated marketing and communications teams spearheaded multiple key campaigns, often

simultaneously, to ensure our causes, values and programmatic reach were recognised and heard worldwide. Responding to the need of the hour, we directed our efforts towards informing our community about conflict-driven emergencies, amplifying the voices of rights holders in critical situations, and raising brand awareness. Action for Humanity believes there is no better advocate for resilience in times of vulnerability and extreme insecurity than our right holders themselves. Staying true to our

belief, we launched the '12 Years Too Long' campaign to highlight the devastating realities of people in Syria today. Our team extended our message of building crises resilient communities through its laudable coverage of our noteworthy campaigns, which include our annual Ramadan, Dhul Hijjah, and Qurbani campaigns, as well as key emergency campaigns during the Türkiye-Syria earthquakes, the Morocco earthquake, the floods in Libya and the conflict in Gaza.



TÜRKIYE-SYRIA EARTHQUAKES

In February 2023, devastatingly, thousands of people, including two members of the Action for Humanity staff were killed after a series of earthquakes struck Türkiye & the southeastern border with Syria. Immediately, Action For Humanity launched an emergency campaign to assist the affected community. This garnered significant media coverage, including interviews with the BBC, Al Jazeera and Sky News, as well as notable mentions in The Guardian, The Times, ITV, Arab News, The Middle East Eye and, locally, Mancunian Matters. Our unwavering commitment led to Action for Humanity leading the response on the ground in Syria, augmenting our brand awareness globally. In response to the catastrophic earthquakes, we also worked collaboratively with the David Nott Foundation, launching a joint surgical mission campaign to support the training and upskilling of Syrian doctors on the ground. Our campaign entailed an exclusive feature by The Telegraph, as well as video and written coverage on ITV.



SYRIA 12TH ANNIVERSARY

In March 2023, we launched the impactful '12 Years Too Long' campaign to commemorate the 12th anniversary of the Syrian conflict. This campaign focused on shedding light on 12 impactful stories affected by the conflict over the years, each centring a different emotive focus, such as loss, grief, pain, helplessness and fear. The aim was to stress the debilitating and long-lasting trauma faced by the global Syrian community over 12 long years. During this campaign, we also released 'No Place but Displacement', a harrowing report highlighting the stilted reality many Syrians face; being forced from their homes, yet again, after 12 years of protracted crisis and a devastating natural disaster.



RAMADAN 2023

Our March 2023 Ramadan campaign, titled 'Share the Barakah' centred on blessings, continuity and generosity, aiming to provide aid and hope to the world's most vulnerable. The campaign focused on connecting with our faith-based community and increasing awareness about the critical work Action for Humanity undertakes to empower communities through emergency assistance, and education and livelihood support. We amplified our campaign through physical and digital billboards strategically placed throughout the UK.



RAISE YOUR HANDS

To highlight the need for quality education and equal learning opportunities for children worldwide, we launched our seasonal education campaign 'Raise Your Hands'. The campaign highlighted the fact that over 600 million children and adolescents globally struggle to achieve basic proficiency, despite approximately two-thirds of them attending school. For those who are out of school, the reprehensible lack of access to education further hinders their opportunities for income and stability later in life.



EMERGENCY CAMPAIGNS

Throughout the year, Action For Humanity swiftly responded to numerous global emergency crises, including the Türkiye-Syria Earthquakes, the Morocco earthquake, the Afghanistan earthquake, the floods in Libya and the crisis in Gaza. These campaigns garnered significant media coverage, especially our involvement in the sector-wide Ceasefire Now campaign, amassing notable mentions of Action for Humanity in news agencies such as The New Arab, Al Jazeera, The Guardian, Middle East Eye, The Jerusalem Post, The Mirror and Civil Society.



WINTER CAMPAIGN

We concluded the year with the impactful launch of our 2023 winter campaign, 'EXTREME WEATHERS: Overcoming Winter', which brought attention to the harsh reality faced by many worldwide during the winter months. The campaign addressed the urgent needs of vulnerable families around the world, struggling to survive in the face of extreme weather conditions and weather-related challenges, such as freezing temperatures, storms and floods. This campaign provided essential support in the form of food assistance, non-food items, and shelter to alleviate challenges, as well as touching on long-term livelihood projects which may have been impacted by extreme weather in recent years.

INSTITUTIONAL FUNDING & STRATEGIC PARTNERSHIPS

OVERVIEW

In 2023, Action for Humanity (AFH) demonstrated resilience and commitment by responding to four major crises: the Türkiye-Syria earthquake, the September Morocco earthquake, the September Libya floods, and the October Gaza crisis. These events tested AFH's capacity and resolve, but with the unwavering support of donors and partners, AFH was able to deliver timely and effective aid to those in need.

The global economic climate presented significant challenges, including reduced institutional funding due to the lingering impacts of geopolitical tensions such as the Russia-Ukrainian war and Gaza Crisis. Despite these hurdles, AFH's strategic approach to diversifying funding sources and strengthening partnerships ensured that we could sustain and even expand our humanitarian efforts.

Throughout the year, AFH secured a total of £31.6 million in institutional funding from more than 28 donors and partners. This funding supported our humanitarian and development projects across multiple regions, including Syria, Iraq, Morocco, Pakistan, Palestine, Türkiye, and Yemen. AFH's key funding sources included a diverse array of institutional donors and partners such as Care International, Save the Children, International Organisation for Migration, DEC, and World Vision. These contributions were crucial in allowing us to provide timely and effective aid to those in need.

Strategic partnerships played a pivotal role in AFH's 2023 operations. These collaborations enabled AFH to enhance the capacity, reach more right holders and respond more effectively to crises. For instance, AFH's partnership with Airlink facilitated the rapid airlift of humanitarian aid to crisis zones, significantly improving our disaster response capabilities. Similarly, Water Survival Box delivered 200 gifts in kind from the UK to Morocco, which were distributed to those affected by the earthquake, ensuring that essential supplies reached vulnerable communities swiftly.

In addition to securing funding and forming strategic partnerships, AFH also actively engaged in multiple conferences and networking events to strengthen our presence, forge new partnerships, and stay updated on best practices in humanitarian aid. Notable events included the International Council of Voluntary Agencies (ICVA), Scotland's International Development Alliance (SIDA) Annual Meeting, and AidEx. These engagements provided platforms for AFH to connect with other NGOs, discuss policy issues, and collaborate on humanitarian initiatives.

AFH also pursued and obtained several important accreditations and memberships in 2023, enhancing our credibility and expanding our reach. AFH initiated the process for Core Humanitarian Standard (CHS) certification, demonstrating our commitment to quality and accountability. We also began building the profile of one of our EU

offices to be eligible for the ECHO Framework Partnership Agreement (FPA), aiming to secure more EU funding in the future. Additionally, AFH acquired new memberships with various funding agencies, networks, and consortiums at the UK, EU, and global levels, such as the START Network, which enhances our ability to respond rapidly to crises.

The funds and partnerships enabled AFH to achieve significant programmatic impacts in 2023. AFH responded promptly and effectively to emergencies during the Türkiye-Syria earthquake, along with the emergencies in Morocco, Gaza, Yemen, and other regions, delivering critical healthcare services through partnerships with organisations like International Medical Corps (IMC) and Chemonics International. We also implemented comprehensive child protection and education programmes with support from Save the Children International (SCI), Chemonics International, and World Vision International (WVI). Contributions from Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) and Syria Recovery Trust Fund (SRTF) supported long-term development and infrastructure projects, helping build sustainable futures for vulnerable communities.

AFH's programmes in 2023 reached millions of right holders across Syria, Iraq, Morocco, Pakistan, Palestine, Türkiye, and Yemen, ensuring vulnerable communities received the support they needed. In Türkiye-Syria AFH's emergency response team provided immediate relief to

earthquake survivors. Through our partnership with DEC partners and with essential medical supplies, NFIs, shelter and food, we reached over 10,000 affected individuals within the first 72 hours.

INSTITUTIONAL FUNDING

In 2023, Action for Humanity (AFH) secured significant institutional funding from a diverse array of donors, enabling us to sustain and expand our humanitarian and development initiatives across multiple regions. This significant achievement reflects our strategic approach to diversifying funding sources and demonstrates the trust and confidence that various institutional donors have in our mission. In 2023, AFH received funding from a total of 20 institutional donors. The contributions from these donors were instrumental in delivering impactful programmes and responding effectively to crises.

STRATEGIC PARTNERSHIPS

In 2023, AFH continued to strengthen and expand its strategic partnerships, which played a pivotal role in enhancing our capacity to deliver impactful humanitarian and development programmes. These collaborations were integral to our ability to respond swiftly and effectively to crises, support long-term development projects, and build resilient communities across various regions. AFH's strategic partnerships

spanned multiple sectors and included collaborations with both international and local organisations, providing essential support that enabled AFH to scale our operations, improve our service delivery, and reach more right holders in need. In 2023, AFH has been approved to join the 1% for the Planet network as an Environmental Programme Partner. The partnership with 1% for the Planet means specific programmes within our organisation were approved for member support and some brand benefits. AFH secured £20,000 from 1% for the Planet under its Food Security Crisis Relief programme for Northwest Syria.

AFH's partnerships with organisations such as Airlink, Water Survival Box, and various partners in the UK and Canada were instrumental in broadening our funding base and increasing our operational reach. Airlink, a global humanitarian organisation, facilitated the rapid airlift of critical supplies, significantly improving AFH disaster response capabilities. Water Survival Box provided 200 essential kits in response to the Morocco earthquake, ensuring that vulnerable communities received immediate relief and essential supplies, helping them to recover and rebuild their lives.

In addition to these key partnerships, AFH's collaborations extended beyond the UK, encompassing partner offices in Canada. These relationships were crucial in securing substantial funding and implementing comprehensive programmes in regions such as Syria, Iraq, Morocco, Pakistan, Palestine,

Türkiye, and Yemen. AFH's strategic partnerships with organisations such as ActionAid, Aid Infinity, Christian Aid, and others enabled us to leverage their expertise and resources to enhance the quality and impact of our humanitarian effort.

FUNDING CONTRIBUTIONS FROM STRATEGIC PARTNERS:

In 2023, our strategic partners contributed significantly to our overall funding, supporting a range of programmes and initiatives.

MEMBERSHIPS, NETWORKS & ACCREDITATIONS

In 2023, Action for Humanity made significant strides in enhancing its credibility and expanding its reach through active engagement in various memberships, networks, and accreditations. These efforts were pivotal in ensuring that AFH operations adhered to the highest standards of quality and accountability while providing AFH with valuable opportunities for collaboration and knowledge exchange.

AFH actively participated in several key conferences and networking events throughout the year, which played a crucial role in strengthening AFH presence in the humanitarian sector and forging new partnerships. Notable events included the International Council of Voluntary Agencies (ICVA), Scotland's International Development Alliance (SIDA) Annual Meeting, and AidEx. Participation in these events provided platforms for AFH to connect with other NGOs, discuss policy issues, and collaborate on humanitarian initiatives. This engagement allowed AFH to stay abreast of the latest trends and best practices in the sector, facilitating discussions on international development and humanitarian aid strategies with key stakeholders and aligning AFH initiatives with global development goals.

Moreover, AFH's participation in AidEx, a leading event for the international aid and development sector, offered an opportunity to showcase AFH work, explore new funding opportunities, and network with potential partners and donors.

This underscored our commitment to innovation and excellence in humanitarian aid.

In pursuit of enhancing our operational capacity and credibility, AFH sought and obtained several important accreditations and memberships in 2023. One significant milestone was initiating the process for Core Humanitarian Standard (CHS) certification, which demonstrates our commitment to quality and accountability in our humanitarian actions. This certification process involves meeting rigorous standards that ensure our operations are effective, transparent, and accountable. In this connection, AFH completed the CHS self-assessment process and signed an MoU with Humanitarian Quality Assurance Initiative (HQAI), an authorised independent auditor of CHS Alliance to carry out AFH's programme audit in its countries of operations in 2024. Additionally, AFH acquired new memberships with various funding agencies, networks, and consortiums at the UK, EU, and global levels. Notable among these is our membership with the START Network, which enhances our ability to respond rapidly to crises and collaborate effectively with other organisations.

AFH also became an active member of Bond, the UK network for organisations working in international development. This membership provides us with a platform to engage with over 400 member organisations, sharing knowledge and resources to improve our effectiveness and impact. A notable

achievement was the appointment of AFH's CEO as a Trustee with Bond, further strengthening AFH leadership and advocacy within the international development community.

AFH involvement in these memberships and networks was not only about compliance and accreditation but also about building capacity and enhancing collaboration. Through these engagements, AFH leveraged shared knowledge, participated in capacity-building initiatives, and strengthened advocacy efforts to influence policy and drive systemic changes that benefit vulnerable communities. These collaborations also enhanced AFH fundraising capabilities by providing access to new funding opportunities and strengthening relationships with institutional donors and other stakeholders.

Looking ahead, AFH is committed to continuing its efforts to secure additional accreditations and deepen its involvement in key networks. AFH's future plans include finalising the CHS certification process to further demonstrate AFH's adherence to the highest standards of humanitarian practice, continuing to build the profile of AFH's EU offices to ensure eligibility for the ECHO FPA, and actively seeking new memberships with strategic networks and consortiums to enhance our collaborative efforts and operational reach. Furthermore, AFH has registered in Scotland.

The advancements in memberships, networks, and accreditations in 2023 have significantly contributed to

AFH's ability to deliver high-quality humanitarian aid and development programmes. These efforts have reinforced AFH's commitment to excellence, transparency, and accountability, positioning us well for future growth and impact. AFH extend the gratitude to all our partners and stakeholders for their

support and collaboration. Together, we will continue to build resilient communities and provide lifesaving support to those in need, making a lasting difference in the world. The achievements in institutional funding and strategic partnerships in 2023 have laid a robust foundation for AFH's future growth and impact.

The alignment with the Action for Humanity Global Programmes Strategy 2021-2025 ensures that we are on a strategic path to diversifying resources, securing sustainable income, and strengthening our partnerships.



ICRC



European Union
Civil Protection and
Humanitarian Aid



STRUCTURE, GOVERNANCE AND MANAGEMENT

Action for Humanity is a Charitable Incorporated Organisation (CIO) Foundation with the Charity Commission in England and Wales, under registration number 1154881. Action for Humanity's only voting members are its charity trustees and its governing document is a Foundation constitution.

The objects of the CIO are:

- The relief of financial hardship among people in Syria, and throughout the world as the trustees see fit, by providing such persons with goods/ services which they could not otherwise afford through lack of means.
- The relief of sickness and the preservation of health among people in Syria, and throughout the world as the trustees see fit.
- The advancement of education for the public benefit of people in Syria, and throughout the world as the trustees see fit; and
- Such charitable purposes for the public benefit as are exclusively charitable according to the laws of England and Wales as the trustees may from time to time determine.

The Trustees acknowledge that there has been no alteration in the class of right holders of the combining entities and affirm that despite the incorporation of Syria Relief as a linked charity with Action For Humanity in 2024, the power and controls of the Trustees remain unaltered. Furthermore, it is noted that we now provide a single combined report, reflecting our

commitment to transparency and efficiency.

AFH INTERNATIONAL

Action For Humanity-a charity registered in the UK - acts as its UK office as well as its international coordinating body for the global AFH family. As such, it plays a pivotal role in these ever-growing complex structures.

Our operations encompass the establishment of numerous offices & entities. These include country offices, registered as AFH branches, primarily focused on delivering aid. Additionally, we have affiliates that operate independently with their own governance, finance, and other structures.

AFH UK, also known as AFH International, serves as the coordinating body between the funding providers for projects executed by country offices and the broader organisation. Currently, AFH (International) plays several pivotal roles:

1. Raising funds from communities and institutions in the UK.
2. Setting up and managing country offices to ensure the smooth operation of aid delivery.
3. Coordinating between subsidiaries, independently registered affiliates and country offices.
4. Planning and expanding the international presence of the AFH brand globally.
5. Representing the AFH family at international forums and within the UN eco system.

Through these roles, AFH (International) ensures the alignment of our mission, brand, and values across all operational fronts. Irrespective of the structures of governance adopted at AFH, our organisation vows to remain agile and responsive to the needs of others in our efforts to ensure sustainable improvements in the lives of those we serve.

BOARD OF TRUSTEES

The Trustees, collectively referred to as AFH Board of Trustees govern AFH.

Apart from the first charity trustees, every new trustee appointed is there for an initial singular term of three years and can serve for a maximum of three terms. Some Trustees lead the Board's engagement on a certain area and work with senior management, both to provide advice and support and to enhance board understanding and scrutiny. This includes in particular a Lead Trustee for Safeguarding Oversight, Audit, Finance and Risk Management committee.

Trustees typically hold meetings four times a year with the CEO and a number of senior executives attending the meeting to present and discuss key strategic areas of their work with the board.

All Trustees are volunteers and none of them receives any remuneration for their contribution as Trustees. A delegation of authority is in place where the day-to-day work is delegated to the CEO and his

management team.

The Board remains committed to the Values and Mission of AFH through its execution of certain key responsibilities:

- Approve the AFH strategy including its Vision, Mission, and Values.
- Direct and oversee the organisation, focusing on strategic planning and governance, and setting priorities and objectives.
- Evaluate the performance and the progress of the organisation.
- Approve new policies and procedures that are relevant to the board and/or its committees.
- Appraise the Executive Management Team and make appointments to and dismissals from these positions.
- Approve annual accounts, the annual budget and the ongoing viability of projects implemented or to be implemented.
- Work with key stakeholders.
- Ensure that there is an effective risk management framework in place.
- Ensure that there is compliance with regulatory requirements.

The Trustees can also:

- Act on advice and information from regular meetings with the CEO and senior staff.
- Take, where necessary, independent professional advice that will aid the Trustees in fulfilling their role.
- Attend training in established, new or emerging areas of responsibility.

APPOINTMENT OF NEW TRUSTEES

- Newly appointed Trustees have the same responsibilities and powers as current Trustees. When considering the appointment of a new Trustee, the Charity follows the requirements of The Articles of Association and the Charity Commission's guidance.
- Newly appointed Trustees are provided with a structured induction programme pertaining to the charity's areas of work, and how it functions, also focusing on the trustees' areas of speciality when applicable. Additionally, they are provided with the latest set of The Trustees report and audited financial statements along with a brief on the current finances of the charity with an up-to-date copy of the management accounts. All Trustees, including newly appointed trustees (if any) are highly encouraged to attend trainings where appropriate.

CODE OF CONDUCT

The Board of Trustees expects every Trustee, staff member, and volunteer to conduct themselves per the highest ethical standards. Trustees are required to uphold and maintain AFH's values, vision, and mission, as well as the effectiveness and reputation of the organisation. Trustees evaluate themselves annually against these standards, as well as the Board's Code of Conduct and Conflict of Interest Policy and are required to disclose any conflicts of interest. Where any conflict, or potential conflict is identified, the

Trustee may not participate in Board discussion or decision-making on related matters.

AFH's values are at the heart of all our operations including recruitment and procurement processes. All our suppliers & service providers must comply with our Code of Conduct and our Ethical and Environmental Policy.

PUBLIC BENEFIT

We annually reassess our aims, objectives, and activities to ensure alignment with our charitable mission, as outlined in our strategic report. This Trustees' Annual Report elaborates on the notable endeavours undertaken to advance AFH's strategic goals, detailing the programs supported and the positive impact delivered to our right holders. Our review process adheres to the public benefit guidance issued by the Charity Commission, guiding both our present initiatives and plans for the future.

GOVERNANCE REVIEW

The Board of Trustees recognise The Charity's growing needs as it expands and the changing regulatory environment. They resolved to continue enhancing Board effectiveness and performance to exercise effective oversight and control, bolstering public trust in The Charity. The Trustees are regularly engaged in discussion about good governance, skills audit, and introduce changes deemed necessary for continued improvement.

In 2023, the trustees convened on an awayday, focusing on crucial strategic and governance matters. Distinguished charity experts, including legal and governance specialists were in attendance, providing invaluable insights into the evolving charity landscape and its attendant challenges, alongside recommendations for optimal navigation. Moreover, a comprehensive report detailing the findings of a skills audit and offering recommendations was presented, underscoring our commitment to continuous improvement.

AUDIT, FINANCE & RISK MANAGEMENT COMMITTEE

The Charity has a Risk Management framework in place and maintains a risk register. The Audit, Finance and Risk Management Committee reviews the risk register periodically and makes the appropriate recommendation to the board.

MANAGEMENT

The CEO is accountable to the Board of Trustees and, along with other senior staff, is responsible for day-to-day management. The CEO has delegated authority, within terms approved by the Board of Trustees, for operational matters including finance, employment, and other performance-related activities. The day-to-day running of the organisation's activities have been carried out by a team of dedicated staff who are responsible for the implementation of the corporate strategy, and have the authority to make decisions, respond to consultations, allocate resources, and commit expenditure. They are supervised and directed by their line managers led by the CEO, in line with the strategies set up by the Board.

The Trustees and the CEO regularly monitor the achievements and performance of The Charity, to ensure that it reflects its aims and objectives. Trustees have also considered the Charity Commission's general guidance on Public Benefit when setting future objectives and planning future activities. This has been done through re-examining The Charity's core aims, expanding its services and widening the scope of The Charity's right holders (where possible). The aim is to make sure that public benefit is the established catalyst when achieving the objectives that AFH aspires towards.

KEY MANAGEMENT PERSONNEL AND REMUNERATION

The Trustees seek to strike an appropriate balance between meeting the requirements of our employees and the public, as well as our donors' expectations that the funds they entrust us with will be spent responsibly to support the people we serve in our country offices, and paying enough to recruit and retain professionals with the skills we need. In order to ensure our employees stay motivated, pay increases are awarded to staff subject to good performance.

Three senior staff members' salaries exceeded £60,000 per annum during this period. Whereas in 2022 one staff member's salary exceeded £60,000 per annum.

FUNDRAISING COMPLIANCE

We strive for the best practices in fundraising by complying with a range of statutes, codes of practice, and standards. We comply with all relevant statutory regulations,

including the Charities Act 2011, the Charities (Protection and Social Investment) Act 2016, the Data Protection Act 2018, the Privacy and Electronic Communications Regulations 2003 and the Telephone Preference Service. We are also registered with the Fundraising Regulator and thus adhere to its Code of Fundraising, Practice, Fundraising Promise and Fundraising Preference Service. We have an up-to-date Whistleblowing Policy which outlines how staff, volunteers, and representatives of Action For Humanity can report any fundraising concerns related to any of our fundraising activities.

We continue to use a wide range of approaches to raise money. These include working with High-net worth donors, volunteer community fundraising groups, TV appeals and social media, and by appealing to our existing supporter base. The internal Action for Humanity team coordinates all of these activities- we do not engage with any professional fundraising agencies to speak to our supporter base on the phone or otherwise.

In 2023, we were consistently compliant with all the applicable codes and regulations governing us. As a result, we experienced no complaints regarding our fundraising activities.

QUALIFYING THIRD PARTY INDEMNITY PROVISIONS

Trustees' indemnity insurance, indemnifying each trustee against liability to third parties, has been in place throughout the year ended 31 December 2023 and up to the date of approval of this report.

PRINCIPAL RISKS AND UNCERTAINTIES

RISK MANAGEMENT

The Trustees take their responsibilities towards staff, volunteers, donors, and right-holders very seriously. An important aspect of discharging these responsibilities involves the identification and management of all potential risks that might compromise staff, resources, or the ability to deliver programmes in a safe and dignified manner. The Charity, therefore, has the ultimate duty to regularly identify and review the risks to which The Charity is exposed, and ensure that appropriate controls are in place to provide reasonable assurance against fraud, malicious acts, and errors such as serious mismanagement and safeguarding issues.

The Trustees, along with the CEO and the senior staff, actively review these risks regularly. Due to the nature of the work carried out by Action For Humanity, the risks involved are complex. They are assessed based on their likelihood and potential impact, which allows the implementation of mitigation strategies to manage these risks. Also, wherever possible, risks are covered by suitable insurance, to reduce their financial impact. The charity continues to review its risk management framework to bring it up to the standard expected of such a large charity.

Within the volatile, uncertain, complex, and ambiguous (VUCA) landscape, AFH management persistently strives to bolster the effectiveness of the organisation's risk management. Notably,

cybersecurity emerges as one of the paramount risks alongside concerns such as safeguarding and fraud. Our dedicated teams identify key priority areas and then develop measures to tackle any issues that may arise. A significant number of our policies were reviewed and updated in 2023 and the remainder of the policies are to be reviewed in 2024 to bring them in line with best practices and from lessons learnt internally as well as any internal or external audit recommendations.

GOVERNANCE OF RISK

The Audit, Finance and Risk Committee (AFR) is responsible for the effective management of risks at the Charity. The AFR reports its recommendations and any concerns they may have to the Board of Trustees. The AFR is also tasked with reviewing corporate risks regularly and taking any action deemed necessary for risk mitigation. Other risks are reviewed and actioned by the executive team. Further work will be carried out in the coming year to strengthen the capabilities of the AFR, in terms of their ability to scrutinise and interrogate identified risks, as well as to provide the necessary specialist skills and advice to the executives on how best to manage risks. Currently, the AFR consists of Trustees and executives along with independent members who bring key technical skills to complement the existing skills of the AFR members.

PRINCIPAL RISKS

The principal risks to the charity have been identified as:

REPUTATION

One of the most valuable assets of any charity is its reputation. It is imperative that we do all we can to meet the expectations of our donors, right holders, supporters, and other organisations that we collaborate with. To protect The Charity against reputational damage, we implement the following:

- Fraud, Corruption and Bribery Policy - AFH works very hard to ensure that integrity and transparency are embedded in all policies and procedures. Conflict of interest, Anti-Bribery, Anti-Terrorism, and Anti-Money Laundering policies have been continuously implemented alongside the close monitoring of relevant training and awareness programmes.
- Senior-level representation on many important forums and influential fronts, to ensure positive visibility, including a strong media presence.

OPERATIONAL

Keeping AFH's rights-holders safe while simultaneously striving to make the most meaningful impact through our interventions is at the heart of our organisation's operations. As a result, key operational risks are identified and reviewed regularly. Operational risks include security & safety risks to personnel, volunteers, rights-holders, and risks associated with the continuation of project delivery. To mitigate such risks, The Charity has taken the following actions:

- Developed Standard Operating Procedures for common processes to protect against the loss of key staff or volunteers
- Improved the quality and the scope of training, to disseminate skills and good practices within the organisation, and ensure staff safety and well-being
- Engaged with specialists to assist with the continuous improvement of our operations and create a positive risk management culture in the organisation
- Committed to regular reviews of key systems and procedures, to improve and strengthen the internal policies and communication processes, thus maintaining a clear structure of delegated authority and control
- Applied a robust due diligence policy in our dealings with donors and other stakeholders, supplemented with the use of appropriate tools to assess the suitability of personnel
- Adopted clear processes to review and assess our performance management system on the ground
- Ensured that all programmes have up-to-date security policies, which include the provision of regular comprehensive security

briefings and assessments, in response to rapid changes in the political situation

- Culture and Behaviour – AFH monitors and learns lessons both from our own experience and best practices in the sector to ensure that we develop the right culture and behaviour as we grow, we implement the following procedures to support this:
 1. An annual review of policies and procedures to ensure they are fit for purpose.
 2. Enhanced support to Country Offices and building their capacity.
 3. A programme of regular training for all staff especially in the area of safeguarding, cybersecurity, safety & security in the field amongst others.

The Trustees, are, therefore, satisfied that adequate systems and procedures are in place to manage and minimise exposure to the identified risks.

SAFEGUARDING

We remain committed to upholding the highest standards of safeguarding, tailoring our measures to reflect the environments in which we work. We are committed to safeguarding our staff, volunteers, along our rights-holders. Our trustees and staff possess the requisite knowledge and training in safeguarding practices. We have designated safeguarding leads at both trustee and executive levels, ensuring diligent monitoring and governance of these crucial aspects, with swift action taken should any risks materialise. Additionally, each of our country offices is equipped with a designated security and safety

lead to further bolster our protective measures. AFH recognises the courage of survivors and victims of abuse in coming forward to report it. We thank all those who have helped us protect children and vulnerable people both in the UK and internationally by reporting their concerns. The safeguarding of children, adults in their communities, staff, volunteers, and anyone else who encounters our work is a top priority for the organisation. We take all safeguarding reports seriously and investigate all allegations of abuse by following our procedures with the utmost vigilance. We are committed to taking a clear survivor-centred approach and offer support routinely to those affected. Throughout 2023, there were no safeguarding complaints. There were two safeguarding incidents in 2023 which were reported to the Charity Commission. AFH Trustees are committed to ensuring that everyone we work with is protected and supported in the event of any abuse taking place. As such, further work and improvements will be carried out to ensure that we have the best systems and processes of protection, prevention, detection and support in place.

FINANCIAL

Financial reserves are crucial for the charity's ability to sustain operations, manage unforeseen expenses, and continue supporting our mission during periods of economic uncertainty. Insufficient reserves could impair our capacity to fund essential programs and respond to emergent needs. To mitigate this risk, we regularly review our financial strategy, diversify our income sources, and adhere to prudent budgeting practices to ensure a robust reserve level that safeguards

the charity's long-term sustainability and financial health.

CYBERSECURITY

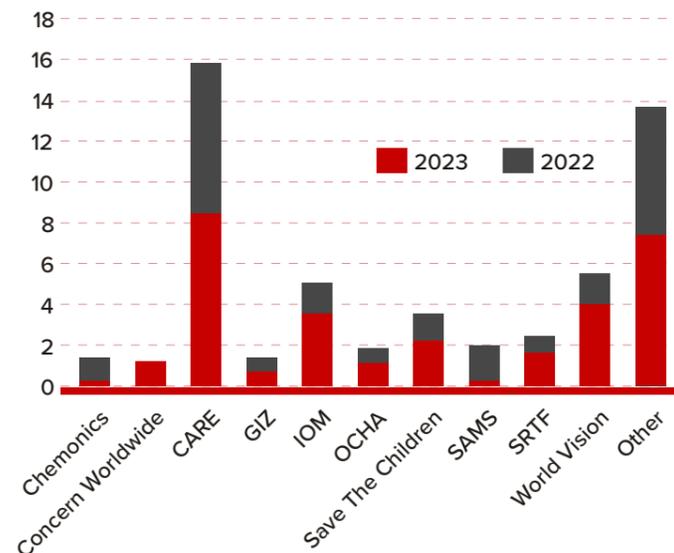
As a charity, safeguarding the personal information of our donors, right holders, and stakeholders is paramount. Despite implementing robust security measures and regularly updating our systems, the increasing sophistication of cyber threats poses a continual challenge. A successful cyber-attack could result in unauthorised access to sensitive data, financial loss, and reputational damage. We remain committed to ongoing investments in cybersecurity infrastructure, employee training, and regular reviews to mitigate these risks and ensure the integrity and security of our operations.

FINANCIAL OVERVIEW

Strategic Report for the Year Ended 31 December 2023.

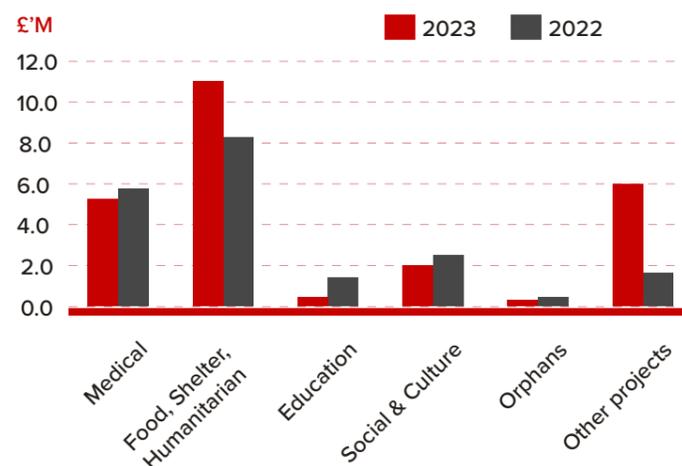
INCOME

During the year, we had a total income of £42.7m (2021: £30.4m) representing an increase of 40%. For a further breakdown of our income, see the chart below. Income from major appeals amounted to £10.5m (2022: £7.5m) representing an increase of 40% from the previous year and grants received from Institutions and partners totalled £31.6m (2022: £22.9m), representing an increase of 38% compared to last year.



SPENDING

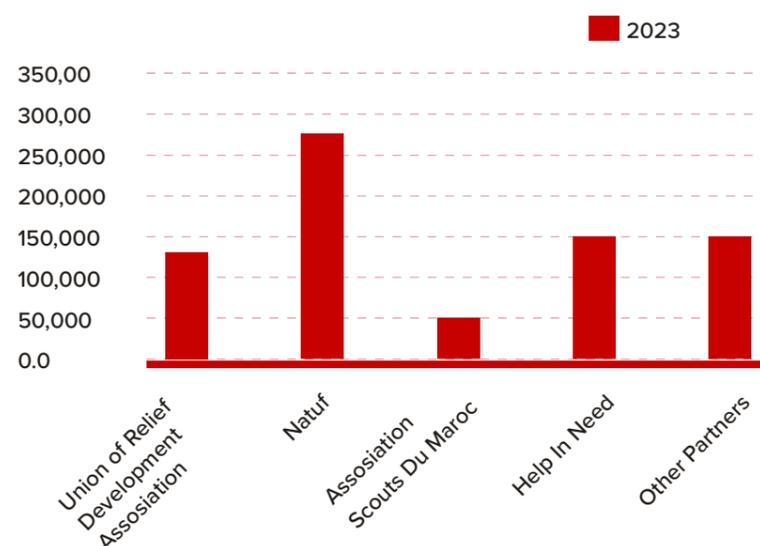
We spent £37.1m (2022: £28.3m) on charitable activities, which is 87% (2022: 93%) of the total income of the year. The cost of fundraising was £1.18m representing 3% (2022: £1.14m, 4%) of the total funds raised in 2023. After the total expenditure of £38.3m (2022: £29.4m), we had net income of £4.5m (2022: £0.94m).



PARTNERS SPEND

Action for Humanity delivers our charitable activities both directly and through partners. The table below illustrates the main delivery partners we had in 2023.

In addition, we funded Action For Humanity Canada £177k for capacity building.



SUPPORT COSTS

During the year, our total support costs were £3.31m (2022: £1.81m). Support costs are approximately 8% (2021: 6%) of the total income raised during the year.

	2023	2022
Total income	8%	6%

POLICY ON RESERVES

We held the following reserves at year-end. It is our policy to hold general reserves representing at least three months of core spending along with an additional amount to cover unforeseen eventualities. The core spending is defined as the total fund-raising costs and various support costs. Our unrestricted (General) funds have increased since last year and our finances remain in a strong position based on our reserves policy.

Reserves	2023	2022	2021	2020
Restricted	8%	6%	8%	6%
General	8%	6%	8%	6%
Designated	8%	6%	8%	6%
Change from the prior year	8%	6%	8%	6%
Target level of reserves	2	2		
Actual Coverage of Target reserves	325%	210%		

We are currently reviewing the appropriate level of reserves to hold for the charity.

STATEMENT OF TRUSTEES' RESPONSIBILITIES

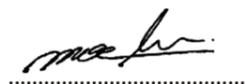
The trustees (who are also the directors of Action for Humanity for the purposes of company law) are responsible for preparing the trustees' report and the financial statements in accordance with the United Kingdom Accounting Standards (United Kingdom Generally Accepted Accounting Practice) and applicable law and regulations.

Company law requires the trustees to prepare financial statements for each financial year. Under company law the trustees must not approve the financial statements unless they are satisfied that they give a true and fair view of the state of affairs of the charitable company and of its incoming resources and application of resources, including its income and expenditure, for that period. In preparing these financial statements, the trustees are required to:

- select suitable accounting policies and apply them consistently;
- observe the methods and principles in the Charities SORP;
- 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; and
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charitable company will continue in business.

The trustees are responsible for keeping adequate accounting records that are sufficient to show and explain the charitable company's transactions and 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.

Approved by the trustees of the charity on 29/08/2024 and signed on its behalf by:



Dr Mounir Hakimi
Chair Board of Trustee

INDEPENDENT AUDITOR'S REPORT TO THE MEMBERS OF ACTION FOR HUMANITY OPINION

We have audited the financial statements of Action For Humanity ('the parent charity') for the year ended 31 December 2023 which comprise the consolidated and parent charity statement of financial activities, the group and parent charity balance sheets, the consolidated statement of cash flows and the notes to the financial statements, including a summary of 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 group and parent charity's affairs as at 31 December 2023 and of the group's and parent charity's incoming resources and application of resources, for the year then ended. Have been properly prepared in accordance with United Kingdom Generally Accepted Accounting Practice. Have been prepared in accordance with the requirements of the Charities Act 2011.

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 group 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 Action For Humanity'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.

MATTERS ON WHICH WE ARE REQUIRED TO REPORT BY EXCEPTION

We have nothing to report in respect of the following matters in relation to which the Charities (Accounts and Reports) Regulations 2008 requires us to report to you if, in our opinion:

The information given in the trustees' annual report is inconsistent in any material respect with the financial statements. Sufficient accounting records have not been kept; or the financial statements are not in agreement with the accounting records and returns; or We have not received all the information and explanations we require for our audit

RESPONSIBILITIES OF TRUSTEES

As explained more fully in the statement of trustees' responsibilities set out in the trustees' annual report, the trustees 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 group and the parent charity'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 group or the parent charity or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL STATEMENTS

We have been appointed as auditor under section 144 of the Charities Act 2011 and report in accordance with regulations made under section 154 of that Act.

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.

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. The extent to which our procedures are capable of detecting irregularities, including fraud are set out below.

CAPABILITY OF THE REPORT IN DETECTING IRREGULARITIES

In identifying and assessing risks of material misstatement in respect of irregularities, including fraud and non-compliance with laws and regulations, our procedures included the following:

- We enquired of management, which included obtaining and reviewing supporting documentation, concerning the group's policies and procedures relating to:
- Identifying, evaluating, and complying with laws and regulations and whether they were aware of any instances of non-compliance;
- Detecting and responding to the risks of fraud and whether they have knowledge of any actual, suspected, or alleged fraud;
- The internal controls

established to mitigate risks related to fraud or non-compliance with laws and regulations.

- We inspected the minutes of meetings of those charged with governance.
- We obtained an understanding of the legal and regulatory framework that the group operates in, focusing on those laws and regulations that had a material effect on the financial statements or that had a fundamental effect on the operations of the group from our professional and sector experience.
- We communicated applicable laws and regulations throughout the audit team and remained alert to any indications of non-compliance throughout the audit.
- We reviewed any reports made to regulators.
- We reviewed the financial statement disclosures and tested these to supporting documentation to assess compliance with applicable laws and regulations.
- We performed analytical procedures to identify any unusual or unexpected relationships that may indicate risks of material misstatement due to fraud.

In addressing the risk of fraud through management override of controls, we tested the appropriateness of journal entries and other adjustments, assessed whether the judgements made in making accounting estimates are indicative of a potential bias and tested significant transactions that are unusual or those outside the normal course of business. 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: www.frc.org.uk/auditorsresponsibilities. This description forms part of our auditor's report.

USE OF OUR REPORT

This report is made solely to the parent charity's trustees as a body, in accordance with section 144 of the Charities Act 2011 and regulations made under section 154 of that Act. Our audit work has been undertaken so that we might state to the parent charity's trustees 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 parent charity and the parent charity's trustees as a body, for our audit work, for this report, or for the opinions we have formed.

Sayer Vincent LLP

10 September 2024

Sayer Vincent LLP, Statutory Auditor
110 Golden Lane, London, EC1Y 0TG

Sayer Vincent LLP is eligible to act as auditor in terms of section 1212 of the Companies Act 2006

FINANCIAL ACTIVITIES

FOR THE YEAR ENDED 31 DECEMBER 2023

Consolidated Statement of Financial Activities for the Year Ended 31 December 2023

	note	2023		2022	
		Unrestricted funds	Restricted funds	Total funds	Total funds
		£	£	£	£
Income from					
Donations and legacies	2	2,597,071	7,942,936	10,540,007	7,526,532
Grants	3	167,955	31,426,291	31,594,246	22,852,018
Other income	4	602,517	-	602,517	5,500
Total Income		3,367,543	39,369,227	42,736,770	30,384,050
Expenditure on					
Raising funds	5	283,936	896,868	1,180,804	1,140,133
Charitable activities	6	1,884,502	35,212,501	37,097,003	28,302,494
Total resources expended		2,168,438	36,109,369	38,277,807	29,442,627
Net incoming/(outgoing) resources for the year		1,199,105	3,259,858	4,458,963	941,421
Transfers between funds		(189,887)	189,887	-	-
Net movement in funds		1,009,218	3,449,745	4,458,963	941,421
Total funds brought forward		4,159,169	2,377,046	6,536,215	5,594,794
Total funds carried forward	15	5,168,387	5,826,791	10,995,178	6,536,215

The Board of Trustees have not included a separate Statement of Financial Activities of The Parent Charity (AFH). For the year ended 31 Dec 2023, the Parent Charity received income of £42.7m (2022: £15.5M) and incurred expenditure of £38.2M (2022: £13.9M).

BALANCE SHEET

AS AT 31 DECEMBER 2023

	note	Group	Group	Charity	Charity
		2023	2022	2023	2022
		£	£	£	£
Fixed assets:					
Tangible assets	12	770,027	725,979	770,027	725,979
Total fixed assets		770,027	725,979	770,027	725,979
Current assets:					
Debtors	13	4,056,922	2,799,198	4,056,923	2,753,913
Cash at bank and in hand		8,660,729	5,963,805	8,637,305	3,364,285
Total current assets		12,717,651	8,763,003	12,694,228	6,118,197
Creditors and accruals:					
Amounts falling due within one year	14	2,492,500	2,952,767	2,492,500	2,350,248
Total current liabilities		2,492,500	2,952,767	2,492,500	2,350,248
Net current assets		10,225,151	5,810,236	10,201,728	3,767,950
Net assets		10,995,178	6,536,215	10,971,755	4,493,928
The funds of the Charity					
Unrestricted funds	15	4,565,870	4,159,169	4,565,869	363,967
Designated funds	15	602,517	-	602,517	4,129,961
Restricted funds	15	5,826,791	2,377,046	5,803,369	363,967
Total funds		10,995,178	6,536,215	10,971,755	4,493,928

The financial statements on pages 79 to 89 were approved by the trustees, and authorised for issue on

29/08/2024 and signed on their behalf by:



Dr Mounir Hakimi
Chair Board of Trustee

CONSOLIDATED STATEMENT OF CASH FLOWS

FOR THE YEAR ENDED 31 DECEMBER 2023

	2023	2022
	£	£
Cash flows from operating activities		
Net cash (expenditure)/income	4,458,963	941,423
Adjustments to cash flows from non-cash items		
Depreciation	81,926	28,136
	4,540,889	969,560
Working capital adjustments		
(Increase)/ Decrease in debtors	(1,257,725)	(708,301)
Increase in creditors	(460,267)	439,894
Net cash flows from operating activities	2,822,897	701,153
Cash flows from investing activities		
Purchase of tangible fixed assets	(125,973)	(141,094)
Net cash flows from investing activities	(125,973)	(141,094)
Net increase in cash and cash equivalents	2,696,924	560,059
Cash and cash equivalents at 1 January	5,963,805	5,403,746
Cash and cash equivalents at 31 December	8,660,729	5,963,805

The notes on pages 79-89 form an integral part of these financial statements.

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2023

1. CHARITY STATUS

The charity is a Charitable Incorporated Organisation (CIO - Foundation). The Trustees have limited liability.

The principal place of business is:

6 Carolina Way
Salford
Greater Manchester
M50 2ZY

2. ACCOUNTING POLICIES

Summary of significant accounting policies and key accounting estimates

The principal accounting policies applied in the preparation of these financial statements are set out below.

These policies have been consistently applied to all the years presented, unless otherwise stated.

Statement of compliance

These financial statements have been prepared in accordance with UK Generally Accepted Accounting Practice, comprising Financial Reporting Standard 102 – 'The Financial Reporting Standard applicable in the United Kingdom and Republic of Ireland ('FRS 102') and the Statement of Recommended Practice 'Accounting and Reporting by Charities' FRS 102 as revised in 2019 ('the SORP'), together with

the reporting requirements of the Charities Act 2011.

Basis of preparation

Action For Humanity is a public benefit entity as defined by FRS 102. The financial statements are prepared in sterling which is the presentational currency of the charity. The functional currency of the Charity is USD, EUR and GBP.

Basis of consolidation

The consolidated financial statements consolidate the financial statements of the charity and its subsidiary undertaking drawn up to 31 December 2023.

A subsidiary is an entity controlled by the charity. Control is achieved where the charity has the power to govern the financial and operating policies of an entity so as to obtain benefits from its activities.

The Statement of Financial Activities (SOFA) and Group Balance Sheet consolidate the financial statements of the Charity and its subsidiary undertaking İnsanlık İçin Hareket Vakfı.

The results of the subsidiary are consolidated on a line-by-line basis.

Going concern

The Trustees have, at the time of approving the financial statements, a reasonable expectation that the Charity have adequate resources to continue in operational existence for

the foreseeable future.

The Trustees consider that there are no material uncertainties about the charitable company's ability to continue as a going concern. Accordingly, they continue to adopt the going concern basis in preparing the financial statements as outlined in the Financial Review.

Income and endowments

All income is recognised once the charity has entitlement to the income, it is probable that the income will be received and the amount of the income receivable can be measured reliably.

Donations and legacies

Donations are recognised when the charity has been notified in writing of both the amount and settlement date. In the event that a donation is subject to conditions that require a level of performance by the charity before the charity is entitled to the funds, the income is deferred and not recognised until either those conditions are fully met, or the fulfilment of those conditions is wholly within the control of the charity and it is probable that these conditions will be fulfilled in the reporting period.

Grants receivable

Grants are recognised when the charity has an entitlement to the funds and any conditions linked to the grants have been met. Where

performance conditions are attached to the grant and are yet to be met, the income is recognised as a liability and included on the balance sheet as deferred income to be released.

Deferred income

Deferred income represents amounts received for future periods and is released to incoming resources in the period for which, it has been received. Such income is only deferred when:

- The donor specifies that the grant or donation must only be used in future accounting periods; or
- The donor has imposed conditions which must be met before the charity has unconditional entitlement.

Expenditure

All expenditure is recognised once there is a legal or constructive obligation to that expenditure, it is probable settlement is required and the amount can be measured reliably. All costs are allocated to the applicable expenditure heading that aggregate similar costs to that category. Where costs cannot be directly attributed to particular headings they have been allocated on a basis consistent with the use of resources, with central staff costs allocated on the basis of time spent, and depreciation charges allocated on the portion of the asset's use. Other support costs are allocated based on the spread of staff costs.

Raising funds

These are costs incurred in attracting voluntary income, the management of investments and those incurred in trading activities that raise funds.

Charitable activities

Charitable expenditure comprises those costs incurred by the charity in the delivery of its activities and services for its right holders. It includes both costs that can be allocated directly to such activities and those costs of an indirect nature necessary to support them.

Grant provisions

Provisions for grants are made when the intention to make a grant has been communicated to the recipient but there is uncertainty about either the timing of the grant or the amount of grant payable.

Governance costs

These include the costs attributable to the charity's compliance with constitutional and statutory requirements, including audit, strategic management and trustees' meetings and reimbursed expenses.

Tangible fixed assets

Individual fixed assets are initially recorded at cost, less any subsequent accumulated depreciation and subsequent accumulated impairment losses.

Depreciation and amortisation

Depreciation is provided on tangible fixed assets so as to write off the cost or valuation, less any estimated residual value, over their expected useful economic life as follows:

ASSET CLASS	DEPRECIATION METHOD AND RATE
Fixtures & Fittings	12.5% straight line
Equipment	25% straight line
Motor Vehicles	10% straight line
Buildings	50 years

Cash and cash equivalents

Cash and cash equivalents comprise cash on hand and call deposits, and other short-term highly liquid investments that are readily convertible to a known amount of cash and are subject to an insignificant risk of change in value.

Foreign exchange

Transactions in foreign currencies are recorded at the rate of exchange at the date of the transaction. Monetary assets and liabilities denominated in foreign currencies at the balance sheet date are reported at the rates of exchange prevailing at that date.

The results of overseas operations are translated at the average rates of exchange during the period and their balance sheets at the rates ruling at the balance sheet date. Exchange

differences arising on translation of the opening net assets and results of overseas operations are reported in other comprehensive income and accumulated in equity (attributed to non-controlling interests as appropriate).

Other exchange differences are recognised in the Statement of Financial Activities in the period in which they arise except for:

1. exchange differences arising on gains or losses on non-monetary items which are recognised in other comprehensive income; and
2. in the case of the consolidated financial statements, exchange differences on monetary items receivable from or payable to a foreign operation for which settlement is neither planned nor likely to occur (therefore forming part of the net investment in the foreign operation), are recognised in other comprehensive income and reported under equity.

Fund structure

Unrestricted income funds are general funds that are available for use at the trustees' discretion in furtherance of the objectives of the charity.

Restricted income funds are those donated for use in a particular area or for specific purposes, the use of which is restricted to that area or purpose.

Pensions and other post retirement obligations

The charity operates a defined contribution pension scheme which is a pension plan under which fixed contributions are paid into a pension fund and the charity has no legal or constructive obligation to pay further contributions even if the fund does not hold sufficient assets to pay all employees the benefits relating to employee service in the current and prior periods.

Contributions to defined contribution plans are recognised in the Statement of Financial Activities when they are due. If contribution payments exceed the contribution due for service, the excess is recognised as a prepayment.

Critical accounting judgements and key sources of estimation uncertainty

The Trustees are required to make judgements, estimates, and assumptions about the carrying value 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.

Significant Judgement

There are no significant judgements having a material effect on the financial statements.

2. Income from donations and legacies

	Unrestricted funds General	Restricted funds	Total 2023
	£	£	£
Donations and legacies;			
Donations to major appeals	1,857,146	7,942,936	9,800,082
Gift aid reclaimed	739,925	-	739,925
	2,597,071	7,942,936	10,540,007

Prior year

	Unrestricted funds General	Restricted funds	Total 2022
	£	£	£
Donations and legacies;			
Donations to major appeals	2,014,369	4,944,014	6,958,383
Gift aid reclaimed	568,150	-	568,150
	2,582,519	4,944,014	7,526,533

3. Income from grants

	Unrestricted funds 2023	Restricted funds 2023	Total funds 2023	Total funds 2022
	£	£	£	£
Grants from organisations	167,955	31,426,291	31,594,246	22,852,018
Total income from charitable activities	167,955	31,426,291	31,594,246	22,852,018

4. Other Income

	Unrestricted funds 2023	Restricted funds 2023	Total funds 2023	Total 2022
	£	£	£	£
Rental Income	-	-	-	5,500
Other income	602,517	-	602,517	
Total	602,517	-	602,517	5,500

5 Expenditure on raising funds

	2023	2022
	£	£
Fundraising and marketing costs	896,868	798,596
Support cost allocation	283,936	341,538
Total	1,180,804	1,140,134

6. Charitable Activities

	Unrestricted 2023	Restricted 2023	Total 2023	Total 2022
	£	£	£	£
Medical	-	5,277,760	5,277,760	5,697,225
Food, shelter, humanitarian aid & clothing	-	10,902,859	10,902,859	8,343,018
Social and cultural	-	362,458	362,458	1,424,603
Education	-	2,060,174	2,060,174	2,532,854
Orphans	-	244,896	244,896	429,478
WASH	-	5,645,740	5,645,740	5,500,802
Protection	-	3,589,769	3,589,769	1,284,909
Other projects	1,646,026	4,340,878	5,986,904	1,620,687
Support costs	238,476	2,787,967	3,026,443	1,468,918
	1,884,502	35,212,501	37,097,003	28,302,494

7. Analysis of support cost

	Unrestricted 2023	Administration 2023	Premises 2023	Total 2023	Total 2022
	£	£	£	£	£
Medical	14,354	377,688	38,528	430,569	311,876
Food, shelter, humanitarian aid & clothing	29,652	780,232	79,591	889,476	456,711
Social and cultural	986	25,938	2,646	29,570	77,985
Education	5,603	147,431	15,039	168,073	138,653
Orphans	666	17,525	1,788	19,979	23,510
WASH	15,355	404,021	41,214	460,590	285,495
Protection	9,763	256,892	26,205	292,860	79,649
Other projects	16,282	428,436	43,705	488,423	95,037
Support costs	8,231	216,579	22,093	246,903	-
	100,891	2,654,742	270,809	3,026,442	1,468,917
Raising funds	9,465	249,064	25,407	283,936	341,537
Total	9,465	249,064	25,407	283,936	341,537

Support costs are apportioned proportionally to activity. Any overseas office costs have been directly attributed to the costs of delivering charitable activities in the country.

8 Trustees remuneration and expenses

Neither the trustees nor any persons connected with them have received any remuneration nor expense reimbursement during the current or prior year

9. Staff costs	2023	2022
	£	£
Wages and salaries	4,391,127	2,991,086
Social security costs	136,395	86,115
Pensions	23,278	15,541
	4,550,800	3,094,763

Overseas wages and salaries amounting to £3,098,520 (2022: £2,063,704) are included in wages and salaries above.

The monthly average number of persons (including senior management team but excluding casual workers) employed by the group during the year expressed as full-time equivalents was as follows:

	2023	2022
	No	No
Charitable activities	201	144
Fundraising and Marketing	18	27
Admin and Support	-	2
	219	173

There are three employees that received emoluments of more than £60,000 during the year. (2022: 1 employee).

Salary band	2023	2022
£60,000 - £70,000	1	0
£70,000 - £80,000	0	0
£80,000 - £90,000	0	1
£90,000 - £100,000	1	0
£100,000 - £110,000	0	0
£110,000 - £120,000	0	0
£120,000 - £130,000	1	0

The total employee benefits of the key management personnel of the group were £418,749 (2022 - £334,414).

10 Taxation

The charity is exempt from corporation tax as all its income is charitable and is applied for charitable purposes.

11. Net Incoming Resources	2023	2022
	£	£
Audit fees	30,000	31,250
Accountancy	-	7,500
Depreciation	81,926	28,136

12. Tangible Fixed Assets**Charity and Group**

	Land & Buildings	Furniture and equipment	Motor Vehicles	Total
Cost	£	£	£	£
At 1 January 2023	562,500	215,589	-	778,089
Additions		64,834	61,139	125,973
At 31 December 2023	562,500	280,423	61,139	904,062
Depreciation				
At 1st January 2023	18,844	33,265	-	52,110
Charge for the year	11,250	60,611	10,065	81,926
At 31 Dec 2023	30,094	93,876	10,065	134,035
Net Book Value				
At 31 December 2023	532,406	186,547	51,074	770,027
At 31 December 2022	543,656	182,323	-	725,979

13. Debtors

Group	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Prepayments	88,810	82,448	88,810	82,448
Accrued income	3,056,699	1,795,681	3,056,699	1,750,396
Other debtors	911,414	921,068	911,414	921,068
	4,056,923	2,799,198	4,056,923	2,753,913

14. Creditors: amounts falling due within one year

Group	Group		Charity	
	2023	2022	2023	2022
	£	£	£	£
Accruals	338,733	711,664	338,733	711,664
Accrued Project Costs	2,153,071	1,638,584	2,153,071	1,638,584
Other creditors	696	602,517	696	-
	2,492,500	2,952,765	2,492,500	2,350,248

15. Movement in Funds

Movement in Funds	At 1	Income	Expenditure	Transfer	At 31
	January 2023			between funds	December 2023
	£	£	£	£	£
Medical	362,448	5,659,692	(5,277,760)	-	744,380
Food, shelter, humanitarian aid & clothing	154,187	10,558,786	(10,902,860)	189,887	-
Social and cultural	1,487,469	1,087,245	(362,458)	-	2,212,256
Education	372,944	2,187,653	(2,060,174)	-	500,422
Orphans	-	720,229	(244,896)	-	475,333
WASH	-	6,058,617	(5,645,740)	-	412,877
Protection	-	4,091,903	(3,589,769)	-	502,135
Other projects	-	9,005,100	(8,025,713)	-	979,387
	2,377,047	39,369,227	(36,109,369)	189,887	5,826,791
Designated funds	-	-	-	602,517	602,517
General funds	4,159,169	3,367,543	(2,168,438)	(792,404)	4,565,870
Unrestricted funds	4,159,169	3,367,543	(2,168,438)	(189,887)	5,168,387
Total movement on reserves	6,536,215	6,536,215	(38,277,807)	-	10,995,178

The transfer from general to restricted funds represents the use of general funds to fund restricted projects.

The transfer to designated funds relates to an overpayment held in creditors for a number of years. Despite repeated attempts to contact the creditor no response has been received. Therefore the funds have been released to be held as an investment to generate a return

15. Movement in Funds

Comparative for Movement in funds	At 1	Income	Expenditure	Transfer	At 31
	January 2022			between funds	December 2022
	£	£	£	£	£
Medical	-	6,059,673	(5,697,225)	-	362,448
Food, shelter, humanitarian aid & clothing	-	8,497,205	(8,343,018)	-	154,187
Social and cultural	1,360,077	861,583	(734,191)	-	1,487,469
Education	-	2,905,797	(2,532,854)	-	372,944
Orphans	226,288	174,417	(429,478)	28,773	-
WASH	-	-	-	-	-
Protection	-	-	-	-	-
Other projects	765,586	9,297,357	(10,273,744)	210,801	-
	2,351,951	27,796,032	(28,010,510)	239,574	2,377,047
General funds	3,242,843	2,588,018	(1,432,118)	(239,574)	4,159,169
Unrestricted funds	3,242,843	2,588,018	(1,432,118)	(239,574)	4,159,169
Total movement on reserves	5,594,794	30,384,050	(29,442,628)	-	6,536,215

16. Analysis of net assets between funds Group

Group	Unrestricted	Restricted	Designated	Total funds at
	funds General	funds	funds	31 December 2023
	£	£	£	£
Tangible fixed assets	770,027	-	-	770,027
Current assets	4,135,271	7,979,863	602,517	12,717,651
Current liabilities	(339,428)	(2,153,072)	-	(2,492,500)
	4,565,870	5,826,791	602,517	10,995,178
	Unrestricted	Restricted	Total funds at	
	funds General	funds	31 December 2022	
	£	£	£	
Tangible fixed assets	725,979	-	725,979	
Current assets	3,449,529	4,873,578	8,323,110	
Current liabilities	(16,339)	(2,496,532)	(2,512,871)	
	4,159,169	2,377,046	6,536,215	

17. Financial instruments	2023	2022
	£	£
Financial assets measured at amortised cost	12,717,651	8,763,003
Financial liabilities measured at amortised cost	(2,492,500)	(2,952,765)
	10,225,151	5,818,237

18. Related party transactions

At 31 December 2023 the Group had no related party transactions

19. Capital commitment

At 31 December 2023 the Group had no capital commitment.

20. Contingent liability

At 31 December 2023 the Group had no known contingent liabilities in the financial statements.

21. Control relationship

Action For Humanity is the sole corporate trustee of Syria Relief whereby Action For Humanity has the power to govern the financial and operating policies of Syria Relief. Syria Relief is now a linked charity and therefore no separate Financial Statements are prepared.

The Charity had income of £44,656,751 for the year and a net surplus of £6,477,277. The difference between amounts disclosed here

and the SOFA is due to the transfer of £2,042,288 net assets relating to Syria Relief.

The Charity has a subsidiary entity based in Türkiye for WAQF endowments. The entity has generated a small amount of income in the year but is currently largely supported by the Charity.

The trustees listed on page one are the ultimate controlling parties of Action for Humanity.

22. Comparatives for the Statement of Financial Activities

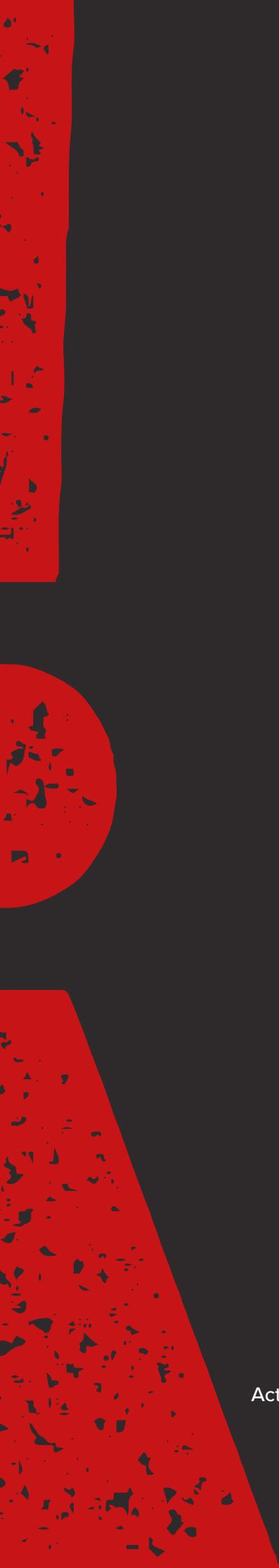
	2022		
	Unrestricted funds	Restricted funds	Total funds
Income from			
Donations and legacies	2,582,518	4,944,014	7,526,532
Grants	-	22,852,018	22,852,018
Other income	5,500	-	5,500
Total Income	2,588,018	27,796,032	30,384,050
Expenditure on			
Raising funds	341,538	798,595	1,140,133
Charitable activities	1,090,580	27,211,914	28,302,494
Total resources expended	1,432,118	28,010,510	29,442,627
Net incoming/(outgoing) resources for the year	1,155,900	(214,479)	941,421
Transfers between funds	(239,574)	239,574	-
Net movement in funds	916,326	25,095	941,421
Total funds brought forward	3,242,843	2,351,951	5,594,794
Total funds carried forward	4,159,169	2,377,046	6,536,215

23. Comparative for Charitable Activities

	Unrestricted 2022	Restricted 2022	Total 2022
	£	£	£
Medical	2,582,518	4,944,014	7,526,532
Food, shelter, humanitarian aid & clothing	-	22,852,018	22,852,018
Social and cultural	5,500	-	5,500
Education	2,588,018	27,796,032	30,384,050
Orphans			
Other projects			
Support costs	341,538	798,595	1,140,133
	1,090,580	27,211,914	28,302,494

24 Comparative for analysis of support cost

	Finance 2022	Administration 2022	Premises 2022	Total 2022
	£	£	£	£
Medical	12,520	273,235	26,121	311,876
Food, shelter, humanitarian aid & clothing	18,335	400,125	38,251	456,711
Social and cultural	3,131	68,323	6,532	77,985
Education	5,566	121,474	11,613	138,653
Orphans	944	20,597	1,969	23,510
Other projects	18,474	403,165	38,542	460,181
Support costs	-	-	-	-
	58,970	1,286,919	123,027	1,468,917
Raising funds	13,711	299,221	28,605	341,537
Total	13,711	299,221	28,605	341,537



**ACTION
FOR
HUMANITY**

Action For Humanity, 6 Carolina Way Salford, Manchester, M50 2ZY
+44 (0) 161 860 0163 | info@actionforhumanity.org

© 2024 Action For Humanity
Charity Reg. No. 1154881